A STUDY ON JOB INVOLVEMENT SAKTHI GEAR PRODUCT, COIMBATORE

Arunkumar R

Final Year MBA Student, Gnanamani College of Technology, Namakkal

Abstract—*Employee involvement is becoming valuable as the success comes from within the organization when transforming into the digital age and the modern world. It is crucial to take into consideration the level of involvement as competitive advantage and value proposition when talking about a successful and efficient organization. The concept of employee involvement is becoming popular around the world nowadays, and Finland is no exception. The thesis concentrates on investigating the current situation of employee involvement in two Finnish medium and large corporations. The thesis aims to explore the factors that are driving or hindering the development of engagement based on the case organizations. By analysing what is working and the existing difficulties, this thesis attempts to assist the case companies for better understanding and research in the near future. The author decided to employ a qualitative research method with a deductive reasoning approach in the thesis. The data are obtained from a variety of sources, including interviews and reliable academic literature sources. The research is divided into two main parts: the theoretical framework and empirical findings. The theoretical framework includes information about employee involvement, motivation and influence on the organization. The outcome of this thesis is meant to help the case companies better understand the situation, the possible driving and hindering factors at the level of involvement.*

INTRODUCTION

Job involvement means that every employee is regarded as a unique human being, not just a cog in a machine, and each employee is involved in helping the organization meet its goals. Each employee's input is solicited and valued by his/her management. Employees and management recognize that each employee is involved in running the business.

STATEMENT OF THE PROBLEM

Employee involvement became a very popular concept during past few years. The industry try to figure out if their employees are engaged and how to make them engaged by using different surveys and tools to stay competitive and improve performance.

For the employees are more problem for engage right person for right job, there is employee engage for the working place affects job, productivity, product force, time schedule. Their reason is that the necessary prerequisite conditions to encourage participation in Coimbatore are not available. However, research into leadership style has exposed employee's desire for involvement in decision making in their various organizations. Employees are at the same time important elements of the accomplishment of the organizational goals, and thus organizational survival.

OBJECTIVES OF THE STUDY

- To identify general practices that organizations use to involvement and select employees.
- To determine which Job involvement are most effective.
- To study the employee performances and attitudes engage to the industry.
- To study the Job involvement practices in a well-established for construction in the firm.
- To evaluate the effectiveness of the Job involvement
- To find out the satisfaction levels of the Employees with the current system

SCOPE OF THE STUDY

Job involvement became a very popular concept during past few years. Auto parts industry try to figure out if their employees are engaged and how to make them engaged by using different surveys and tools to stay competitive and

improve performance. For the employees are more problem for engage right person for right job, there is employee engage for the working place affects job, productivity, product force, time schedule. Their reason is that the necessary prerequisite conditions to encourage participation available. However, research into leadership style has exposed employee's desire for involvement in decision making in their various organizations. Employees are at the same time important elements of the accomplishment of the organizational goals, and thus organizational survival.

LIMITATIONS OF THE STUDY

- Time is the major constraint in collecting the data from the employees.
- The data collection is conducted only in Coimbatore.
- Hence, at most care is to be taken while generalizing the result.
- This study is confined to the employee's details only.
- Some of the respondents are not responding for replay the schedule.

REVIEW OF LITERATURE

Catherine Bailey (2018) Securing high levels of Job involvement has become a dominant concern for HR practitioners globally, and a lucrative survey and consultancy industry has grown up around the topic. Despite significant parallel interest within the scholarly community, it is questionable whether research published in peer-reviewed journals has had any impact on the practice of involvement. The divergent perspectives of academics and practitioners on engagement are explored within the wider context of evidence-based management

Adrian Wilkinson (2018) This article examines the implications of the changing competitive environment for the management of staff in building societies, with particular reference to attempts to implement Job involvement (EI) initiatives as part of a new approach to managing staff. The conclusion is that there are important barriers to the implementation of EI, and that the competitive pressures which led to the demand for EI may also make its successful implementation all the more problematic.

Patricia A. Renwick (2018) This study investigated interpersonal conflict that occurred on the job. Members of 36 employer-employee dyads representing 10 organizational subunits completed the Job involvement. An independent sample of employees (N = 169) from the same subunits completed the Profile of Organizational Characteristics which was used to measure organizational climate. Results from the ECI indicated that dyad members held similar perceptions concerning the topics and sources of employer-employee conflict; technical and administrative issues were the most frequent topics, and differences in perception and knowledge were the primary reasons.

