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A Study on Employees Attitude towards the Organization with Special Reference to the M.R.K Co-Operative Sugar Mill, Sethiathop, Tamil Nadu.

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Abstract: *The examination has been made essentially dependent on the essential information that is by the employees' conclusion overview technique. The undertaking work entitled "Employee's attitude towards the organization" with special reference to the M.R.K co-operative sugar mill ltd. The different elements that are worried towards the attitude of the employees. The examination has been made for the most part dependent on the essential information that is by the employee's sentiment review strategy. The specialist has taken an sample size of 155 and has utilized the stratified random sampling method to select the samples from the total population. The examination offers the input of employees pretty much all the H.R. elements of M.R.K co-operative sugar mill, employment conditions, wages and incentives, interpersonal relationship, working conditions, management practices, etc. The examination uncovers that there is no connection between work improvements, instructive capability of the respondents and there is no connection between lengths of administration, government assistance offices and there is no connection between the pay of the respondents and government assistance offices. The specialist has given proposals for its improvement and might be straightforward and advancements which might be made both dependent on rank and execution to a specific level in the authoritative chain of importance.*

Keywords: *Welfare Facilities, Working Condition and attitude of the employees.*

I. INTRODUCTION

Acceptance is the intelligent and the most significant advance in human asset the board procedure. This process begins from the period where the new representative is taken round the workplaces, production line, and furthermore acquainted with the offices/conveniences accessible. Acceptance guarantees another worker is given data and help while beginning work with an association. Plainly sketching out what the association depend on and requires, diminishing the danger of administrative penetrates and empowering workers to react adequately to new obligations. Enlistment as the way toward accepting representatives when they start work, acquainting them with the organization and their partners, and advising them regarding the exercises, customs and conventions of the organization.

Armstrong (1982). Ogunbameru (2004) opined that the target of any enlistment procedure is to encourage the change of new representatives into the workplace and empower them to react adequately to new obligations. Armstrong (2003) clarified that acceptance gives the chance to shape business related mentalities and improve hierarchical duty.

Mentalities, as per Kenrick, Neuberg and Cialdini (2005) are good or negative assessments of specific individual, individuals, items, occasions or thoughts. It is qualified to reestablish that it is just when staffs have been given appropriate acceptance about the association structure, what the association rely on, authoritative objectives and authoritative morals that supervisors can anticipate positive of good staff demeanor. For example, a new representative that doesn't have the foggiest idea about that eating in the workplace during legitimate hours is awful, can't be accused for eating in the workplace or even before guests.

Numerous associations don't include their new staff in enlistment, subsequently, the vast majority of them are powerless during the initial not many long stretches of business and this may demoralize the new workers and accordingly, association stand the danger of turnover (Kearney, 2010, Snell, 2006). In the interim, acceptance of new staff is should focused on the down to earth information, abilities and competency of the new staff and obvious comprehension of the hierarchical culture, morals and guiding principle. Hendricks and Louw-Potgieter (2012). At the point when the term initially entered the field of social marvel, it was normal to think about mentality as a propensity, set or preparation to react to some social article. Just because, all port noticed the meaning of demeanor, which he had watched contained the words 'preparation', 'set' or 'manner to act'. Indeed, even all port has utilized these terms in characterizing mentality.

A. Employee's Attitudes Towards the Organization

Perspectives are not equivalent to values, however the two are interrelated. You can see this by taking a gander at the three segments of a mentality: cognitions, affect and behavior. The conviction that "separation isn't right" is a worth articulation.

