

A Study On Employee Morale At Thermox Polymers In Chennai

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ABSTRACT

Morale is defined as the depiction of emotions, satisfaction, and overall attitude towards a workplace. Productivity is directly related to morale. Happy employees have high morale while dissatisfied and unhappy employees have low morale. Employee morale, using job satisfaction, organizational commitment, turnover rates, complaints and employee strikes as a proxy. A high morale means the employee is satisfied with the job, puts in effort, is creative, takes initiative, is committed to the organization and focuses on achieving organizational goals rather than personal goals. In the present study an attempt has been made to study the employee morale at Thermox polymer PVT ltd. Study shows the employees morale appears Good. Team-building exercises are particularly important, because when employees are working in harmony, they tend to help each other, thus collectively relieving the amount of work that needs to be done for the company. The average mean score and percentage score has been computed. The most important factor contributing Employee morale are: relationship with the fellow worker, team spirit in direct work environment, working condition of work place, and holidays provided, management and employees are allowed to talk freely.

Keywords: Employee Morale; thermox polymer PVT ltd.

INTRODUCTION

Morale is a potential influence on the human relations in an organization. In every organization, people are working within a subtle of environment of attitudes. The term morale implies the level of confidence and spirits of a person or group. There may be several such indicators which can be used for inferring the state of morale like employee turnover, absenteeism, grievances, quality control etc... Feelings, emotions, sentiments, attitudes and motives all these combine and lead to a particular as Employee Morale.

Morale is unrelated to morality (the ability to distinguish right and wrong) Workplace events play a large part in changing employee morale, such as heavy layoffs, the cancellation of overtime, cancelling benefits programs, and the lack of union representation. Other events can also influence workplace morale, such as sick building syndrome, low salaries, and employees being mistreated. Employee morale is the relationship that a particular employee or a group of employees have with their work and the organization they work for.

COMPANY PROFILE

Established in 2005 in the automotive industrial hub of Chennai, Thermox Polymers Ltd today is a world class manufacturer of Moulded and Extruded Rubber & Plastic parts for Automotive OEM around the globe. All the TPL plants are certified and meet the most stringent quality norms set by its diverse range of customers. Apart from supplying to automotive majors in India. TPL has a unique capability to process rubber parts in all grades like NR, NBR, SBR, EPDM, Silicon, Viton, Neoprene, Chloroprene, HNBR, Fluoro, Isoprene, Hypnone, etc., and plastic parts in grades like PP (Polypropylene), PVC (Polyvinylchloride), TPE (Thermoplastic rubber), PA 66, PA66 + Glass Fibre, POM (Polyoxymethylene) etc. It therefore offers a 'one stop shop' engineering solutions to all the customers through its expertise in designing, development, tooling, moulding, extrusion, assembly, painting, testing and delivery capabilities across the globe. Backed by its technical capabilities and highly enthusiastic workforce, TPL today has become a supplier of choice for the Indian Automotive industry

REVIEW OF LITERATURE

According to David Bowles and Cary Cooper¹, Performance is the key outcome of high morale, and the reason why it should be taken so seriously: with research gathered from some of the world's largest employee opinion databases and best academic centres, the authors lay out the morale-performance connection. Now raised from just 'touchy-feely' to 'mission critical', employee morale is finally getting the attention which it deserves. As it does, organizations are changing everything from their structure to their processes to take account of this fact, and starting to manage themselves around the need to measure and improve morale on an ongoing basis.

According to John E. Baird and Patricia H. Bradley², Several factors are related to employee morale in organizational settings, the single most influential factor in enhancing job satisfaction and group cohesiveness is superior-subordinate communication. Yet, while a great deal of speculation exists concerning the sorts of communication behaviours most

conducive to employee satisfaction, no empirical test has been conducted to assess specifically the relationship between communication and morale.

According to Pestonjee and Sing⁵, Workers morale is significantly related to their education. The higher their educations lower their morale and vice versa. Income is found to be a no significant factor affecting morale.

