A Study on Effectiveness of Employee Job Evaluation at Aishwarya Broilers

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ABSTRACT

Employee job evaluation plays a crucial role in assessing performance, identifying skill gaps, and enhancing overall productivity in an organization. This study focuses on the **effectiveness of job evaluation** at **Aishwarya Broilers**, Namakkal, analysing its impact on employee satisfaction, growth, and organizational development. The study aims to determine whether the current job evaluation system effectively aligns with organizational goals and employee expectations. Through surveys and interviews, insights into employee perceptions and HR strategies are gathered. The findings will help improve **performance measurement, motivation, and career progression** within the firm, ensuring a structured and fair evaluation system. The research concludes with recommendations for refining job evaluation techniques to foster a more efficient and motivated workforce.

Keywords: Job Evaluation, Employee Performance, Organizational Growth, Workforce Motivation.

I.INTRODUCTION TO THE TOPIC

A job evaluation is a systematic way of determining the value/worth of a job in relation to other jobs in an organization. It tries to make a systematic comparison between jobs to assess their relative worth for the purpose of establishing a rational pay structure. Job evaluation needs to be differentiated from job analysis. Job analysis is a systematic way of gathering information about a job. Every job evaluation method requires at least some basic job analysis in order to provide factual information about the jobs concerned. Thus, job evaluation begins with job analysis and ends at that point where the worth of a job is ascertained for achieving pay equity between jobs and different roles.Job Evaluation is a systematic process of determining the worth of one job in relation to another job in the organisation. During job evaluation, the relative worth of various jobs are assessed so that wages can be paid depending upon the worth of the job.

OBJECTIVES OF THE STUDY

- To study the employee's concentration of each department in the firm
- To study the management is changes to improve your skills and abilities
- To study the job evaluation of primary welfare facilities, provide by the firm.

SCOPE OF THE STUDY

- To improve employee work performance by helping them realize and use their full potential in carrying out their firm's mission.
- The main aim of the study is to find out the effectiveness of performance appraisal & development programme conducted at industry.

- This study provides appraisal feedback to employees and thereby serve as vehicles for personal and career development and allow the management to take effective decision against drawbacks for the wellbeing of the employee's development.

NEED FOR THE STUDY

- Job evaluation in the public sector seeks to find out the competencies of an employee in the service delivery for the position occupied. The employees are many though a large demand for the services from the citizenry has surpassed the internal output of the public institutions thus raising the question of human resource efficiency.

- As demand for public services increases, the industry should put in place mechanisms to increase efficiency and satisfy both internal and external customers and based on the high number of personnel in the public sector, the utility of workforce, the efficiency in service delivery and the corresponding wage bill should be re-examined.

LIMITATIONS OF THE STUDY

- Lack of time and other resources as it was not possible to conduct survey at large level.
- Different job evaluators may reach different result, requiring validation last
- More complex system, such as point factor, may be difficult to explain to manager or employees.

II. REVIEW OF LITERATURE

1. Siddique (2020) Job evaluation is a tool for human resource management in designing and evaluating job. It has received considerable attention in Western countries as a useful HR planning tool, affects organizational evaluation in a developing country. Job evaluation provides an objective picture of the job, not the person performing the job, and as such, provides fundamental information to support all subsequent and related human resource activities, such as recruitment, training, development, evaluation management and succession planning.

2. Rodríguez Rivero Job evaluation provides information about jobs currently being done and the knowledge, skills and abilities that individuals need to perform the jobs adequately. It focused on the collection of work-related information for the job as it currently exists and/or has existed in the past. Job evaluation helps in preparing job descriptions and job specifications which in turn help hire the right quality of workforce into an organization.

3. Pritchard, Kenneth Employee job evaluation is influenced by very many factors which can be controlled or discussed amicably if the environment is set right at the working place. Key among the factors is monetary benefits in which no matter how much one loves their job, the monetary compensation is always there specifically if one is highly qualified or perceived to be appropriately qualified for the same. This is more evident in case of some other employee having a very fair monetary compensation with perhaps similar or even less qualifications and experience.