- 1) Kinds of Attitudes: An individual can have a great many mentalities, yet Organizational Behavior concentrates on a set number of business related perspectives. These business related perspectives tap positive or negative assessments that representatives hold about parts of their workplace. The vast majority of the examination in OB has been worried about three perspectives: Job involvement, job organizational commitment and job satisfaction.
- 2) Job Satisfaction: The term work fulfillment to a person's general demeanor towards their activity. An individual with a significant level of occupation fulfillment holds inspirational mentalities about their activity, while an individual who is disappointed with their activity holds negative perspectives about the activity. At the point when individuals talk about representative mentalities, all the more regularly mean activity fulfillment.
- 3) Job Involvement: The term work association is a later expansion to the OB writing while there isn't finished understanding over what the term implies. Workable definition expresses that activity inclusion gauges how much an individual distinguishes him with their activity and considers their apparent exhibition level imperative to self-esteem. Representatives with an elevated level of employment inclusion emphatically relate to and truly care about the sort of work they do.
- 4) Organizational Commitment: The third occupation demeanor is hierarchical duty, which is characterized as a state wherein a worker relates to a specific association and its objectives, and wishes to keep up participation in the association. Along these lines, high occupation inclusion implies relating to one's particular activity, while high hierarchical responsibility implies relating to one's utilizing association.
- 5) Attitudes and Consistency: Research has commonly presumed that individuals look for consistency among their perspectives and between their mentalities and their conduct. This implies people look to accommodate unique perspectives and adjust their mentalities and conduct so they seem normal and steady. When there is an inconsistency, powers are started to restore the person to a harmony state.

II. REVIEW OF LITERATURE

B. Nagalakshmi, (2006) had done a venture on "Representative Attitude towards the Organization in "Lakshmi Machine Works Limited" and she proposed that Management/HR office might be changing the methodology or ways to deal with improve the workers' uplifting demeanor towards them by investment from them. Mentalities change from individual to individual. In an association, the capacities and systems followed by the administration/HR department should acknowledged and negative perspectives if any might be recognized at a prior stage. Relationship of the representatives with the HR Department might be improved to decrease negative disposition among the representatives all in all which will prompt flourishing of the organization through benefits and that of the workers through upgraded quality of work life.

Ganguli (1964) has contended that the variables that decide execution of the laborers in a modern activity can be characterized under three heads. Individual Factors allude to abilities of laborers and the level of inspiration that decide the degree to which he will apply his expertise to the activity. Work factor alludes to instruments and hardware, technique for work and materials utilized. Instances of ecological components are (a) physical lighting, ventilation, and so on (b) social and mental nature of initiative (administrative and administrative), social atmosphere in the shop, idea of the gathering arrangement among individuals, and so forth and (c) Nature of hierarchical controls, correspondence designs, and so forth.

Vijayanand, (1999), had done an undertaking on "work fulfillment", among the representatives in "Sakthi Sugars" and he proposed that the association needs to focus more on work measures and furthermore as to the upkeep of structures.

Vasudevan.C, (1999), had done a task on "work fulfillment" among the laborers in "ELGI Electric and Industries Limited" and he recommended that the association may give better working conditions, can diminish the long stretches of work and give more professional success openings.

As per Vroom (1964), profitability relies on two significant factors viz., representatives' activity execution and assets used. In most hierarchical execution of the workers is generally more significant than the types of gear and crude materials. Indeed, even in computerized tasks, profitability in vital and facilitate frameworks to a great extent relies up upon the human execution. Execution of a laborer on an errand or employment is an immediate capacity of his inspiration.

As per Hark Mantel (1971), the nature of the connection between work attributes and worker responses to their work (including fulfillment, execution, and non-attendance) will rely on the need status of the representatives.

Ganguly, T (1953) has contemplated the relationship of administrative conduct with the efficiency and spirit of the subordinates, bosses make certain atmosphere in their area of expertise and high thought outcomes in high profitability and resolve.

R.K. Selvam (1998) has made 'A Study on Worker' Expectations on Labor Welfare Facilities. In TTK Prestige Limited, the example size was 60. He utilized the meeting plan for essential information assortment; the optional information was gathered through conversation with authorities of the Personnel Department from the information it was discovered that nearly everybody were fulfilled.

