CHAPTER - V

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INTRODUCTION

The present study was undertaken in Salem steel plant. In this chapter the researches have presented the various findings based on the analysis of the study. The researches have also given suitable suggestion for best management practice in the Salem steel plant.

FINDINGS

The following are the major findings of the study are presented.

➢ The sample techniques were adapted to find out the HRM practices of in SSP. It is found that 212 (98.15%) of non executive category the recruited through the employment exchange and 31 (96.88) of executive category one recruited through direct recruitment of SAIL.

➢ It is also found that 99.54% respondents from non — executive category expressed that the were selected after written test and interview. 96.87% of the respondents from executive category expressed that they were selected after written test, group discussion and interview.

➢ It is also found that 161 (74.54%) of non — executive category and 28 (87.50%) executive category stated that the recruitment and selection
process of SSP as neutral and 18 (8.33%) non-executive cadre, 4 (12.5%) executive cadre reported as dissatisfied, 33 (15.28) of non-executive expressed that they were highly dissatisfied.

- It is found that 96.88% of executive expressed that they felt good about that training programme of steel plant. 73.61% of the respondents in non-executive category expressed that they felt good about the training programme given by SSP. 21.76% of non-executive expressed that they felt in of bad. Only 4.63% of non-executive and 3.12% of executive category felt excellent about the training.

- It is found that 90 (41.67%) respondents of non-executive category and 20 (62.50%) executive category were satisfied with performance appraisal system followed by the organization.

- On the whole, 67.13% of respondents in non-executive category were satisfied with the promotion in SSP. 24.07% of the respondents in non-executive category 15.62% of respondents to executive category expressed that they were neither dissatisfied nor satisfied about the promotion in SSP.

- It is found that 89.81% of respondents in non-executive category, 90.63% of respondents in executive category expressed that they were satisfied with the salary and incentives given by SSP. 4.63% of non-
6.25% of executive category expressed that they were neither dissatisfied nor satisfied about the salary, incentives etc, they were getting.

- It is found that 93.52% of the respondents in non-executive category, 93.75% of the executive categories were accepted that they were communicated by their superior.

- It could be deduced that 86.11 of the non-executive category, 62.50% of the executive category expressed that they did not have career development opportunity to SSP.

- It is found that 93.99% of respondents to non-executive 93.75% of the respondents in executive category were expressed that they were satisfied with the welfare facilities provided by SSP.

- It is inferred that 81.94% of respondents of non-executive, 87.50% respondents in executive category were satisfied with the working conditions and facilities provided by the SSP.

- On the whole, 96.30% of the respondents in non-executive category accepted that they have smooth relationship with their superiors. 100% respondents belonging to executive category expressed that they have smooth relationship with their superiors.
CHI - SQUARE ANALYSIS

➢ It is found from the analysis that middle age group have the maximum level of satisfaction than the young and old age group. The chi-square analysis proved that this is a close association between the age of respondents and their level of satisfaction towards the HRM practices at SSP.

➢ It is found from the analysis that 'married' category respondents have the maximum level of satisfaction than the unmarried respondents. The chi-square analysis proved that there is no close relationship between marital status of respondents and their level of satisfaction.

➢ It is found from the analysis with the respect to educational qualification of the respondents. The diploma holders and the Revel of satisfaction of the HRM have the maximum level of satisfaction than the school level education and Graduate and post-Graduate category. The chi-square analysis proved that there is a close relationship between educational qualification and their level of satisfaction perceived on HRM practices practiced in SSP.

➢ A respondent working in the department was also studied and was found that the respondents who are working in CRM section have perceived the
maximum level of satisfaction than the employees working in CRM section. The chi-square test proved that there is a close relationship between employees working in section and their level of satisfaction on HRM.

➢ It is found from the analysis that the respondents above 20 years experience having higher level of satisfaction and the same was the lowest among the respondents having below 10 years experience. The chi-square test too highlights that there is close relationship between respondents experience and their level of satisfaction on HRM.

➢ It is found from the analysis of the study that the respondent have awareness on HRM practices practiced in SSP. The chi-square analysis proved that the respondents have an awareness on HRM policies.

