A STUDY ON EMPLOYEE PERCEPTION ABOUT THE ORGANIZATION AND IMPACT ON IT'S COMPANY NORMS AT AMPHENOL OMNOCONNECT INDIA PVT LTD

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Abstract—*The project report deals with the research topic "A STUDY ON EMPLOYEE PERCEPTION ABOUT THE ORGANIZATION AND IMPACT ON IT'S COMPANY NORMS at Amphenol Omniconnect India Pvt Ltd". The main purpose of this research is to identify the intensity of dealers 'engagement& consumers' preference at daily taker. The primary objective is to study the factors influencing the purchase of Daily taker products among dealers and also to study the factor influencing the purchase of Daily taker products among consumers. The research is carried out using Gallup's questionnaire to bring out the opinion of the dealers about the various factors influencing dealers' engagement. Data collection is done through questionnaire and it is analysed with the help of statistical tool called SPSS by applying various test such as sign test. In this survey, the design used is descriptive in nature. The information is collected from the individuals and analysed with the help of different statistical tools, for describing the relationship between various types of variables, pertaining to perception about consumer product industry. Moreover, Cross table Analysis has been done for processing the data obtained to meet the objectives of the study.The main characteristics of this method is that the researcher has no control over variable, he can only report what is happening or what was happened. Most ex post facto research projects are used for descriptive studies in which the researcher seeks to measure such items for example, frequency of shopping, and preference of the people over similar data. "A Study on Dealers' Attitude and Consumers' Preference towards Daily taker with special reference to the nearby areas of the company". So, the process was conducted through questionnaire.*

INTRODUCTION

Human beings working in an organization are valuable assets. Like natural and physical wealth, human resources are also the wealth of an organization. Without human resources, any company cannot exist. Out of six M's –Man, Machinery, Market, Material, Money and Method. The first 'M' is living one i.e., human and the other M's are non-living one i.e., non-human. It is the human that make use of non-human resource.

Human Resource Management is nothing but modern version of Personnel Management. We all know that human resource mean people. But from management point of view, "human resources are more than people." Human Resource is the total knowledge, skills, creative abilities, talents, aptitudes, values, etc. of an organization. Human Resource is a group of all the individuals working in an organization. So, it includes all the component resources of all employees from lower level to top management. Just like there are natural resources and physical resources used by organization, human resource is also one resource, without which no enterprise can succeed.

OBJECTIVES OF THE STUDY

Primary Objective:

A study on employee perception about organizational and impact on its company norms in Amphenol Omniconnect India Pvt ltd

Secondary Objectives:

- To know how employee perceive about the organization.
- To identify the organization providing appropriate and adequate training to the employees.
- To know the level of employee satisfaction based on their perception.
- To identify various factors influencing employee perception.

SCOPE OF THE STUDY

- The scope of the study is vast; the study aims to understand the Amphenol Omniconnect Pvt. Ltd Employee perception about organization and impact on its company norms of the factory. The main purpose of study is focus on the Employee perception and impact on its company norms of the Amphenol Omniconnect Pvt. Ltd, It extremely important that factory should provide and give the employee friendly environment in the factory. The scope of the study extended only to the employees working in the Amphenol Omniconnect India Pvt ltd.
- The study is undertaken to analyze only about employee perception about organizational and impact on its company norms.

NEED FOR THE STUDY

A best organizational is essential to understand the employee's perception towards the organization

- Understanding the employee's perception in the organization.
- Employee perception and its company norms are different from organization to organization, so improving organizational culture to promote the employees for doing the work.
- Organizational culture is changing according to the working condition of factory for that reason factory should update to their employees
- Creating and developing the employee friendly culture and environment.
- Improve the productivity and quality of work.

LIMITATIONS OF THE STUDY

- The study restricted to only Amphenol Omniconnect Pvt. Lmt
- Collection of data collected from the employees of the factory.
- The study focused on only factory employee perception and culture.
- The Limitations of the study extended only to the employees working in the Amphenol Omniconnect India Pvt ltd.
- Responses collected from workers who are in day shift. So unable to get the opinion from employees doing night shift.

REVIEW OF LITERATURE

Bhalla and Giri (2010) defined the organizational function that is related to issues of Compensation, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, administration, and training. In consistent with this definition, has been considered to be able to encourage employees to contribute effectively and productively to the organization's overall performance, which turn in to enableto achieve the organization's goals and objectives (Bhalla & Giri, 2010).

