

ANALYSIS OF FACTORS RESPONSIBLE FOR THE BETTER PERFORMANCE OF EMPLOYEES PRIVATE ORGANISATION IN CHENNAI CITY

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ABSTRACT

Performance of the employees in the private sector in the city of Chennai its covered by the are reason, but all kinds of organisation must to concentrate the performance in the level of basic to the top level management. The management people are also advice to the current situation is not the easy task of the business people, so we want to provide a right way for the right kinds of employees. The level of employee's motivation is very essential one in the field of human resources. The human resource management does not have any limitation for the service proving functions. The article contain the scope and objectives behind the study is to find out the important factors which are responsible for the better performance of employees. This study also contains, chi-square test table, findings, suggestions and also its limitations.

Keywords: Potential, Human resource, Positive and Negative Reinforcement, Performance appraisal

INTRODUCTION:

Human resources, ie., employees play a major role in the development of any organization. Though, an organization may be blessed with physical and financial resources, it can do nothing without the aid of human resources. Through the efficient manpower only, an organization can achieve its fullest potential.

In other words, the full potential of the manpower should be initialized by the organization to achieve its goal. Hence, we are going to analyze, how an organization can get better performance from its employees. There are so many factors, such as Training Programmes, which help to develop the knowledge and skill of the employees, positive and negative reinforcements, organizational atmosphere etc. Which helps the employees to perform better.

As the success of an organization mainly, depends upon the manpower, it's the duty of the organization to findout and implements the factors which will be out the full potential of the manpower. The man power management is not a easy task of the management, every employees is an assets in the level of the organisation. The organizational authorities gave a good approaches to their employees means it's the real mention of the organisation. The employees motivation is the first and best techniques of the business people, the technological support to the employees is a time oriented but the techniques oriented support means its going to be result oriented.

SCOPE OF THE STUDY

- The present study was undertaken in a small manufacturing private sector unit which is situated in poonamallee, thiruvallur district.
- This study is an attempt to make an analysis about the factors responsible for the better performance of the employee.
- The slope of the study covers all the areas of the manpower in the organization, such as top, middle, level management, its policies, rules and regulations towards employees, supervisors, employees, organizational climate etc.

OBJECTIVES OF THE STUDY

1. To study the objectives, policies of the organization
2. To find out the attitude of top-level management towards its manpower
3. To find out the opinion of the employees towards the organization and its goals.
4. To examine the organizational climate
5. To recommend suggestions to improve the quality of the manpower

METHOD OF STUDY, SAMPLING AND DATA COLLECTION

For a systematic enquiry, application of scientific method is very much essential. To get reliable and accurate information as well as outcome of the study, Survey methods has been adopted.

A sample of 500 respondents which include managers, supervisors and employees

Data were collected from the Human resources through questionnaire and interviews. Secondary sources of data were also used to know about the policies, achievements of the organization through their annual reports, records etc.

LIMITATIONS OF THE STUDY

1. The analysis is conducted in a small organization.
2. The number of respondents is only 500.
3. The generalization of the study cannot be expected to have universal application

REVIEW OF RELATED LITERATURE

Atatsi, E.A.Stoffers.J and Kil.A (2019), “Factors affecting employer performance: a systematic literature review” Journal of Advances in management research.

The concept of performance encompasses both what has to be accomplished and how it can be realized. Organizational performance can be measured in various ways. **Coulter(2006)** describes, employee performance as the total or aggregate output of an employee. Employees performance is measured using such attributes, such as effectiveness, efficiency, quality, innovation, creativity, commitment, satisfaction, flexibility, efforts towards the goals of an organization.

In the research conducted by related literature (**Sequeira and Dhriti, 2015**) it was identified that the employee relations practices followed in the organization had a direct effect on the performance of the workers in the organization.

