



“A Study on Employees Attitudes towards the Policies and Procedures in leather industries in Vellore District”.

Prof. R.KAYALVIZHI

Assistant Professor

Department of Management Studies

PSV.College of Engineering & Technology

Krishnagir -635108, Tamilnadu, India

Mail id : rkayal25@gmail.com

Mobile No: 918870087592

ABSTRACT

This article work was based on “a study on employee’s attitudes towards the policies and procedures”. The main objectives of this research are to identify the how positive attitude and negative attitude affects the company and job and measure the impact of current programmes, policies and procedure of the company. For this study, the simple random sampling method is to collect the primary data by using structured questionnaire and the data are analyzed by using statistical tools such as percentage method and chi-square test and annova.

Key words: employee’s attitudes, main objectives, measure and impact



CHAPTER- I

1. INTRODUCTION

Often an essential component of organizational training and development, employee attitude surveys provide picture of your organizations needs. This survey can be used to solicit employee opinions on a variety of issues such as the company's success in communicating its mission to employees, or local issues such as quality of the working environment. These surveys often contain a series of multiple choice items grouped along one or more dimensions of the organization.

DEFINITION:

An attitude is a hypothetical construct that represent an individual's degree of like or dislike for an item. Attitudes generally positive or negative views of a person, place, thing, or event- this is often referred to as the attitude object. People can also be conflicted or ambivalent towards an object, meaning that they simultaneously possess both positive and negative attitude towards the item in question.

USES FOR EMPLOYEE ATTITUDE SURVEYS INCLUDE:

- ☉ Focusing of employee development programs.
- ☉ Enhancing management/employee relations.
- ☉ Training needs assessment.
- ☉ Evaluation of training.
- ☉ Organizational climate survey.
- ☉ Customer satisfaction survey.



This process can also be a motivator of performance since it shows the employee that their opinions and views are considered important.

EMPLOYEE BENEFITS AND WELFARE SCHEMES

Several welfare schemes for employees have been furnished for the upliftment of the employees such as welfare centers. Lush green pollution free township with various facilities like schools, media & entertainment, cultural centers, hospitals where reimbursement of any hospital with unlimited reimbursement. Housing facility is entitled to avail medical facilities in any hospital with unlimited reimbursement. Housing facility is optional. The town ship comprises 800 quarters with A type, B-type, C-type houses allotted according to the grade. Employees are entitled for LTC, LLTC 4 year once. Housing loan and other advances are with a minimum interest as per the rules and policies of SAIL. Conveyance advance is provided to non-executives for 2 wheeler up to a maximum of Rs. 30,000 with 4% interest. And for executive 4 wheeler advance is provided for up to 3 lacs.

CHAPTER- II

2.1 OBJECTIVES OF THE STUDY

- ✓ To study the attitude of the employees towards Salem steel plant.
- ✓ To measure the impact of current programs, policies and procedure of the company.
- ✓ To identify how positive attitude and negative attitude affect the company and job.
- ✓ To understand how the employees perceives the organization and work groups.



2.2 SCOPE OF THE STUDY

The study has been confined to the employees in leather industries in Vellore District. The study has been undertaken in order to highlight the attitude of the employees, the company can enhance the working conditions and the overall function of the organization by eliminating negative attitude and constructing the positive attitude to the employees, which will result in increased overall performance of the organization.

2.3 LIMITATIONS OF THE STUDY

- ◆ The study is conducted with only the leather industries in Vellore District. So the findings and interpretations cannot be extended to some other organizations.
- ◆ Some of the respondents were not willing to give the correct and full information.
- ◆ Time factors are low, so 120 respondents were only taken as sample for this study.
- ◆ Some of the respondents are not at all interested in filling the questionnaire.

CHAPTER- III

3.1. RESEARCH METHODOLOGY

Research methodology is an attempt to collect the response from the respondent is regarding their opinion towards attitude.

RESEARCH: The research is a systemized effort to gain new knowledge

RESEARCH DESIGN:

This study is the descriptive study. The study describes the opinion towards the field.

DATA COLLECTION:

The data are collected from the below two phases,

1. Primary data



2. Secondary data

PRIMARY DATA:

The primary data was collected from the respondents through the questionnaire.

SECONDARY DATA:

The secondary data was collected from the company records, publications and website.

SAMPLE SIZE:

The target population of employees is 1332 of Salem steel plant. Among which 120 were taken as a sample.

SAMPLE DESIGN:

The researcher took the probability, simple random sampling to the study.

