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Employees Attitude towards the Organization, E.I.D Parry Sugar Mill, Nellikuppam

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Abstract: ***The undertaking work entitled "employee's attitude towards the organization" with reference to the E.I.D parry sugar factory, Nellikuppam, Tamil Nadu. The different components that are worried about the attitude of the employees. The researcher has taken a sample size of 180 and has utilized the stratified random sampling method to choose the sample from the population. The specialist has utilized percentage analysis and chi-square test and the investigation uncovers that there is no connection between job enrichment educational qualifications of the respondents, and there is no connection between the length of service of the respondents, and welfare facilities, and there is no connection between the compensation of the respondents and welfare facilities. The examination has likewise uncovered that the vast majority of the respondents have a positive attitude towards the welfare facilities, management practices and employment conditions, welfare facilities, interpersonal relationship, working.***

Keywords: Employee, Attitude, Job Satisfaction, welfare etc.

I. INTRODUCTION

The importance of attitude within the understanding psychological development was given formal recognition early within the history of psychological science. From the time of the concept's entry into the language of science til now, interest in attitude has been sturdy and growing. However, over the years attitudes are studied with differing stress and ways.

A. Concept of Attitude

It's necessary to be precise in process attitudes as a result of the variability of printed definitions and descriptions are sort of endless. Like every different conception, attitude might also be outlined in 2 ways that, abstract and Operational. There's quite a distinction within the abstract definition of the term perspective, and divergent points of read relating to the conception of attitude have developed. Once the term initial entered the sector of social development, it had been natural to ideate attitude as a bent, set or readiness to retort to some social object. For the primary time, ALLPORT noted the definition of attitude that he had ascertained contained the words' readiness ', 'set' or 'disposition to act' Even ALLPORT has used these terms in process perspective. He defines perspective as follows: "Attitude may be a mental and neural state of readiness organized through expertise, exerting a directive or dynamic influence upon the individual's response to all or any objects and things with that it's related"

B. Features of Attitude

1) Attitudes have an effect on the behaviour of a person by swing him able to respond favourably to things in his setting.
2) Attitudes are nonheritable through learning over an amount of your time. The method of learning attitudes starts right from childhood and continues throughout the lifetime of someone.
3) Attitudes are invisible as they represent a psychologised development that can't be determined directly. They will be determined by observant the behaviour of a person.
4) Attitudes are pervasive and each individual has some reasonable angle towards the objects in his setting. In fact, attitudes are forced within the socialization method and should relate to something within the setting.

C. Attitude, Opinion and Belief

An opinion is usually the expression of one's judgment of a selected set of facts, an analysis of the circumstances conferred to him. "Thurston" defines belief as a response to a specific constrained input, however, the response is actually influenced by the predisposition with, with the individual is working, that is, the angle structure. A distinction may also be created between attitude and belief. A belief is a permanent organization of perceptions and cognitions regarding some aspects of the individual world. Thus, belief could be a hypothesis regarding the character of objects, a lot of notably, regarding one's judgments of the chance relating to nature.

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During this sense, belief is that the psychological feature part of the attitude that reflects the style during which AN object is perceived. The distinction between angle, opinion, and belief exists on an abstract basis. Most researchers believe that these three terms are thus closely tied that it's tough to separate them except on a restricted abstract basis.

Within the literature, often, there's a substantial quantity of overlap in these three terms. Most psychologists, however, believe that attitudes are a lot of elements to human behaviour than are connected aspects. For this reason, a lot of tries are created to investigate attitudes as compared to others. Clearly attitudes are a crucial thought thanks to their central position within the method of reworking work needs into efforts.

Attitude alone doesn't influence behaviour however these acts with alternative factors within the individual influencing behaviour, like temperament, perception, motivation, etc. Further, attitudes are laid low with the individual dimension also because of the objects, persons, and ideas. Attitudes are through as serving four functions and thereby influencing the behaviour. These are instrumental, ego defensive, principle and data.