QUALITY OF PERFORMANCE VERSUS LITERACY LEVEL OF THE RESPONDENT

CHI SQUARE TABLE

O	E	(O-E)	(O-E)²	(O-E)² /E
20	20	0	0	0
10	11	-1	1	0.090909
25	17	8	64	3.764706

30	24	6	36	1.5
5	12	-7	49	4.083333
10	16	-6	36	2.25
20	28	-8	64	2.285714
15	15.40	-0.40	0.1600	0.01039
10	23.80	-13.80	190.400	8.001681
40	33.60	6.40	40.9600	1.219048
25	16.80	8.20	67.2400	4.002381
30	22.40	7.60	57.7600	2.578571
30	24	6	36	1.5
15	13.20	1.80	3.2400	0.245455
25	20.40	4.60	21.1600	1.037255
20	28.80	-8.80	77.4400	2.688889
10	14.40	-4.40	19.3600	1.344444
20	19.20	0.80	0.6400	0.033333
25	16	9	81	5.0625
10	8.80	1.20	1.4400	0.163636
15	13.60	1.40	1.9600	0.144118
20	19.20	0.80	0.6400	0.033333
5	9.60	-4.60	21.1600	2.204167
5	12.80	-7.80	60.8400	4.753125
5	12	-7	49	4.083333
5	6.60	-1.60	2.5600	0.387879
10	10.20	-0.20	0.0400	0.00392157
10	14.40	-4.40	19.3600	1.44444444
15	7.20	7.80	60.8400	8.45
15	9.60	5.40	29.1600	3.0375
500	500			65.95497

CHI SQUARE

Df: (r-1)(c-1)

(6-1)(5-1)

20.

Table value: 31.410

Calculated Value: 66.30407

Result:

Since the calculated value of Chi Square is greater than the table value of X^2 , H_0 is rejected. So the Respondent literacy level is influenced by the quality of performance..

Hence there is evidence of association between literacy level and by the quality of performance..

**PACKAGE SYSTEM OF SALARY VERSUS AGE GROUP OF THE RESPONDENT
CHI SQUARE TABLE**

O	E	(O-E)	(O-E)²	(O-E)²/E
28	28.32	-0.32	0.1024	0.003616
17	25.44	-8.44	71.2336	2.800063
35	18.72	16.28	265.0384	14.15803
30	34.56	-4.56	20.7936	0.601667
10	12.96	-2.96	8.7616	0.676049
52	40.12	11.88	141.1344	3.517807
47	36.04	10.96	120.1216	3.333008
10	26.52	-16.52	272.9104	10.29074
45	48.96	-3.96	15.6816	0.320294
16	18.36	-2.36	5.5696	0.303355
28	30.68	-2.68	7.1824	0.234107
32	27.56	4.44	19.7136	0.715298
25	20.28	4.72	22.2784	1.09854
35	37.44	-2.44	5.9536	0.159017
10	14.04	-4.04	16.3216	1.162507
10	18.88	-8.88	78.8544	4.1766102
10	16.96	-6.96	48.4416	2.856226
8	12.48	-4.48	20.0704	1.608205
34	23.04	10.96	120.1216	5.213611
18	8.64	9.36	87.6096	10.14
500	500			63.32876

CHI SQUARE

Df: (r-1)(c-1)

(5-1)(4-1)

12.

Table value: 21.026

Calculated Value: 63.32876

Result:

Since the calculated value of Chi Square is greater than the table value of X^2 , H_0 is rejected. So the Respondent age group is influenced by the package system of salary.

Hence there is evidence of association between age group of the respondent and package system of salary.

FINDINGS

The top management of the organization believes that the employees can perform well if they enjoy the work. They try their maximum to create a good organizational climate proper training programmes and workshops are arranged by the management to increase the work efficiency of the employees. The top management have understood clearly the human resource is the most important resource and need their fullest co-operation not only for future

development. The management tries to create a smooth relationship at all level to avoid conflicts and misunderstandings between the employees.

SUGGESTIONS

The main focus of the study is to find out the factors responsible for the better performance of the employees in an organization. After the analysis some important suggestions can be given to improve the situation. Though the employees and the management have favorable opinion towards each other, the management can give more attention in developing the technical skills, of the employees which will help them to face the future requirements.

Though the organization has proper appraisal system, it can be given more attention. Some innovative techniques can also be included in the appraisal system.

CONCLUSION

The overall study reveals that there are so many factors which are responsible for the better performance of the employees. Attitude and contribution of top-level management is very much essential for a good organizational climate. Training and development programmes, updated knowledge, efficiency to face technical advancement, smooth relationship between employees, a little informal atmosphere among the employees also place a major role in increasing the efficiency of employees.

Ethical Clearance: Completed

Sources of Funding: Self

Conflict of Interest: Nil

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