

**A STUDY ON HR PRACTICES WITH SPECIAL REFERENCE TO  
ROYAL CLASSIC MILLS PVT LTD, COIMBATORE**

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**ABSTARCT**

Human resource management is the strategic and coherent approach to the management of an organization's that most valued assets are the people working there who individually and collectively contribute to the achievement of the objectives of the business. The terms "human resource management" and "human resources" (HR) have largely replaced the term "personnel management" as a description of the processes involved in managing people in organizations. Convenience sampling was used to determine the sample size for the respondents. Sample of 84 respondents were taken into study, and their data were collected. Samples for the purpose of the study are selected systematically. The study makes use of statistical techniques such as Simple Percentage analysis ,Chi-square and Weighted average rank method Test in analyzing the data for finding the result In simple sense, HRM means employing people, developing their capacities, utilizing, maintaining and compensating their services in tune with the job and organizational requirement. Human resource Management is a process of bringing people and organizations together so that the goals of each are met. It tries to secure the best from people by winning their wholehearted cooperation. In short, it may be defined as the art of procuring, developing and maintaining competent workforce to achieve the goals of an organization in an effective and efficient manner.

**Keywords: Human resource management, spinning mills.**

## INTRODUCTION

Human resource management is the strategic and coherent approach to the management of an organization's that most valued assets are the people working there who individually and collectively contribute to the achievement of the objectives of the business. The terms "human resource management" and "human resources" (HR) have largely replaced the term "personnel management" as a description of the processes involved in managing people in organizations. In simple sense, HRM means employing people, developing their capacities, utilizing, maintaining and compensating their services in tune with the job and organizational requirement. The role of human resource management in organizations has been evolving dramatically in recent times. The days of personnel department performing clerical duties such as record keeping, paper pushing and file maintenance are over. HR is increasingly receiving attention as a critical strategic partner, assuming stunningly different, far reaching transformational roles and responsibilities. Taking the strategic approach to human resource management involves making the function of managing human assets the most important priority in the organizations and integrating all human resource policies and programs the frame work of a company's strategy.

Management is essential in all organized cooperation as well as at all levels of organization. It is the function of not only the managing director but the function of all managers and supervisors at all levels. In fact the role of management is nowhere better dramatized than in the case of developing countries like India. Management is responsible for converting the raw materials into finished products and adds value to the organization. In fact, there is not enterprise without management and no management without an enterprise. Management is necessary even when an individual has to accomplish an objective. The emergence of large scale industries; international markets, multinational and transnational organizations resulted in emergence of professional manager. Professional management is based not on ownership, but on qualifications derived from knowledge and experience in different disciplines. Today's professional managers perform an efficient job in meeting the varied customer needs by converting the resources into products and services.

Human resource Management is a process of bringing people and organizations together so that the goals of each are met. It tries to secure the best from people by winning their wholehearted cooperation. In short, it may be defined as the art of procuring, developing and

maintaining competent workforce to achieve the goals of an organization in an effective and efficient manner. It is the function within an organization that focuses on recruitment of, management of, and providing direction for the people who work in the organization. Human Resource Management can also be performed by line managers. It is the organizational function that deals with issues related to people such as compensation, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, administration, and training.

## **STATEMENT OF THE PROBLEM**

This study on Human Resource Practices in Royal classic mills pvt ltd will help the management to increase the motivational activities, and develop their employees in such a way that their career goals are achieved through management perspectives. It is an opportunity for the employees to give their feedback which aids the management to do some additional activities in the motivation facility.

The suggestions and recommendations are also drawn at the end of the report which can be served to the company for effective HR handling. The result of the study helps the management to know about the shortcoming in managing employees and that also encourage them to take action to reduce their shortcomings. Through undertaking the present study, the following research questions are to be answered:

- What association exists among employee trainings and organizational competitive advantage?
- What are the noticeable outcomes of training?
- How does employee motivation affect organizational performance?
- How does increase in motivational tools affect employees in an organization?
- Does employee motivation have any relationship with organizational performance or firm growth?
- Does the implementation process of the Performance Appraisal System influence the system?