Rajaprabakaran (2002) has led an examination on 'The Study on level of Motivating the Employees with uncommon reference to TTK Prestige Limited. The example size was 300 and he utilized the meeting plan for the essential information assortment. He found that 28% of representatives were spurred with the working states of the organization. Every one of them were roused with the emergency treatment offices. Argyris (1957) recognized a style of authority extending from youthfulness.

III. RESEARCH METHODOLOGY

A. Objectives Of The Study

- 1) To know the employees' attitude towards the organization
- 2) To know the explanations behind the employees' positive attitude
- 3) To know the purposes behind the employees' negative attitude
- 4) To know the workers' desires from the organization
- 5) To make proposals to improve the mentality of the employees to the administration.

B. Sampling Method

The sample size taken is 155 which have been selected through Stratified Random Sampling.

C. Statistical Tools Used

The following are the statistical tools used in this assignment to arrive specific results.

Percentage Analysis – Percentage = (No of respondents / Total No. of Samples) X 100.

CHI-Square Test: CHI-Square = $(O_i - E_i)^2 / E_i$

IV. DATA ANALYSIS AND INTERPRETATION

1. Age group	Frequency	Percent
31 to 40	12	7.74
41 to 50	95	61.29
51 to 60	48	30.96
Total	155	100.0
2. Educational Qualification		
Below high school	28	18.06
High school	34	21.94
Graduation	28	18.06
Diploma	65	41.94
Total	155	100.0
3. Marital Status		
Married	138	89.03
Single	17	10.97
Total	155	100.0
4. Length of Service		
3 years to 6 year.	13	8.40
6 years to 9 years	40	25.80
9 years to 15 years	56	36.12
15 years and above	46	29.68
Total	155	100.0
5. Number of Members in Family		
single	5	3.32
Self and spouse	7	4.51
Self, spouse and child	60	38.71

Self, spouse and two children	80	51.62
Self, spouse children and parents	3	1.94
Total	155	100.0
6. Present Salary		
Rs 6000 to Rs 8000	40	26.00
Rs 9000 to Rs 10000	59	38.06
Rs 11000 to Rs12000	27	17.13
above 12000	29	18.81
Total	155	100.0
7. Through whom did you join this organization		
Help of friends/ relatives	45	29.04
Legal heirs	32	20.65
HRD consultants	48	30.96
Open call for	30	19.35
Total	155	100.0
8. Type of work performed by you		
Highly satisfied	136	87.74
satisfied	18	11.62
Neither satisfied nor dissatisfied	1	0.64
Total	155	100.0
9. Work Load		
Highly satisfied	136	87.74
satisfied	10	6.45
Neither satisfied nor dissatisfied	9	5.81
Total	155	100.0

1) Interpretation of Table – 1

- 7.74 % of the respondents from Age group have a place with 31 to 40 years, 61.29 % of respondents have a place with 41 to 50 years and 30.96% of respondents have a place with 51 to 60 years.
- Educational Qualification** – 18.06 % of the respondents have a place with beneath secondary school, 21.94 % of respondents have a place with higher secondary school, 18.06% of respondents has a place with graduate and 41.94% of respondents has a place with technical qualification and diploma.
- Marital Status** – 89.03 % of the respondents has a place with wedded, 10.97 % of respondents has a place with single.
- Length of Service** - 8.40 % of the respondents has a place with 3 years to 6 years, 25.80% of the respondents have a place with 6 years to 9 years, 36.12% of the respondents have a place with 9 to 15 years and 29.68% of the respondents has a place with 15 years or more.
- Number of Members in Family** - 3.32% of the respondents has a place with single man, 4.51% of the respondents have a place with two members from the family, 38.71% of the respondents has a place with three members from the family, 51.62% of the respondents has a place with four members from the family, and 1.94% of respondents has a place with five members from the family.
- Present Salary You Draw** – 26% of the respondents attract Rs 6000 to 8000, 38.06% of respondent attract Rs 8000 to 10000, 17.13% of the respondents has a place with Rs 10000 to 12000, and 18.81% of the respondents has a place with Rs 12000 or more.
- Through whom did you join this Association?**- 29.04% of the respondents has a place help of friends, 20.65 % of respondents state that lawful beneficiaries, 30.96% of the respondents through HRD advisers and the 19.35% respondents says from open call for choice.
- Type Of Work Performed By Your** – 87.74% of the respondents are exceptionally fulfilled of sort of work, 11.62% of the respondents are fulfilled on sort of the work and 0.64% level of respondents are neither fulfilled nor disappointed on sort of the work

