Chapter – V

SUMMARY AND CONCLUSIONS

The research study has revealed some significant findings and conclusions. Based on the research findings a few useful suggestions have been offered. A summary of findings, conclusions and suggestions have been provided in this chapter.

5. 1-FINDINGS

- The Field work shows that all the 100% managers are having education of P. G Degree, and 84 % of executives are up. G and 50% of operators are having P. G Degree.
- The Field work shows that 80% of the employees are Hindus and 10% are Muslim and 5% are Christian 5% are others.
- As per the Field work report 75% of the pharmaceutical employees are married.
- The Field work Report shows that 20% of the employees are from admin department, 50% are from production Department, 10% are from Q. A and 5% is from Q. A and 15% from other Departments.
- The Field work Report shows that 50% of the employees are from lingayath community, 10% are Brahmin, 19 from SC and 11% from ST 9% are from O others.
- The Field work Report shows that 99% of the managers are reporting to General Manager, 955 of the executives are reporting to Departmental Managers, 100% of the operators are reporting to supervisors.
- The Field work Report shows that 90% of the employees rate their company culture is good.
• The Field work Report shows that 55% of the employees are having 5-10 Lucas emolument, and 40% of the employees are having 2-5 lakes and 5% of the employees are having above 10 less.
• The Field work Report shows that 25% of the employees are having 0-3 years of Experience, and 60% of the employees are having 4-10 years of experience, and 15% of the employees are above 10 years.
• The Field work Report shows that 55% of employees are staff level, and 20% of the employees are from middle management level and 25% are from junior management level.
• The Field work Report shows that 60% the recruitment sourcing will be done through job portal, 25% will be done through employee references, 15% will be done through other sources like recruitment firm and all.
• Field work Report 55% of the employees say that in recruitment they will be having 3-5 rounds of Interview.
• Field works Report 65% of the employees say that their company recruitment culture or policy is good.
• Field work Report 90% of the employees say that their company timing is convenient.
• Field work Report 99% of the employees say that proper work environment will increase their performance and productivity.
• Field work Report 90% of the employees say that personal protective equipments are very helpful to protect employees from the internal accidents.
• Field work Report 95% of the employees respond that safety training is very much necessary in pharmaceutical organization.
• Field work Report 60% of the employees say that pharmaceutical employees has improved Standard of living, better food and clothing,
employment of family members, modern home application use of cooking gas, refrigerator, telephone, TV, fan etc.

- Field work Report 80% of the employees say that Management is taking interest in social activities like education, women empowerment, child welfare, cultural activities etc.
5. 2-Research Findings and Hypotheses

The hypotheses assumed prior to the field investigation have been examined here in the light of research findings based on the survey in the study area.

❖ Hypothesis No – 1

Field work Report shows that 90% of the employees responded that employee culture and behavior is directly related to the productivity of pharmaceutical companies, so it made me to accept the null hypothesis and reject the alternative hypothesis.

❖ Hypothesis-2

Field work Report shows that Retention of employees in pharmaceutical industries of Bangalore 90% of the employee’s opinion is that there is a positive, relationship between retention strategies with productivity. But it has been observed that 450 employees agreed that, there is a positive relationship \([P_i \leq 0.05; 3.4; ALPA: 0.05]\) between employee retention strategies and organization

5. 3-Limitations of the study Area

The Observations and Findings may not be generalized because of limited sample size and time constraint.

In summary, field work findings made me to accept working environment and our culture of employee is very much related to employee behavior to perform well in the organization. Work culture strongly related to organizational productivity in the rapidly changing management scenario, Anthropology has an important role in managing HR. And another thing is that H, R is a highly productive corporate asset to manage employee working culture and behavior in
the pharmaceutical industries. Field work findings made us to accept two alternative hypotheses and reject the null hypothesis. However, the research is warranted to consider, more individual factors such as, behavior, attitude, culture, work culture, etc., alone or in combination with each other in the midst of more sociological, behavioral intricacies and their role in organizational culture and productivity. In summary, field work findings made us to accept alternative hypotheses and reject the null hypothesis. However, the research is open to consider, more individual factors, such as turnover, employee attitude, culture, work environment, etc., alone origin combination with each other in the midst of more strategic to retain the employees along with the best productivity, that new retention tools could be adopted. Today when companies recruit people they often focus attracting precisely those people who will be the most difficult to retain. Though attrition cannot be completely eradicated but it can be reduced to drastic levels by being innovative. Companies the" days are emphasizing not only on physical emotional benefits also. They have to develop new ideas to touch the emotions of their employees make them loyal towards their organizations. Companies involved in designing strategies such napping, internal job posting, flexitime and all. This study of retention identifies a range of factors that have been shown to be consistently linked to turnover. These include organizational commitment, job satisfaction, alternative opportunities and intentions to quit. Evidence on the role of pay is still somewhat inconclusive, although keeping pay in line with market rates is certainly critical to retaining staff. Apart from age and tenure, personal characteristics of employers appear to have little relationship to turn over. While these factors can help employers understand the general nature of turnover and its likely causes, the retention strategies adopted within industries and organizations tend to cover a unique mix of measures and approaches specifically targeted at the particular problem they face. Understanding the problem is key to devising an effective retention strategy. Access to both quantitative and qualitative data is necessary for
understanding levels of turnover across occupations, sites and for particular groups of employees as well as for identifying the underlying causes of turnover. Further investigation of turnover in the meat processing industry could include an examination of turnover data to establish whether turnover is uniformly high across the industry or whether there are differences between establishments in the same local labor market. The collation of qualitative data through employee surveys either at industry level or within particular establishments may be useful for identifying sources of dissatisfaction, intentions to leave, and any underlying causes of turnover.