- Do the attitudes of employees towards the last Performance Appraisal System rating, towards the rater and towards the PAS itself influence the system in the public sector?

## **OBJECTIVES OF THE STUDY**

The study is to analyze the HR Practices of followed at Royal classic mills pvt ltd, The following objectives are,

- To know the over view of the Hr Practices in Royal classic mills pvt ltd.
- To know about the Training & Development of Royal classic mills pvt ltd.
- To study the Performance Appraisal of Royal classic mills pvt ltd.
- To study the motivation level of employees in Royal classic mills pvt ltd.
- To offer necessary suggestion based on findings.

## **SCOPE OF THE STUDY**

The study is an attempt to study the training and development process related Executive level, supervisory level, workmen level employees. This study investigates the most noticeable factors which affects the yield of the training process and includes the modules of training, quality of trainer and learners as well as preferences of learning styles. Course design is an important asset that helps design the learners experience. The success of training programs is determined by exploring the important determinants of training.

## **METHODS**

This part explains the methods used in this study. The methods includes sources of data, sample size, area of the study and framework of analysis.

## **RESEARCH DESIGN**

The study is descriptive in nature. Because it describes opinion , the effectiveness of training and development. A research design is the arrangement of condition for collection and analysis of data in manner that aims to combine relevance to the research purpose with economy in procedure.

## **SAMPLING METHOD**

The study depends on primary data. A pilot study is conducted to validate the questionnaire and to confirm the feasibility of the study. Based on the pilot study, the questionnaire is modified suitably to elicit response from the sample group. To study the Project a Convenient Sampling Method is adopted.

## **SAMPLING SIZE**

The employees were taken as the sampling area to conduct the survey for the purpose of study. Convenient sampling was also used to determine the sample size for the employees. The sample size of the study is 84.

## **METHOD OF DATA COLLECTION**

The data collected for this study are of two types: -

- Primary data
- Secondary data

## **STATISTICAL TOOLS**

The following statistical tools are used in the study

- Percentage Analysis
- Chi – square test
- Weighted average rank method

## **LIMITATIONS OF THE STUDY**

- ❖ The sample size is limited to 84 from the population of 300.
- ❖ The study was conducted within a limited time period
- ❖ The data provided by the respondents may be bias
- ❖ Due to personal inconvenience the researcher could not meet the employees who had night shift.
- ❖ Because of lack of technical knowledge there was difficulty in understanding the technical details

- ❖ The study mainly covers the satisfaction of employees towards the services provided Royal classic mills pvt ltd.

## REVIEW OF LITERATURE

**Rajeswari Devadass (2011), “Employees Motivation in Organizations”**, The purpose of this paper is to present findings of an integrative literature review related to employees’ motivational practices in organizations. The sample size of the study is 400. This integrative literature review provides an overview and critique of the field of work motivation. This review is limited by the key phrases used for searching, the databases accessed, the frame and method of searching for literature, and time constraints. This review is also based on a broader scope of work motivation representing many job sectors instead of focusing in a particular job sector. Therefore the framework presented above may not suit all job sectors.

**Dr. Stephen Muathe (2012), “Factors Influencing Employee Performance Appraisal System”**, Descriptive survey design was adopted in conducting this study. The survey design entails selecting samples to analyze and discover occurrences, qualitatively and quantitatively assess information and make conclusions. A questionnaire was used to collect data from eligible employees. A target population of 112 employees was surveyed . The study recommends for further research to be conducted on the alignment of PAS with the MoSPA objectives for strategic control. Finally, this investigation recommends that further research be undertaken to determine whether these same factors (implementation process, interpersonal relationships, rater accuracy, informational factors, and employee attitude) influence the PAS in other ministries of the GOK.

