CHAPTER - V

SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION
CHAPTER – V

5.1 Findings of the study

5.2 Suggestions

5.3 Conclusion
This chapter deals with findings and various suggestions for improving the motivational factors in the SSP.

After the study through analysis and interpretation of data, the Researcher gives the following findings and suggestions.

5.1 FINDINGS OF THE STUDY

A. Financial Incentives:

1. SSP was established as a public sector undertaking owned by the Central Government on 13th June 1972.

2. Scale of pay for employees of executives and non-executives fixed by the SSP is sufficient and satisfactory.

3. Rewards for acquiring higher qualification of the employees given by SSP are sufficient both for executives and non-executives.

4. Awards for punctuality, effective performance, safety, housekeeping, continuous service, good work of individuals and games are given both to executive and non-executive cadre of employees.

5. Jawahar awards for two executives are given.

6. Nehru awards are available only for non-managerial employee which is awarded on 15th August every year.

7. Ambedkar Awards are given to SC / ST non-executive employees.

8. Good work Done Award Worth Rs.500/- or in kind is given to all eligible employees.
9. Special Awards Worth Rs.1500 are given for establishing outstanding records in production and for quality improvement.

10. Departmental Awards are given for proper safety measures and house keeping.

B. Non-Financial Incentives:

11. All Employees are promoted based on both seniority and merit.

12. Non-executive employees are promoted according to their performance.

13. In case of within cluster promotion, 4 ½ years of service in a particular cadre is essential.

14. In case of between cluster promotions, 3 years of service in one cadre is eligible.

15. Employees having qualification between 8th Std. and Matriculation are promoted within 5 years.

16. There is no regular promotion scheme for employees having educational qualifications below Matriculation.

17. Employees who are being promoted will be placed on probation for a period of 6 months.

18. Performance appraisal is made for executives once in a year.

19. Necessary training is given to a newly appointed employees and promoted employees working in SSP.
20. Appropriate training methods are adopted for improving the employee's efficiency in SSP.

21. The SSP executives and non-executives are being sent for training in abroad.

22. Effective workers participation scheme is followed by the SSP. With regard to this Productivity Committee such as, Apex Committee, Shop Floor Committee are formed. Besides, Safety Committee, Health Committee and Welfare and Education Committee are also formed.

23. Quality circle having the optimum member of 7 working in the same work area formed to solve problems in the work area.

24. Effective suggestion scheme is followed by SSP.

25. Both statutory and non-statutory welfare measures are provided adequately by the SSP.

26. Canteen, Transport, Medical Benefits, Employees Retirement Fund, Sports and Recreation Club etc. are provided by SSP sufficiently.

27. An immediate and effective employee Grievance Redressal System is followed by the SSP.

28. An effective motivational factors are available in SSP, so there is an increased efficiency of individual and group of employees and thereby to overall increase in the productivity of the SSP.
29. **Null Hypothesis-1** It shows that existing scale of pay/wage amount is satisfied by the majority of employees in SSP.

30. **Null Hypothesis-2** It shows that existing incentive systems followed by SSP are satisfied by the majority of employees in SSP.

31. **Null Hypothesis-3** It shows that existing promotion policy is satisfied by the majority of employees in SSP.

32. **Alternative Hypothesis-4** It shows that training facility provided by the SSP is satisfactory.

33. **Null Hypothesis-5** It shows that employees counselling scheme is satisfied by the majority of employees in SSP.

34. **Alternative Hypothesis-6** It shows that statutory welfare measures provided by SSP is satisfactory.

35. **Null Hypothesis-7** It shows that the non-statutory welfare facilities provided by SSP are satisfied by the majority of employees in SSP.

36. **Null Hypothesis-8** It shows that the majority of employees in SSP are satisfied the Grievance Redressal Procedure.
5.2 SUGGESTIONS

The following suggestions are given for improving motivational factors in the SSP.

1. Like Jawahar Award, amount of Nehru Award may be increased from Rs.2500 to Rs.5000/-.

2. Amount of Ambedkar Award to SC/ST non-executive employees may also be increased from Rs.1500 to Rs.3000/-.

3. Amount of Special Award for establishing outstanding records should be increased from Rs.1500/- to Rs.5000/-.

4. Due consideration is given to the seniority for the promotion of employees rather than merit rating.

5. Regular promotion scheme should be implemented for the workers having the below matriculation qualification.

6. Like executive employees, low-level employees in the SSP should be sent for training in abroad.

7. Suggestion scheme should be extended not only to top-level employees but also to low level employees in the SSP.

8. Like other Committees, Canteen Maintenance Committee should be formed to ensure hygienic condition in the Canteen of SSP.
5.3 CONCLUSION

In SSP the motivational factors are available sufficiently. Opportunity for employees promotion and welfare facilities are given adequately by the SSP. Effective incentive schemes, awards, suggestion schemes, workers participation schemes etc. are available adequately in the SSP. So, SSP provides both financial and non-financial incentives sufficiently to motivate the employees effectively. All motivational factors are available in SSP. So, there is an increased efficiency of individual and group of employees and thereby to overall increase in the productivity of the SSP.