TOOLS USED FOR ANALYSIS:

1. Simple percentage analysis.
2. Chi-square test.

3.2. REVIEW OF LITERATURE

Fonosh and schwab (1981) contended that there was minimal research in the area of faculty attitudes toward disabilities in higher education. Few other studies under taken since 1981 that studied this factor in relation to success of students with disabilities in higher education also expressed the contention.

In Germany in the 1950s, an investigation of people responses to certain classes of stimuli initiated the scientific study of attitudes. Then in the United States in 1920s,



Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

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

Thurstone led to the measurement of attitudes with his pioneering article "Attitudes can be measured ".Literature defined attitude in multiple ways.

According to cook (1992), attitudes comprise three elements: Cognition-the individual’s perception and conceptualization of the attitude subject; affect the emotional underpinning of these beliefs and the amount of positive or negative feelings that an individual has towards the attitude object; behavior-responses, observable behavior, or the individuals intention to behave in particular ways towards the attitude object.

Lefrancois (1994) described attitude as a prevailing and consistent tendency to react in certain way. Wilzinki (1991) held a view that attitude is typically denoting a psychological state that predisposes a person to action. He believed that attitude are important motivational forces and underlie beliefs that are evaluative responses to these attitudes.

Livneh described six perspectives to examine sources of negative attitude towards persons with disabling conditions and correspondingly six systems to categories these attitudes when they exist. All these systems seek to elucidate possible origins, determinants; roots are the sources of negative attitudes.

CHAPTER- IV

DATA ANALYSIS AND INTERPRETATION

CONSIDERATION OF RESPONDENTS’ SUGGESTIONS

Believe that the HR Dept. listen their	No.	of	Percentage
--	-----	----	------------

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed by



Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

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

suggestions	respondents	
Strongly Agree	2	1.67%
Agree	96	80%
Neither agree or nor Disagree	16	13.33%
Disagree	2	1.67%
Strongly disagree	4	3.33%
Total	120	100%

Source: Primary data

Inference:

The above table shows that 1.67% of the respondents strongly agreed, 80% of the respondents agreed, 13.33% of the respondents neither agreed or nor disagreed, 1.67% of the respondents disagreed, 3.33% of the respondents strongly disagreed with consideration of respondents' suggestions.

CHI - SQUARE TEST - 1

Aim: To find out the relationship between educational qualification and company offers their career path of life.

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed by



Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

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

H₀: There is no significant relationship between educational qualification and company offers their career path of life.

H₁: There is no significant relationship between educational qualification and company offers their career path of life.

Observed frequency

Educational Qualification	SA	Agree	NA / DA	DA	SDA	Total
UG	0	10	6	4	4	24
PG	2	14	6	2	0	24
Dip	0	24	4	2	0	30
ITI	0	26	4	2	2	34
Others	2	4	2	0	0	8
Total	4	78	24	10	4	120

Expected Frequency

Educational Qualification	SA	Agree	NA / DA	DA	SDA	Total
UG	0.8	15.6	4.8	2	0.8	24

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed by



INTERNATIONAL STANDARD SERIAL NUMBER INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

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

PG	0.8	15.6	4.8	2	0.8	24
Dip	1	19.5	6	2.5	1	30
ITI	1.133	22.1	6.8	2.83	1.13	34
Others	0.27	5.2	1.6	0.6	0.26	8
Total	4	78	24	10	4	120

O	E	O-E	(O-E) ²	(O-E) ² /E
0	0.8	-0.8	0.64	1.6
2	0.8	1.2	1.44	1.8
0	1	-1	1	1
0	1.13	-1.13	1.27	1.129
2	0.27	1.73	2.99	11.07
10	15.6	-5.6	31.36	2.01
14	15.6	-1.6	2.56	0.164
24	19.6	4.5	20.25	1.038

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed by



INTERNATIONAL
STANDARD
SERIAL
NUMBER
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

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

26	22.1	3.9	15.21	0.688
4	5.2	-1.2	1.44	0.276
6	4.8	1.2	1.44	0.3
6	4.8	1.2	1.44	0.3
4	6	-2	4	0.67
4	6.8	-2.8	7.84	1.157
2	1.6	4	16	0.1
4	2	2	4	2
2	2.5	0.5	0.25	0.1
2	2.5	5	0.25	0.1
2	2.83	-0.83	6.889	0.240
0	0.6	-0.6	0.36	0.45
4	0.8	3.2	10.24	12.8
0	0.8	-0.8	0.64	0.8
0	1	-1	1	1

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed by



Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

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

2	1.13	0.87	0.756	0.663
0	0.27	-0.27	0.07	0.267
				41.722

$$= (R-1)(C-1)$$

$$= (5-1)(5-1)$$

$$= (4)(4)$$

$$= 16$$

Table value for 16 d.f. at 5% level = 26.296

Result:

H_0 is rejected calculated value > table value, There is a significance relationship between the educational qualification and company offers their career path of life.