**Abecha Batool and Bariha Batool (2012), “Effects of employees training on the organizational competitive advantage: Empirical study of Private Sector of Islamabad, Pakistan”**, To determine the impacts of employee trainings in context to create competitive advantage aggregate on organizational level. This particular study will closely research the effects of training associated with employee satisfaction. The learning can be accomplished in terms of relationship among the trainings of employees and competitive advantage. This study aims to investigate in measuring the training needs of the employees at privet and the organizations by applying the tools which measures the factors which affects the competitive

advantage. The Sample size of the respondents was not enough, and all the 250 questionnaires were not homecoming with useable data. Perhaps the findings of the may be different if I could have received all questionnaires properly filled. Training and employee progress completely is linked with managerial competitive advantage. A good chance of training motivates worker contribution and promotes capabilities.

**Henry Ongori, Jennifer Chishamiso Nzonzo (2011), “Training and development practices in an organisation: an intervention to enhance organizational effectiveness”**, The research design adopted for this study was a cross sectional survey. And random sampling was applied because of greater speed in data collection and availability of population elements. The data are collected from all the employees working in the organization with a sample size of 56. The findings of this research support the literature review in number of key areas. First, organizations tend to recognize the need for, and potential of, training programmes for their existence. organisations. In addition, an organisation uses various methods, for instance job rotation is used to train employees in this era of globalization.

**Faheem Ghazanfar (2011), “A Study of Relationship between Satisfaction with Compensation and Work Motivation”**, The current study used survey research design to examine the effect of compensation on work motivation. A target population of 100 employees was surveyed . To keep the work force motivated to perform at their peak, organizations offer them compensation packages, which are competitive. The current study can also be expanded to encompass the whole cellular industry in Pakistan to find other determinants of satisfaction with compensation and their impact on work motivation.

**Farhad Ebrahim Abadi, Mohammad Reza Jalilvand, Mostafa Sharif and Ghorban Ali Salimi (2011), “A Study of Influential Factors on Employees Motivation for Participating in the In-Service Training Courses Based on Modified Expectancy Theory”**, The sample size was set at 177 at the 95% confidence level (Burns & Bush, 1995). We used cluster sampling plan to achieve estimated sample. Surveys with cover letters were delivered to managers in the selected Iran’s Oil Company agencies in Kurdistan and Isfahan. The managers distributed the surveys to their employees. A total of 250 surveys were distributed to employees in these participating agencies, and 175 were returned. To control and to identify possible effects that were not considered in this study, future study can include more variables, such as demographic

characteristics and personal characteristics in examining employee motivation for participating in the in-training courses.

## ANALYSIS AND INTERPRETATIONS

### I. SOCIAL PROFILE

**TABLE NO: 1**  
**DEMOGRAPHIC PROFILE**

S.No	Determinants	No of Respondents ( N=84)	Percentage (%)
1	<b>Age</b>		
	Below 25	6	7%
	25-35years	31	37%
	36-45years	39	46%
	46 & above	8	10%
2	<b>Gender</b>		
	Male	66	79%
	Female	18	21%
3	<b>Educational Qualification</b>		
	Illiterate	1	1%
	Upto primary	3	4%
	Upto secondary	4	5%
	Graduat	76	90%
	Others specify	0	0
4	<b>Annual income</b>		
	Less than Rs 10,000	5	6%
	Rs 10001-50,000	54	64%
	Rs 50,001-1,00000	20	24%
	Rs 1,00,000 & above	5	6%
5	<b>Marital status</b>		
	Married	68	81%
	Unmarried	16	19%
6	<b>Place of living</b>		
	Urban	15	18%
	Semi-urban	31	37%
	Rural	38	45%

