SUGGESTIONS

The findings from both the primary research and secondary research support the existence of opportunities on account of Public Sector Enterprises. It also reveals the presence of challenges and the scope for improvement in an organisation. Hence the suggestions are focused towards addressing the same.

1. The study revealed 40.6% of employees are competent employees. In order to attain 100% competence among the employee the organization should give various trainings and soft skill development of the employee.

2. The study suggests the superior should build a good relationship with the employees to make them work effectively in groups. And the organization should provide necessary facilities to the employees for a better working atmosphere. And most importantly the superior make the employees to know their nature of work and expectation of co-workers.

3. It suggests that the managers should recognize that younger workers are part of a new generation that has new expectations from their workplace. Unlike previous generations of workers who migrated between rural and urban areas and worked in factories with the primary goal of sending their earnings home, the new generation is more concerned with career choices, gaining experience and learning skills. These younger workers tend to be more autonomous and confident.

4. It suggests that female workers typically face challenges throughout their working environment, some of them linked to limited formal education. Women generally have less education than men, and migrant women have less education than urban women, which typically translates into lower wages and job positions.
5. The employee should be encouraged by HR personnel in the working environment to have the core competencies to improve the congenial work atmosphere and smooth interpersonal relationships.

6. Management should encourage the employees with independent approach and willingness of learning organization, leads to the job satisfaction involvement and responsibility. However, accountability and responsibility have been assigned to each and every employee. These developments have given a professional shape to public sector management over the years.

7. The management should concrete the importance of relatedness in the working environment and it leads to improve organizational learning, knowledge management and interpersonal relationship.

8. The organization should ensure systematic performance assessments and perceived fairness is a part of career development and to ensure further retention of talented employees.

9. The management expects optimism from their employee, the organization should concrete, best management practices. Such as always give credit where credit is due among the employee sharing of corporate success from the day before with everyone, engage employees by sharing expertise, but in a way that makes them want to do a better job, and help employees understand that they are part of something bigger than themselves.

10. The study revealed high levels of cooperation, team working and higher educational levels of team members have to be practiced in every organization it leads to a full dynamism among the employees.

11. The employee should be encouraged by the supervisor in the working environment to have skilled employees in an organization to improve the developments relates to
satisfaction of employees with their job and lower recruiting cost is making our organization more productive.

12. The study suggests to ensure make all the employees of an organization should rational employees. In this context, the organization should responsible for each employee freely and knowingly agrees to accept the formal authority. Employees have a moral responsibility to provide the employees with pay and benefits they have promised. (Including fair work conditions.)

13. It suggests that the organization should concentrate the high potential employees earn the opportunity for advancement. They sustain their momentum and high potential designation by holding themselves accountable as much as their leaders as they work toward their career goals.

14. The organization should arrange the employee growth orientation, as one of the important talent management best practices is becoming increasingly vital to business strategy and execution.

15. It suggests that the managers should recognize that younger workers are part of a new generation that has new expectations from their workplace. Unlike previous generations of workers who migrated between rural and urban areas and worked in factories with the primary goal of sending their earnings home, the new generation is more concerned with career choices, gaining experience and learning skills. These younger workers tend to be more autonomous and confident.

16. It suggests that whenever managers use performance measures to evaluate, control, budget, motivate, promote, celebrate, or learn, they do so only because the activities they believe or hope will help to improve the individual benefit of the organization.

17. The manager should promote the organizational policies oriented to help employees meet their needs, generating high freedom and responsibility to develop their work.
This promotes an “approach motivation” toward targets and feelings of affective affiliation to the organization, all elements that are necessary to success and organizational efficacy.