

Impact on Employee Morale in Company in Puducherry

Author 1: S.GAYATHRI, Department of Management Studies, Manakula Vinayagar Institute of Technology, Puducherry, India. sujagayathri364@gmail.com,

Author 2: Mr. C Arun, Department of management studies, Manakula Vinayagar Institute of Technology, Puducherry, India. arunmba@mvit.edu.in,

ABSTRACT

The study projects on identification and symptoms of employee morale. It helps the employees in identifying the factor which causes work morale and the effect of morale on them.

The study also emphasizes on the ways the organization deals to handle the kind of morale employees face and recommend remedial programs for the same.

This study is done using descriptive research design method and data are collected by primary and secondary sources.

The questionnaire is used as the methodology to collect primary data for the study and sample size of 127 employees has been taken in this study.

The results are analysed and interpreted through simple percentage analysis, and the data analysis and interpretation done is being presented through graphs.

The project examine on the title Employee Morale

Key words : Employee Morale, Workplace Motivation, Factors Affecting Morale, Organizational Strategies, Remedial Programs.

INTRODUCTION

Amcor is a global manufacturer of flexible and rigid plastic packaging and provides packaging solutions to the food, beverage, pharmaceuticals, medical, household, personal care, and industrials sectors. Operations span more than 40 countries and over 200 locations. Around half of group sales are derived from North America, one quarter from Europe, and the remainder from emerging markets. Amcor operates two distinct businesses: flexibles and rigids.

Flexibles accounts for about 80% of earnings and produces plastic, aluminium, and fibre-based packaging. Rigids accounts for about 20% of earnings and consists primarily of hot-fill and cold-fill polyethylene terephthalate bottling solutions in the North American and Latin American markets.

Amcor plc is a global packaging company. It develops and produces flexible packaging rigid containers, specialty cartons, closures and services for food, beverage, pharmaceutical, medical-device, home and personal-care, and other products.

The company originated in paper milling businesses established in and around Melbourne, Australia, during the 1860s which were consolidated as the Australian Paper Mills Company Pvt Ltd, in 1896.

Amcor is a dual-listed company, being listed on the Australian Securities Exchange (ASX: AMC) and New York Stock Exchange (NYSE: AMCR).

As of 30 June 2023, the company employed 41,000 people and generated US\$14.7 billion in sales from operations in some 200 locations in over 40 countries.

REVIEW OF LITERATURE

1. MANISHA GUPTA: A study on relationship between employee satisfaction and its determination-Employee satisfaction towards monetary compensation is good motivator actually all employee work a for money salary all factors its satisfying the employee. The overall productivity of the company is increase assists in achieving the goals of the company. Employee sense of feeling responsibility towards the organisation. They would try to produce better results in order to get appreciation from the company.

2. Morale welfare measures for gaining competitive employees:

Employee welfare related to all the benefits which are provided by the organisation to provide comfort. In today welfare facilities are necessity for an organisation to have sustainable, efficient and satisfied workforce. This seeks to investigate the role played by welfare practices in the process of motivating employees. The prominent factors like communication for determining satisfaction. The attempt to relationship between morale and welfare measures.

3. Overview of compensation in according to research report by society human resource management:

Employees indicator that compensation was very overall job satisfaction opportunities to use skills and abilities. Compensation along job security has consistency remained on the list of the top five job satisfaction factors most important to employees. As the economic climate continues to warm up and hiring increase, attractive compensation packages will be one of the strategies organisations competing for talent will use to recruit and retaining the best employees.

4. ARVIND MALLIK - Impact of employee morale on organisational success in positive behaviour of the employee and the positive behaviour results effective performance to drive their organisation to peak performance managers and supervisors must put own out front the human face of their organisation.

5. D S KEERTHI - Employees satisfaction towards monetary compensation practices money is good motivator for all employees typically encompass the out only traditional quantifiable elements like salary, variable pay and benefit but also more intangible non-cash elements such as scope to achieve and exercise responsibility career opportunity, learning and development the intrinsic motivation provided by the work itself and the quality of working life provided by the organisation.

6. A study to find out whether fun in the workplace was a factor that boosted employees:

CHHABRA - Moral resulting in high productivity, lowering employees turnover and absenteeism and making efficient team building and effective communication. Found that fun in work place boosts the employees moral by lowering stress absenteeism turnover etc and leads to increase employee enthusiasm, employee happiness and increase employee creativity.

7. Work environment has an effective impact on the employee well being and develop interaction collaboration and innovation and increase job satisfaction:

MC GUIRE - A good workplace will lead to better fit between the workplace and employees which results in improving the behaviour and stress related emotions the indoor environment has a great impact on the job performance and the level of performance can be increased from 5 to 15% by improving the working conditions. Work life balance, motivation, level, psychological conditions, management and leadership transparency develop a good working environment which is turn lead to increase organisation productivity.

OBJECTIVES OF THE STUDY

1. To understand the satisfaction level of employees towards the job.
2. To evaluate the welfare measures provide by organisation.
3. To know about the working environment and interpersonal relationship of employees.
4. To analyse about compensation benefit provide by organisation.

RESEARCH DESIGN

Research design is the preparation of the design of the research. The approach adopted in this research is descriptive research or also known as survey research. The sampling technique adopted was Simple Random Sampling. The data were collected from both primary and secondary sources.

- Primary source of data

The data which is collected for the first time is primary data. Questionnaire method is used for collecting the primary data.

- Secondary source of data

Secondary data are the data which already exists. The secondary data were also collected from published records, Journals and Websites for this study.

