

**A STUDY ON FACTORS INFLUENCING EMPLOYEES' PERFORMANCE TOWARDS
PREETHAM GRANITES PRIVATE LIMITED, MADURAI**

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ABSTRACT

A number of variables, including as management expectations, coworkers, personal concerns, and business culture, have an impact on employee pleasure. Companies must take the proposal to promote employee happiness by finding their requirements and providing them with the tools necessary to develop their skills. The aim of the paper is to analyse the factors influencing employee's performance towards Preetham Granites Private Limited, Madurai. The sample of the study is 196. Convenience sampling technique has been adopted. Chi square, correlation and simple percentage analysis has been applied to reach the findings of the study. It is suggested that the company must get the feedback about the training for the employees. They must ensure whether it increases their leadership ability among the employees. The study came to the conclusion that using employee involvement as a management strategy is important since skilled workers speed up organisational growth. In order to improve employee performance and work happiness, a strategy is required.

Keyword: employees' performance, job satisfaction, training and development

1. INTRODUCTION

A number of variables, including as management expectations, coworkers, personal concerns, and business culture, have an impact on employee pleasure. Companies must take the proposal to promote employee happiness by finding their requirements and providing them with the tools necessary to develop their skills. Every firm was established with a series of objectives in brain. This aim can be achieved by making the most of the available assets, including people, apparatus, supplies, and funds. Although each of these properties is important, the personnel is the most important. It is essential for performing tasks in order to accomplish aim. It is brought up what the labour will do with these resources. The corporate environment is also quickly changing. We have no influence over the outside variables. The companies' management is unable to control these. One must make adjustments to external conditions in order to conduct business in the market.

Establishing a shared workforce understanding of what has to be accomplished at the organisational level is accomplished through the process of employee performance management. The concern's objectives must be reliable with the workforce's recognized metrics, competencies, training requests, development tactics, and output principles. Development, knowledge, and development are prioritised with the aim of attaining in general business plan and offering a high performing workforce.

2. OBJECTIVES OF THE STUDY

- To measure the level of employees in job satisfaction in the concern
- To explore about training and development programs in the company
- To identify the prevailing work environment in the company
- To understand the employee's perception towards motivation level in the company

3. RESEARCH METHODOLOGY

Sample Size: The researcher has chosen the employees from the population 336, so the sample size is 196.

Sample Design: By extrapolating from the characteristics of a small portion of the population, sample design serves as both a theoretical foundation and a practical tool. The study used convenience sampling as a sample method.

Analysis of acquired data using statistical techniques: Chi-square analysis, correlation, and percentage analysis are frequently used statistical methods.

3.1 SOURCES OF DATA

Primary Data

Primary data are unique observations that were made by the researcher or his representatives for any investigation for the first time and were used by them in the statistical analysis. Well-structured questionnaire has been framed to collect the data from the respondents.

Secondary Data

Secondary data refers to information that is already public, i.e., information that has previously been gathered and examined by another party. Text books, journals, magazines and internet has been used to collect the data.

3.2 HYPOTHESIS

- Chi-square
- Correlation

4. REVIEW OF LITERATURE

Nadeem, Ahmad, Muhammad and Hamad (2018) a number of Multan, Pakistani enterprises were evaluated to determine whether employee motivation affected how well they performed. The bulk of the motivational components examined in the study, especially those in private enterprises, lacked motivation. The study's findings indicated that as motivation affects employees' general performance and aids in the achievement of long-term goals, it is crucial for every firm. A company that treats its staff well grows.

Ochieng and Owuor, (2019) conducted a study to see whether the job design of bankers in Kisumu City has an impact on their performance. This study discovered that the significance, variety, and uniqueness of these bankers' tasks had an impact on their success. Task autonomy, however, was not believed to have an impact on performance in this study. According to the study's result, which highlighted job design as a aspect impacting employee performance, a task distinctiveness should be developed for these people in order to increase their presentation (Achieng, Ochieng, & Owuor, 2014) The investigate stated above demonstrate that job intend does have an effect on employees' performance within a company.

