
IMPACT OF JOB ATTITUDE TOWARDS SRF LIMITED, TRICHY

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INTRODUCTION

Job attitudes are the feelings we have toward different aspects of the work environment. Job satisfaction and organizational commitment are two key attitudes that are the most relevant to important outcomes. In addition to personality and fit with the organization, work attitudes are influenced by the characteristics of the job, perceptions of organizational justice and the psychological contract, relationships with coworkers and managers, and the stress levels experienced on the job. Many companies assess employee attitudes through surveys of worker satisfaction and through exit interviews. The usefulness of such information is limited, however, because attitudes create an intention to behave in a certain way, but they do not always predict actual behaviors.

Job attitudes may give us clues about who will leave or stay, who will perform better, and who will be more engaged, tracking satisfaction and commitment levels is a helpful step for companies. If there are companywide issues that make employees unhappy and disengaged, these need to be resolved.

CRITERIA FOR MEASURING JOB ATTITUDE:

◆ **Pay and Stability of Employment**

Pay has always been an important determinant of job satisfaction. There are various factors such as the credentials of the employee, the ability of the employer to pay, the cost of living index, tax rates etc. must be taken into consideration in determining the pay. Stability of employment depends to a large extent on the willingness and ability of the employee to update his work knowledge and skill in tune with the demands of the employer.

◆ **Reduce/Eliminate Occupational Stress**

An employee who is unable to cope with work pressure undergoes stress. Certain amount of stress is an essential for performance. Excessive stress may be detrimental to the mental and physical health of the employee and may adversely affect performance. The employer, therefore, must do his mite to help the employee, undergoing stress, to come out of it. Counseling may provide relief in most cases.

◆ **Employee Health**

It is necessary to educate the employees on health problems. The employee health program may cover such aspects as highlighting the evil effects of drinking and smoking that are smoking that are widely prevalent among the working class. The programme must also focus on family planning, AIDS prevention and so on.

◆ **Alternative Work Schedule**

To enable the workers overcome monotony and fatigue, such measures as flexible working hours, flexible lunch and interval breaks, five-day week etc. may be adopted.

◆ **Participative Management**

It is believed that encouraging workers to participate in the decision-making process improves job attitude. When employees have a say in management decisions, they work with greater commitment may not be expected if the management tries to thrust its decisions on the workers.

◆ **Recognition**

Job attitude is certainly influenced by the preparedness of the management to recognize employees showing good progress. The recognition may come in the form of tangible and intangible benefits. Tangible benefits may be in the form of bonus, commission, and profits-sharing and so on. Intangible benefits may come in the form of greater decision-making authority, better designations etc.

◆ **Harmonious Supervisor-Worker Relationship**

Cordial superior-subordinate relationship gives the employee greater confidence to undertake his tasks. Obviously, the employee will lose self-confidence if his superior tries to find fault with him always. In an organization where the superior-subordinate association is smooth the work attitude will certainly be good.

◆ **Grievance Procedure**

Grievances are bound to arise in a workplace. If such grievances are not properly redressed it will affect the job attitude. The employer must, therefore, establish a certain procedure for the effective handling of grievances.

◆ **Adequacy of Resources**

An employee will be able to attain his goal only if the organization makes available the necessary – materials, tools, machines, money and manpower. Paucity of these resources will affect performance and also job attitude.

◆ **Seniority and Merit in promotions**

Employee promotions are generally linked to seniority or merit or both. If any other criterion is used for promotion it will be considered unfair and will lower attitude.

◆ **Employment on Permanent Basis**

Job security is important for every employee. If the employees are appointed on casual, temporary or contract basis, it will give them a feeling of insecurity. For the employees to have a feeling of security and for a better attitude, employees must be appointed on a permanent basis.

