

# Efficiency of Employees Happiness Improvement at Food Industry

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## ABSTRACT:

This study aims to obtain empirical evidence that good ability Management will improve employee performance to be optimal, consistent employee retention, consistent employee retention will increase optimal employee performance, and consistent employee retention will increase optimal employee performance at PT. Panamas Ecbatana Distrindo Malang. The research approach is explanatory research. Data were collected with a survey method that uses questionnaires. The population of the research was counted as 96 person result of the research showed that good talent management will produce optimum employee performance good talent management will deliver consistent employee retention consistent employee retention will engender optimum. Employee performance; and good talent management can produce employee performance through consistent employee retention. Theoretically, the usefulness of this research is to contribute to the fields of Human Resource Management, Talent Management, Employee Retention, and Employee Performance .

## INTRODUCTION:

Economic theories state that in the normal course of business, resources will be stripped away by competing firms and new entrants to an industry. Consequently it would behave organizations to focus efforts toward maintaining and new entrants to an industry. Consequently it would behave organizations to focus efforts toward maintaining those resources that provide competitive advantage. An organization should be cognizant of the benefits of the resources it controls. By benefits means resources that could be utilized to generate profits for the organization. A Resource as those things that contribute to the strength or weakness of an organization. Contentment is one of the competitive advantages which help organization to grow internally and externally

**STATEMENT OF THE PROBLEM:**

- There certain problems that are addressed by this study and those are that organizations sometimes had a laid-back hand.
- The proposed study is being limited to food and inns
- The Staff contentment is on decline stage and there is deepening disengagement among employees today because of senior management support and poor human resources policies, lack of recognition and advancement.
- The result of study could be importance in terms of implications for selection, placement, evaluation and training of worker at all levels

**SCOPE OF THE STUDY:**

- To measure the connection of staffs (or) employees towards their work, team, and organization
- To collect open and honest feedback between employees and staff.
- The study will helps the organization in meeting its future needs.
- The study will helps to the organization to identify their present working environment.

To measure the work environment within the organization

The scope of Talent Management is quite wide and adopts an integrative approach to the functions mentioned above. The purpose is to have a synergistic effect between the various activities.

**OBJECTIVES:**

- To identify the level of Supervisor support to the employees.
- To study about the level of Team work in an organization.
- To identify the impact of existing Reward and Recognition level of the organization.
- To study about the employee's attributes while decision making.
- To identify the assessing growth potential of business

**RESEARCH METHODOLOGY:**

Research is defined as the creation of new knowledge and/or the use of existing knowledge in a new and creative way so as to generate new concepts, methodologies and understandings. This could include synthesis and analysis of previous research to the extent that it leads to new and creative outcomes.

**LIMITATION OF THE STUDY:.**

- Due to few reasons the researcher, I couldn't get the true information from the employees of Food and Inns.
- This study is restricted to Food industry
- In the process of respondents have expressed difficulty in answering the schedule
- Sub-staff personnel have been excluded from the study as it is assumed that they lack comprehensive view to respond

**REVIEWOF LITERATURE:**

**WALTERS T. NGWA (2019)** had conducted research on "Employee contentment" and the study looks at how profit-sharing influences employee commitment. To begin with, even though compensation system is not one-size-fits-all for every company, it'll be interesting to investigate the impact of performance appraisal on employee effectiveness in service businesses. Employee tasks are more routine, with less creativity and innovation. Group work is less likely, while an increased levels of specialization and job distinction is more likely. It is critical to do study in this area with the goal of

determining the most effective compensation system for service businesses

**ARUN KUMAR, P (2019)** has conducted research on this study states how reward influences on the organizational performance in recruitment, retention, good corporate culture. It was found through this research that employee's rewards and recognition is having a positive impact on their employees. Monetary and non-monetary has its own impact on the motivational and satisfaction level of employees. Most employee choose monetary rewards as a primary option as what was found in this research. And when given an option of non-monetary rewards employees prefer gift vouchers, then family tour packages, and finally appreciation notes or team lunch

Table:1 Demographic Factors of the respondents

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Gender	100	1.00	2.00	1.3000	.46057
Marital status	100	1.00	2.00	1.4000	.49237
Experience	100	1.00	4.00	2.4500	.86894
Are Talent Management initiatives at priority in your organization?	100	1.00	2.00	1.7000	.46057
What are the areas where Talent management needs to be improved?	100	1.00	3.00	1.7000	.64354
How familiar are you with the concept of data optimization in the workplace	100	1.00	4.00	2.9000	1.22680
Activities are carried out To improve the talent of the employees	100	1.00	4.00	2.1500	1.11351
How does your organization identify talent	100	1.00	3.00	1.8100	.87265
How transparent is the company about the data they collect and how its used	100	1.00	4.00	2.5500	1.36608
How you can help the Organization to achieve its aims through your talent	100	1.00	4.00	2.3000	1.01005
Are you satisfied with your present job	100	1.00	4.00	1.9500	.80873
Additional resource or support would help you improve your performance Through data driven insight	100	1.00	2.00	1.6000	.49237
How fair do you believe the performance evaluation process is	100	1.00	4.00	2.0500	.86894