7	<b>Training Program conducted</b> During office hours During weekends After office hours Any time as per the convenience of the management	40 20 13 11	48% 24% 15% 13%
8	<b>Handled the training session</b> Company executives Technical Experts Consultants Others	21 20 30 13	25% 24% 36% 15%
9	<b>Type of Training</b> Orientation Job instruction Internship Any others	27 17 30 10	32% 20% 36% 12%
10	<b>Training Occur In our Organisation</b> Monthly Quarterly Half yearly Yearly	16 35 13 20	19% 42% 15% 24%
11	<b>Adequate training Program</b> Strongly agree Agree Neutral Disagree Strongly disagree	75 2 1 0 6	89% 2% 2% 0% 7%
12	<b>Satisfaction of training Programming</b> Strongly agree Agree Neutral Disagree Strongly disagree	12 36 21 9 6	14% 43% 25% 11% 7%
13	<b>Participate the Training Program</b> Strongly agree Agree Neutral Disagree	35 25 12 7 5	42% 30% 14% 8% 6%

	Strongly disagree		
14	<b>Clarification of doubts during the training Period</b> Strongly agree Agree Neutral Disagree Strongly disagree	15 15 27 20 7	18% 18% 32% 24% 8%
15	<b>Expressing views during the training Program</b> Strongly agree Agree Neutral Disagree Strongly disagree	22 14 21 15 12	26% 17% 25% 18% 14%
16	<b>Motivation of Trainer During Training Program</b> Strongly agree Agree Neutral Disagree Strongly disagree	21 22 14 16 11	25% 26% 17% 19% 13%
17	<b>Training is suits the current job</b> Strongly agree Agree Neutral Disagree Strongly disagree	25 14 17 20 8	30% 17% 20% 24% 9%
18	<b>Familiar with job after the training</b> Strongly agree Agree Neutral Disagree Strongly disagree	21 26 10 13 14	25% 31% 12% 15% 17%
19	<b>Training is Productive</b> Strongly agree Agree Neutral Disagree Strongly disagree	14 24 17 17 12	18% 28% 20% 20% 14%
20	<b>Training Periods are Sufficient in Developing Skills</b> Strongly agree Agree	7 20 23 17	9% 24% 27% 20%

	Neutral Disagree Strongly disagree	17	20%
21	<b>Rate the appraisal system</b> Exceptional expertise Confidential in knowledge Fairly good knowledge Satisfactory knowledge Lack of knowledge	21 11 33 9 10	25% 13% 39% 11% 12%
22	<b>Organising medical campus</b> Once a Year Once in Six Months Once in 3 Months No	46 32 5 1	55% 38% 6% 1%
23	<b>Purpose of Performance Appraisal</b> Improve the skill For promotion To raise salary promotion No	32 18 12 22	38% 22% 14% 26%
24	<b>Level of satisfaction with existing reward system</b> Highly satisfied Satisfied Neutral Dissatisfied Highly Dissatisfied	35 37 3 4 5	42% 43% 4% 5% 6%
25	<b>Freedom to express opinion at the time of decision making</b> Highly satisfied Satisfied Neutral Dissatisfied Highly Dissatisfied	25 46 3 6 4	30% 54% 4% 7% 5%
26	<b>Satisfied with degree of responsibility</b> Highly satisfied Satisfied Neutral Dissatisfied Highly Dissatisfied	40 34 4 3 3	47% 40% 5% 4% 4%
27	<b>Good working Condition</b> Strongly Agree Agree Neutral Disagree Strongly Disagree	67 8 3 4 2	79% 9% 4% 5% 3%

