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Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 19702 RNI –Application No 2017103794

A Study on Job Enrichment with special reference to ELGI Electric and Industries Limited, Coimbatore

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ABSTRACT

This article was carried out the objective of the study was to ascertain the level of interest on work of employee at ELGI electric and as well as to identify their option regarding pay packages, working condition, safety measures, welfare facility provided ELGI. In this study primary data were collected from the respondents using a structure interview schedule out of

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371 employees, 110 employees are chosen as sample size. Secondary data were collected from the company magazine, journals etc. the data were analyzed using simple percentage method. The analysis of the collected data revealed that the level of interest at work to the employees at ELGI is proportionate to the work done by the employees. The welfare facility and working conditions at ELGI are also satisfactory in the option regarding the canteen facility and the inter personnel relation existing at ELGI. Based on the above finding it is suggested that ELGI should organize need based training and development programs and as well prepared proper career development plans for the employees at all cadre of employment.

Keywords: ascertain, working condition, proportionate, training

Chapter- I

1.1 INTRODUCTION

Most of us want interesting, challenging jobs where we feel that we can make a real difference to other people's lives. As it is for us, so it is for the people who work with or for us. So why are so many jobs so boring and monotonous? And what can you do to make the jobs you offer more satisfying? (By reducing recruitment costs, increasing retention of experienced staff and motivating them to perform at a high level; you can have a real impact on the bottom

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line.) One of the key factors in good job design is job enrichment. This is the practice of enhancing individual jobs to make the responsibilities more rewarding and inspiring for the people who do them. With job enrichment, you expand the task set that someone performs. You provide more stimulating and interesting work that adds variety and challenge to an employee's daily routine. This increases the depth of the job and allows people to have more control over their work. Before you look at ways to enrich the jobs in your workplace, you need to have as your foundation a good, fair work environment. If there are fundamental flaws – in the way people are compensated, their working conditions, their supervision, the expectations placed upon them, or the way they're treated – then those problems should be fixed first. If they are not resolved, any other attempts to increase satisfaction are likely to be sterile.

Chapter- III

2.1 OBJECTIVES OF THE STUDY

- To increase loyalty against company.
- For improve discipline and with pride and confidence in cohesive manner so that the goal of an organization are achieved effectively.
- Motivation techniques utilized to stimulate employee growth.
- For the achieve a desire rate of production.

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- To analyze the level of performance towards employees.
- To find whether employees are satisfied in their jobs.
- The purpose of motivation is to create condition in which people are willing to work with zeal, initiative. Interest, and enthusiasm, with a high personal and group moral satisfaction with a sense of responsibility.

2.2 SCOPE OF THE STUDY

- This study would give an overview of the job enrichment measures existing at ELGI electric pvt ltd.
- are two important elements essential for improving the productivity of an organization
- A study on the job enrichment measures would help the organization perform better

2.3 LIMITATIONS OF THE STUDY

- ✓ The study is based on the assumption that responses are true and factual although at times that may not be the case.
- ✓ The chances of biased responses cannot be eliminated though all necessary steps were taken to avoid the same.
- ✓ The sample size taken is small and may not be sufficient to predict the results with 100

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% accuracy and findings may not be generalize.

2.4 NEED FOR THE STUDY

- To increase loyalty against company.
- For improve discipline and with pride and confidence in cohesive manner so that the goal of an organization are achieved effectively.
- Motivation techniques utilized to stimulate employee growth.
- For the motivation you can buy man's time. Physical presence at a given place.
- You can even buy a measured number of skilled muscular motions per hour or day.
- Performance results from the interaction of physical, financial and human resource.
- For the achieve a desire rate of production.

Chapter- III

3.1. THEORIES APPLIED

Some attempts to bolster employee motivation still consider only extrinsic rewards. Endles mixes of employee benefits such as health care and life insurance, profit sharing, employee stock ownership plans (ESOPs), exercise facilities, subsidized meal plans, child care availability, company cars, and more have been used by companies in their efforts to maintain happy employees. Although some experts argue that many of these efforts, if only directed at

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motivating employees, are just a waste of company money, it is clear that for certain individuals in certain scenarios, monetary incentives can stimulate better job performance—at least for a while.