Ostroff and B owen's (2011) The rapidly expanding literature in this field has led to growing diversity in the way scholars conceptualize and operationalize employee perceptions. For example, the phrase "employee perceptions" has been used when discussing the perceived existence of certain practices within an organization as well as when discussing employees' understanding of employers' intentions behind practices. In this review, we aim to enhance clarity regarding the different approaches taken when researchers use the phrase "employee perceptions". We build on Ostroff and Bowen's (2011)

Farndale and Sanders (2012) discuss the connection between national cultures and strength. We build on their insights and consider the implication of cultural influences on the dynamics of employees' perceptions. Below, we explain the methodology adopted in this review. We then investigate the difference between the assumptions, concepts, and measures of the three components of employee perceptions. Next, we critically review the empirical findings on the perceived 'what', 'how', and 'why', and offer insights into how research in these areas of inquiry should advance.

Hewett et al. (2013) offered a summary of employee perception research through the lens of attribution theory. We build on this research by expanding the theoretical domain related to the 'how' and 'why' component of employee perception research. Specifically, we identify several theoretical approaches that we suggest would enrich this area.

Wang et al. (2014) but extend their work by mapping and integrating the literature on how employee perceptions are conceptualized, what type of theoretical perspectives have been used, as well as how this construct has been measured. On the basis of this, we formulate recommendations for future research that we suggest are central to a deeper understanding of how employees perceiving in the organization.

Beijer et al. (2015) suggest that employee perceptions should be separated into two types of perceptions: descriptive and evaluative perceptions. Descriptive perceptions are employee reports of the actual practices in the place or the extent to which they are exposed. Evaluative measures refer to the positive or negative assessment that employees are exposed to (Beijer et al., 2016).

Shawn Kent (2016) This article examined the values of Mentor system prevailing in the organizations. The employees who became more productive, derived greater career satisfaction and enjoyed accelerated career growth were identified. Mentoring was considered to be a mutually advantageous way to both attract and retain employees.

Charles W. Read, Brian H. Kleiner (2017) This paper sought to replicate on the importance of training and the importance of learning theory. Ten learning methods were identified to be the best namely videotapes, lectures, one-on-one instruction, role plays, games/simulation, case studies, slides, computer-based training, audiotapes and films. The study also detailed on the factors considered for selecting the training method and the various ways of evaluating the trainees after completing the program.

Abdelgadir N. Abdelhafiz Elbadri (2018): This comprehensive study was attempted to examine the emphasis given for training activities both internal and external to maintain competitiveness in the market. The study was conducted among 30 Polish companies to determine the training needs, developing programs and assessing outcomes. The results revealed that many companies neglected to assess training needs and evaluate outcome properly, providing for suggestions and improvements.

RESEARCH METHODLOGY

The research design is the arrangement of conditions for collection and analysis of data. The research design is undertaken for the study in descriptive. In which collected data from the employee in the factory by asking the open-ended questions.

Sources of Data: -

Primary Data

Primary data is collected for the first time by the employees of the factory by questionnaire method. It's a first-hand data and fresh, in which for collecting the data 150 employees are chosen as a sample. Survey is conducted while working hour of the employee and collect a primary data from them.

Secondary Data

In which data is collected from the followings

- Intranet
- News Papers
- Factory Annual Reports
- Brochures

These are the main sources in collecting the secondary data, some of the data is collected from the previous projects report also they undergone in Amphenol Omniconnect Pvt. Lmt.

Sample size: 150

Sampling technique: convenience sampling method

SAMPLING TOOL: QUESTIONNAIRE

AREA OF THE STUDY: Maraimalai Nagar

Research instruments

Questionnaire:

It is the most commonly used instruments in collecting primary data. A questionnaire consists of set of questions respondents his/her answer. The questions is very flexible in the same that there are many ways to ask questions.

Types of research

Descriptive research

Descriptive research is defined as a research method that describes- the characteristics of the population or phenomenon that is being studied. In other words, descriptive research primarily focuses on describing the nature of a demographic segment, and it focuses on answering the how, what, when, and where questions If a research problem, rather than the why' acertain phenomenon occurs.

Sampling method

Simple random sampling

The method used for this research is:

Simple random sampling

A sample random sampling is a subset of a statistical population in which each member of the subset has an equal probability of being chosen.

Sample size

In this research the researcher used 150 as sample size for data analysis.

Tools used for research

Simple percentage method

Percentage analysis is one of the basic statistical tools which is widely used to in analysis and interpretation of primary data. It deals with the number of respondents response to a particular question's percentage arrived from the total population selected for the study.