1) *Instrumental:* Attitudes function a way to succeed in the required goal or to avoid an unsought one. Instrumental attitude is aroused by the activation of a desire or cues that are related to the angle object and arouse favourable or unfavourable feelings.
2) *Ego-Defensive:* The ego-defensive functions of angle acknowledge the importance of psychological thought. Attitude is also nonheritable by facing threats within the external world or turning into tuned in to his own unacceptable impulses.
3) *Value Orientation:* The value-orientation operates takes into consideration attitudes that are controlled as a result of the categorical a person's self-image, or by cues that interact the person's values and build them salient to him.
4) *Knowledge:* The data operate of angle relies on a person ought to maintain a stable, organized and meaning structure of the planet.

The attitude that has a regular against that someone evaluates the aspects of his world and function the data operate too.

These functions of attitudes have an effect on the individual's approach to deciphering the data returning to him. Since attitudes intervene between work necessities and work responses, info concerning however folks feel concerning their jobs is often quite helpful within the prediction concerning work response. Thus, these forms of attitudes will portray areas of investigation for creating the individual and also the organization a lot of compatible. Factors in perspective Formation.

The attitudes area unit learned. Although there is a unit totally different approaches on however learning works and is noninheritable by a personal, typically it's a control that people learn things from the atmosphere within which they act. Thus, for perspective formation, of these factors should be taken into consideration from which individuals learn. Such factors could also be analyzed in terms of teams ranging from the family as a gaggle, personal moves in an exceedingly shut cluster, then to longer teams, and at last to the society as an entire. Except for these teams, the individual's psychological science that makes up significantly his temperament is additionally answerable for behaviour and attitudes.

D. Methods of Change

There are a unit varied strategies through that a positive modification in attitudes could also be brought. Within the social context, Cohen has urged four strategies for perspective modification. They are

1) Inducing engagement in discrepant behaviour.
2) Group influence, and
3) Approval and disapproval of a selected attitude. 4.
4) Communication of extra info.

E. Values and Attitudes

Some researchers see values as consisting of enormous sets of connected attitudes. as an example, "Fishbein" and "Ajzen" have enclosed two parts in attitudes-informational, emotional. Thus, they need taken values as a part of attitudes. However, some variations exist between values and attitudes. Attitudes area unit specific and associated with distinct objects; folks, or ideas. Values area unit a lot of general than attitudes, values typically contain a press release of goodness or badness related to the attitudes which individuals hold. Values are, then, beliefs concerning that attitude we must always have or however, we must always behave.

F. Employee's Attitudes towards the Organisation.

Attitudes aren't identical as values; however, the two area unit interconnected. You'll see this by gazing the three parts of associate attitude: knowledge, have an effect on and behaviour. The assumption that "discrimination is wrong" may be a statement.

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G. Types of Attitudes

An individual will have thousands of attitudes; however, structure Behaviour focuses our attention on an awfully restricted variety of work-related attitudes. These work-related attitudes faucet positive or negative evaluations that staff hold concerning aspects of their work atmosphere. Most of the analysis in OB has been involved with three attitudes: job satisfaction, job involvement, and structure commitment.

Job Satisfaction

The term job satisfaction to associate an individual's general perspective towards his or her job. an individual with a high level of job satisfaction holds positive attitudes concerning their job, whereas an individual World Health Organization is discontented along with his or her job holds negative attitudes concerning the work. once folks speak of worker attitudes, a lot of typically mean job satisfaction.

Job Involvement

The term job involvement may be a more modern addition to the OB literature whereas there isn't complete agreement over what the term suggests that. A viable definition states that job involvement measures the degree to that an individual identifies him along with his or her job and considers his or her perceived performance level necessary to self-worth. Staff with a high level of job involvement powerfully establish with and very careful concerning the sort of labour they are doing.

H. Organizational Commitment

The third job perspective is associate structure commitment, that is outlined as a state within which associate worker identifies with a selected organization and its goals, and needs to take care of membership within the organization. So, high job involvement suggests that distinguishing with one's specific job, whereas high structure commitment suggests that distinguishing with one's using organization.

