

# A Research on Employee Involvement in Pharmaceutical Industry in India

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**Abstract**—Any industrial growth depends upon the involvement of its employees. Every employee is the backbone of the organization. To find out clear information many researchers have found many ways in terms of issuing questionnaires and primary information, for this study the researcher has considered some 477 samples from them have got conclusion and stating that many have involved in the industry for this study the researcher has taken stratified sampling using different statistical tools. And there is a significant relationships with employee involvement.

**Key words:** Industry, Involvement, stratified sampling, relationships etc...

## I. INTRODUCTION

Orchid Chemicals & Pharmaceuticals Limited is a publicly quoted pharmaceutical company engaged in the application of development, manufacture, sale, and export of active pharmaceuticals contains and finished dosage forms or formulations. The company is publicly traded on the Bombay Stock Exchange under the trading symbol. The Company is mainly engaged in a one pharmaceutical major with diversified competencies in bulk drugs, formulations and drug discovery, with a strong orientation towards the advanced regulated markets. The Company was founded in 1992 Orchid has been recognized as the only company in the Indian Pharmaceutical industry to have recorded remarkable growth in a decade of operations. Employee involvement was revolutionized when McGregor (1957) and Herzberg (1966) first started writing about the topic in their articles "The Human Side of Enterprise" and "Work and the Nature of Man". Lawler *et al.* (1992) discussed the subject under four topics (practices) – (i) information sharing, (ii) knowledge and training, (iii) rewards and (iv) power sharing.

## II. REVIEW OF LITERATURE:

**Kuye and Sulaimon (2011)** examined the relationship between employee involvement in decision making and firms' performance in the manufacturing sector in Nigeria. Data were gathered by means of questionnaires from 670 manufacturing firms on employee involvement in decision making and performance variables. It revealed a significant difference between the performance of firms whose employee involvement in decision making are deep and the performance of firm's whose employee involvement in decision making are shallow. The findings also revealed the involvement of participating firms in employee involvement in decision making..

**Ekmekci (2011)** conducted a study aimed to explore the relationship between employee's involvement and their feeling of organizational commitment among the employees working at two multinational companies in Turkey. The study also examined the demographic factors in terms of their impact on the relationship between employee involvement and organizational commitment, and found no statistical significant relationship.

**Abutayeh and Manar (2012)** examined the effect of Human Resource Practices on employee involvement in an Arabic country (Jordan) by considering six of the major Human Resource Practices, Results showed that all human resource practices have a positive effect on employee involvement, where selection exhibited highest effect and training had the lowest effect.

**Poongavanam et.al (2018)** explained that in a company where all employees and group of people work together and achieving common goal, and sometimes difference of opinion may arise and there by grievances, employee angers and so on. Finally it is stated that employees are remain in their works and involving their routine work.

## III. NEED FOR THE STUDY:

previous studies have focused on relationships between employee involvement or empowerment and job satisfaction. But, none of the researcher was taken up involvement in pharmaceutical company. Very few Studies have focused on the influence of demographic factors on employee involvement.

## IV. OBJECTIVES OF THE STUDY:

1. To find out the influence of demographic characteristics on employee involvement.
2. To suggest a comprehensive model combining the various factors of employee involvement

*Hypothesis:*

**H1:** There is a significant difference between male and female employees in their perception toward employee involvement,

**H1a:** There is significant relationship between gender and employee involvement.

**H2:** There is significant difference among employees of varied age in their perception towards involvement,

**H2a:** There is significant relationship between age and employee involvement.

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Sources of Measurement Scales Used in

Scales (Knowledge)	1	2	3	4	5	Mean	S.D.
1. I have taken sufficient training to do my job.	9	15	60	243	150	4.07	0.856
2. I have been given a real opportunity to improve my skills in my company.	18	42	81	210	126	3.81	1.044
3. My supervisor helps me obtain the developmental experiences I need to do my job well.	30	3	111	204	129	3.84	1.034
4. I received the needed coaching and feedback about my performance.	30	27	54	219	147	3.90	0.700

From the table 1, 31.4% (150) of respondents are strongly agreed and 50.94% (243) were agreed with the statement “I have taken sufficient training to do my job”. Only 1.8% (9) was strongly disagreed with the mentioned statement. Thus, a mean of 4.07 was recorded for the statement. For the statement “I am given a real opportunity to improve my skills in my company”, 26.4% have strongly agreed and 44 % have agreed, recording a mean value of 3.81. For the statement regarding the supervisor help and support, 27% have strongly agreed, 42.8% have agreed, 23.2% are neutral and 6.9% disagreed, recording a mean value of 3.84. For the

statement regarding the receiving of coaching and feedback, 30.8% have strongly agreed, 45.9% have agreed, 11.3% are neutral and 11.9% have disagreed, recording a mean score of 3.90.

**REWARDS** that are purely based on the performance of the organization and that are prepared to encourage workers makes them to involve indecision-making responsibility, enhance teamwork, and perform in ways that help the business. Five item scales were considered in the study to examine the level of agreement of the respondents regarding their perception toward reward system in their organization.

