Chapter – 5
Analysis of data

5.1. Analysis of Gazzeted officers / Executives Questionnaire (Graphical Representation)

The opinion of the gazetted Officers / Executives is obtained based on the questionnaire as mentioned in 1.8- Research methodology in chapter –I. The questionnaire is attached in the Appendix.

The following is the analysis on the basis of questionnaire. The analysis is presented using diagrammatic presentation for each question separately.

The first question asked was:-

5.1.1. I know about my organizational goal

Figure: 5.1.1.Organizational goal.

i. Good percentage of the employees of NSL PL i.e., 50 percent agree that they know about their organization goals.

ii. 27 percent of the employees in NSL PL strongly agree with this statement. Strongly agree percentage is less when compared to agree.

iii. But in APCPDCL it is quite opposite i.e., good percentage of the employees i.e., 30 percent disagree and 29 percent strongly disagree with knowing about their organization goals.

iv. The strongly disagree percentage is less when compared to disagree in APCPDCL.
5.1.2. I am working Sincerely for the achievement of my organizational goal.

Figure: 5.1.2. Achievement of organizational goal.

i. Good percentage of the employees in NSL PL i.e., 49 percent agree that they work sincerely for the achievement of their organizational goals.

ii. 22 percent of the employees in NSL PL strongly agree with this statement. Strongly agree percentage is less when compared to agree i.e., strongly agree percentage is approximately half of the agree percentage.

iii. Whereas in APCPDCL more than 57 percent of the employees expressed their dissatisfaction towards the work allotted to them and they are not able to relate their work with the Organizational goals. Out of 57 percent 18 percent strongly disagree and 39 percent disagree with this statement.

iv. It can be observed that in APCPDCL disagreement level is more for this statement question at the same time in NSLPL the agreement level is more.
5.1.3. My organization has a good hierarchal structure.

Figure: 5.1.3 Hierarchal structure.

i. From the above figure 5.1.3 it can be observed that very good percentage i.e., more than 55 percent of the employees in NSL PL agree that their organization has a good hierarchical structure & 28 percent of the employees strongly agree with the same, i.e., in NSL PL more than 80 percent of the employees agree with this statement that they have a good hierarchal structure.

ii. The strongly agree percentage in NSL PL is less when compared to agree, i.e., strongly agree percentage is approximately half of the agree percentage.

iii. But in APCPDCL it is quite opposite, i.e., good percentage of the employees i.e., 62 percent are not satisfied with their organization hierarchical structure. Out of which the strongly disagree percentage is 22 percent which is less when compared to disagree.

iv. In APCPDCL the employees are not satisfied with their organizational structure & expressed that their hierarchal structure is not properly designed.
5.1.4. My organization provides need based training programmes.

![Figure: 5.1.4 Need based training programmes.](image)

i. It is observed that NSLPL is providing need based training programmes. Very good percentage of employees i.e., 57 percent agree and 28 percent strongly agree that they are provided with training when they are in need of it. The strongly agree percentage is less when compared to agree that is strongly agree percentage is approximately half of the agree percentage.

ii. But in APCPDCL it is quite opposite, i.e., good percentage of the employees i.e., 45 percent agree and 28 percent strongly disagree with this statement and expressed that they are not satisfied with the need based training programmes provided by their organization. The strongly disagree percentage is less when compared to disagree.
5.1.5. My organization motivates individuals for taking part in training and development programs

Figure: 5.1.5 Participation in training programmes.

i. It is observed that in APCPDCL 15 percent of the employees strongly agree and 31 percent agree with the statement that their organization motivates individuals for taking part in training and development programmes.

ii. 46 percent of the employees in APCPDCL disagree with this statement. Out of which the strongly disagree percentage is 16 which is less when compared to disagree.

iii. In NSLPL also it is more or less the same i.e., good percentage of the employees i.e., 39 percent disagree and 16 percent strongly disagree with their organization, motivation to individuals for taking part in training and development programmes. The strongly disagree percentage is less when compared to disagree.
5.1.6. Change in technology is facilitated by training in my organization.

Figure: 5.1.6 Technology change facilitated by training.

i. From the figure 5.1.6 it can be observed that 36 percent of the employees in NSL PL agree and 19 percent strongly agree with the statement that when ever there is a change in the technology in their organization they are provided with training to fill the gap of the new technology. The strongly agree percentage is less when compared to agree i.e., strongly agree percentage is approximately half of the agree percentage.

ii. In APCPDCL it is quite opposite, i.e., good percentage of the employees i.e., 41 percent disagree and 16 percent strongly disagree that change in technology is facilitated by training in their organization. The strongly disagree percentage is less when compared to disagree.

iii. In APCPDCL only 35 percent of the employees (10 percent strongly agree and 25 percent agree) with this statement. That is they said that there is lot of technology gap.
5.1.7. My organization provides feedback on the training and development programs.