- i) *Work load* - 87.74 % of the respondents are profoundly fulfilled of remaining task at hand, 6.45 % of the respondents are fulfilled on outstanding burden and just 5.81 % of respondents are neither fulfilled nor disappointed on outstanding task at hand.

Table – 2 HI SQUARE ANALYSIS

- 1) *Null hypothesis*: There is no association between age and type of work performed.
2) *Alternate hypothesis*: There is an association between age and type of work performed.

Age * Type of work performed by you cross tabulation

Type of work performed by you				
age	highly satisfied	satisfied	neither satisfied nor dissatisfied	Total
31 to 40	12			12
41 to 50	85	14		99
51 to 60	39	4	1	44
Total	136	18	1	155

$$\Psi o2 = 28.219$$

The table value $\Psi e2$ for the same at 5% level of significance = 16.895 (i.e.) D.F = 9. Since the computed value is greater than the table value, the hypothesis is rejected. Hence, there is an association between age and type of work performed.

Table - 3

1.Job Rotation	Frequency	Percent
Highly satisfied	140	90.32
satisfied	11	7.09
Neither satisfied nor dissatisfied	4	2.59
Total	155	100.0
2.Working Hours		
Highly satisfied	150	96.77
satisfied	4	2.59
Neither satisfied nor dissatisfied	1	0.64
Total	155	100.0
3.Shift Timing		
Highly satisfied	149	96.12
satisfied	6	3.88
Total	155	100.0
4.Responsibilities/Assignment Given		
Highly satisfied	150	96.12
satisfied	4	2.59

Neither satisfied nor dissatisfied	1	0.64
Total	155	100.0
5.Treatment by the management		
Highly satisfied	146	94.19
satisfied	8	5.17
Neither satisfied nor dissatisfied	1	0.64
Total	155	100.0
6.Acceptance of Suggestions Given		
Highly satisfied	150	96.56
satisfied	5	3.44
Total	155	100.0
7.Recognition of Performance		
Highly satisfied	148	95.48
satisfied	3	1.93
Neither satisfied nor dissatisfied	4	2.59
Total	155	100.0
8.Work Group Cohesiveness		
Highly satisfied	149	96.12
satisfied	4	2.59
Neither satisfied nor dissatisfied	2	1.29
Total	155	100.0
9.Job Security		
Highly satisfied	144	92.91
satisfied	11	7.09
Total	155	100.0
10.Quality of work life		
Highly satisfied	148	95.48
satisfied	7	4.52
Total	155	100.0

1) Interpretation of Table – 3

- Job Rotation* – 90.32% of the respondents are exceptionally fulfilled of job rotation, 7.09% of the respondents are fulfilled on job rotation and just 2.59% of respondents are neither fulfilled nor disappointed on job rotation.
- Working Hours* – 96.77% of the respondents are exceptionally fulfilled of working hours, 2.59% of the respondents are fulfilled on working hours, and just 0.6% of respondents are neither fulfilled nor disappointed in working hours.
- Shift Timing* - 96.12 % of the respondents are exceptionally fulfilled of shift timings, 3.87% of the respondents are fulfilled on shift timing.
- Responsibilities/Assignment Given* - 96.12% of the respondents are exceptionally fulfilled of responsibilities, 2.59% of the respondents are fulfilled on duties, and just 0.64% of respondents is neither fulfilled nor disappointed responsibilities.
- Treatment by the management* - 94.19 % of the respondents are exceptionally fulfilled of treatment by the management, 5.17% of the respondents are fulfilled on treatment by the executives, and just 0.6 % of respondents are neither fulfilled nor disappointed in treatment by the management.
- Acceptance of Suggestions Given* – 96.56% of the respondents are profoundly fulfilled of acknowledgment of suggestion, 3.44 % of the respondents are fulfilled on the acknowledgment of proposal
- Recognition of Performance* - 95.48 % of the respondents are profoundly fulfilled of acknowledgment by execution, 1.93 % of the respondents are fulfilled on acknowledgment by execution, and just 2.59 % of respondents are neither fulfilled nor disappointed on acknowledgment by execution.