28	<b>Tactful Discipline</b>		
	Strongly Agree	15	17%
	Agree	27	32%
	Neutral	29	35%
	Disagree	11	13%
	Strongly Disagree	2	3%
29	<b>Full Appreciation</b>		
	Strongly Agree	26	31%
	Agree	19	23%
	Neutral	22	26%
	Disagree	8	9%
	Strongly Disagree	9	11%
30	<b>Management Loyalty</b>		
	Strongly Agree	19	23%
	Agree	20	24%
	Neutral	13	15%
	Disagree	17	20%
	Strongly Disagree	15	18%
31	<b>Good Wages</b>		
	Strongly Agree	9	11%
	Agree	16	19%
	Neutral	28	33%
	Disagree	10	12%
	Strongly Disagree	21	25%
32	<b>Promotion and Growth</b>		
	Strongly Agree	14	16%
	Agree	23	27%
	Neutral	22	26%
	Disagree	16	20%
	Strongly Disagree	9	11%
33	<b>Personal Problem</b>		
	Strongly Agree	12	14%
	Agree	15	17%
	Neutral	21	25%
	Disagree	20	24%
	Strongly Disagree	16	20%
34	<b>Job security</b>		
	Strongly Agree	12	14%
	Agree	31	37%
	Neutral	18	22%
	Disagree	12	14%
	Strongly Disagree	11	13%
35	<b>Interest in work</b>	15	
	Strongly Agree	18	18%
	Agree	20	21%
	Neutral	24	24%

	Disagree Strongly Disagree	7	28% 9%
36	<b>Zeal in work Place</b> Strongly Agree Agree Neutral Disagree Strongly Disagree	8 32 18 16 10	9% 38% 21% 20% 12%
37	<b>Level of Present Motivation</b> Strongly Agree Agree Neutral Disagree Strongly Disagree	22 46 9 3 4	26% 54% 11% 4% 5%
	<b>Total</b>	<b>84</b>	<b>100</b>

The majority 39(46%) of the respondents are belong to the age group between 36 – 45 years. Maximum 66 (79%) of the respondents are Male. Maximum 76(90%) of the respondents are graduate holders. Maximum 54(64%) of the respondents are yearly earn with Rs.10001 – 50,000. Maximum 68 (81%) of the respondents are married. Maximum 38(45%) of the respondents are living in rural area. Maximum 40 (48%) of the respondents are feel about the training program conducted by office hours. Maximum 30(36%) of the respondents are said consultants handled the training session. Maximum 30(36%) of the respondents are said Internship training method used in the organisation.

Maximum 35 (42%) of the respondents are said quarterly conducted by the training in our organisation. Maximum 75 (89%) of the respondents are strongly agree with adequate training program given in the organisation. Maximum 36 (43%) of the respondents are agree with satisfaction of training programming in the organisation. Maximum 35 (42%) of the respondents are strongly agree with participate the training program given in the organisation. Maximum 27 (32%) of the respondents are neutral with superior clear my doubts during the training period given in the organisation. Maximum 22(26%) of the respondents are strongly agree with own views during the training program given in the organisation. Maximum 22 (26%) of the respondents are agree with trainer motivate the training program given in the organisation. Maximum 25 (30%) of the respondents are strongly agree with training is suitable for current

job. Maximum 26 (31%) of the respondents are agree for familiar with job after the training period..Maximum 24 (28%) of the respondents are agree with training is useful to directly in our work. Maximum 23 (27%) of the respondents are neutral with training period is sufficient to develop our skill.

Maximum 33 (39%) of the respondents are gain fairly good knowledge about their job. Most 46 (55%) of the respondents are once a year conducting medical campus in our organisation.Maximum 32 (38%) of the respondents are purpose the performance appraisal system to improve the skill.Most 37(43%) of the respondents are satisfied with existing reward system in our organisation. Most 46 (54%) of the respondents are satisfied with Freedom to express our opinion at the time of decision making in the organisation.Most 40 (47%) of the respondents are highly satisfied with degree of responsibility given by the organisation.Maximum 67 (79%) of the respondents are strongly agree with good working condition given by the organisation.Maximum 29 (35%) of the respondents are neutral with tactful discipline in the organisation.Maximum 26 (31%) of the respondents are strongly agree with full appreciation for work done in the organisation.Maximum 20 (24%) of the respondents are agree with management loyalty to workers in the organisation. Maximum 28 (33%) of the respondents are neutral with good wages given in the organisation.Maximum 23 (27%) of the respondents are agree with promotion and growth within the company.Maximum 21 (25%) of the respondents are neutral with sympathetic understanding at personal problem in the company. Maximum 31 (37%) of the respondents are agree with job security given by the organisation. Maximum 24 (28%) of the respondents are disagree with interest in work in the organisation. Maximum 32 (38%) of the respondents are agree with zeal in work place.Most 46 (54%) of the respondents are said motivated with the employee in the organisation.