1) *Job Satisfaction:* Job satisfaction is one among the necessary factors that have drawn the eye of managers within the organization still as academicians varied studies are conducted to seek out out the factors that confirm job satisfaction and also the approach it influences productivity within the organization. Although there's no conclusive proof that job satisfaction affects productivity directly as a result of productivity depends on such a lot of variables, it's still a primary concern for managers. Job satisfaction is the mental feeling of advantage that a person has concerning his job. "Dublin's" has outlined job satisfaction in terms of pleasure and cheerfulness once he says that.

I. Determinants of Job Satisfaction

Whereas analyzing varied determinants of job satisfaction, we've got to stay in mind that each one people don't receive the identical degree of satisfaction although they perform the identical job within the same job atmosphere and at the identical time. Therefore, it seems that besides the character of job and job atmosphere, there are unit individual variables that have an effect on job satisfaction. Therefore all those factors which give a match among individual variables, nature of the work and situational variables confirm the degree of job satisfaction. Allow us to see what these factors area unit.

J. Individual Factors

People have bound expectation from their jobs. If their expectations area unit met from the roles, they feel glad. These expectations area unit supported associate individual's level of education, age, and different factors.

1) *Level of Education:* Level of education of a personal may be a issue that determines the degree of job satisfaction. As an example, many studies have found the correlation between the amount of education, significantly higher level of education and job satisfaction.
2) *Age:* people expertise {totally different | completely different} degrees of job satisfaction at different stages of their life. Job satisfaction is high at the initial stage, get step by step reduced, starts rising up to a precise stage and at last dips to an occasional degree.
3) *Other Factors:* Besides the higher than two factors, there are a unit different individual factors that have an effect on job satisfaction. If a personal are

a) Persuasion through communication and
b) Persuasion through leadership
c) Group action
d) Inducing engagement in discrepant behaviour.

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II. REVIEW OF LITERATURE

B. Nagalakshmi, (2006) had done a task on "Representative mentality towards the Organization in "Lakshmi Machine Works Limited" and the person suggested that Management/HR division could likewise be ever-changing the systems or ways to deal with upgrade the workers' inspirational disposition towards them by interest from them. Mentalities adjustment from individual to individual. In a company, the capacities Associate in Nursing strategies followed by the administration/time unit division should be acknowledged and negative mentalities if any could likewise be known at a prior stage. Relationship of the laborers with the time unit Department could likewise be expanded to downsize negative demeanor among the laborers typically which can cause the flourishing of the corporate through benefits which of the laborers through expanded nature of work life.

Ganguli (1964) has argued that the factors that confirm the performance of the staff in Associate in nursing industrial job may be classified beneath three heads. There are Personal factors, Work factors and Environmental (Physical and social) factors. Personal Factors check with talents of staff and also the degree of motivation that confirm the extent to that he can apply his skill to the work. Work issue refers to tools and instrumentation, technique of labor and materials used. Samples of environmental factors are (a) physical lighting, ventilation, etc. (b) social and psychological nature of leadership (supervisory and managerial), the social climate within the look, nature of the cluster formation amongst members, etc and (c) Nature of structure controls, communication patterns, etc.

Vijayanand (1999) had done a task on "work fulfilment", among the laborers in "Sakthi Sugars" and he prescribed that the association must focus extra on work measures and conjointly with pertinence the upkeep of structures.

Vasudevan. C (1999) had done a project on “job satisfaction” among the staff in “ELGI electrical and Industries Limited” and he recommended that the organization could give higher operating conditions, will scale back the hours of labor and supply additional career advancement opportunities.

Vroom (1964) productivity depends upon two major variables viz., employees’ job performance and resources used. Within the most structure performance of the workers is comparatively additional necessary than the instrumentation and raw materials. Even in automatic operations, productivity in strategic and coordinate systems mostly depends upon human performance. Performance of a employee on a task or job could be a direct perform of his motivation.

Hark mantel (1971), the character of the connection between job characteristics and worker reactions to their work (including satisfaction, performance, and absenteeism) can rely upon the requirement standing of the workers. Maslow proposes that employees’ emerge in an exceedingly graded fashion and it's necessary for the organization to satisfy their wants, failing that the workers could exhibit non-productivity and effectiveness of the organization.