Lodinya (2020), ran a study to see if management practises affected workers' performance. The study gave special attention to the management approaches employed by supervisors at the Norwegian People's Aid, Yei Vocational Training Center in South Sudan to boost worker productivity, as well as one particular management approach that had an impact on both supervisors' and workers' output. Yet, the research advised having a balanced management approach to reflect employees' interests and improve employee performance for a competitive edge.

Balla Usha Sri (2022), Any organization's most important component is its human resources. Unawarely, the effectiveness of the organisation rests on the work of its personnel. So, it is important to

regularly review employee performance and provide feedback. A regular examination of an employee's performance in their role and contribution to the company is known as a performance appraisal. These evaluations will typically be used to evaluate each employee's contribution to the company's output as well as to determine promotions, ratings, and awards. The staff benefit as well from working on the criticism they received during these appraisals. One of the HR department's HRD strategies is performance evaluation.

5. DATA ANALYSIS AND INTERPRETATIONS

AGE OF THE RESPONDENTS

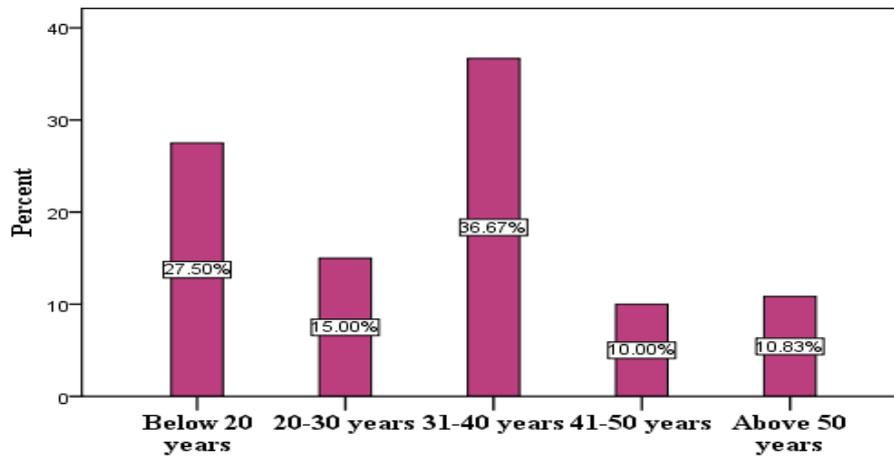
| Age | No. of respondents | Percentage |
|----------------|--------------------|------------|
| Below 20 years | 54 | 27.5 |
| 20-30 years | 29 | 15.0 |
| 31-40 years | 72 | 36.7 |
| 41-50 years | 20 | 10.0 |
| Above 50 years | 21 | 10.8 |
| Total | 196 | 100.0 |

Source: Primary Data

INTERPRETATION

The above table shows that 27.5% of the respondents are in the age group of below 20 years, 15.0% of the respondents are in the age group of 20-30 years, 36.7% of the respondents are in the age group of 31-40 years, 10.0% of the respondents are in the age group of 41 – 50 years and 10.8% of the respondents are in the age group of above 50 years. Thus the majority of the respondents are in the age group of 31 - 40 years.