BENEFITS OF JOB ATTITUDE:

- ◆ Higher production and productivity
- ◆ Greater job satisfaction
- ◆ Low rate of absenteeism
- ◆ Greater motivation
- ◆ High employee morale
- ◆ Reduction in complaints and grievances
- ◆ Reduction in stress conditions

OBJECTIVES OF THE STUDY

- ✓ To know the factors that affects the Job attitude.
- ✓ To analyze the relationship between the supervisors and subordinates.
- ✓ To know the existing working conditions, health and safety measures.

RESEARCH HYPOTHESIS:

- ◆ There is a significant difference between Experience and overall job attitude of an Employee.
- ◆ There is a significant association between Experience and Employee Participation in management.
- ◆ There is a significant association between Department of the respondents and Health & Safety measures.

DATA ANALYSIS AND INTERPRETATION ANOVA

Difference between Experience of the respondents and Overall job attitude of an Employee.

Research Hypothesis (H_1):

There is a significant difference between Experience and overall job attitude of an Employee.

Null Hypothesis (H_0):

There is no significant difference between experience and job attitude of Work life of an Employee.

S.No	Experience	Mean	S.D	SS	DF	MS	Statistical Inference
1.	Job Satisfaction Between groups Below 10 years (n=20) 10-20 years (n=37) 20-30 years (n=19) Above 30 years (n=74) Within groups	1.10 2.41 3.00 3.00	0.308 0.497 0.000 0.000	61.281 10.719	3 146	20.427 0.073	F=278.23 P(.000)<.05 Significant
2.	Employee Participation in management Between groups Below 10 years (n=20) 10-20 years (n=37) 20-30 years (n=19) Above 30 years (n=74) Within groups	1.00 1.84 2.89 3.00	0.000 0.374 0.315 0.000	82.017 6.817	3 146	27.339 0.047	F=585.562 P(.000)<.05 Significant
3	Interpersonal Relationship Between groups Below 10 years (n=20) 10-20 years (n=37) 20-30 years (n=19) Above 30 years (n=74) Within groups	1.05 2.24 3.00 3.00	0.224 0.435 0.000 0.000	67.313 7.761	3 146	22.438 0.053	F=422.105 P(.000)<.05 Significant
4.	Welfare Facilities & Working Environment Between groups Below 10 years (n=20) 10-20 years (n=37) 20-30 years (n=19) Above 30 years (n=74) Within groups	1.00 1.84 2.89 3.00	0.000 0.374 0.315 0.000	112.064 8.230	3 146	37.355 0.056	F=662.690 P(.000)<.05 Significant
5.	Safety & Healthy Measures Between groups Below 10 years (n=20) 10-20 years (n=37) 20-30 years (n=19) Above 30 years (n=74) Within groups	1.00 1.86 2.00 2.96	0.000 0.347 0.000 0.199	74.691 7.203	3 146	24.897 0.049	F=504.664 P(.000)<.05 Significant
6.	Career Growth & Prospects Between groups Below 10 years (n=20) 10-20 years (n=37) 20-30 years (n=19) Above 30 years (n=74) Within groups	1.00 1.86 3.00 3.00	0.000 0.481 0.000 0.000	82.849 8.324	3 146	27.616 0.057	F=484.362 P(.000)<.05 Significant
7.	Motivation Between groups Below 10 years (n=20) 10-20 years (n=37) 20-30 years (n=19) Above 30 years (n=74) Within groups	1.00 1.78 2.74 3.00	0.000 0.417 0.452 0.000	82.046 9.954	3 146	27.349 0.068	F=401.114 P(.000)<.05 Significant
8.	Compensation Between groups Below 10 years (n=20) 10-20 years (n=37) 20-30 years (n=19) Above 30 years (n=74) Within groups	1.00 1.65 2.84 3.00	0.000 0.484 0.375 0.000	90.381 10.959	3 146	30.127 0.075	F=401.374 P(.000)<.05 Significant

Interpretation:

The above table shows that [Job Satisfaction (0.000<0.05) / Employee Participation in management (0.000<0.05) / Interpersonal Relationship (0.000<0.05) / Welfare Facilities & Working Environment (0.000<0.05) / Safety & Healthy Measures (0.000<0.05) / Career Growth & Prospects (0.000<0.05) / Motivation (0.000<0.05) / Compensation (0.000<0.05)] the calculated value is lesser than the table value. So the research hypothesis (H₁) is accepted and the null hypothesis (H₀) is rejected.