Fleishman (1953) has contemplated the association of unrivaled conduct with the efficiency and confidence of the subordinates, bosses produce an accurate atmosphere in their area of expertise and high idea winds up in high profitability and resolve.

R.K. Selvam (1998) has created ‘A Study on Worker’ Expectations on Labour Welfare Facilities. In TTK status restricted, the sample size was sixty.

He used the interview schedule for primary information collection; the secondary information was collected through discussion with officers of the staff office from the information it had been found that just about everybody was glad.

Rajaprabakaran (2002) has conducted analysis on ‘The Study on the amount of motivating the workers with special regard to TTK status restricted. The sample size was three hundred and he used the interview schedule for the first information assortment. He found that twenty eighth of staff were actuated by the operating conditions of the corporate. All of them were actuated by first-aid facilities.

Argyris (1957) known a method of leadership starting from immatureness. He holds that the effective leader or manager can facilitate folks to maneuver from a method of immatureness or dependent, towards a method of maturity.

III. RESEARCH METHODOLOGY

A. Objectives of the study

1) To know the employees’ attitude towards the organization
2) To know the reasons for the employees’ positive attitude
3) To know the reasons for the employees’ negative attitude
4) To know the employees’ expectations from the organization
5) To make suggestions to improve the attitude of the employees to the management.

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B. Sampling Methods

The sample size taken is 180 which have been chosen through Stratified random sampling. At the point when the especially heterogeneous group is first partitioned into groups or 'start as' in such a design, that everybody things in a particular bunch square measure comparable with connection to the trademark into thought. From each such 'layers' thing square measure picked indiscriminately. The measure of things taken from each group is likewise in relation to its relative quality, the sample subsequently molded is named as 'stratified'.

C. Statistical Tool Used

The following square measure the applied math tools employed in this project to arrive specific results. Proportion analysis may be a applied math tool, that is employed to spot the share of responses the respondent have given. CHI sq. check is applies to those issues {in that |during which |within which} we have a tendency to study whether or not the frequency with which a given event has occurred is scientifically totally different from the one evidently on paper.

1) Percentage = (No of respondents/Total No. of Samples) X 100

2) CHI-Square=(Oi-Σi2) / Ei

Table – 1 Analysis And Interpretation

1. Age group	Frequency	Percentage
31 to 40	14	7.7
41 to 50	110	61.1
51 to 60	55	30.5
Total	180	100.0
2. Educational Qualification		
Below high school	35	19.4
High school	44	44.4
Graduation	30	16.6
Diploma	71	39.4
Total	180	100.0
3. Marital Status		
Married	155	86.1
Single	25	13.8
Total	180	100.0
4. Length of Service		
3 years to 6 year.	16	8.9
7 years to 9 years	45	25.0
10years to 15 years	64	35.6
16 years above	55	30.5
Total	180	100.0
5. Number of Members in Family		
single	7	3.8
Self and spouse	12	6.6
Self, spouse and child	69	38.3
Self, spouse and two children	89	49.4
Self, spouse children and parents	3	1.7
Total	180	100.0

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6. Present salary		
Rs 6000 to Rs 8000	46	25.0
Rs 9000 to Rs 10000	72	40.6
Rs 11000 to Rs12000	32	16.7
above 12000	32	17.8
Total	180	100.0
7. Through whom did you join this organisation		
Help of friends/ relatives	52	30.6
Legal heirs	38	19.4
HRD consultants	55	18.3
Open call for	35	31.7
Total	180	100.0
8. Type of work perform by you		
Highly satisfied	150	85.0
satisfied	26	14.4
Neither satisfied nor dissatisfied	10	6
Total	180	100.0
9. Work Load		
Highly satisfied	160	91.7
satisfied	72	3.9
Neither satisfied nor dissatisfied	11	4.4
Total	180	100.0