## **CHI – SQUARE TEST**

The chi square test is an important test among the several tests of significance developed by satisfaction. Chi-square symbolically written  $\chi^2$  is a statistical measure used in the contexts of sampling analysis for comparing a variance to a theoretical variance. It can also be used to make comparison between theoretical population and actual data when categories are used. In this chapter satisfaction of users is analyzed. For that purpose the variables area of residence, age,

gender, monthly income are taken and compared with training and development, performance appraisal

**TABLE NO: 2**

**DEMOGRAPHIC PROFILE AND TRAINING AND DEVELOPMENT**

S.No	Variables	D.f	Calculated $\chi^2$ Value	Table value	Result
1	Age	6	18.86	12.59	Significant
2	Gender	2	2.407	5.99	No Significant
3	Monthly Income	6	12.65	12.59	Significant

The calculated value (18.86) is greater than the table value (12.59). Therefore conclude that there is a significant association between age of the respondents and their training and development. Hence, Null hypothesis is rejected. The calculated value (2.407) is less than the table value (5.99). Therefore conclude that there is a significant association between gender of the respondents and their training and development. Hence, Null hypothesis is accepted. The calculated value (12.65) is greater than the table value (12.59). Therefore conclude that there is a significant association between monthly Income of the respondents and their level of training and development. Hence, Null hypothesis is rejected.

**TABLE NO: 3**

**DEMOGRAPHIC PROFILE AND PERFORMANCE APPRAISAL**

S.No	Variables	D.f	Calculated $\chi^2$ Value	Table value	Result
1	Age	6	20.37	12.59	Significant
2	Gender	2	5.757	5.991	No Significant
3	Monthly Income	6	18.89	12.59	Significant

The calculated value (20.37) is greater than the table value (12.59). Therefore conclude that there is a significant association between age of the respondents and their Performance Appraisal. Hence, Null hypothesis is rejected. The calculated value (5.757) is less than the table value (5.99). Therefore conclude that there is a significant association between gender of the respondents and their Performance Appraisal. Hence, Null hypothesis is accepted. The calculated value (18.89) is greater than the table value (12.59). Therefore conclude that there is a significant association between Monthly income of the respondents and their Performance Appraisal. Hence, Null hypothesis is rejected.

**TABLE NO: 4**  
**DEMOGRAPHIC PROFILE AND MOTIVATION**

S.No	Variables	D.f	Calculated $\chi^2$ Value	Table value	Result
1	Age	6	15.86	12.59	Significant
2	Gender	2	2.779	5.991	No Significant

The calculated value (15.86) is greater than the table value (12.59). Therefore conclude that there is a significant association between age of the respondents and their motivation. Hence, Null hypothesis is rejected. The calculated value (2.779) is less than the table value (5.99). Therefore conclude that there is a significant association between gender of the respondents and their motivation. Hence, Null hypothesis is accepted.

## WEIGHTED AVERAGE RANK METHOD

**TABLE:5**  
**MANAGEMENT ACTIVITIES**

Rank	Weight	Grievance handling procedure		Communication system		Recruitment procedure		Training procedure		Stress management	
		No of respondents	score	No of respondents	score	No of respondents	score	No of respondents	score	No of respondents	score
I	5	62	310	5	25	7	35	4	20	6	30

II	4	11	44	42	168	25	100	4	16	2	8
III	3	4	12	24	72	30	90	18	54	8	24
IV	2	4	8	8	16	17	34	46	92	9	18
V	1	3	3	5	5	5	5	12	12	59	59
<b>Total</b>		<b>377</b>		<b>286</b>		<b>264</b>		<b>194</b>		<b>139</b>	
<b>Average</b>		<b>75.4</b>		<b>57.2</b>		<b>52.8</b>		<b>38.8</b>		<b>27.8</b>	
<b>RANK</b>		<b>I</b>		<b>II</b>		<b>III</b>		<b>IV</b>		<b>V</b>	

In this method the interesting to reading pages selected for ranking are Management Activities. The Classifications are Grievance handling Procedure, Communication system, Recruitment Procedure, Training Procedure and Stress Management.