From the above table it shows that 100 respondents, 50.4 per cent of respondents are female, 32.8 per cent of the respondents are belong to the age group of 20-40 years, 43 per cent of the respondents

Does your organization have any specific Talent Management initiative sin place

Descriptio n	Frequenc y	Percent	Valid Percent	Cumulative Percent
Yes	40	39.6	40.0	40.0
No	60	59.4	60.0	100.0
Total	100	99.0	100.0	



### INTERPRETATION

It is interpreted that the 40% of respondents are said yes for organization have specific talent initiatives, and 60% of respondents are said No

Are Talent Management initiatives ato priority in your organization

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### ONE WAYANOVA

DESCRIPTI ON	N	Mean	Std. Deviation	Std. Error	95%ConfidenceIntervalforMea n		Minimum	Maximum
					Lower Bound	UpperBound		
Under25	20	1.0000	.00000	.00000	1.0000	1.0000	1.00	1.00
25-34	50	1.8000	.75593	.10690	1.5852	2.0148	1.00	3.00
35-44	20	3.2500	.44426	.09934	3.0421	3.4579	3.00	4.00
45-54	5	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00

55above	5	4.0000	.00000	.00000	4.0000	4.0000	4.00	4.00
<b>Total</b>	<b>100</b>	<b>2.1500</b>	<b>1.11351</b>	<b>.11135</b>	<b>1.9291</b>	<b>2.3709</b>	<b>1.00</b>	<b>4.00</b>

Activities are carried out to improve the talent of the employees

Model	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	91.000	4	22.750	68.071	.000
Within Groups	31.750	95	.334		
Total	122.750	99			

## INTERPRETATION

**Null hypothesis H0:** There is no significance difference between the age of the respondents and activities to improve the talent management.

**Alternate hypothesis H1:** There is significance difference between The age of the respondents and activities to improve the talent management.

## RESULT

P value=.000P>.5Hence Null hypothesis is accepted Therefore there is a significance difference between the age and activities to improve the talent management.

## Chi-SquareTests

Description	Rate your level job specific skills relevant to your role				Total
	Good	Fair	Poor	Excellent	
Experience Below5years	10	0	0	0	10
6years-10 years	30	20	0	0	50
11years-20 years	0	20	5	0	25
Above20	0	0	10	5	15
<b>Total</b>	<b>40</b>	<b>40</b>	<b>15</b>	<b>5</b>	<b>100</b>

## Chi-Square Tests

Description	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	114.444 <sup>a</sup>	9	.000
Likelihood Ratio	122.061	9	.000
Linear-by-Linear Association	69.417	1	.000
N valid Cases	100		

a. 9 cells (56.3%) have expected count less than 5. The minimum expected count is .50.

## INTERPRETATION

**H<sub>0</sub>:** There is no significant difference between the experience of there dependent and level of job specification.

**H<sub>1</sub>:** There is a significant difference between the experience and level of job.

## RESULT

value=0.000( $p > 0.05$ ) Hence Null hypothesis is accepted. Therefore there is no significant difference between experience and level of job specification.

## SUGGESTIONS:

- More certified training should be given to the employee to boost their effectiveness and efficiency
- The company should know which talent management element can have greatest impact on the business and therefore provide a better basis for prioritization and implementation
- Workers should be regularly motivated to give their participation in management and management should also promote workers participation in management
- The company improve their training practices
- Can do better in the reemployed support service
- Can do better in their employee support service

## CONCLUSION:

Talent management in an organization aims at ensuring employee recruitment, training and development, performance reviews and their compensation. Working towards enhancing a good talent management system in the organization ensures these components of human resource contribute to the success of the organization. The advantages that the components bring to the organization also outweigh the disadvantages considering organizations benefit from these approaches. These ensure the organization attracts highly qualified employees and finds it easy to retain them and hence improving their human resource element. Talent management enhances reviews that prove vital in developing employees. They reveal employee weaknesses and result in the development of training needs and programs that will improve the skills of the

employees hence maintaining their talents. Employee talents also develop and change with changes in the organization need hence increasing and improving their ability to executed heirroles. Therefore, the application of talent management proves an ideal approach in employee development and improving the performance of each personnel

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