MULTI - DISCRIMINATE FUNCTION ANALYSIS

The variables viz., recruitment, selection, welfare facility, training, effectiveness, classification of employees, age, marital status, education, department, experience and awareness on HRM. Among these variables except training facilities and effectiveness of training and marital status among all other variables shows significant result. All the variables are significant discriminate based on their walk lambda and $D^2$ value. The canonical correlation is 0.858, when squared is 0.722, that is 72% the variance in the
discriminate group and chi-square value (320.95) suggest that discriminate function is significant at 1% level.

**FACTOR ANALYSIS**

Factor analysis was employed by selecting six factors. It is found from the factor analysis that among the different component selected and analyzed, each component offered different output for these six factors show high co-efficient which needs high level of satisfaction with the employees in Salem steel plant.

**MULTIPLE REGRESSION ANALYSIS**

Multiple Regression Analysis is used to explain the variation over the variables on Salem steel plant. For this purpose eight of independent variables were selected to ascertain the relationship of them with the dependent namely the level of satisfaction of the employees. Multiple regression analysis used for this purpose and the results highlight that eight independent variables shows significant association with the dependent variable they are designation, age, marital status, education, department, experience and awareness of HRM.
SUGGESTION

- In to-day’s highly complex and competitive situation, choice of right personal has far-reaching implication for an organization’s functioning. Employee well selected and well placed would contribute to the efficient running of the organization. In the Salem steel plant has to adopt planned and uniform procedure for selection in the executive and non-executive employee for the organization.

- Performance appraised was considered a development technique in the hands of managers aimed at calling alternation to a subordinate to improve their activity. In that the Salem steel plant should make awareness in the minds of employees about the performance appraised system.

- Training constitute a significant step in the reduction of the individual in to the company’s way of life. Training is essential for the employee’s when there is change in the production process or when the employee’s are deputed for new assignment for survived of the organization. In order to avoid monetary and make the employees to participate in the training with real, they have to identify various ways to conduct training effectively. In that the Salem steel plant has
think to give training to their employee to match to the present waking conditions.

- Production is the upward reassignment of an individual in an organization's hierarchy, accompanied by increased responsibilities, enhanced status and usually with increased income. In the Salem steel plant to take care and offered promotion to the well performed and experienced employees while promoting the employee the education and their experience should be consider for promotion.

- Welfare in Indian industry implies the provision of medical, education, housing, recreation, transportation and counseling. In that, the Salem steel plant to take efforts to provide transport facilities to the staff members and their departments.

- Employees reward and recognition programme are one of the method in motivating employees to change work habits and key behaviors to benefit organization as a whole. Hence the Salem steel plant must look for ways to reward and award to the employees in the organization.

- Career planning and development is the responsibility of the HR department of the organization. Career planning ensured that goals of individual and organizations are in synergy. It implies the individual
becomes aware of this capabilities and opportunities within the organization, he chooses to develop himself in a direction that improves his chances of being able to handle new responsibility. This carrier planning and development are not being maintained on the Salem steel plant. Hence the efforts should be taken to firm career planning is development in steel plant.

- The management should create awareness on handling the safety measures in the respective development.

- Workers participation in various managerial and executive committees for discussing the organizational development. The SSP should imitate to induct the people in the discussion making process.

- Cordial relationship shall ensure high morale and loyalty to maintain smooth relationship between the superior and subordinate in the Salem steel plant. In that management of steel plant should make effective steps for better functional relationship employers, employees and superior in the organization.
CONCLUSION

Human resources management function to day is much integrated and strategically involved. The most important task of the human resources department is to make sure that the people working in the organisation

(1) feel happy
(2) are in the right job
(3) get the opportunity to upgrade their skills when necessary.

The HRM practices like HRM policies, recruitment, selection, training, performance appraisal, promotion, compensation, and rewards, workers participation, industrial relations are important aspects which are known by the employee’s response and analysis of the available information. The employees have close association with the HRM practices practiced by the Salem steel plant. The employees understand the HRM policy of the Salem steel plant.

Need for HR practices are changing rapidly in the 21st century a new context emerges from rapid political, technological, market and demographical changes. The challenge for both general managers and HR leaders is to build capabilities that ensure the successful execution of Human Resources Management strategy. The next generation managers, HR professionals will need to think in new ways and lead their organisation with confidence.