4. Saif et al Job evaluation consists of collecting data and applying it by preparing job descriptions, job specification and job standards. Different types of information are collected during a job evaluation, and a variety of methods can be used. Information is most commonly collected on job activities, educational requirements, types of equipment or tools used, working conditions, supervisory or management responsibilities, interpersonal or communication skills, agency contacts, and external contacts.

5. Kumar et al. job evaluation frameworks have been adapted to align with the specific needs of industries such as agriculture and feed production. A study by emphasized that traditional job evaluation methods are often inadequate for industries that involve specialized knowledge and tasks. The feed industry, in particular, presents unique challenges due to the technical knowledge required in animal nutrition, production processes, and quality control. Kumar et al. (2021) argued for the development of bespoke job evaluation tools that incorporate both technical competencies and industry-

specific practices, ensuring a more accurate assessment of job roles and better alignment of compensation systems with employee skills and contributions.

III.RESEARCH 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 the economy in procedure". The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behaviour of the consumers. Hence descriptive research study is used.

POPULATION

The aggregate elementary units in the survey are referred to as the population. Here it covers the entire employees of Aishwarya Broilers.

Sample Size

The study based only on the employee engage. Total number of sample taken for the study is 93 respondents.

SAMPLING UNIT:

Sampling unit is in Namakkal.

SAMPLE DESIGN

Simple Random sampling techniques were used for the study.

METHOD OF COLLECTION

Primary data: Primary data means data which is fresh collected data. Primary data mainly been collected through surveys.

Secondary data: Secondary data means the data that are already available. Secondary data is collected by some organizations or agencies which have already been processed when the researcher utilizes secondary data.

STATISTICAL TOOLS USED

1. Simple Percentage analysis
2. Chi-square Analysis
3. Correlation

SCALING METHOD

A 5-point Likert scale will be used in the survey to measure the opinions and attitudes of employees regarding job evaluation. This scale allows for a broader range of responses and helps in understanding the degree of agreement or disagreement with various statements related to job evaluation practices.

IV DATA ANALYSIS AND INTERPRETATION

Data analysis involves systematically examining and organizing data to identify patterns and trends, while data interpretation is the process of assigning meaning to those findings to draw conclusions and insights. Data analysis is the

process of examining raw data to draw conclusions, while data interpretation is the process of understanding those findings and using them to make informed decisions or predictions. After carrying out investigations, scientists and engineers must analyze and interpret data. Scientists analyze and interpret data to look for meaning that can serve as evidence.

4.1 PERCENTAGE ANALYSIS

TABLE NO 4.3.1
AGE OF THE RESPONDENTS

AGE	RESPONDENTS	PERCENTAGE
20-25 years	21	22.8
25-30 years	25	27.2
25-30 years	18	19.6
35-40 years	20	21.7
Above 40 years	8	8.7
TOTAL	92	100

Source: Primary data

Inference:

The table shows that 22.8% of the respondents age group 20-25 years, 27.2% of the respondents age group 25-30 years, 19.6% of the respondents age group 25-30 years, 21.7% of the respondents age group 35-40 years and remaining 8.7% of the respondents age group above 40 years. Majority 27.2% of the respondent's age group 25-30 years.

4.4 CORRELATION

THE EDUCATION QUALIFICATION AND PART IN COMPANY'S FLEXITIMES

H_0 - there is no significant correlation between education qualification and part in company's flexitimes

H_1 - there is a significant correlation between education qualification and part in company's flexitimes.

TABLE NO 4.4.1

CORRELATIONS

		EDUCATION QUALIFICATION	PART IN COMPANY'S FLESITIME
EDUCATION QUALIFICATION	Pearson Correlation Sig. (2 tailed) N	1.000 92	.020 .851 92
PART IN COMPANY'S FLESITIME	Pearson Correlation Sig. (2 tailed) N	.020 .851 92	1.000 92

Source: Primary data

Inference:

The p-value of 0.851 is much greater than the typical significance level of 0.05. There is no statistically significant linear relationship between "EDUCATION QUALIFICATION" and "PART IN COMPANY'S FLESITIME." The observed weak positive correlation is likely due to random variation.

