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“A STUDY ON ATTITUDE OF EMPLOYEE TOWARDS WORKING ENVIRONMENT WITH SPECIAL REFERENCE TO RR PVT LTD”

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Abstract:

Working conditions plays a vital role in the growth and development of organization. If there is good working condition, employees will work in the pleasant manner. If it is vice versa, then it will create stress to the employees. This study is conducted in RR Pvt Ltd to know the perception of the employee towards their working environment. It helps to develop a better environment to the employees.

KEY WORDS:

working capital, employee, environment, perception & work life balance.

INTRODUCTION:

Working conditions refers to the working environment and aspects of an employee's terms and conditions of employment. This covers such matters as: the organization of work and work activities; training, skills and employability; health, safety and well-being; and working time and work-life balance. Pay is also an important aspect of working conditions, although Article 153 of the Treaty on the Functioning of the European Union (TFEU) excludes pay from the scope of its actions in the area of working conditions. Improving working conditions is one of the goals of the EU. Article 151 TFEU states that: 'The Union and the Member States... shall have as their objectives the promotion of employment, improved living and working conditions, so as to make possible their harmonization while the improvement is being maintained'. Further, Article 153 TFEU states that 'the Union shall support and complement the activities of the Member States' in a range of social policy fields, including working conditions (Article 153 1(b)).

CHANGES IN WORKING CONDITIONS

The normal rule is that an employer cannot change the terms and conditions of employment without the consent of the employee, when such modifications are outside the management prerogative. So, merely informing the employee by a written statement is not conclusive of the existence of an agreed change in the terms. When the employer does not have the right in the contract – if they try to alter rates of pay, hours of work, or the status or grade of the employee – they must obtain the employee's consent before the change can have any legal effect. The existence of a written statement does not mean that it has been agreed and is thus binding.

If the employer unilaterally drafts the written information, challenges concerning the accuracy, and hence validity, of the document purporting to comply with the directive's requirements may arise in the

absence of any worker input to the document. This could be avoided if the document itself cites a collective agreement as the source for changes in terms and conditions.

NEED FOR THE STUDY

The following are the needs to do the research at RR Limited, Tuticorin.

The management was in the position to know whether the attitude of employee towards working environment is conducive.

To measure the satisfaction level of the employees.

To get suggestions from the employees for further improvement in existing human resource system.

To contribute to the growth of the organization.

PRIMARY OBJECTIVE

To study the attitude of employee towards working environment of RR Pvt Limited, Tuticorin.

Secondary Objectives

To study the effectiveness of the organization's culture.

To identify the opinion on environment factors of the company.

To find the various factors influenced the job satisfaction of the employees.

SCOPE OF THE STUDY

The study is based on bringing out the individual attitude in the organization. Attitudes are positive, negative or neutral views of person, behavior and event. Attitude of an individual plays an important role in determining the organization climate. Attitudes come from judgments. The study will provide the views and thoughts of the individual. The inference drawn in the study will make the person in charge to take accurate steps in the area where there is a loop hole.

As such the study will be of great help for the organization, thereby bringing an excellence in their action.

LIMITATIONS

The study could not evaluate the opinion on environment in more objective form.

The fear of awareness being exposed to their superior might have acted as a mental block for the respondents to open up though confidentiality was assured.

The attitude of an individual cannot be laid out as establishment fact since the individuals attitude might get changed in various circumstances.

The study could not eliminate the influence of extraneous factors or any possibility of bias completely.

RESEARCH METHODOLOGY

Primary Data

Primary data are those which are collected for the first time and they are original in character. In this study primary data was collected through questionnaire.

Secondary Data

Secondary data are those which are already collected by someone for some purpose and are available for the present study. In this study secondary data is mainly taken from:

The company's published reports.

Journals, Magazines, etc.

Internet-www.srfindustries.com.

Sampling Technique

Sample design is a definite plan determined before any data are actually collected for obtaining a

sample from a given population. Simple random sampling technique has been used for the study. Samples have been drawn in such a way that every employee has an equal chance of having included for investigation.

Sample Size

Among 325 workers I have chosen 75 respondents as sample size who are the employees working in RR pvt Limited, Tuticorin.

Tools Used For the Study

Percentage Analysis and Graphical Representation.

REVIEW OF LITERATURE

Sahl, Robert J. Human resources and labor relations, 1990, Firms interested in learning about employees and the effectiveness of personnel management programs may want to create attitude surveys specific to their companies because standardized surveys may be over-generalized or focus on issues not important to all organizations. Experience has shown that firm-tailored surveys generate optimal results because they reduce paperwork and administrative costs. Determining important questions can be accomplished by gathering data from employees to pinpoint organization-specific issues and from top management to determine broad organizational issues. The surveys should include interviews with participants, and efforts should be made to communicate results, even if results are negative.

Crain Communications, Inc, Human resources and labor relations, 1991 , Problems in the workplace can be dealt with even before they arise by using employee attitude surveys. Surveys can help managers identify and clarify issues that need to be addressed, including job satisfaction, compensation, benefits, and attitudes toward company policies and practices. The most appropriate times to conduct attitude surveys are when there is a new CEO, after a major reorganization, after an acquisition, or when there are clear indications of problems within the organization. Software packages, such as Easy Gen, can help employers conduct and interpret surveys on their own.

York, David R. Human resources and labor relations, 1985, Attitude surveys provide a corporation with valuable information about its employees. For a survey to be successful a company must invest the time and funds necessary for well-designed questionnaires, provide employees with survey results, and implement changes based on the results of the survey. Outside consultants are generally best able to conduct surveys, since they have the tools, data and experience required, and can assure employees of anonymity. Attitude surveys can be used to evaluate employee assets, management performance, training needs and morale.