According to K Aswathappa, ⁶ made the study about workers participation in management and job satisfaction. In any business, profit is the main aim. Profits can be got only when productivity is high and it is evident that productivity will be high only when employee morale is high.

According to Mr. S. Prabhakar, G R D College of Science, Coimbatore, made a “study on employees morale” has suggested that good working conditions welfare facilities enhance good morale in the opinion of majority of the respondents inspire of a few negative opinions

OBJECTIVE OF THE STUDY

Primary objective

To study the morale of the employees at Thermox Polymers

Secondary objectives

- To identify the morale level of the employees. To know the attributes that influence their morale
- To find out the satisfaction level of the employees in the following areas:
- Salaries & Incentives
- Training and development programme
- Trust level
- Social and Working environment

STATEMENT OF THE PROBLEM

An employee morale is one of the most important factors that will affect the performance of the company. Employees must be responsibility to manage those processes that they are assigned to do and helping to achieve projects goal. To be good employees, they must have a good morale also because morale is all about satisfaction, confidence and emotions in the workplace. It's difficult to measure because of it all, about how employee feel about their

work and satisfaction. The morale of employees productivity and performance of the project will increase is also helping the company to gain more profits. Some measure of morale is trying to capture its positive effects on the performance of the company and also the performance of the project. The high morale of employees will positively effects to companies such as employee will maintain working in the same company.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solving the research problems. It may be understood as a science of studying how research is done scientifically. It includes the overall research design, the sampling procedure, data collection method and analysis procedure.

Data collection method

There are two major approaches to gathering data are categorized as;

- Primary data
- Secondary data

Primary data

With help of the Structured Questionnaire, technique has been used for the collection of primary data from the respondents.

Secondary data

The secondary data has been collected from the company records, journal and various websites.

Sample size: 100 respondents

Brand Covered: THERMOX POLYMER

Target Area: Chennai

Data Analysis

The collected data is analysed by using ANOVA calculation and CHI SQUARE analysis. It refers to the ratio with the help of absolute figure. It becomes easy to find the relative difference between two or more attributes.

Research Hypothesis

There is a significant impact of employee morale on employee efficiency.

NULL HYPOTHESIS (Ho): The job satisfaction on work environment will differ significantly.

TOTAL (T) = 200, n = 10

Correction factor = $T^2/n = 200 \times 200 / 10 = 4000$

TOTAL SS = $\sum X_{ij}^2 - (T)^2/n = (40)^2 + (50)^2 + (4)^2 + (6)^2 + (0)^2 + (14)^2 + (8)^2 + (26)^2 + (0)^2 + (52)^2 - (200 \times 200 / 10) = 3802$

SOURCE OF VARIATION	SUM OF SQUARES (SS)	DEGREE OF FREEDOM (df)	MEAN SQUARES (ms)	F-ratio	5% F-limits
B/W SS	0	(2-1) =1	0/1 =0	0/475 =0	F(1,8) =5.3177
WITHIN SS	3802	(10-2) =8	3802/8 =475		

Interpretation

Table value is greater than the calculated value, so the job satisfaction will differ significantly according to the work environment.

Chi-square analysis

The collected data are statistically analysed with chi-square test. The chi-square test is a statistical measure used in the context of sampling analysis to determine if categorical data shows dependency or the two classifications are independent. The chi-square is applied to find out the relationship between the attributes

	E	$-E$	$(-E)$	$(-E)/E$
13	8.83	4.17	17.3889	1.96
6	5	1	1	0.2
4	5	-1	1	0.2
2	6.16	-4.16	17.3056	2.80

12	9.89	2.11	4.4521	0.450
4	5.6	-1.6	2.56	0.457
8	5.6	2.4	5.76	1.028
4	6.90	-2.9	8.41	1.218
8	14.13	-6.13	37.5769	2.65
10	8	2	4	0.5
15	8	7	49	6.125
7	9.86	-2.86	8.1796	0.829
15	10.6	4.4	19.36	1.826
5	6	-1	1	0.16
3	6	-3	9	1.5
7	7.4	-0.4	0.16	0.02
5	9.54	-4.54	20.6116	2.16
5	5.4	-0.4	0.16	0.02
0	5.4	-5.4	29.16	5.4
17	6.66	10.34	106.9156	16.05
				TOTAL=45.55