CHART NO: 1



GENDER OF THE RESPONDENTS

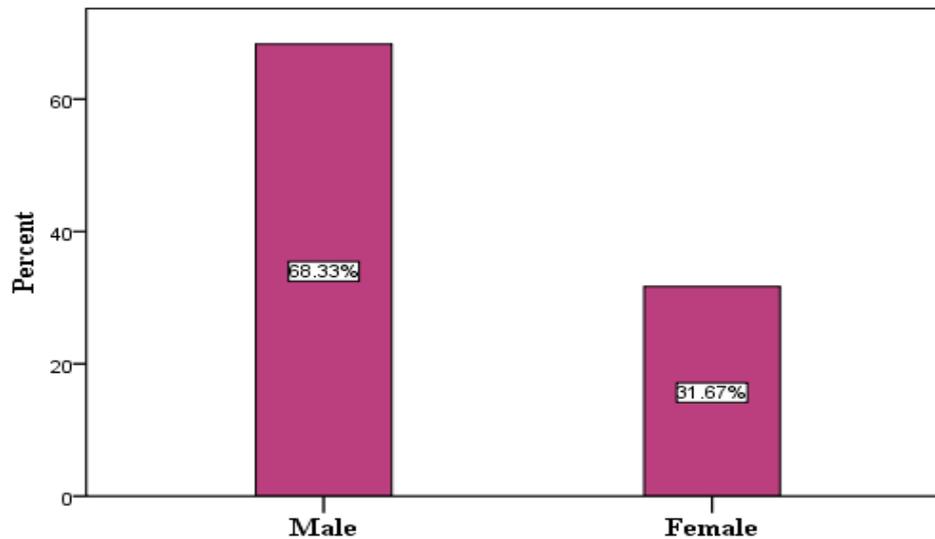
| Gender | No. of respondents | Percentage |
|--------|--------------------|------------|
| Male | 134 | 68.3 |
| Female | 62 | 31.7 |
| Total | 196 | 100.0 |

Source: Primary Data

INTERPRETATION

The above table shows that 68.3% of the respondents are male and 31.7% of the respondents are female. Thus the majority of the respondents are male.

CHART NO: 2



CHI-SQUARE ANALYSIS

Null hypothesis (H₀):

There is no significant relationship between the age of the respondents and level of employees job satisfaction.

Alternative hypothesis (H₁):

There is some significant relationship between the age of the respondents and level of employees job satisfaction.

Case Processing Summary

| | Cases | | | | | |
|---|-------|---------|---------|---------|-------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| AGE OF THE RESPONDENTS * LEVEL OF EMPLOYEES JOB SATISFACTION | 196 | 100.0% | 0 | .0% | 196 | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|----------------------|----|-----------------------|
| Pearson Chi-Square | 682.297 ^a | 72 | .000 |
| Likelihood Ratio | 521.890 | 72 | .000 |
| Linear-by-Linear Association | 181.762 | 1 | .000 |
| N of Valid Cases | 196 | | |

a. 85 cells (89.5%) have expected count less than 5. The minimum expected count is .10.

INTERPRETATION:

As per the above table, it is inferred that the P value is 0.000; it is significant to 5% (0.05) significant level. The minimum expected count is 0.10. Thus alternative hypothesis is accepted and it is found that there is significant relationship between the age of the respondents and level of employees job satisfaction.

CORRELATION ANALYSIS

Correlations

| | | GENDER OF THE RESPONDENTS | TRAINING |
|-----------------------------------|---------------------|---------------------------|----------|
| GENDER OF THE RESPONDENTS | Pearson Correlation | 1 | .851** |
| | Sig. (2-tailed) | | .000 |
| | N | 196 | 196 |
| TRAINING AND DEVELOPMENT PROGRAMS | Pearson Correlation | .851** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 196 | 196 |

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

The Above table indicates that out of 196 respondents, co-efficient of correlation between the gender of the respondents and training and development programs is 0.851. It is below 1. So there is positive relationship between the gender of the respondents and training and development programs.

7. SUGGESTIONS

- There must be fair salary for the employees and the company must provide other incentives for the employees.
- There must be sufficient paid leave for the employees to motivate them to increase their performance towards the organization.
- The company must get the feedback about the training for the employees. They must ensure whether it increases their leadership ability among the employees.
- There must be opportunities and promotion possibilities in the work place to motivate the employees.

8. CONCLUSION

The results demonstrate that knowledge organization, data and communication skill, employee empowerment, novelty and originality, and organisational culture have a major impact on employee performance. Although conducting performance reviews is never fun, it has been shown that they do help managers gauge how well each employee is performing. The study suggests that the company must monitor the employees job satisfaction since it is the key factor for employees performance. The study came to the conclusion that using employee involvement as a management strategy is important since skilled workers speed up organisational growth. In order to improve employee performance and work happiness, a strategy is required.

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