a) Interpretation

- It is understood from the table No.1, 7.7 % of the respondents belong to 31 to 40 years, 61.1% of respondents belong to 41 to 5o years and 30.5% of respondents belong to 51 to 60 percentage.
- It is understood from above the table 19.5 % of the respondents belong to below high school, 44.4% of respondents belong to high school, 16.4% of respondents belong to graduate and 39.4 % of respondents belong to technical qualification and diploma.
- It is interpreted from the table 86.2 % of the respondents belong to below married, 13.8 % of respondents belong to a single.
- It is understood from the above table 8.9 % of the respondents belong to 3 years to 6 years, 25.0% of the respondents belong to 6 years to 9 years, 35.6 % of the respondents belong to 9 to 15 years and 30.5 % of the respondents belong to 15 years and above.
- It is understood from the above table 3.8% of the respondents belong to bachelor, 6.6% of the respondents belong to 2 members of the family, 38.3% of the respondents belong to 3 members in the family, 49.4% of the respondents belong to 4 members in the family, and 1.7% f respondents belong to 5 member families.
- It is understood from the above table, 25.0% of the respondents draw Rs. 6000 to 8000, 40.0 % of respondent draw 8000 to 10000, 17.7% of the respondents belong to 10000 to 12000, and 17.7% of the respondents belong to 12000 and above.
- The above table shows that 28.8% of the respondents belong help of friend 12.1 % of respondents say that legal heirs, 30.5% of the respondents through HRD consultants and the 19.4 respondents say from an open call for option.
- The above table shows that 83.3% of the respondents are highly satisfied with the type of work, 14.4% of the respondents are satisfied on type of the work and 5.5% percentage of respondents is neither satisfied nor dissatisfied on type of the work
- The above table shows that 88.8 % of the respondents are highly satisfied with the workload, 4.0 % of the respondents are satisfied on workload and only 6.1 % of respondents are neither satisfied nor dissatisfied on workload.

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D. Chi-Square Analysis

1) Null Hypothesis: There is no association between age and type of work performed.

2) Alternate Hypothesis: There is an association between age and type of work performed.

Table – 2 Age and Type of work performed by you cross tabulation

Type of work performed by you					Total
		Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	
Age	31 to 40	14			14
	41 to 50	93	17		110
	51 to 60	46	8	1	55
Total		153	26	1	180

$\Psi o2 = 28.222$

The table value $\Psi e2$ for the same at 5% level of significance = 16.919 (i.e.) D.F = 9.

Since the computed significance is greater than the table value, the hypothesis is rejected. Hence, there is an association between age and type of work performed.

Table – 3

1. Job Rotation	Frequency	Percentage
Highly satisfied	152	84.4
satisfied	21	11.6
Neither satisfied nor dissatisfied	7	3.8
Total	180	100.0
2. Working hours		
Highly satisfied	165	91.6
satisfied	13	7.2
Neither satisfied nor dissatisfied	2	1.1
Total	180	100.0
3. Shift Timing		
Highly satisfied	170	94.4
satisfied	10	5.5
Total	180	100.0
4. Responsibilities / Assignment Given		
Highly satisfied	160	88.88
satisfied	16	8.8
Neither satisfied nor dissatisfied	4	2.2
Total	180	100.0
5. Treatment by the Management		
Highly satisfied	163	90.5
satisfied	15	8.3
Neither satisfied nor dissatisfied	2	1.1
Total	180	100.0

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6. Acceptance of Suggestions given		
Highly satisfied	166	92.2
satisfied	14	7.7
Total	180	100.0
7. Recognition of performance		
Highly satisfied	163	90.5
satisfied	8	4.4
Neither satisfied nor dissatisfied	9	5.0
Total	180	100.0
8. Work Group Cohesiveness		
Highly satisfied	166	92.3
satisfied	12	6.6
Neither satisfied nor dissatisfied	2	1.1
Total	180	100.0
9. Job security		
Highly satisfied	160	88.8
satisfied	20	11.1
Total	180	100.0
10. Quality of work life		
Highly satisfied	165	91.8
satisfied	15	8.3
Total	180	100.0