- h) *Work Group Cohesiveness* - 96.12% of the respondents are exceptionally fulfilled of work bunch cohesiveness, 2.59% of the respondents are fulfilled on work bunch cohesiveness, and just 1.29% of respondents are neither fulfilled nor disappointed on work bunch cohesiveness.
- i) *Job Security* - 92.91 % of the respondents are profoundly fulfilled of acknowledgment of employer stability, 7.09% of the respondents are fulfilled on employer stability.
- j) *Quality of work-life* - 95.48 % of the respondents are profoundly fulfilled of acknowledgment of the quality of work-life, 4.52 % of the respondents are fulfilled on the quality of work life.

Table – 4 HI Square Analysis

- 1) *Null Hypothesis*: There is no association between job rotation and quality of work life.
- 2) *Alternate Hypothesis*: There is an association between job rotation and quality of work life.

Job rotation * quality of work life cross tabulation

quality of work life			Total
job rotation	1.00	2.00	
1.00	123	6	129
2.00	20	0	20
3.00	6	0	6
Total	149	6	155

$$\chi^2 = 218.533$$

The table value $\chi^2_{0.05}$ for the same at 5% level of significance = 5.922(i.e.) D.F = 2

Since the computed value is greater than the table value, the hypothesis is rejected. Hence, there is an association between job rotation and quality of work life.

Table – 5

1. Work Stress	Frequency	Percent
Highly satisfied	149	96.12
satisfied	6	3.87
Total	155	100.0
2. What is your opinion about the coworker relationship?		
Very helpful	152	90.96
Helpful	24	6.45
Indifferent	4	2.59
Total	155	100.0

- 1) *Interpretation of Table – 5*

- a) The table show that 96.12% of the respondents are highly satisfied of work stress, 3.87 % of the respondents are satisfied on work stress.
- b) The table show that 90.96% of the respondents are highly satisfied of co-worker relationship, 6.45% of the respondents are satisfied on co-worker relationship, and only 2.59% of respondents are neither satisfied nor dissatisfied on co-worker relationship.

V. CONCLUSION

Employer stability is a potential apparatus for the inspiration of the workers which in this examination shows that, the employees have a negative disposition towards it. The administration may cause the workers to comprehend that they are the accomplices of the business and the employees' association life relies up upon the useful commitments made by them. The respondents are happy with the clinical offices and security techniques gave in the association and same time 20% of the respondents are not fulfilled. In this manner, the administration as to the clinical offices alongside ESI may offer an insignificant sum solely for the clinical use as an extraordinary bundle for various degrees of workers. This may persuade them and confine them to profit leave. According to the respondents' feeling, security strategies followed are not sufficient which likewise is one of the explanation behind normal non-attendance. The respondents additionally feel that the leave offices gave are likewise not sufficient. The executives in such manner may recognize the ways by which leave offices might be improved without upsetting the ordinary timetable of work, by giving limited occasions, by expanding the quantity of paid occasions and so on.

Works Participation in Management is one of the models which don't have a decent fulfillment from the vast majority of the employees in any of the association. This likewise happens to be valid in this association, which diminishes the confidence and inspiration of the employees. In this manner, the administration may detail procedures dependent on the Workers' Participation in Management charge or set up a customized rule for the degree of cooperation by the laborers in the administration choices since when choice marker execute, the execution demonstrates commendable.

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