Benjamin Schneider Steven D. Ashworth, a. Catherine Higgs, Linda Carr⁴, This paper presents logic, procedures, validity, and use of employee attitude surveys targeted on strategic objectives of the firm. The logic is that employees at the front line are in an optimal position to report on the degree to which strategic initiatives are being carried out. The procedure is to design survey questions that focus on the initiative rather than on employees' personal feelings or satisfaction. To validate employee reports, the relationships between those reports and customer satisfaction over four quarters of the use of the survey are shown. Evidence shows that the logical and empirical keying of employee surveys to strategic initiatives and objectives of the firm provide data of immediate use to management, in the present case to both marketing and human resources management.

Stuart M. Klein, Allen I. Kraut and Alan Wolfson ,A Study of the Impact of Structure and Process, 1971, This study examines the impact of attitude survey feedback on recipients' attitudes toward the feedback process and their perceptions of survey utilization. Two populations were examined in a natural experimental setting: manufacturing employees and manufacturing managers. Independent variables were of two classes: structure and process. It was hypothesized that each class would be positively associated with the dependent variables. In the main, however, the process variables were more powerful predictors of the dependent measures. Analysis disclosed that structure facilitates process and is its natural antecedent. A model of information dissemination was posited whereby the relationship between structural variables and attitudes was moderated by process variables. This was supported by the data. In addition it was found that the process variables were of two classes: communication and involvement, the former predicting better to satisfaction with survey feedback and the latter predicting better to perceived utilization of the survey's results. Finally, it was found that the management group perceived utilization and satisfaction as highly related, probably because of the decision-making orientation of this group.

FINDINGS, SUGGESTIONS AND CONCLUSION

Findings

It is understood that majority of the respondents (48%) belong to age group of above 30-40 years.
It is inferred that majority 76% of the respondents are Male.
36% of the respondents have completed UG Degree.
It is inferred that 38% of the employees having working experience of 2-5 years which shows their loyalty towards the company without much preference to quitting the company.
It is understood that 37% of the employees are Neutral that they know their job and what is expected of them on a daily basis which shows their attitude towards the job and helps them to perform better.
It depicts that 48% of the employees are Neutral that they are receiving regular communication from the company. This helps to get their job done well as well as the friendliness of the management.
It is clear that 33% of the employees are Neutral that the management respects them and uses the abilities and skills of the employees. This will help the employees to know that they are being recognised and used in their specialized area.
It is inferred that majority 28% of the respondents are Neutral that the management giving sufficient chance to express their grievances.
It depicts that majority 38% of the respondents are dissatisfied with the transportation facilities provided by the company.
It is understood that 34% of the employees are Neutral that their company takes care of their health.
It is concluded that 37% of the respondents are Neutral with the work place is neat and maintained well. This shows that the organization is providing a neat and comfortable environment, where the employees would feel at ease.
It is inferred that 35% of the respondents Agree that the management is providing sufficient infrastructure at work and thereby helps them to have a positive attitude to achieve the mission.
It is understood that 32% of the respondents are Neutral with the safety measures and equipments.
It is concluded that 33% of the respondents are Neutral with the adequate warning boards available in the factory.
It depicts that 43% of the respondents are Neutral that the employees work with better harmony. It shows that there is unity among the employees in solving problems and doing the work. That the organization has created a good work climate for the employees.
It is understood that 36% of the respondents are Neutral that the working place is free from pollution.
It is inferred that 48% of the employees Agree with the adequate water facilities available in the company.
It is concluded that 44% of the respondents are Neutral that the work shop is less noisy. This shows that the organization is providing a comfortable environment.
It is clear that 33% of the respondents are Disagree that the scraps are removed immediately.
It is understood that 35% of the employees agree that they are involved in decision making which is a positive sign for the employees that their decision making skills are being used and the interest on employees shown by the company.
It depicts that 33% of the respondents Agree that the external environment is clean.
It is clear that 37% of the respondents Disagree that they have given clear out career planning.
It is inferred that 37% of the respondents Agree with the promotional system. Promotional system is what most of the employees prefer since recognition is important for their hard work. If they are satisfied with the promotional system then a larger part of their satisfaction could be achieved.
It is understood that 32% of the respondents Agree that the management provides proper training necessary to do the job. Therefore the company shows individual importance towards the employees as well as provides group training, when a new technology is introduced.
It is concluded that 36% of the respondents are Neutral that the refreshments are given regularly.
It is understood the 37% of the respondents are Agree with the working dresses provided by the company.
It is clear that 31% of the respondents are Neutral that the rest rooms are available to them.
It is understood that 43% of the respondents are Neutral with the canteen facilities provided.
It is inferred that 37% of the respondents are Neutral with the company. This indicates that the organization is satisfactory on the whole.
It depicts that 36% of the respondents Agree that first aid kit is available in the factory.

SUGGESTIONS

Company should understand the profile of the employees in allocation of workload, work timings and also

the external environment.

Company shall think of improving the share of female employees substantially.

By providing additional benefits, more encouragement can be given to the employees to achieve the mission.

Adequate training should be given in new technology to build confidence in the employees and to build a good attitude among them.

Frequently the management can organise meeting with the workers to develop the interrelationship among the superiors and workers.

Company should capitalise the positive contributing factors like sufficient infrastructure, providing safety equipments, adequate water facilities, promotional system and providing regular refreshment.

Company should pay more attention towards transportation facilities and should remove the scraps immediately from the working place.

CONCLUSIONS

· The above findings and suggestions show that the attitude of employees is an important criterion for the functioning of the organization.

· Not only the material resources but also the human resources are an important asset to the company.

· Though the organization is performing well, there are certain constraints which have to be overcome to reach greater heights.

· There is good scope for improvement by way of effective planning and implementation.

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