a) Interpretation

- The above table No.3 shows that 84.4 % of the respondents are highly satisfied with job rotation, 11.6 % of the respondents are satisfied on job rotation and only 3.8 % of respondents are neither satisfied nor dissatisfied on job rotation
- The above table shows that 91.6 % of the respondents are highly satisfied with working hours, 7.2 %of the respondents are satisfied on working hours, and only .6% of respondents are neither satisfied nor dissatisfied on working hours.
- The above table shows that 94.4 % of the respondents are highly satisfied with shift timings, 5.5% of the respondents are satisfied on shift timing.
- The above table shows that 88.88% of the respondents are highly satisfied with responsibilities, 8.8% of the respondents are satisfied on responsibilities, and only 2.2% of respondents are neither satisfied nor dissatisfied on responsibilities
- The above table shows that 90.5 % of the respondents are highly satisfied with treatment by management, 8.3% of the respondents are satisfied on treatment by management, and only 1.1 % of respondents are neither satisfied nor dissatisfied on treatment by management.
- The above table shows that 92.2% of the respondents are highly satisfied with the acceptance of suggestion, 7.7 % of the respondents are satisfied with the acceptance of suggestion.
- The above table shows that 90.5 % of the respondents are highly satisfied with recognition by performance, 4.4 % of the respondents are satisfied on recognition by performance, and only 5.0 % of respondents are neither satisfied nor dissatisfied on recognition by performance.

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- The above table shows that 92.3% of the respondents are highly satisfied with workgroup cohesiveness, 6.6% of the respondents are satisfied on workgroup cohesiveness, and only 1.1% of respondents are neither satisfied nor dissatisfied on workgroup cohesiveness.
- The above table shows that 88.8 % of the respondents are highly satisfied with the acceptance of job security, 11.1 % of the respondents are satisfied with job security.
- The above table shows that 91.8 % of the respondents are highly satisfied with the acceptance of the quality of work-life, 8.3 % of the respondents are satisfied on quality of work life.

E. Chi – Square Analysis

1) *Null Hypothesis:* There is no association between job rotation and quality of work life.
2) *Alternate Hypothesis:* There is an association between job rotation and quality of work life.

Table – 4 Job rotation and quality of work life cross tabulation

		Quality of Work life		Total
		1.00	2.00	
job rotation	1.00	14	13	153
	2.00	21	0	21
	3.00	6	0	6
Total		167	13	180

Ψo 2 = 222.5333
The table value Ψe 2 for the same at 5% level of significance = 5.919 (i.e.) D.F = 2.
Since the computed value is greater than the table value, the hypothesis is rejected hence; there is an association between job rotation and quality of work life.

Table - 5

1. Work Stress	Frequency	Percentage
Highly satisfied	164	91.3
satisfied	16	8.7
Total	180	100.0
2. What is your opinion about the co-worker relationship?		
Very helpful	150	83.4
Helpful	26	14.3
Indifferent	4	2.2
Total	180	100.0

a) Interpretation

- The above table No.5 shows that 91.3% of the respondents are highly satisfied of work stress, 8.7 % of the respondents are satisfied on work stress.
- The above table shows that 83.4% of the respondents are highly satisfied of co-worker relationship, 14.3% of the respondents are satisfied on co-worker relationship, and only 2.2% of respondents are neither satisfied nor dissatisfied on co-worker relationship.

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IV. DISCUSSIONS

Job Security could be a potential tool for the motivation of the staff that during this study shows that the staffs have a negative attitude towards it. The management might build the staff perceive that they're the partners of the business and also the employees' organization life depends upon the constructive contributions created by them. Solely half the respondents area unit happy with the medical facilities and safety procedures provided within the organization which implies that the remaining half them isn't happy. Therefore, the management with respect to the medical facilities in conjunction with ESI might provide a nominal quantity solely for the medical expenditure as a special package for various levels of staff. This could inspire them and limit them to avail leave. As per the respondents' opinion, safety procedures followed don't seem to be up to the mark that is also one in all the explanations for normal absence. The respondents conjointly feel that the leave facilities provided also are not adequate. Management during this regard might establish by which leave facilities is also improved while not distressful the regular schedule of labor, by giving restricted holidays, by increasing the quantity of paid holidays etc.