Figure: 5.1.7 Feedback on training by organization.

i. Very good percentage of the employees of NSL PL i.e., 95 percent disagree that their organization provides feedback on the training & development programs. Out of which the strongly disagree percentage is 30 percent which is less when compared to disagree.

ii. In APCPDCL also it is same, i.e., very good percentage of the employees i.e., 85 percent disagree (55 percent disagree and 30 percent strongly disagree) that their organization provides feedback on the training & development programs. The strongly disagree percentage is less when compared to disagree.

iii. APCPDCL and NSL PL employees said that they are not provided with proper feedback on the training and development programmes which they attend. In both the organizations the disagreement level is more for this statement. That is more than 80 percent of the employees in both the organizations are dissatisfied with the feedback provided by their organizations to them on the training and development programmes.
5.1.8. I assess the utility of training programme after its completion.

Figure: 5.1.8 Assessment of training after its completion.

i. Very good percentage of the employees of NSL PL i.e., 57 percent disagree and 38 percent strongly disagree that they assess the utility of training programme after its completion. The strongly disagree percentage is less when compared to disagree.

ii. In APCPDCL also it is same i.e., very good percentage of the employees i.e., 61 percent disagree and 21 percent strongly disagree that they assess the utility of training programme after its completion. The strongly disagree percentage is less when compared to disagree.

iii. In both the organizations the disagreement level is more for this statement i.e., more than 80 percent of the employees in both the organizations disagree with this statement i.e., the employees in both the organizations do not assess themselves after the training and development programmes as they are not provided with proper feedback after the training programmes.
5.1.9. My organization follows a transparent performance appraisal system easily understandable by all the employees.

Figure: 5.1.9 Performance appraisal system.

i. Very good percentage of the employees of NSL PL i.e., 51 percent agree and 29 percent strongly agree that their organization follows a transparent performance appraisal system which is easily understandable by all the employees. The strongly agree percentage is less compared to agree.

ii. In APCPDCL it is quite opposite i.e., very good percentage of the employees i.e., more than 90 percent (70 percent disagree and 25 percent strongly disagree) that their organization follows a transparent performance appraisal system which is easily understandable by all the employees. The strongly disagree percentage is less when compared to disagree.
5.1.10. Strengths and weakness of the employees are communicated after performance appraisal

Figure: 5.1.10 Post performance appraisal.

i. Very good percentage of the employees of NSL PL i.e., nearly 75 percent (31 percent strongly agree and 45 percent agree) that the strengths & weakness of the employees are communicated after performance appraisal and they also said that appropriate action is also initiated after having a detail discussion with them regarding improvement of their performance. The strongly agree percentage is less when compared to agree.

ii. In APCPDCL it is quite opposite i.e., very good percentage of the employees i.e., 90 percent disagree (70 percent disagree and 30 percent strongly disagree) with this statement, i.e., they said that their strengths and weakness are not communicated after performance appraisal. The strongly disagree percentage is less when compared to disagree.
5.1.11. Monetary benefits are better in my organization compared to other similar organizations

Figure: 5.1.11 Monetary benefits of the organization.

i. The opinion of the employees regarding the monetary benefits in both the organizations is almost the same.

ii. Nearly 54 percent of the employees of NSL PL agree (18 percent strongly agree and 36 percent agree) that monetary benefits are better in their organization when compared to other similar organizations. The strongly agree percentage is less when compared to agree i.e., strongly agree percentage is approximately half of the agree percentage.

iii. In APCPACL also it is same i.e., nearly 63 percent of the employees agree (20 percent strongly agree and 43 percent agree) that monetary benefits are better in their organization when compared to other similar organizations. The strongly agree percentage is less when compared to agree i.e., strongly agree percentage is approximately half of the agree percentage.
5.1.12. I have job security in my organization

Figure: 5.1.12 Job security in the organization.

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i. In APCPDCL good percentage of the employees i.e., 57 percent agree (19 percent strongly agree and 38 percent agree) that they have job security in their organization. The strongly agree percentage is less when compared to agree i.e., strongly agree percentage is approximately half of the agree percentage.

ii. But in NSL PL it is quite opposite i.e., nearly 60 percent of the employees disagree (40 percent disagree and 20 percent strongly disagree) that they have job security in their organization. The strongly disagree percentage is less when compared to disagree i.e., strongly disagree percentage is approximately half of the disagree percentage.

iii. From the above figure 5.1.12 it can be clearly understood that employees of APCPDCL have more job security then employees of NSLPL.
5.1.13. The immediate boss interacts very frequently with the employees in my organization.