The debate, rather, has been over whether such material factors have more than a superficial impact on motivation. Many modern theorists propose that the motivation an employee feels toward his or her job has less to do with material rewards such as those described above, than with the design of the job itself. Studies as far back as 1924 show that simplified, repetitive jobs, for instance, fostered boredom and the taking of frequent, unauthorized breaks by those who performed them.

In 1950 a series of attitude surveys found that highly segmented and simplified jobs resulted in lower employee morale and output. Other consequences of low employee motivation include absenteeism and high employee turnover, both very costly for businesses. "Job enlargement" initiatives began to crop up in major companies in the 1950s, with one champion of the cause being IBM founder Thomas Watson, Sr. On the academic front, Turner and Lawrence proposed task attributes that characterize jobs that motivate. Turner and Lawrence suggest that there are three basic characteristics of a "motivating" job:

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1. It must allow a worker to feel personally responsible for a meaningful portion of the work accomplished. An employee must feel ownership of and connection to the work he or she performs. Even in team situations, a successful effort will foster an individual's awareness that his or her contributions were important in accomplishing the group's tasks.

2. It must provide outcomes which have intrinsic meaning to the individual. Effective work that does not lead a worker to feel that his or her efforts matter will not be maintained. The outcome of an employee's work must have value to him or hers and to others in the organization.

3.2. REVIEW OF TECHNOLOGY TEAM TO MEET CLIENTS REQUIREMENTS:

Project Deliverables

We met with our client on a few occasions to show our progress of the long run showing the client part of the finished production stages helped. There were a few things she brought to our understanding and we were able to change those things. If we had waited till we finished the coding, we would have found it really difficult to correct the errors we found in such a short time.

The graphical user interface was acceptable to the client at this stage even though he

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thought we could improve on it with a little more time. From our project deliverables, the client was able bring to our understanding that the employees should have different pay rates and that it would be safe (for record purposes) to calculate the employee's year-to data total salary earnings. These observations were later in corporate into the final deliverable.

Chapter-IV

RESEARCH METHODOLOGY

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 economy in procedure.

EXPLORATORYRESEARCH:

Exploratory research focuses on collecting data using an unstructured format or informal procedures to capture data and to interpret them .It is often used to classify the problems or opportunities and it is not intended to provide conclusive information from which a particular course of action can be determined.

SAMPLINGDESIGN:

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A sample design is a definite plan for obtaining a sample from a given population.

POPULATION:

The employees of SARA ELGI will constitute the entire population. Here the entire Population is considered for my study because the population is limited.

DATA COLLECTION:

Data is recorded measure of phenomena. While deciding about the method of data collection, there searcher should keep in the mind about two types of data. They are, Primary Data and Secondary Data

PRIMARY DATA

Primary data represent the first hand raw data that have been specifically collected for the current research problem. Primary data are raw, unprocessed and yet to receive any type of meaningful interpretation. Sources of primary data tend to be the output of conducting some type of exploratory, descriptive or casual research.

DATA COLLECTION:

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PRIMARY DATA COLLECTION

Primary data are those, which are collected afresh and for the first time and thus happen to be original in character, questions and interviews methods were accede to collect primary data by visiting the factory premises and various departments in it. It was collected from the employees working in the factory .By using both the questionnaire method and interview method. I would gather information from the employees who was not willing or who did not have time for or who was shy about.

SECONDARY DATA COLLECTION:

It is collection from the internal records of the company such as library records, trade journals, various manuals of the company, various training programs previously conducted and it's responds etc; It is also conducted from the officials of the pursued department in the factory. Secondary data provides a better view of the problem study many magazines, tools and other references were also mean important in this study.

SAMPLE DESIGN FOR THE STUDY

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SAMPLE SIZE: 100

SAMPLE UNIT: ELGI ELECTRIC AND INDUSTRIES LIMITED

TOOLS OF ANALYSIS

The tool for this research study is percentage analysis and Chi Square.

PERCENTAGE ANNALYSIS

Percentage method is used in making comparisons between two or more series of data. The percentage method is adopted to analyze the data in most comprehensible way. The percentage data was shown through the pie charts, bar diagrams and tables.