4.5 CHI SQUARE

AGE AND JOB IMPROVE IN INTERNATIONAL SKILLS.
H0 - There is no significant relationship between the age and job improve in international skills.
H1 - There is a significant relationship between the age and job improve in international skills.
SUMMARY

AGE		AGE X JOB IMPROVE IN INTERNATIONAL SKILLS					
		Strongly agree	Agree	Neutral	Disagree	Strongly disagree	total
20-25 years	Count	3	4	4	4	4	21
	Row %	14.3	19.0	19.0	23.8	23.8	100.0
	Column %	15.8	22.2	25.0	27.8	23.8	22.8
	Total %	3.3	4.3	4.3	5.4	5.4	22.8
25-30 years	Count	4	5	5	5	4	25
	Row %	16.0	20.0	20.0	28.0	16.0	100.0
	Column %	21.1	27.8	31.3	38.9	19.0	27.2
	Total %	4.3	5.4	5.4	7.6	4.3	27.2
25-30 years	Count	2	4	3	3	6	18
	Row %	11.1	22.2	16.7	16.7	33.3	100.0
	Column %	10.5	22.2	16.7	16.7	33.3	100.0
	Total %	10.5	22.2	18.8	16.7	28.6	19.6
35-40 years	Count	7	4	3	1	5	20
	Row %	35.0	20.0	15.0	5.0	25.0	100.0
	Column %	36.8	22.2	18.8	5.3	23.8	21.7
	Total %	7.6	4.3	3.3	1.1	5.4	21.7
Above 40 years	Count	3	1	1	2	1	8
	Row %	37.5	12.5	12.5	25.0	12.5	100.0
	Column %	15.8	5.3	6.3	11.1	4.8	8.7
	Total %	3.3	1.1	1.1	2.2	1.1	8.7
Total	Count	18	18	16	18	21	92
	Row %	20.7	19.6	17.4	19.6	22.8	100.0
	Column %	100.0	100.0	100.0	100.0	100.0	100.0
	Total %	20.7	19.6	17.4	19.6	22.8	100.0

CHI SQUARE TESTS

	Value	df	Asymptotic Sig. (2 tailed)
Pearson Chi-Square	10.42	16	.844
Likelihood Ratio	10.96	16	.812
Linear-by-Linear Association	1.73	1	.189
N of valid Cases	92		

Source: Primary data

Inference

P-values (Asymptotic Sig. (2-tailed)) are all greater than 0.05. Specifically, they are 0.844, 0.812, and 0.189. This indicates that none of the tests (Pearson Chi-Square, Likelihood Ratio, Linear-by-Linear Association) show statistically significant associations between the variables. Therefore, we fail to reject the null hypothesis in each case, concluding that there is no significant relationship between the variables being analysed.

V. FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- Majority 27.2% of the respondent's age group 25-30 years.
- Majority 55.4% of the respondents are male.
- Majority 53.3% of the respondents are unmarried.
- Majority 22.8% of the respondents are above PG.

5.2 SUGGESTION

- A general training program covering the importance of and need for employee Evaluation in the light of global competition is to be designed in brainstorming session involving internal and external experts.
- The present study identifies the following areas in which training is to be undertaken.
- A training program may be undertaken for Executives in general and to Senior Executives in particular to convince and make them accept the Evaluation concept.
- Executives working in technical areas to be trained effectively in the areas of their role and interpersonal dependence and relations to make Evaluation more fruitful.
- A training program may be undertaken about "Shared Leadership" which brings high morale and high productivity and makes the Evaluation a success.
- The subordinate staff that is going to be empowered must be ready to take up this responsibility. A study is to be conducted among the subordinate staff to find out their readiness to discharge the new roles under this Evaluation program.

5.3 CONCLUSIONS

In the above perspective, the present chapter makes an attempt to draw some conclusions. It should be confessed here that the investigator is conscious of the limitations of the study and the conclusion drawn based on the sample from a single unit cannot be generalized about the entire manufacturing sector. The study examines the readiness for employee Evaluation in six aspects, namely effective Communication, Value of people, Clarity, Concept about power, Information and Learning. A perusal of data pertaining to combination makes us to conclude that the Executives have agreed to the effective downward communication flow, which is a prerequisite for Evaluation. With regard to value of people, the analysis leads to the conclusion that the Executives give a reasonable value to the Human Resources in the Organization. However, in respect of concept about power, they are somewhat agreed to share the power. As far as information sharing with lower rungs is concerned, they are very positive.

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