

“A STUDY ON EFFECT OF HUMAN RELATIONS ON ORGANIZATIONAL PRODUCTIVITY IN PONNI SUGARS, ERODE”

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ABSTRACT:

The study was designed to find out the “Effect of human Relations on Organizational Productivity in Ponni Sugars, Erode”. To provide a theoretical base for the study, a review was made on the concept of human relations, development of human relations in organization as well as the qualities and principles of a good human relations practices. A sample size of 150 respondents from a population of 500, comprising of top, middle and low level management was used. A set of questionnaire which was divided into 5 variable was to obtain data from the respondents; the use of mean score which is 3.00 as cut off point was utilized. One of the research questions asked was whether human relations is instrumental to the attainment of organizational goal. The researcher collected data and interpreted them after which chi-square was used to test the earlier stated hypothesis. Lastly, summary, conclusion and recommendations were made.

INTRODUCTION:

Human Relations Theory focuses specifically on the individual's needs and resultant behaviors of individuals and groups. It takes an interpersonal approach to managing human beings. It presents the organization is made up of formal and informal elements. The formal elements of an organization are its structure. The informal aspects of the organization include the interactions between individuals. In this way, the organization is a type of social system. The relationship that exists among workers in organization, the effectiveness of human relations in an organization can enhance workers' productivity, employees morale can be boosted on the job when there is a cordial relationship between the organization and its employees, and good relationship.

Price efficiency of a firm will also depend on the measurement of inputs (introduction of new firms) according to Farrell, Hussey et al (2018) propose that efficiency of an

organization is a combination of the perspective, output and input of an organization. The reviewers indicated perspective to include the individual evaluating the efficiency, the entity and their objectives. In terms of output, they referred to the type of product being evaluated and inputs referred to contributions, involvement or ideas to produce the output.

The first measure, which is on perspective requires a clear identification of the entity that is evaluating efficiency, the entity being evaluated and the rationale for the assessment. The second measurement (output) identifies the outcome of interest depending on the organization. Lastly, the inputs refer to what can be used to produce the output. These could be physical or financial inputs. They defined technical efficiency as an ability of the decision of the making unit to acquire maximum output with a given set of inputs. Profit efficiency is conceptualized as how much in terms of percentage profits, the auto parts earns, whereas cost efficiency refers to how much in terms of costs does the auto parts save or not wasted. Suggest that efficiency of an organization is made up of two components; technical and allocate efficiency The latter concept defined as the ability and willingness of an economic unit to equate its specific marginal value product with its marginal cost. In their survey of auto parting efficiency, contend that efficiency refers to the comparison between the outputs and inputs used in the process of producing a product or service. The researchers further propose that the concept of efficiency for them, technical efficiency is the firm's ability to obtain maximal output from a given set of inputs while allocate efficiency means the firm's ability to use inputs in optimal proportions, given their respective prices and production technology.

OBJECTIVES OF THE STUDY:

- To determine the extent at which effective human resources development can enhance productivity in order to reduce poor performance in organization.
- To determine the efficiency of human resources training and development in organizational growth.
- To ascertain if human resources development have any significant impact on organizational profitability.
- To ensure optimum of human resource currently employed.
- To assess or forecast future skill requirement.

NEED OF THE STUDY:

- Labour productivity is largely driven by investment in capital, technological progress, and human capital development.
- Business and government can increase labour productivity of workers by direct investing in or creating incentives for increases in technology and human or physical capital.
- Labour productivity measures output per labour hour.
- The study must be safety for Employee productivity engage to the right job.
- The employees working in the company are engaged, which reflects in their actions.
- Employees are more engaged because they consistently put efforts to empower, motivate, and engage their workforce and align them with their goals and objectives.

RESEARCH METHODOLOGY

METHODOLOGY:

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them. It is necessary for the researcher to know not only the research methods techniques but also the methodology.

RESEARCH DESIGN:

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to

combine relevance to the research purpose with economy in procedure. As such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data.

SAMPLE SIZE:

The research has selective respondent 150 samples only.

STATISTICAL TOOLS:

For the comparative analysis percentage analysis is used. After completion of the entire analysis, interpretation was made on the basis of

- Tables,
- Charts,
- Bar graphs for representation of data.