Hence, there is a significant difference between Experience of the respondents and Overall job attitude of an Employee.

CHI SQUARE:

Association between Experience of the respondents and Employee Participation in management.

(a) Research Hypothesis (H₁):

There is a significant association between Experience and Employee Participation in management.

Null Hypothesis (H₀):

There is no significant association between Experience and Employee Participation in management.

S.No.	Particulars	Experience				Statistical Inference
		Below 10 years (n=20)	10-20 years (n=37)	20-30 years (n=20)	Above 40 years (n=73)	
1	Employee Participation in Management					X ² = 2.816 Df = 6 P(0.000)<0.05 Significant
	Agree	0	17	20	73	
	Neutral	0	20	0	0	
	Disagree	20	0	0	0	

Interpretation:

The above table shows that the calculated value is lesser than the table value (P (0.000) <0.05). So the research hypothesis (H₁) is accepted and the null hypothesis (H₀) is rejected.

Hence, there is a significant difference between Experience of the respondents and Employee Participation in management.

Association between Department of the respondents and Health & Safety measures.

(b) Research Hypothesis (H₁):

There is a significant association between Department of the respondents and Health & Safety measures.

Null Hypothesis (H₀):

There is no significant association between Department of the respondents and Health & Safety measures.

S.No.	Particulars	Experience				Statistical Inference
		Mechanical (n=66)	Electrical (n=58)	Painting (n=9)	Others (n=17)	
1	Health & Safety Measures					X ² = 1.238 Df = 6 P(0.000)<0.05 Significant
	Disagree					
	Neutral	29	0	0	0	
	Agree	30	0	0	0	
		7	58	9	17	

Interpretation:

The above table shows that the calculated value is lesser than the table value (P (0.000) <0.05). So the research hypothesis (H_1) is accepted and the null hypothesis (H_0) is rejected. Hence, there is a significant association between Department of the respondents and Health & Safety measures.

THE FINDINGS WITH RESPECT TO ANOVA & χ^2 -TEST ARE AS FOLLOWS

ANOVA

- ◆ There is a significant difference between Experience of the respondents and Overall job attitude of an Employee.

χ^2 - TEST

- ◆ There is a significant difference between Experience of the respondents and Employee Participation in management.
- ◆ There is a significant association between Department of the respondents and Health & Safety measures.

SUGGESTIONS

The following are the suggestions for better performance of job attitude in SRF Limited, Trichy.

- The management shall take steps to improve the life style of the employees.
- The organization shall be taken more steps to better promotion opportunity.
- The organization provide Award and Reward motivate the employee performance.
- The organization shall take steps to provide training opportunities for all the employees.
- The organization shall take steps to make the managers to pay more attention towards the work place safety.
- The supervisor considers other opinion before decision making.
- The organization shall make all level of employees to participate in the decision making process.
- The supervisors shall move friendly with their subordinates and make them feel free to speak about various topics.
- The organization shall provide training relevant to the job of the employees.

CONCLUSION

In this competitive world it's very difficult to survive in business due to technological developments, growing trends and human resource. If an Industry or a business wants to survive they have to concentrate on many factors and among them is human resource. An organization should know how to make an employee happy and how to generate output.

The researcher has undertaken this study with the employees to learn the job attitude and try to find the ways for their improvements which will lead to employee growth and organization success.

Job attitude provides an opportunity for an individual to safety wide variety of personal needs to survive with some security, to have a sense of personal usefulness to be recognized of achievement and to have an opportunity to improve one's skill and knowledge.

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