From the above table out of 84 respondents rankings the 1<sup>st</sup> rank is given to Grievance handling Procedure, 2<sup>nd</sup> rank is given to Communication system, 3<sup>rd</sup> rank is given to Recruitment Procedure, 4<sup>th</sup> rank is given to Training Procedure and 5<sup>th</sup> rank is given to Stress management.

## SUMMARY OF FINDINGS

### Percentage Analysis

- Maximum 39(46%) of the respondents are belong to the age group between 36 – 45 years.
- Maximum 66 (79%) of the respondents are Male.
- Maximum 76(90%) of the respondents are graduate holders.
- Maximum 54(64%) of the respondents are yearly earn with Rs.10001 – 50,000.
- Maximum 68 (81%) of the respondents are married.
- Maximum 38(45%) of the respondents are living in rural area.
- Maximum 40 (48%) of the respondents are feel about the training program conducted by office hours.
- Maximum 30(36%) of the respondents are said consultants handled the training session.
- Maximum 30(36%) of the respondents are said Internship training method used in the organisation.

- Maximum 35 (42%) of the respondents are said quarterly conducted by the training in our organisation.
- Maximum 75 (89%) of the respondents are strongly agree with adequate training program given in the organisation.
- Maximum 36 (43%) of the respondents are agree with satisfaction of training programming in the organisation.
- Maximum 35 (42%) of the respondents are strongly agree with participate the training program given in the organisation.
- Maximum 27 (32%) of the respondents are neutral with superior clear my doubts during the training period given in the organisation.
- Maximum 22(26%) of the respondents are strongly agree with own views during the training program given in the organisation.
- Maximum 22 (26%) of the respondents are agree with trainer motivate the training program given in the organisation.
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- Maximum 24 (28%) of the respondents are agree with training is useful to directly in our work.
- Maximum 23 (27%) of the respondents are neutral with training period is sufficient to develop our skill.
- Maximum 33 (39%) of the respondents are gain fairly good knowledge about their job.
- Most 46 (55%) of the respondents are once a year conducting medical campus in our organisation.
- Maximum 32 (38%) of the respondents are purpose the performance appraisal system to improve the skill.
- Most 37(43%) of the respondents are satisfied with existing reward system in our organisation.

- Most 46 (54%) of the respondents are satisfied with Freedom to express our opinion at the time of decision making in the organisation.
- Most 40 (47%) of the respondents are highly satisfied with degree of responsibility given by the organisation.
- Maximum 67 (79%) of the respondents are strongly agree with good working condition given by the organisation.
- Maximum 29 (35%) of the respondents are neutral with tactful discipline in the organisation.
- Maximum 26 (31%) of the respondents are strongly agree with full appreciation for work done in the organisation.
- Maximum 20 (24%) of the respondents are agree with management loyalty to workers in the organisation.
- Maximum 28 (33%) of the respondents are neutral with good wages given in the organisation.
- Maximum 23 (27%) of the respondents are agree with promotion and growth within the company.
- Maximum 21 (25%) of the respondents are neutral with sympathetic understanding at personal problem in the company.
- Maximum 31 (37%) of the respondents are agree with job security given by the organisation.
- Maximum 24 (28%) of the respondents are disagree with interest in work in the organisation.
- Maximum 32 (38%) of the respondents are agree with zeal in work place.
- Most 46 (54%) of the respondents are said motivated with the employee in the organisation.