Correlation analysis

Correlation analysis is a statistical method used to evaluate the strength of relationship between two quantitative variables. A high correlation means that two or more variables have a strong relationship with each other, while a weak correlation means that the variables are hardly related.

Regression analysis

The regression analysis is a statistical tool used to determine the probable change in another. This means, the value of the unknown variable can be estimated from the known value of another variable.

Chi-square Test:

A test that uses the chi-square statistic to test the fit between a theoretical frequency distribution and a frequency distribution of observed data for which each observation may fall into one of several classes.

FINDINGS OF THE STUDY

SEC-1: GENERAL PROFILE:

- 67% of respondents are Male.
- 60% of respondents have completed Graduation.
- 59% of respondents belong to 0-5 yrs. of experience.
- 52% of respondents are Married.

SEC-2 BENEFITS

- 35% of respondents said that salary system in the company is Good.
- Majority 41% of respondents said the Housing Allowance in the company is Good.
- 32% of respondents said Other Allowances in the company is Good.
- 34% of respondents agree with their Security of the job is Good.
- Around 33% of respondents said that their Promotional activity is Good.
- 35% of respondents are agree with their Appreciation and Recognition of work is Good.
- Majority 34% of respondents are Good in their Authority and Dignity.
- 30% of respondents said that there are Not So Good in the Development of personal worth.

SEC-3: PHYSICAL FACTORS:

- 43% of respondents are Agree with their working environment.
- 50% of respondents says Neutral with their Adequate growth and opportunities are available in the factory.
- 38% of respondents feels Disagree with their new technologies and methodologies introduced in the work.
- 59% of respondents says Neutral with the organization providing appropriate and adequate training.
- 29% of respondents feels Neutral to talk freely and openly to their colleagues about the issues and problems of the employee perception in the organization.

SEC-4: SOCIAL FACTORS:

- Majority 44% of respondents are Agree with their proper appreciation for their work.
- 44% of respondents says Neutral relationship with their sub-ordinates.
- 34% of respondents said Neutral towards the attitude of the work.

- 36% of respondents are Disagree that the organization is not willing to listen the employee feedback.
- 33% of respondents are said Neutral with the employee roles and jobs.

SEC-5: ORGANIZATIONAL COMMITMENT FACTORS:

- 37% of respondents are Agree to leave the job and search for the job alternatives.
- 44% of respondents said Neutral with their high on moral, team work, and participation in decision making.
- 34% of respondents are Neutral with the job satisfaction.
- 32% of respondents says Neutral with their education, position is involved in commitment of decision making in the organization.
- 31% of respondents feels Neutral towards the organizational structure and processes influences commitment among the employees.

SEC-6 BENEFITS

- 35% of respondents Agree to work in the organization.
- 47% of respondents are said Neutral with providing rewards and recognition to the employees to increase the productivity in the factory.
- 31% of respondents feels Neutral about the management policies.
- 27% of respondents are Disagree with their leadership abilities.
- 35% of respondents said Neutral with the overall satisfaction in the Amphenol Omniconnect Pvt Ltd.

SUGGESTIONS

- The study suggest that employees must be understand about the rights and fundamental roles related to the job. So, these roles can be made simple and explicit to the workers in clear understanding.
- Organization can improve the clarity of knowledge in their policies followed can ensure that the respective heads are able to make their sub-ordinates to understand the policies.
- The requirement and expectation of work is not result oriented. So, the organization can interact with the employees by the way of brainstorming in designing new standards.
- Some employees feel that they are not getting fair and equitable feedback. So even towards this, the quality of communication system has to be ensured.
- Employees feels organization should provide more training facilities. So the concern department should step into this and provide necessary training to the employees.

CONCLUSION

The employee's perception regarding various aspects in the organization was assessed. It appears the organization have strong working culture. Employees are happy and proud to work in the organization. This impact on cordial relationships between the department was assessed by using correlation analysis. It is found that the interdepartmental relationship was positive. Based on the study conducted, it is observed that they can build a healthier communication among the employees and organization and can help in the process of continuous improvement. With regard to the organization a vast majority of the respondents have a strong sense of belonging and they take pride in working in the organization. They are spending time usefully in the organization. The attitude of the employees towards their jobs as well as towards the organization is also positive. In certain factors the employees have expressed their dissatisfaction, factors like respect, appreciation and listening feedback from the employees in the current job. If these factors are altered by ensuring counselling and motivation, the employees can be made to perform well with a higher level of participatory team.

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