

Impact of Personal Factors on Performance of Private Security Guards in Chennai City

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ABSTRACT

There are numerous features that affect the presentation of private security guards at the work place. In this study, the researcher has taken personal factors that affect the workplace and this induce the respondents to switch over from the present job. This study is computable in nature and these personal factors distress the presentation of the private security guards in Chennai City in a sample of 600 respondents. In this study the researcher used chi-square test for analysis and SPSS software.

Keywords: Private security guards, Personal factor, Private security guards performance and Switchover.

1. INTRODUCTION

A private security guard is any individual as appointed by a private security agency sector. The leading part of the private security guard is to patrol the security of people, place and property of the employer. Work performance of an individual in any sector is affected by several personal factors. There are several personal factors such as age, gender, size of the family, location of their family, number of dependents, monthly income etc. For the current study, only two factors namely nature of family and place of living of family has been considered.

2. REVIEW OF LITERATURE

Saeed, R. et al. (2013) have discussed about numerous variables that distress the presentation of workers at effort environment. These variables contain manager's approach, administrative culture, individual difficulties, and work contented and economic recompenses. All of these variables had optimistic influence on the presentation of the workers excluding personal difficulties of the workers that thwarts the presentation of the workers.

Aila, F. et al. (2019) has analysed Job performance in any business is affected by several variables at work including how workers observe their job. Worker job satisfaction is affected by their work situation and it is supposed to affect employee performance. Employee contribution in problems that affect them at work is held to contribute to their job satisfaction hence performance.

3. STATEMENT OF THE PROBLEM

Statement of the problem is how personal factors affect presentation of private security guards in the city of Chennai?

This study focuses on the private security guards performance and how they switch over from their current job to other job in the same field.

4. OBJECTIVE OF THE STUDY

To identify the degree of impact between personal factor and private security guards performance in Chennai.

5. RESEARCH METHODOLOGY

In this present study Random sampling technique was adopted. In this study the researcher has used both primary and secondary data, whereas secondary information was composed from numerous bases like articles, websites, internet, books etc. In this paper frequency and percentage table are used for interpretation. There are 600 samples collected from the respondents. The primary data composed by the scheduled questionnaire from the private security guards who are working in a private organization such as banks, ATMs, company, hotels, apartments, institutions and hospitals and temples in Chennai city.

6. LIMITATIONS OF THE STUDY

Present study only encompasses Chennai city and considers only a couple of personal factors.

7. ANALYSIS AND INTERPRETATION

Chi-square test for association among Nature of Family and level of job Switchover of private security guards

NATURE OF FAMILY	LEVEL OF JOB SWITCHOVER			TOTAL	CHI-SQUARE VALUE	P VALUE
	LOW	MODERATE	HIGH			
Joint Family	44 (27.3%) [8.9%]	77 (47.8%) [26.8%]	40 (24.8%) [24.8%]	161 (100.0%) [26.8%]	0.670	0.715
Nuclear Family	108 (24.6%) [71.1%]	210 (47.8%) [73.2%]	121 (27.6%) [75.2%]	439 (100.0%) [73.2%]		
Total	152 (25.3%) [100.0%]	287 (47.8%) [100.0%]	161 (26.8%) [100.0%]	600 (100.0%) [100.0%]		

Source: Primary Data

TABLE NO 1

H_0 : There is no association among nature of family and job switch over of private security guards. Since P value is larger than 0.05, the null hypothesis is recognized at 5% level of importance. Therefore it is determined that there is no relationship among nature of family and level of job switchover. Based on the row percentage, nature of joint family, 27.3% private security guards are low level of job switchover, 47.8% are moderate level of job switchover and 24.8% are high level of job switchover. Hence nature of family of nuclear family, 24.6% are low level of job

switchover, 47.8% are moderate level of job switchover, and 27.6% are high level of job switchover. From the data the results reveals that both joint family respondent and nuclear family respondent are ready to switchover their job as private security guard at moderate level because have to fulfil their family commitments.

**Chi-square test for association between Place of living of family and level of job
Switchover of private security guards**

LIVING PLACE	LEVEL OF JOB SWITCHOVER			TOTAL	CHI-SQUARE VALUE	P VALUE
	LOW	MODERATE	HIGH			
Chennai District	119 (24.7%) [78.3%]	226 (47.0%) [78.8%]	136 (28.3%) [84.5%]	481 (100.0%) [80.2%]	2.578	0.498*
Outside Chennai District	33 (27.7%) [21.7%]	61 (51.3%) [21.3%]	25 (21.0%) [15.5%]	119 (100.0%) [19.8%]		
Total	152 (25.3%) [100.0%]	287 (47.8%) [100.0%]	161 (26.8%) [100.0%]	600 (100.0%) [100.0%]		

Source: Primary Data

TABLE NO 2

Note: * denotes 5% significant

H₀: There is no association among place of living of family and level of switch over of private security guards.

Since P value is lower than 0.05, the null hypothesis is excluded at 5% level of consequence. Therefore it is determined that important relationship among place of living of family and level of job switchover. Based on the row percentage, place of living of Chennai District, 24.7% private security guards are low level of job switchover, 47.0% are moderate level of job switchover and 28.3% are high level of job switchover. Hence place of living of family of outside Chennai District, 27.7% is low level of job switchover, 51.3% is moderate level of job switchover, and 21.0% are high level of job switchover. From the data the result reveals that both Chennai District respondent and outside Chennai District respondent are ready to switchover their job as private security guard at moderate level because have to fulfil their family commitments.

8. FINDINGS AND CONCLUSION

Nature of family does not affect the level of switch over whereas place of living of family significantly affects the level of switchovers.

As the distance increases from the living place of family to working place, time taken to travel to the work place occupies a significant time and as a result the time he spends with family reduces and this has impact on both mental and physical health. Moreover, they have to spend more money for travelling which has impact on their earning as they get only a paltry income as salary. As a consequence of these, private security guards try to switch over from the current distant job location to a job location in the vicinity of their place of living.

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