### **Chi-Square Test**

- \* The calculated value (18.86) is greater than the table value (12.59).Therefore conclude that there is a significant association between age of the respondents and their training and development. Hence, Null hypothesis is rejected.

- \* The calculated value (2.407) is less than the table value (5.99). Therefore conclude that there is a significant association between gender of the respondents and their training and development. Hence, Null hypothesis is accepted.
- \* The calculated value (12.65) is greater than the table value (12.59). Therefore conclude that there is a significant association between monthly Income of the respondents and their level of training and development. Hence, Null hypothesis is rejected.
- \* The calculated value (20.37) is greater than the table value (12.59). Therefore conclude that there is a significant association between age of the respondents and their Performance Appraisal. Hence, Null hypothesis is rejected.
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## **WEIGHTED AVERAGE**

Out of 84 respondents rankings the 1<sup>st</sup> rank is given to Grievance handling Procedure, 2<sup>nd</sup> rank is given to Communication system, 3<sup>rd</sup> rank is given to Recruitment Procedure, 4<sup>th</sup> rank is given to Training Procedure and 5<sup>th</sup> rank is given to Stress management.

## **SUGGESTIONS**

### **Performance Appraisal**

- The organization may take steps to communicate performance appraisal procedure in advance to employees.

- Performance appraisal may help the employee to identify developmental needs.
- Performance appraisal may help self motivation of employee to work better.
- Feedback regarding performance appraisal may be provided to employees to motivate them.
- The employees who have excellent performance should be used as a mentor for other employees who would motivate others to perform better.
- Partiality of treatment should be avoided at the time of rating.
- Organization may take steps to improve the present performance appraisal system.

### **Training and Development**

- There is need for a continuous program of training for every individual to work as a member of an effective team and activate the potential to achieve the corporation's goal.
- Increase training effectiveness to a greater extent improves high performance growth.
- Provide training highly to make better improvement in interpersonal relationship.
- Employees should try to take active part in the training programmes.
- Training by interacting with individual level is the right way to increase the performance.

### **Motivation**

- Motivation is one of the basic factors in employee working process. So a manager has to encourage employees and try to enhance motivational techniques to motivate them towards tasks.
- Attitude plays a vital role in the establishment of employee's character and their working process. So manager attitude should be friendly and unbiased with everyone. Similarly employees should behave in a proper manner. They should respect their manager to get the same response.
- Working habits made a great impact on employee working process. So employees should be allowed to select the way to working. They are not enforced by anybody; otherwise, there is a chance that it affects their working process.
- Technology is advancing day by day and it has been renowned that use of technology in employee working process has become an effective tool. So manager should use electronic media to communicate in better way. Technology helps employees to gain more knowledge and information.

## CONCLUSION

From the study it has been clear that most of the selected respondents degree of satisfaction is not high level with the current appraisal method hence, it is necessary to implement a suitable system of performance evaluation in the business and also applying of motivational mechanisms and paying attention to the motivation level of employees could result in employees' satisfaction of assessment and such satisfaction will by itself resulted in pleasing to the eye of work performance and effective commitment and employees' affinity to remain in the organization.

The importance of reward in the day-to-day performance of workers duties cannot be overemphasize, especially when it comes to being rewarded for a job done. It is a well-known fact that human performance of any sort is improved by increase in motivation. Going by the findings of this study, it can be easily inferred that workers reward package matters a lot and should be a concern of both the employer and employee. The results obtained from the hypotheses showed that workers place great value on the different rewards given to them by their employer. Hence, when these rewards are not given, workers tend to express their displeasure through poor performance and non-commitment to their job. It is therefore imperative for the organization to consider the needs and feelings of its work force and not just overlook them in order to safeguard industrial harmony, because “a happy worker they say is a productive worker”. Having stressed the importance of a good remuneration policy on the performance of workers and the different kinds of rewards that can influence workers to perform better on a job, this study can therefore be seen a call for employers sense of commitment to put in place appropriate incentive plan that will encourage workers to be more purposeful and improve their performance.

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