CHAPTER- V

5.1 FINDINGS

- ◆ 41.67% of the respondents are in the age group of above 50 years.
- ◆ 93.3% of the respondents are male.
- ◆ 28.33% of the respondents educational qualification is ITI.
- ◆ 70% of the respondents have the experience of above 15 years.
- ◆ 30% of the respondents monthly income is Rs.31000 - 41000/-.

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN
ENGINEERING AND MANAGEMENT (IJRREM)**

Tamilnadu-636121, India

Indexed by



Scribd. Google Scholar



Scholarsteer
Scholarly Information

IJRREM

CiteFactor
Academic Scientific Journals



INTERNATIONAL
Scientific Indexing

JOURNAL
FACTOR

ISSN

INTERNATIONAL
STANDARD
SERIAL
NUMBER
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

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

- ◆ 98.33% of the respondents are married.
- ◆ 88.33% of the respondents agreed with the communication about changes or that may affect employees.
- ◆ 80% of the respondents agreed with the direction communicated by the manager is clear.
- ◆ 80% of the respondents agreed that the company is a catalyst of change and innovation.
- ◆ 70% of the respondents agreed that the company offer the necessary resources to do their job.
- ◆ 68.33% of the respondents agreed that the company encouraged coming up with better ways of doing things.
- ◆ 78.33% of the respondents agreed that the company uses the skills & abilities of the employees.
- ◆ 65% of the respondents agreed that the company offers the career path to their life.
- ◆ 63.33% of the respondents agreed that the company offers necessary training to the job.
- ◆ 65% of the respondents agreed that the company providing real opportunities to improve their skills.
- ◆ 65% of the respondents agreed that the company supports their ability to deliver high standard of quality to their customers.
- ◆ 73.33% of the respondents agreed that they can balance their work and life.
- ◆ 78.33% of the respondents agreed that they have prioritized goals.

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu-636121, India

Indexed by



Scribd

Google Scholar



Scholarsteer
Scholarly Information

IJRREM

CiteFactor
Academic Scientific Journals



INTERNATIONAL
Scientific Indexing

JOURNAL
FACTOR

ISSN

INTERNATIONAL
STANDARD
SERIAL
NUMBER
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

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

- ◆ 66.67% of the respondents agreed that the company recognize their accomplishments.
- ◆ 63.33% of the respondents agreed that they are satisfied with the increment in pay and benefits.
- ◆ 80% of the respondents agreed that they satisfied with information received about the company.
- ◆ 58.33% of the respondents agreed that the rewarded / recognize for good work.
- ◆ 75% of the respondents strongly agreed that they can meet their self & family needs those benefits offered by company.
- ◆ 76.67% of the respondents agreed that they receiving fair compensation for doing work.
- ◆ 88.33% of the respondents agreed that they are free to use their own judgment in getting job done.
- ◆ 86.67% of the respondents agreed that they support the company values.

5.2 SUGGESTIONS

The company may arrange career development program for its employees to develop the career path on their life..The company may recognize / reward the employees who have performed well.The HR department may consider the valuable suggestions from the employees.

5.3 CONCLUSION

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN
ENGINEERING AND MANAGEMENT (IJRREM)**

Tamilnadu-636121, India

Indexed by



Scribd

Google Scholar



Scholarsteer
Scholarly Information

IJRREM

CiteFactor
Academic Scientific Journals



INTERNATIONAL
Scientific Indexing

JOURNAL
FACTOR

ISSN

INTERNATIONAL
STANDARD
SERIAL
NUMBER
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

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

The attitudes are evaluating a statement either favorable or unfavorable concerning objects, people, or events. In organizations, attitudes are important because they affect the job behavior. This study was conducted from Salem steel plant. The data were collected through questionnaire. Based on the study, it is concluded that the attitudes of the employees in Salem steel plant is at agreed level.

Reference:

Organizational Behaviour - Stephen P Robbins Tata McGrath Hill - 6th edition.

Websites:

1. http://findararticles.com/p/articles/mi_m0FCR/is_2_38/ai_n6124564
2. http://findararticles.com/p/articles/mi_m0FCR/is_2_38/ai_n6124564/pg_2/?tag=content:coll
3. <http://www.hr-survey.com>
4. <http://www.work-place-climate-survey.com>