

# A Research on Direct Participation of Staff in Glass Industry in India

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**Abstract**—In terms of Indian perspective, the anxiety over the direct participation of staff in industries is progressively becoming a common talk among the industries. For this issue many researcher have shown importance to find out the direct participation of staff in the glass industry with the relationship between knowledge and rewards system of the organisation. The purpose of this paper is to figure out the working atmosphere of glass industry specifically for employees one who showing the direct involvement in doing the work. Mean, Standard deviation and T-test applied in this paper to check the authenticity of data given by the respondents. The sample size of this study obtained from 60 respondents based on the population. For this study a simple random sampling has been used.

**Key words**— Organisation, Involvement, Employee satisfaction, Variables ,goals.

## INTRODUCTION:

The study of employee involvement among the employees of glass industry is important because there are various aspects of the work that are highly attractive and lead to satisfaction and aspect of the job also leads to dissatisfaction to an employee. There are many variables that have been hypothesized to be a result of job satisfaction or dissatisfaction. These include both those variables of job performance and those of deem. The degree of satisfaction of an employee are determined and analyse with the knowledge and the rewards paid to an employee by the industry based on the performance shown by an employee under the direct participation in the glass industry.

## REVIEW OF LITERATURE:

**Muhammed Arif Khattak et al. (2013):** Relationship between Employees Involvement and Organization Performance in Milieu of Pakistan. The research article measures the relationship among the direct participation of staff and Organisational performance in Pakistani organisations. A detailed study has been conducted on three main components of direct participation of staff namely, empowerment, team orientation and capacity development. It is proved that organisations who delegate authority to its employees perform better.

**Winnie Kivuya (2015):** Effects of Direct participation of staff in Strategic Management Implementation. The study was made to understand the effects of direct participation of staff in strategic management implementations. The study confirms that it is imperative for the managers to engage and involve employees to gain competitive edge for the

organisation. It highlights that in order to achieve the desired targets of the organisation, it is necessary that employees are permitted to involve.

## RESEARCH QUESTIONS

The following are the research questions considered in the present study.

1. What are the significant factors influencing the direct participation of staff?
2. What are the individual and demographic characteristics that influence the direct participation of staff?

## RESEARCH OBJECTIVES

- ❖ To study the influence of demographic variables on the direct participation of staff.
- ❖ To determine the improvement of knowledge among the direct participation of staff.
- ❖ To analyze the perception of the direct participation of staff towards the rewards system of the industry.

## Hypotheses of the study

The following hypothesis were formulated in order to achieve the above objectives in the area of direct participation of staff

- There is no relationship between gender and direct participation of staff
- There is no relationship between age and direct participation of staff

## Sources of Measurement Scales Used in the Questionnaire

Variables for the Study	Sources	Scales
Direct participation of staff	Lawler (1996), Rose (2005).	Knowledge, Reward, Power, and Information

## Sampling Design:

**Primary data:** are collected from the employees through questionnaires. The conclusion has been drawn based on the analysis of the primary data.

Population Size :477

**Sample size:** The size of the sample means the number of sampling units selected from the population for investigation , 60 employees are selected from the direct participation of staff

Sampling technique: Simple random sampling

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Statistical tools

Mean, Standard deviation & T-test

**RELIABILITY ANALYSIS FOR PILOT STUDY**

Based on reliability analysis and feedback from respondents, the final questionnaire was prepared.

**RELIABILITY ANALYSIS FOR PILOT STUDY & RESULTS**

Scales used in the study	No. of Items	Cronbach's Alpha
Direct Participation of Staff	19	0.897
Knowledge	4	0.696
Reward	5	0.827

**Table: 1 Knowledge (scale) frequency distribution**

Scales	1	2	3	4	5	Mean	S.D.
1. I receive sufficient training to do my work.	9	15	60	243	150	4.07	0.856
2. Shown my opportunity to improve my competence in my company.	18	42	81	210	126	3.81	1.044
3. My supervisor motivate me to obtain the developmental experiences	30	3	111	204	129	3.84	1.034
4. Feedback mechanism used to know 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 receive sufficient training to do my work". 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 "Shown my opportunity to improve my competence 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. To determine the knowledge variable in the present study, the researcher has used four items (Statements) as listed in the above table.

**Table 2: Rewards (scale) frequency distribution**

Scales (Rewards)	1	2	3	4	5	Mean	S.D.
1. Satisfied with the work when I do a good job with the recognition	30	39	90	219	99	3.67	1.087
2. Showing effort for this company will pay reward	60	36	99	192	90	3.45	1.239
3. If I perform well my salary will be increase based on my work performance.	36	27	117	165	132	3.69	1.156
4. If I perform well my performance appraisal ratings will be increased	33	27	102	219	96	3.67	1.075
5. Based on the performance can 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 "Satisfied with the work when I do a good job with the recognition". Thus, a mean of 3.67 was recorded for this statement. For the statement "Showing effort for this company will pay reward t", 90 respondents were strongly disagreed and 60 were strongly agreed with a mean of 3.45. For the statement "If I perform well my

salary will be increase based on my work performance", strongly disagreed was 132 respondents and strongly agreed was 32 with a mean of 3.69. For the statement "Based on the performance can likely to be promoted",

120 respondents were strongly agreed and 54 respondents were strongly disagreed with a mean of 3.62. 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.

**Table 3 Summary table of scales used in the study**

Items	Mean	S.D.
<b>DIRECT PARTICIPATION OF STAFF</b>		
Knowledge	3.90	0.700
Reward	3.62	0.847

**Table 4 : Independent Sample T – Test: Between Gender and Direct Participation of Staff**

		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
KNOWLEDGE	Equal variances assumed	10.421	.001	-7.539	475	.000
	<b>Equal variances not assumed</b>			-9.509	189.460	<b>.000</b>
REWARD	Equal variances assumed	8.532	.004	-7.069	475	.000
	<b>Equal variances not assumed</b>			-8.556	175.444	<b>.000</b>
EMPLOYEE INVOLVEMENT	Equal variances assumed	7.718	.006	-7.849	475	.000
	<b>Equal variances not assumed</b>			-8.863	156.556	<b>.000</b>

**RESEARCH FINDINGS**

Based on the research question framed in the present study, the following findings were presented in detail across various companies selected: There is a significant difference between gender and direct participation, and found significant negative relationship between age and direct participation of staff. From the above can conclude that the glass industry has shown a positive significance with direct participation of work.

**SUGGESTION AND CONCLUSION**

From the findings, it is clear that the staff members are satisfied with the glass industry. Even though the majority of staff is satisfied but the remaining unsatisfied staff members also need to be taken into consideration. All the above staff members are happy in sharing the information, knowledge and more traditional approach with the industry in highlighting the positive outcome of pay. It is better to provide more training to the employees to develop their skill and should be well informed about their authority and responsibility. To conclude the employees should be motivated in the following of knowledge and reward to show or increase their participation in the industry. The study on direct participation with the employees was analysed through properly with the support of direct response from workers. For the purpose of the study the findings are listed out on the basis of proper analysis and suggestions are forwarded.

**REFERENCES**

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