RESEARCH METHODOLOGY

Research Methodology is a systematic way to solve a research problem; It includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them. The present study an employee involvement towards Sakthi Gear Products in Coimbatore

RESEARCH DESIGN

A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure‖. The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behavior of the consumers.

SAMPLING POPULATION

The aggregate elementary units in the survey are referred to as the population. Here it covers the entire employees of Sakthi Gear Products industry.

Sample Size

The study based only on the employee engage. Total number of sample taken for the study is 150 respondents.

METHOD OF COLLECTION

Primary data:

Primary data means data which is fresh collected data. Primary data mainly been collected through personal interviews, surveys etc.

Secondary data:

Secondary data means the data that are already available. Generally speaking secondary data is collected by some organizations or agencies which have already been processed when the researcher utilizes secondary data; the process of secondary data collection and analysis is called desk research.

STATISTICAL TOOLS USED

1. Simple Percentage analysis

2. Chi-square Analysis

3. Correlation

4. ANOVA

FINDINGS

1. Majority 54.7% of the respondents are male

2. Majority 27.3% of the respondents are in the age between 21-30 years

3. Majority 50.7% of the respondents are married

4. Majority 32.0% of the respondents are earning Rs.5,001-10,000

5. Majority 42.0% of the respondents are experienced in 2 – 5 years

6. Majority 26.0% of the respondents are graduated people

7. Majority 48.0% of the respondents are foreman in the firm

8. Majority 32.7% of the respondents are engaged in human resources department

9. Majority 42.7% of the respondents are satisfied with opportunities for professional growth.

10. Majority 38.7% of the respondents are highly satisfied with job-related training

11. Majority 44.7% of the respondents are satisfied with opinion for opportunities to apply your talents and expertise

12. Majority 31.3% of the respondents are satisfied with the new ideas of organization encourage.

13. Majority 42.7% of the respondents ideas are sometimes implemented in their organization.

14. Majority 34.7% of the respondents said often recognized by company

15. Majority 57.3% of the respondents are feel sufficient arrangement is dealing employees problem

16. Majority 35.3% of the respondents are satisfied with engage positional responsibilities

17. Majority 40.0% of the respondents are feeling job engagement are exciting

18. Mostly 46.0% of the respondents are satisfied about allowance

19. Majority 35.3% of the respondents are measure performance appraisals employee's involvement level

SUGGESTIONS

Many organizations use formal suggestion programs with varying degrees of success as a tool to facilitate listening to employee suggestions. The format for these programs usually involves suggestion boxes and forms throughout the facility, with periodic management review of suggestions and feedback to the people making the suggestions. Many companies have also incentivized the process, offering cash or other awards for approved cost reduction or quality improvement suggestions.

A suggestion program, however, is no substitute for listening directly to employees about their ideas for improvements. It's one thing to put up a few suggestion boxes and hope for input. It's quite another to actively and directly solicit input from employees. The most important element of listening to employees, either through formal suggestion programs or simply meeting with employees to hear their suggestions is following up on every suggestion and improvement recommendation.

Employee involvement is attracting a great deal of interest from employers across numerous sectors. In some respects it is a very old aspiration – the desire by employers to find ways to increase employee motivation and to win more commitment to the job and the organization. In some ways it is _new' in that the context within which engagement is being sought is different. One aspect of this difference is the greater penalty to be paid if workers are less engaged than the employees of competitors, given the state of international competition and the raising of the bar on efficiency standards. A second aspect is that the whole nature of the meaning of work and the ground rules for employment relations have shifted and there is an open space concerning the character of the relationship to work and to organization which employers sense can be filled with more sophisticated approaches.

BIBLIOGRAPHY

- Kahn, W.A. (1990). Psychological Conditions of Personal Engagement and Disengagement at Work. Academy of Management Journal, Vol. 33, No.4, 692-724.
- Lawler, E. E., & Hall, D. T. (1970). Relationship of Job Characteristics to Job Involvement, Satisfaction, and Intrinsic Motivation. Journal of Applied Psychology, Vol. 54(4), 305-312.
- Kanungo, R.N. (1982). Measurement of Job and Work Involvement. Journal of Applied Psychology, Vol. 67(3), 341-349.
- Johnson, P., & Gill, J. (1993). Management Control and Organizational Behavior. London: Sage Publication Appelbaum.
- Addison, J. (2000). The Determinants of Firm Performance: Unions, Work Councils, and Employee Involvement/High-Performance Work Practices. Scottish Journal of Political Economy, Vol. 52 (3), 406–450

WEBSITES

https://www.indiamart.com/sakthigear-products/aboutus.html https://scontrino-powell.com/blog/employee-involvement

*****