A comprehensive questionnaire covering all aspects of the organizational function was drawn and used in this study.

MAJOR LIMITATION OF THE STUDY

- The survey is subject to bias and the respondents hence it is difficult to provide 100% accuracy.
- Can develop strategies to boost employee morale, motivation and productivity ultimately leading to success.

DATA ANALYSIS AND INTERPRETATION

- It is clear that of the 79% respondents are male and of the 21% respondents are female.
- It is 45% Highly satisfied with the workers relationship and of the respondents were 2% highly dissatisfied with the workers relationship in relationship between workers.

- It is 39% always getting their superior guidance for competing the task and of the respondents said that they 1% never getting the superior guidance.
- It is 39% highly Satisfied with the Working hours is Organization, of the respondents were 4% Highly dissatisfied with the Working hours is Organization.

Table No. 1

ANALYSIS OF RANKING GIVEN BY THE RESPONDENTS REGARDING

Factors	Highly Satisfied	Satisfied	Moderate	Dis-Satisfied	Highly Dis-Satisfied	Total	Rank
	5	4	3	2	1		
Working environment							
	275	92	60	38	0	465	4
Job satisfaction							
	330	92	69	30	0	521	1
Interpersonal relationship							
	300	108	78	28	0	514	3
Welfare measure							
	290	128	81	20	0	519	2

INFERENCE:

From the above table it is interpreted that the employees awarded first rank to job satisfaction, second to welfare measure, third to interpersonal Relationship, fourth Work environment facilities respectively.

Table No.2

S. No.	Response	Frequency	Percentage
I.Relationship between workers			
1	Highly satisfied	57	45
2	Satisfied	29	23
3	Neutral	30	24
4	Dissatisfied	8	6
5	Highly Dissatisfied	3	2
Total		127	100
II.Subordinates relationship			

1	Highly satisfied	53	42
2	Satisfied	30	24
3	Neutral	36	28
4	Dissatisfied	5	4
5	Highly Dissatisfied	3	2
<i>Total</i>		127	100
III. Working hours in organisation			
1	Highly satisfied	30	39
2	Satisfied	50	24
3	Neutral	18	19
4	Dissatisfied	24	14
5	Highly Dissatisfied	5	4
<i>Total</i>		127	100
IV. Factors welfare measures in organisation			
1	Highly satisfied	58	50
2	Satisfied	21	25
3	Neutral	13	15
4	Dissatisfied	27	5
5	Highly Dissatisfied	4	5
<i>Total</i>		127	100
V. Interpersonal relationship			
1	Highly satisfied	60	59
2	Satisfied	18	21
3	Neutral	14	10
4	Dissatisfied	26	5
5	Highly Dissatisfied	9	5
<i>Total</i>		127	100

FINDINGS

- Work stress has an impact on the performance of the employees. Decrease in productivity and decrease in job satisfaction are the factors through which the impact of stress can be identified.
- Employees face various Mental and physical problems to the routine work progress.
- It is interpreted that the employees awarded first rank to job satisfaction, second to welfare measure, third to interpersonal Relationship, fourth Work environment facilities respectively.
- Continue person working in the company and other person are not working because of shift bases they will be more absences.
- The respondents said that they will 28% always communicated with superior hand of the respondents said that 2% never get communication from superior.
- The respondents were 50% Satisfied with the working Environment, of the respondents were 10% Moderate with the working Environment.
- The respondents were 59% Satisfied with the factors of interpersonal relationship of the respondents were 5% dissatisfied with the factors of interpersonal relationship.

- The respondents were 60% Highly Satisfied with factors of the Job, of the respondents were 10% satisfied with the factors of the Job.
- it is inferred that of the respondents were 50% Satisfied with the factors of welfare measure, of the respondents were 5% dissatisfied with the factors of welfare measure.

SUGGESTIONS

- The top management should try to give additional breaks during the working hours.
- In addition, to that, the company should concentrate on first aid and rest room facilities for improving the working condition by achieving enhanced quality of work life.
- The company was good and they way of express to know how employee well being in the organisation.
- The company wants to improve the employees benefit to encourage them in a positive ways.
- From the analysis and interpretations, above are the suggestions provided to enhance the morale of the employees.

CONCLUSION

Amcor plc's (AMCR) mission statement, vision, and core values are aligned with its commitment to sustainable, high-quality packaging solutions that meet the needs of its customers: The company's values of quality, innovation, integrity, collaboration, and sustainability underpin its approach to business, making it a leader in the global packaging industry. Regular maintenance of security systems such as surveillance cameras, alarms, control systems and values done to ensure their effectiveness

REFERENCE

1. Hellriegel, Slocum & Woodman: ORGANISATIONAL BEHAVIOUR, Thomson South-Western, New Delhi.
2. KOTHARI C.R, "RESEARCH METHODOLOGY - METHODS & TECHNIQUES",
3. Repro India Limited, Delhi, Publishers- New Age international (P) Ltd., New Delhi,
Second Edition, 2004.
4. Joseph J Martocchio: STRATEGIC COMPENSATION A HUMAN RESOURCE MANAGEMENT APPROACH – Prentice-Hall., 8th Edition 2015.
5. JAYASANKAR.J "HUMAN RESOURCE MANAGEMENT" - Industrial disputes and Workers Participated in Management", MARGHAM PUBLICATIONS, Chennai. Second edition 2014.
6. Baehr M. E., Renck R. (1958). The definition and measurement of employee morale. *Administrative Science Quarterly*, 3, 157-184.