CHAPTER V
SUMMARY OF FINDINGS,
SUGGESTIONS AND
CONCLUSION
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On the basis of the above analysis, the following findings, suggestions and conclusion are offered.

FINDINGS

➢ The table 4.1 reveals about the recruitment and selection process in Sakthi Sugars Limited. It is clear that 17% of the respondents are highly satisfied, 44% of the respondents indicated satisfied. Another 23% of the respondents are indicated as undecided and rest 4% of the highly satisfied and 12% of the respondents are dissatisfied. Hence, majority of the respondents (44%) are satisfied towards recruitment and selection process in Sakthi Sugars Limited.

➢ The table 4.2 shows the perception about the training in Sakthi Sugars Limited. It is clear that 36% of the respondents are highly satisfied, 24% of the respondents are indicated satisfied. 19% and 4% of the respondents are highly dissatisfied and dissatisfied respectively regarding the training in Sakthi Sugars Limited. Nearly 36% of the respondents are highly satisfied regarding training process.
The table 4.3 exhibits the training methods in Sakthi Sugars Limited. It is clear that 21% of the respondents are highly satisfied. 28% of the employees indicated satisfied. Another 35% respondents are indicated undecided. 12% and 4% of the respondents are highly dissatisfied and dissatisfied respectively regarding the training methods in Sakthi Sugars Limited. Majority of the respondents (35%) are undecided regarding the training methods in Sakthi Sugars Limited.

The table 4.4 explains the perception about salary in Sakthi Sugars Limited. It is notable that 27% and 32% of respondents expressed highly satisfied and satisfied. 17% of employees are undecided, 13% and 11% of the respondents are highly dissatisfied and dissatisfied regarding the salary. Hence, majority of the respondents (32%) are satisfied towards in Sakthi Sugars Limited.

The 4.5 table highlights the perception about the fringe benefits in Sakthi Sugars Limited. It is clear that 8% and 28% of the respondents expressed highly satisfied and satisfied. 33% of employees are undecided, 27% and 4% of the respondents are highly dissatisfied and dissatisfied the fringe benefits. Nearly 36% of the respondents are highly satisfied and satisfied regarding fringe benefits in Sakthi Sugars Limited.
The table 4.6 indicates about the promotion policy in Sakthi Sugars Limited. It is clear that 16% and 17% respondents expressed highly satisfied and satisfied, 24% of the respondents are indicated as undecided and rest 43% of the respondents are highly dissatisfied. Nearly 33% of the respondents are highly satisfied and satisfied regarding promotion policy in Sakthi Sugars Limited.

The table 4.7 indicates about transfer policy in Sakthi Sugars Limited. It is clear that 20% and 20% the respondents expressed highly satisfied and satisfied and rest 48% and 12% of the respondents are highly dissatisfied and dissatisfied regarding the transfer policy. Nearly 20% of the respondents are high satisfied about the transfer policy adopted by Sakthi Sugars Limited.

The table 4.8 portrays about the grievance procedure in Sakthi Sugars Limited. It is clear that 33% and 23% of the respondents expressed highly satisfied and satisfied, 7% of the employees are undecided, 25% and 12% of the respondents are highly dissatisfied and dissatisfied regarding the grievance procedure. Nearly 37% of the respondents are highly dissatisfied and dissatisfied regarding grievance procedure in Sakthi Sugars Limited.
The table 4.9 indicates about the individual development in Sakthi Sugars Limited. It is clear 30% and 22% of the respondents expressed highly satisfied and satisfied. 31% of the employees are undecided, 9% and 8% of the respondents are highly dissatisfied and dissatisfied regarding the individual development. Nearly 30% of the respondents are highly satisfied regarding individual development in Sakthi Sugars Limited.

The table 4.10 deals with the performance appraisal in Sakthi Sugars Limited. It is clear that 28% and 21% of the respondents expressed highly satisfied and satisfied. 19% of the employees are undecided, 16% and 16% of the respondents are highly dissatisfied and dissatisfied regarding the performance appraisal. Hence, majority of the respondents (28%) are highly satisfied towards the performance appraisal in Sakthi Sugars Limited.

The table 4.11 portrays about the welfare and security measures in Sakthi Sugars Limited. It is clear that 28% and 29% of the respondents expressed highly satisfied and satisfied. 25% of the employees are undecided, 12% and 7% of the respondents are highly dissatisfied and dissatisfied regarding the welfare and security measures. Nearly 57% of the respondents are highly satisfied and satisfied towards welfare and security measures in Sakthi Sugars Limited.
The table 4.12 indicates about the service rules in Sakthi Sugars Limited. It is clear that 28% and 16% of the respondents expressed highly satisfied and satisfied, 28% of the employees are undecided, 16% and 12% of the respondents are highly dissatisfied and dissatisfied regarding the service rules. Nearly, 28% of the respondents are highly satisfied regarding the satisfied rules in Sakthi Sugars Limited.