Percentage Conversion = $\frac{\text{No. of response}}{\text{Total response}} \times 100$

CHAPTER –V

FINDINGS & SUGGESTIONS

5.1FINDINGS

- ✓ Out of 100 respondents 20 are under the category of 18-25 and 27 are under

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25-30 and 39 are under 30-35 and 24 are under above 35 age.

- ✓ Out of 100 respondents 95 are male and 5 are female.
- ✓ Out of 100 respondents 60 are married and 40 are un married.
- ✓ Out of 100 respondents 17 are degree holders and 21 are diploma holders and 22 are illiterate and 40 belong to other category.
- ✓ Out of 100 respondents 18 have below 3 years experience and 45 are 3-6 years and 34 are 6-10 years and 13 have experience above 10 years.
- ✓ Out of 100 respondents 5 receive 2-3 thousand salary and 37 are 3-6 thousand salary and 54 receive 6-10 thousand and 4 receive above 10 thousand salary.
- ✓ Out of 100 respondents 23 are one dependant and 44 are two dependant and 33 are three dependants.
- ✓ Out of 100 respondents 92 are satisfied with their job and 8 are unsatisfied with their job.
- ✓ Out of 100 respondents 40 strongly agree that their working environment is good and 60 agree with the statement.
- ✓ Out of 100 respondents 28 feel good with the transfer policy and promotion and 31 feel bad.

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- ✓ Out of 100 respondents 74 satisfied with working hours and 36 are not satisfied.
- ✓ Out of 100 respondents 65 agree their job as challenging and 45 are feeling normal.
- ✓ Out of 100 respondents 52 strongly agree that training program help for self development and 48 agree with the statement.
- ✓ Out of 100 respondents 30 are satisfied with the medical schemes and 31 are unsatisfactory with medical schemes.
- ✓ Out of 100 respondents 79 are feeling secure job and 21 are feeling unsecure job.
- ✓ Out of 100 respondents 36 are highly satisfied with home loan and festival facility and 56 satisfied with home loan and festival facility.
- ✓ Out of 100 respondents 51 are highly satisfied with drinking water facility and 49 are satisfied with drinking water facility.
- ✓ Out of 100 respondents 94 respondents feel their skill are utilized and 6 feel it is not.
- ✓ Out of 100 respondents 11 feel very good about their superior and 23 feel very bad.
- ✓ Out of 100 respondents 39 are highly satisfied with canteen facility and 61 are satisfied with canteen facility.

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- ✓ Out of 100 respondents 40 are highly satisfied with first aid programmes and 53 satisfied with first aid programmes.
- ✓ Out of 100 respondents 35 are highly satisfied with the safety measures provided and 58 satisfied with the safety measures provided.
- ✓ Out of 100 respondents 30 are highly satisfied with lighting facility and 70 satisfied with lighting facility.

5.2 SUGGESTION

- ❖ The Elgi electric pvt .ltd, Coimbatore. Has a well-defined organization structure.
- ❖ There is a harmonious relationship is exist in the organization between employees and management.
- ❖ The employees are really enriched by the management.
- ❖ The employees are challenging with the present in incentive plan of the company.
- ❖ Most of the workers agreed that the company is eager in recognizing and acknowledging their work.

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- ❖ The study reveals that there is a good relationship exists among employees in long term career perspective.
- ❖ Majority of the employees agreed that there job security to their present job.
- ❖ The company is providing high class safety measures for ensuring the employees safety and environment.
- ❖ From the study it is clear that most of employees agrees to the fact that performance appraisal activities and support from the co-workers in helpful to get motivated.
- ❖ The study reveals that increase in the salary will motivates the employees more.
- ❖ The incentives and other benefits will influence the performance of the employees.

5.3.CONCLUSION:

Employers often use in their speeches the cliché. It means “workers are our most important asset” without doing much to improve working conditions and the motivation of employees to do their best for the organization. In today’s fast changing environment employees

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are faced with increasing demands from various sources. Also with the rising level of education employees aren't any more satisfied with repetitive, not meaningful, tasks. Job enrichment offers a good way to increase the variety of work and to motivate employees to truly commit themselves for the benefit of the whole organization. In increasingly competitive environment, management finds that the best way to achieve corporate goals is to work together with the persons who are closest to the actual work. Companies that implement programs that enhance employees' knowledge, abilities, and experience and allow them to apply these new skills in their work will be profitable in the future.

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