CHAPTER-6
FINDINGS, SUGGESTIONS AND RECOMMENDATIONS
FINDINGS

After going through the Change process adopted in BILT, Yamunanagar. I was much impressed to see the employee’s attitude towards change facilities. However, there is still a wide scope for Employee Benefits provided. The object of preparing this report is to know the various measures adopted by the organization regarding the change. The findings which come before us after study are given here under:

- Management of BILT is very much conscious about the change at various levels of the organization and has taken every step to provide more and more facilities to the employees. So we can say that most of the employees are quite satisfied.
- The better health and medical facilities provided to the employees. They provide various preventive, curative, promotional or rehabilitative health care services in a systematic way to the employees.
- It has been found that the company takes every step essential for safeguarding the employees. There are proper provisions for the proper disposal of wastes and effluents and arrangement of adequate temperature and ventilation in the factory premises.
- It has been observed that employers has provided ‘suitable and sufficient’ welfare facilities for the well-being of their employees while at work like Enough toilets and washbasins separate for male and female, Supply of hot and cold running water, rest facilities, proper refreshment etc.
- After implementing change in the organization, there is improvement in the skills of employees. More than 50% employees are giving excellent performance. There is improvement in terms of communication, computer/ technical literacy, managing
multiple priorities, leadership skills, multi-cultural awareness, problem solving, teamwork etc.

- Management of BILT is very much concerned about change taken place in the organization. They provide a good training environment to the employees so that employees are easily cope up with the change comes in the organization.

- It has been analyzed that due to change in the organizational structure, levels of management have been reduced which saves the time of employees and their problems have been solved on time.

- It has been focused that there is effective implementation of decision in the organization. Due to this change some kind of empowerment comes in the organization and most of the employees get the power to take their own decision.

- It has been found that 11% employees are not participating in implementing change. Most of the employees are come in the average category.

- After making change in the organization the performance of employees are excellent and management also satisfied with their performance. No one employee gives unsatisfied result.

- It has been found that satisfaction level of employer regarding change is excellent. Because they are very much satisfied with the employees performance. But some of the employees are come in the above average and average category.

- It has been analyzed that impact of change on employer performance is not so good and not so bad. Most of the employees are come in above average category. And some of the employer are comes in below average.
In this study there is increase in productivity of employees after change. Employers are strongly satisfied with the productivity.

After implementing change in the organization there is increase in the profitability. Due to increase in profitability organization expand their business easily.

Relations of employer and employee are very cordial and we were told that there is not even a single incident when employees have to go on strike for providing them some particular facility. It shows that both employees and employers have a common understanding between them and work in harmony for the achievement of organizational objectives.

It has been found that there is increase in the quality of product after making change in the organization. Now management is fully satisfied with the quality.

It has been analyzed that there is reduction in the wastage of material. There is a procedure implemented in which waste material is reused in the new product made by the organization.

It has been analyzed that top level is very much involved in the change process. So that employees don’t feel resistance of change even they actively participating in implementing the change which is beneficial for both employees as well as organization. So we conclude that there is improvement in the organization like profit, productivity and cost.
CONCLUSION

This study was done to analyze the impact of organizational change on employee’s performance. The study was basically covering a specific area i.e., Ballarpur Industries Limited. The study revealed that the employees have been much satisfied with the facility provided by the organization. Employees have a cordial relationship with the supervisors and peers. And employees also have a good supporting environment at their workplace. Organization provides high quality training because it increases the performance level of employees. Employees of BILT are fully satisfied with the health and safety measures relating to the change. In Ballarpur Industries, a clean and healthy environment is provided for reducing the absenteeism. Employees are active resources, because they have feelings. So, it is necessary that they always get work-satisfaction. According to the study, when we study it is definitely going to create that the employees are the important aspect of every organization and should get special importance as they require. So, it is necessary to satisfy them.
RECOMMENDATIONS

From the above findings, there are some suggestions which can be used during analytical study on employee’s performance. It would help in applying the change in the organization and also help in providing a good working environment to the employees.

- Employees are more aware about their health. So it is necessary that organization should provide better safety and medical facility to the employees.
- Employees are active resources in every organization. So that employees should be satisfied regarding their facilities.
- Organization should also provide infrastructure facility to the low level employees because they are also a part of organization.
- Better working environment should be provided to the employees so that all employees are satisfied with their work.
- Working condition should be better provided to the employees because most of the employees want change in the working condition.
- Training should be compulsory for every employee so that employees easily cope up with the changes.
- If there is any change comes in the organization, it should be properly and timely communicated to all the employees.
- There should be involvement of various level of employees in the change process, so that everyone should easily accept the change.
- Employees are always being an active part of the organization when they must get supporting environment within the organization.