- R/W two variables
- Age and the involvement in job of respondent
- Ho – there is no significant difference between b/w age and involvement in job
- Ha – there is single difference between age and involvement in job

Degree of freedom:

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

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

$$4*4 = 16$$

Level of significance: $5\% \ 5/100 = 0.05$

Table value = 26.296

Conclusion:

Here the calculated value is higher than the table value, i.e. the table value is 26.296 and the calculated value is 45.55 So we rejected the null hypothesis. Therefore there is a different between age and job involvement.

FINDINGS

- 44% of respondents have 1 to 3 years of experience, 28% of respondents have less than one year of experience and 4% of respondents have above 10 years of experience.
- 50% of respondents are satisfied with their job, 40% of respondents are highly satisfied with their job and 6 % of respondents are dissatisfied with their jobs.
- 48% are satisfied with their organization's benefits, 24% of respondents are neutral with the benefits and 4% of respondents are highly dissatisfied with the benefits.
- 32% of respondents are often having opportunities for improvement and self development, 26% have very often and 12% of respondents have rarely.
- 26% of respondents are satisfactory with the environment, 14% of respondents are good with work environment, but 52% of respondents are highly dissatisfied with the work environment.
- The superiors and co-workers relation is good for 44% of respondents, 36% of respondents feel very good and for 8% of respondents relation is bad.
- 56% of respondents feel that they have good job responsibilities, 34% of them have very good responsibilities and for 2% responsibility is poor.
- 54% of respondents strongly agree that they participate with management and 8% of respondents do not participate with management.
- 40% of respondents agree with the policies and administration practices of the organization and 2% are disagreeing with policies and administration practices.
- For 64% of respondents the work load is moderate, for 24% it is overload and for 4% it is optimal.

- 36% of respondents avail leave rarely, 24% avail sometimes and 8% of respondents avail leave very often.
- 50% of respondents often get creative jobs, 24% get very often and 4% of respondents get creative jobs very rarely.
- 52% of the respondents agree that use to get challenging jobs, 20% has no opinion about this and 4% of respondents are strongly disagreeing.
- 50% of respondents agree that use to get opportunities to update knowledge and skills, 2% of respondent disagree.
- 44% of respondents agree that they get appreciation for their work and 2% disagree that they get appreciation for their work.
- 52% of respondents often provide suggestions to the management, 20% of respondents are very often provide suggestions and 8% are not at all involved in providing suggestions.
- 56% of respondents are satisfied with the health, safety and social services and 4% of respondents are highly dissatisfied.
- 80% of respondents will not switch their job often, but 20% of respondents may switch their job.
- 72% of respondents will not accept salary cut and 28% of respondents will accept salary cut and will continue in same organization.
- 80% of respondents are totally involved in their job and 20% are somewhat involved.

SUGGESTION:

On the basis of study conducted in Thermox Polymers about employee morale, I have come up with following suggestions

- Improving job satisfaction among employees by implementing appropriate job enhancement and enrichment techniques.
- Providing adequate compensation and appreciation for quality work.
- Creating jobs that provide opportunity for expression of creativity and competence.
- Planning and implementing training methods for self development of the work force.
- Relating opportunities that will enable the workers to participate in management related activities.
- Improving the working environmental standards to the extent that they are considered to be the best.

CONCLUSION

The study concludes that, the Employee Morale in Thermox Polymers, Chennai is found effective but not highly effective. The study on Employee Morale is highlighted so many factors which will help to the productivity of the workers.

The study was conducted among 100 workers and collected information through structured questionnaire. The study helped to findings which were related with organization to motivate its employees to a high degree, resultant morale in the organization will be equally high morale in a business organization is an attitude of emotional readiness, which enables an employee to improve his productivity. When an organization motivates its employees to a high degree, resultant morale in the organization will be equally high.

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