DATA REQUIREMENT:

PRIMARY DATA:

Primary goal is original and collected by the researcher freshly. In this study Primary data was collected through questionnaire. A questionnaire is a popular means of collecting Primary data.

SECONDARY DATA:

Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

TOOLS USED FOR RESEARCH

- Chi Square Test
- Anova Test

CHI-SQUARE TEST

It is one of the simplest and broadly used non parametric take a look at in statistical work. The amount chi-square describe the importance of the discrepancy between concept and observation.

ANOVA

Investigation of fluctuation, or ANOVA, is a solid measurable strategy that is utilized to show contrast between at least two methods or parts through importance tests. It likewise shows us an approach to make various correlations of a few populace implies. The Anova test is performed by contrasting two kinds of variety, the variety between the examples implies, just as the variety inside every one of the examples.

REVIEW OF LITERATURE

Logsdon (2014) mention environmental and personal characteristics as the two most influential variables that determine the level of employee satisfaction which has a positive influence on productivity. Research undertaken on performance issues and service delivery within the sector in done from a socio-economic perspective whereas this study attempts to examine the perceptions of employees from the public sector on the challenges experienced and their effect on productivity

S . N O	CAPA CITY	NO. OF RESPO NDEND	PERCENTA GE (%)
1	Time	42	33.6
2	Money	26	20.8
3	Human resource	20	16.0
4	Pre planning	37	29.6
	TOTAL	125	100.0

TABLE

**CAPACITY OF A BUSINESS TO PRODUCE
ORGANIZATIONAL PRODUCTIVITY**

DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

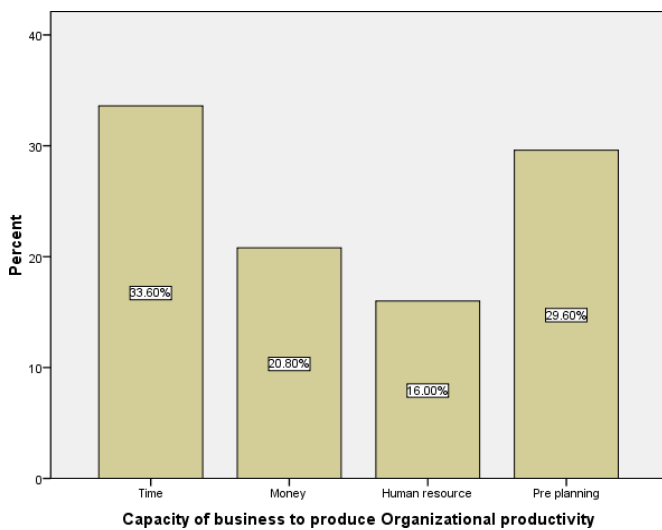
The following consist of the data analysis and interpretation of my questionnaire Survey analysis of data

INTERPRETATION

Thus the table shows Capacity of a business to produce Organizational productivity 33.6% of the respondents are capacity of produced in Time, 20.8% of the respondents are capacity of produced in money, 16.0% of the respondents are capacity of produced in human resource., and remaining

CHART

CAPACITY OF A BUSINESS TO PRODUCE ORGANIZATIONAL PRODUCTIVITY



FINDINGS

- ❖ Majority 68.0% of the respondents are male.
- ❖ Maximum 40.8% of the respondents are 25-30 years of age group.
- ❖ Majority 54.4% of the respondents are married persons.
- ❖ Maximum 24.0% of the respondents are qualified in Under Graduate.
- ❖ Majority 28.8% of the respondents are doing Employee.
- ❖ Maximum 35.2% of the respondents are earning Rs.15, 000 to 20,000 income.
- ❖ Majority 41.6% of the respondents are 2-4 years of experience.

29.6% of the respondents are capacity of produced .

Majority 33.6% of the respondents are capacity of produced in Time.

SUGGESTIONS

✓ The training programs should always be relevant to the changing needs of the job and production department in the organization should provide regular opportunities for personal, career development and productivity of the employees though adoption appropriate HRM practices.

CONCLUSION

➤ Sugar industries are the oldest food processing industry and interlinked with environmental aspects. Environmental impact assessment study gives the clear vision between sugar industries, socio-economic and environmental consequences.

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