Workers' Participation in Management is one in all the factors that don't have sensible satisfaction from most of the staff in any of the organization. This conjointly happens to be true during this organization that reduces the morale and motivation of the staff. Therefore, the management force to make a way supported the employee' Participation in Management bill or prepare a tailored guideline for the extent of participation by the staff within the management choices as a result of once call marker execute, the execution proves worthy.

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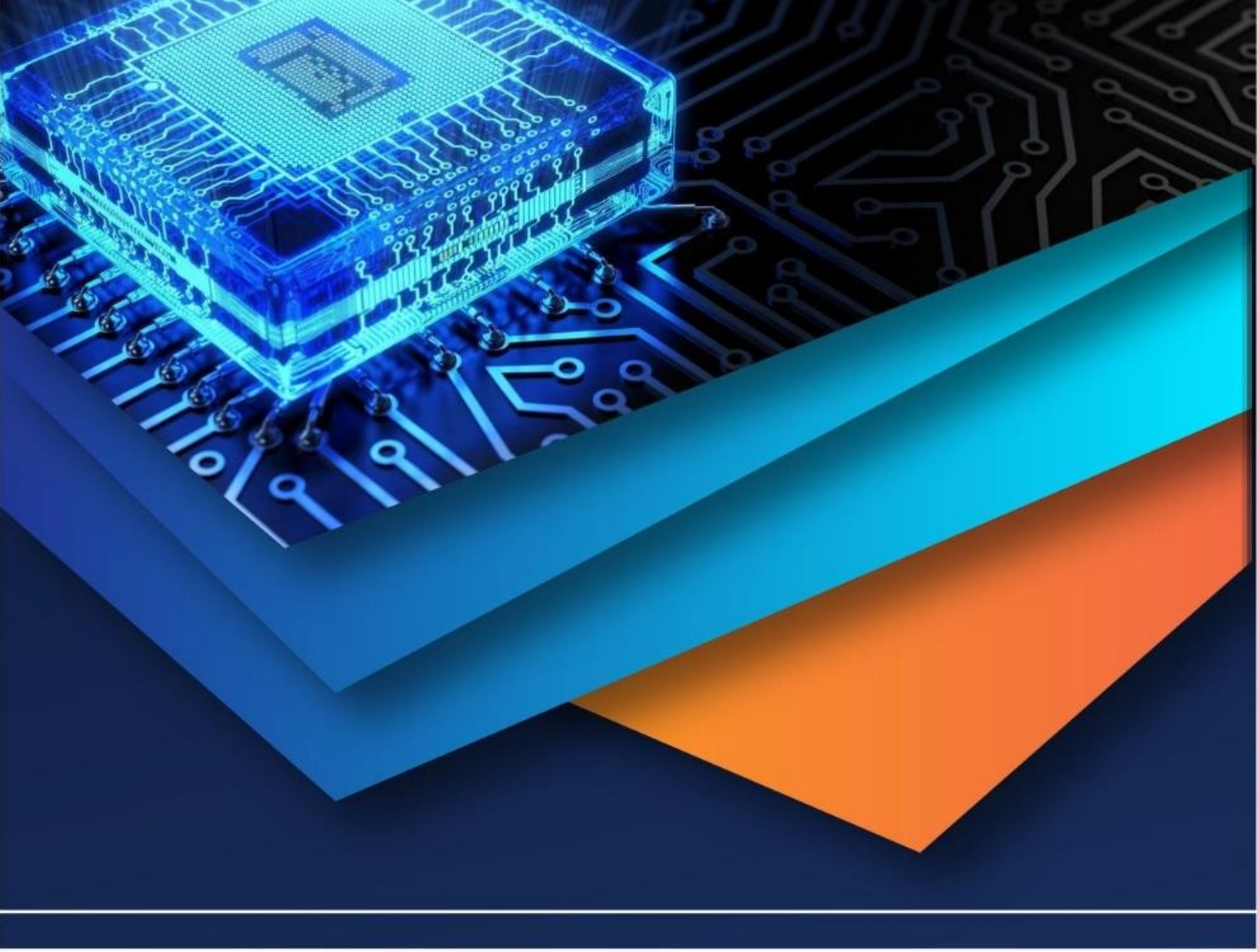

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