Scales (Rewards)	1	2	3	4	5	Mean	S.D.
1. I am very satisfied with the amount of recognition I receive when I do a good job	30	39	90	219	99	3.67	1.087
2. Generally I feel this company rewards employees who make an extra effort	60	36	99	192	90	3.45	1.239
3. There is a strong link between how well I perform my job and the likelihood of receiving a raise in a pay/salary	36	27	117	165	132	3.69	1.156
4. There is a strong link between how well I perform my job and the likelihood of receiving high performance appraisal ratings	33	27	102	219	96	3.67	1.075
5. If I perform well, I am more likely to be promoted.	54	27	87	189	120	3.62	1.239

From the **table 2**, 20% (99) of respondents are strongly agreed and 6% (30) strongly disagreed with the statement “I am satisfied with the amount of recognition I receive when I do a good job”. Thus, a mean of 3.67 was recorded for this statement. For the statement “Generally I feel this company rewards employees who make an extra effort”, 90 respondents were strongly disagreed and 60 were strongly agreed with a mean of 3.45. For the statement “There is a strong link between how well I perform my job and the

likelihood of receiving a raise in a pay/salary”, strongly disagreed was 132 respondents and strongly agreed was 32 with a mean of 3.69. For the statement “If I perform well, I am more likely to be promoted”, 120 respondents were strongly agreed and 54 respondents were strongly disagreed with a mean of 3.62.

**POWER**, is another important variable, the table shows the clear information.

**Table 3:Power (scale) frequency distribution**

Scales (Power)	1	2	3	4	5	Mean	S.D.
1. I have sufficient authority to fulfill my job responsibilities.	18	42	51	237	129	3.87	1.027
2. I have given more freedom on my job	21	42	81	213	120	3.77	1.059
3. I have more freedom over how I do my job.	54	33	96	201	93	3.52	1.208
4. I have given more encouragement in an organization.	21	18	93	201	144	3.90	1.018

From the **table 3**, the four scale items used in the survey has recorded a mean value with a range of 3.5 to 3.9. For the first statement “I have sufficient authority to fulfil my job responsibilities”, 129 respondents were strongly agreed and 237 were agreed, whereas 60 respondents were shown disagreement. For the second statement “I have given more freedom on my job 69.8 % (333) have shown the agreement and 13.2 % (63) have shown the disagreement. The third

statement “I have more freedom over how I perform my job” has shown a least mean value of 3.52 and the final statement “I have given good encouragement in the organisation a high mean value of 3.90 in the “Power” scale items.

**INFORMATION** sharing is about business performance, plans, goals, and strategies, to know the level of agreement of the respondents, six scales were used which are listed as shown in the table 5.14.

**Table 4:Information (scale) frequency distribution**

Scales (Information)	1	2	3	4	5	Mean	S.D.
1. Company aims and goals are clearly informed to employees	33	27	84	228	105	3.72	1.082
2. The communication with top management are effective	45	27	84	195	126	3.69	1.193
3. Top management is adequately informed of the important issues in my department	39	33	81	210	114	3.69	1.151
4. Company guidelines and activities are clearly communicated to employees	33	21	96	219	108	3.73	1.075
5. I often have to be dependent on the grapevine to get job-related information (reverse)	52	27	102	195	111	3.64	1.157
6. Most of the time I receive sufficient notice of changes disturbing my work group	39	18	111	195	114	3.69	1.123

From the above table, it was noticed that a high mean value (M=3.73) was recorded to the statement “Company guide lines and the various activities of the company are clearly communicated to employees” and a low mean value (M=3.64) was recorded to the statement “I often have to be dependent on the grapevine to get job-related information” which is a reverse scored statement. For the statement “Company aims and goals are clearly informed to employees”, 69.8 % (333) were agreed and 12.5 % (60) were disagreed. For the statements “The communication with top management are effective”, “Top management is sufficiently informed of the important issues in my department”, and “Most of the time I receive sufficient notice of changes disturbing my work group”, a mean value of 3.69 was recorded.

## V. THE QUESTIONNAIRE & RESULTS

Variables for the Study	Sources	Scales
Employee Involvement	Lawler (1996), Rose (2005).	Knowledge, Reward, Power, and Information

A pilot study with a sample size of **60 responses** was conducted before arriving at the final questionnaire. Reliability analysis (**Cronbach’s alpha**) was applied to check the reliability of items used in initial questionnaire. Based on reliability analysis and feedback from respondents, the final questionnaire was prepared.

Reliability Analysis for Pilot Study

Scales used in the study	No. of Items	Cronbach's Alpha
<b>EMPLOYEE INVOLVEMENT</b>	<b>19</b>	<b>0.897</b>
<i>Knowledge</i>	4	0.696
<i>Reward</i>	5	0.827
<i>Power</i>	4	0.701
<i>Information</i>	6	0.640



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**VI. CONCLUSION:**

Today, scenario many companies are looking for good numbers of employees with quality and good work culture, expecting the every employee is involved in the work. So that the company growth and country GDP will be very high if both are going well. This study emphasizes the fact that employees must be given importance in decision making, so every employee of the organization

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