The table 4.13 explained about the superior-subordinate relations in Sakthi Sugars Limited. It is clear that 41% and 15% of the respondents expressed highly satisfied and satisfied, 16% of the employee are undecided, 15% and 12% of the respondents are highly dissatisfied and dissatisfied regarding the superior-subordinate relations. Nearly, 56% of the respondents are satisfied regarding the superior-subordinate relations in Sakthi Sugars Limited.

The table 4.14 indicates about the disciplinary procedure in Sakthi Sugars Limited. It is clear that 24% and 20% of the respondents expressed highly satisfied and satisfied, 23% of the employees are undecided, 21% and 12% of the respondents are highly dissatisfied regarding the disciplinary procedure. Nearly 24% of the respondents are satisfied the disciplinary procedure in Sakthi Sugars Limited.
The table 4.15 deals with the welfare measures in Sakthi Sugars Limited. It is clear that 24% and 28% of the respondents expressed highly satisfied and satisfied, 15% of the employees are undecided 9% and 24% of the respondents are highly dissatisfied and dissatisfied regarding the welfare measures. Nearly 33% of the respondents are highly dissatisfied and dissatisfied regarding the welfare measures in Sakthi Sugars Limited.

The table 4.16 indicates about the training and development facilities in Sakthi Sugars Limited. It is clear that 21% and 24% of the respondents expressed highly satisfied and satisfied, 27% of the employees are undecided, 11% and 17% of the respondents are highly dissatisfied and dissatisfied. Nearly majority of the respondents 45% are highly satisfied and satisfied towards training and development facilities in Sakthi Sugars Limited.

The table 4.17 indicates about the machineries for settlement of disputes in Sakthi Sugars Limited. It is clear that 8% and 20% of the respondents expressed highly satisfied and satisfied, 25% of the employees are undecided, 20% and 27% of the respondents are highly dissatisfied and dissatisfied regarding machineries for settlement of disputes. Nearly 27% of the respondents are highly satisfied and satisfied regarding machineries for settlement of disputes in Sakthi Sugars Limited.
The table 4.18 indicates about the trade unions performance in Sakthi Sugars Limited. It is clear that 24% and 5% of the respondents expressed highly satisfied and satisfied, 15% of the employees are undecided, 35% and 21% of the respondents are highly dissatisfied and dissatisfied regarding the trade union performance. Nearly 56% of the respondents are highly dissatisfied and dissatisfied regarding the trade union performance in Sakthi Sugars Limited.

The table 4.19 reveals about the workers participation in Sakthi Sugars Limited. It is clear that 13% and 28% of the respondents highly satisfied and satisfied, 8% of the employees are undecided, 13% and 38% of the respondents are highly dissatisfied and dissatisfied regarding workers participation. Hence, majority of the respondents 41% are highly satisfied and satisfied towards the workers participation in Sakthi Sugars Limited.

The table 4.20 indicates the job violation method in Sakthi Sugars Limited. It is clear that 24% and 32% of the respondents expressed highly satisfied and satisfied, another 12% of the respondents are indicated undecided. 12% of the respondents are highly dissatisfied and 20% of the respondents are dissatisfied regarding the job rotation method. Hence, majority of the respondents 24% are highly satisfied towards job rotation method in Sakthi Sugars Limited.
The table 4.21 exhibits the perception regarding the employees job satisfied in Sakthi Sugars Limited. It is clear that 20% and 23% of the respondents expressed highly satisfied and satisfied, 41% of employees are undecided, 11% and 5% of the respondents are highly dissatisfied and dissatisfied. Almost 20% of the respondents are highly satisfied regarding employees job satisfaction in Sakthi Sugars Limited.

The table 4.22 portrays about the introduction of computers in Sakthi Sugars Limited. It is clear that 25% and 27% of the respondents expressed highly satisfied and satisfied, 28% of the employees are undecided, 12% and 8% of the respondents are highly dissatisfied and dissatisfied. Nearly 52% of the respondents are highly satisfied and satisfied regarding introduction of computers in Sakthi Sugars Limited.

Since the $\chi^2$ calculated value is less than the $\chi^2$ table value. So we accept the hypothesis. There is No Significance difference between the two variables of observed values and expected values.

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SUGGESTIONS

Based on the findings the researcher like to bring some of the valuable suggestions to the Sakthi Sugars Limited.

➢ The management should take necessary steps to increase the fringe benefits provided to the employees.

➢ The management should ensure that effective training methods to be followed at all levels.

➢ A little improvement can be made in respect of workers participation in management.

➢ The management should take effective steps to ensure job rotation at periodical intervals.

➢ The management most ensure smooth and peaceful relationship between the employer and employee.

➢ The management should arrange tour facilities for the workers once in a year in order to increase their job satisfaction.

➢ The management can take measures to provide awards and rewards to the employees who perform well. It well motivate the workers and increase their productivity.
Company showed provide sufficient safety and first and applications to the workers, which well avoid the injury of the workers and payment of compensation.

The company can provide sufficient transportation especially during the right shifts.

CONCLUSION

The management should consider all the suggestions or a few of them to implement in order to improve the performance of the study unit.