



## AN ANALYSIS OF IMPACT OF PERFORMANCE OF EMPLOYEES WORKING ON CONTRACT BASIS IN MAHARASHTRA STATE ELECTRICITY BOARD OF NAGPUR DISTRICT



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### ABSTRACT :

*The present study makes a coordinated approach to employee's performance and working Condition therefore, a modest attempt to fill the existing research gap to some extent. No comprehensive study has been made so far covering different dimensions of performance. It is intended to carry out the study in Maharashtra State Electricity Board (MSEB).*

**KEYWORDS :** Maharashtra State Electricity Board (MSEB), Organization, Organization.

### INTRODUCTION

Overall Functioning of the Organization is a relative term which varies with the individual perception, attitude, beliefs, feelings and opinions towards his immediate environment to which he is exposed in day to day life. His interaction with his family, organization and the society as a whole. Thus employee performance is a complex phenomenon, requires a considerable attention for investigation and its necessities must be adequately realized and proper weightage must be given in time by the entrepreneur, by the organization, the society and by the planner of the nation. Keeping in consideration of the importance of performance of employees the present study attributed to find out the impact of performance of employees on contract basis and to measure the honesty and workability in Maharashtra State Electricity Board (MSEB) consisting a large number of contract employees.

Though several research scholars had taken pains to study on the topic in larger units, a sincere effort was made here by the researcher to focus on the peculiar characteristics regarding working condition, salary, other benefits, discontentment etc in the above said organization which contributes a major percentage of one's satisfaction level and performance at the work place.

The Need of Study the Contract Employee is a significant and growing form of employment in various types of industries. The exploitation of contract Employee is now the biggest issue in the era of globalization and liberalisation. The aim of this research is to focus on the overview of the contract basis Employee in Maharashtra State Electricity Board (MSEB), Evolution, the analysis of the present scenario and various loopholes under the System.

In order to develop a group of positive labour force. The Employee of an Organization should adequately be motivated in their respective assignments it can be done through study of working of contract basis employees in Maharashtra State Electricity Board (MSEB)

Keeping in consideration of the need of the Overall Functioning of the Organization and job satisfaction the present study attributed to focusing on working condition of contract basis employees in Maharashtra State Electricity Board (MSEB).

**Table 1: Opinion of employees working on contract basis in Maharashtra State Electricity Board of Nagpur District about decrease in their honesty and sincerity due to the contractual employment**

Honesty and sincerity of the employee decreases due to the contractual employment	Frequency	Percent
Agree	341	68.2
Disagree	142	28.4
Strongly Agree	17	3.4
<b>Total</b>	<b>500</b>	<b>100</b>
<b>Chi Square Value</b>	<b>df</b>	<b>Sig.</b>
<b>320.404</b>	<b>2</b>	<b>0.000</b>

df- degrees of freedom; Sig.- Significance

Above Table 1 illustrates opinions of employees working on contract basis in Maharashtra State Electricity Board of Nagpur District about honesty and sincerity decreases due to the contractual employment. As per the information, 68.2% employees agreed that honesty and sincerity decreases due to the contractual employment. Furthermore, 28.4% employees disagreed, 3.4% employees strongly agreed that, honesty, and sincerity decreases due to the contractual employment. The result of chi square statistics shows that there is significant (Chi square- 320.404; df-2;  $P < 0.05$ ) difference among employees working on contract basis in Maharashtra State Electricity Board of Nagpur District with respect to their opinion about honesty and sincerity decreases due to the contractual employment. Hence it is apparent from the above result that honesty and sincerity of substantially ( $P < 0.05$ ) high percentage of employees working on contract basis in Maharashtra State Electricity Board of Nagpur District, decreases due to the contractual employment.

**Table 2: Opinion of employees working on contract basis in Maharashtra State Electricity Board of Nagpur District about hampering their loyalty because of working for extra hours without remuneration**

Working for extra hours without remuneration hampers the loyalty towards the organization	Frequency	Percent
Strongly Agree	120	24.0
Agree	256	51.2
Disagree	107	21.4
Strongly Disagree	17	3.4
<b>Total</b>	<b>500</b>	<b>100</b>
<b>Chi Square Value</b>	<b>Df</b>	<b>Sig.</b>
<b>233.392</b>	<b>3</b>	<b>0.000</b>

df- degrees of freedom; Sig.- Significance

Above Table 2 illustrates opinions of employees working on contract basis in Maharashtra State Electricity Board of Nagpur District about working for extra hours without remuneration hampers the loyalty towards the organization. As per the information, 24.0% employees strongly agreed that working for extra hours without remuneration hampers the loyalty towards the organization. Furthermore, 51.2% employees agreed, 21.4% employees disagreed and 3.4% employees strongly disagreed that working for extra hours without remuneration hampers the loyalty towards the organization. The result of chi square statistics shows that there is significant (Chi square- 233.392; df-3;  $P < 0.05$ ) difference among employees working on contract basis in Maharashtra State Electricity Board of Nagpur District with respect to their opinion about working for extra hours without

remuneration hampers the loyalty towards the organization. Hence it is apparent from the above result that working for extra hours without remuneration hampers the loyalty of substantially ( $P < 0.05$ ) high percentage of employees working on contract basis in Maharashtra State Electricity Board of Nagpur District, towards the organization.

**Table 3: Opinion of employees working on contract basis in Maharashtra State Electricity Board of Nagpur District about decrease in their performance, due to mental stress exerted by the organization**

Mental stress exerted by the organization decreases the performance of the employee	Frequency	Percent
Strongly Agree	142	28.4
Agree	324	64.8
Neutral	17	3.4
Disagree	17	3.4
<b>Total</b>	<b>500</b>	<b>100</b>
<b>Chi Square Value</b>	<b>Df</b>	<b>Sig.</b>
<b>505.744</b>	<b>3</b>	<b>0.000</b>

df- degrees of freedom; Sig.- Significance

Above Table 3 illustrates opinions of employees working on contract basis in Maharashtra State Electricity Board of Nagpur District about mental stress exerted by the organization decreases the performance of the employee. As per the information, 28.4% employees strongly agreed that mental stress exerted by the organization decreases the performance of the employee, whereas 3.4% employees are uncertain about mental stress exerted by the organization decreases the performance of the employee. Furthermore, 64.8% employees agreed and 3.4% employees disagreed that mental stress exerted by the organization decreases the performance of the employee. The result of chi square statistics shows that there is significant (Chi square- 505.744; df-3;  $P < 0.05$ ) difference among employees working on contract basis in Maharashtra State Electricity Board of Nagpur District with respect to their opinion about mental stress exerted by the organization decreases the performance of the employee. Hence it is apparent from the above result that mental stress exerted by the organization decreases the performance of substantially ( $P < 0.05$ ) high percentage of employees working on contract basis in Maharashtra State Electricity Board of Nagpur District.

## CONCLUSION

- Honesty and sincerity of employees working on contract basis in Maharashtra State Electricity Board of Nagpur District, decreases due to the contractual employment.
- Working for extra hours without remuneration hampers the loyalty of employees working on contract basis in Maharashtra State Electricity Board of Nagpur District, towards the organization.
- Mental stress exerted by the organization decreases the performance of employees working on contract basis in Maharashtra State Electricity Board of Nagpur District.

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