Figure: 5.1.13 Interaction of immediate boss.

i. Good percentage of the employees of NSL PL that is 60 percent agree (15 percent strongly agree and 45 percent agree) that the immediate boss interacts very frequently with the employees in their organization. The strongly agree percentage is less when compared to agree i.e., strongly agree percentage is approximately one-third of the agree percentage.

ii. In APCPDCL it is quite opposite i.e., very good percentage of the employees i.e., 85 percent disagree (69 percent disagree and 16 percent strongly disagree) that the immediate boss interacts very frequently with the employees in their organization. The strongly disagree percentage is less when compared to disagree i.e., strongly disagree percentage is approximately one-fourth of the disagree percentage.

iii. It clearly shows that there is lot of difference in two organizations regarding the interaction of their boss with the employees.
5.1.14. My knowledge is fully utilized by the organization

Figure: 5.1.14 Knowledge utilization.

i. Good percentage of the employees of NSLPL i.e., 70 percent agree (19 percent strongly agree and 51 percent agree) that their knowledge is fully utilized by their organization. The strongly agree percentage is less when compared to agree i.e., strongly agree percentage is approximately one-third of the agree percentage.

ii. In APCPDCL it is quite opposite i.e., good percentage of the employees i.e., 60 percent disagree (43 percent disagree and 17 percent strongly disagree) that their knowledge is fully utilized by their organization. The strongly disagree percentage is less when compared to disagree i.e., strongly disagree percentage is approximately one-third of the disagree percentage.

iii. It can be seen that the knowledge of employees is utilized more in NSLPL then APCPDCL.
5.1.15. My organization encourages creativity among employees.

Figure: 5.1.15 Encouragement of creativity by the organization.

i. In APCPDCL good percentage of the employees i.e., 73 percent disagree (53 percent disagree and 20 percent strongly disagree) that their organization encourages creativity among employees. The strongly disagree percentage is less when compared to disagree i.e., strongly disagree percentage is approximately one-third of the disagree percentage.

ii. Where as in NSLPL good percentage of the employees i.e., 74 percent agree (18 percent strongly agree and 56 percent agree) that their organization encourages creativity among employees. he strongly agree percentage is less when compared to agree i.e., strongly agree percentage is approximately one-third of the agree percentage.

iii. The above graphical representation figure 5.1.15 clearly indicates that NSLPL encourages the creativity of its employees more then the organization APCPDCL.
5.1.16. Safety and welfare measures are provided in my organization.

Figure: 5.1.16 Safety & welfare measures.

i. Good percentage of the employees of NSL PL i.e., 66 percent agree (25 percent strongly agree and 41 percent agree) that safety & welfare measure are provided by their organization. The strongly agree percentage is less when compared to agree.

ii. In APCPDCL also it is same i.e., good percentage of the employees i.e., 75 percent agree (30 percent strongly agree and 45 percent agree) that safety & welfare measures are provided by their organization. The strongly agree percentage is less when compared to agree.

iii. The safety and welfare measures which are very important aspects for every organization are satisfactorily accepted and agreed to be provided to the employees of both the organizations i.e. APCPDCL and NSLPL.
5.1.17. The atmosphere in the organization is conducive for self development.

Figure: 5.1.17 Self development.

i. Good percentage of the employees of NSL PL i.e., 66 percent agree (21 percent strongly agree and 45 percent agree) that the atmosphere in their organization is conducive for self-development. The strongly agree percentage is less when compared to agree i.e., strongly agree percentage is approximately half of the agree percentage.

ii. In APCPDCL it is quite opposite i.e., very good percentage of the employees i.e., 82 percent disagree (59 percent disagree and 23 percent strongly disagree) that the atmosphere in their organization is conducive for self-development. The strongly disagree percentage is less when compared to disagree i.e., strongly disagree percentage is approximately one-third of the disagree percentage.
5.1.18. My organization communicates all the rules, procedures and regulations to all the employees.

Figure: 5.1.18 Communication of rules, procedures & regulations.

i. It is very important for every employee to know about the Rules, Procedures and Regulations to discharge their duties.

ii. Good percentage of the employees of NSL PL i.e., 75 percent agree (22 percent strongly agree and 53 percent agree) that their organization communicates all the rules, procedures & regulations to all the employees. The strongly agree percentage is less when compared to agree i.e., strongly agree percentage is approximately half of the agree percentage.

iii. In APCPDCL it is quite opposite i.e., good percentage of the employees i.e., 69 percent disagree (48 percent disagree and 21 percent strongly disagree) that their organization communicates all the rules, procedures & regulations to all the employees. The strongly disagree percentage is less when compared to disagree i.e., strongly disagree i.e., approximately half of the disagree percentage.

iv. The employees of the APCPDCL expressed that their Organization being the State Government Undertaking and is a part of Government of Andhra Pradesh, the rules, procedures and regulations are widely spread and are the same for years together which are not required to communicate from time to time.
5.1.19. If there is any change in the system it is communicated to all the employees and their opinion is obtained before the implementation of the new system.

Figure: 5.1.19 Communication of change in the system.

i. Good percentage of the employees of NSL PL i.e., 59 percent agree (21 percent strongly agree and 38 percent agree) that if there is any change in the system then it is communicated to all the employees & their opinion is obtained before the implementation of the new system. The strongly agree percentage is less when compared to agree.

ii. In APCPDCL it is quite opposite i.e., very good percentage of the employees i.e., 82 percent disagree (61 percent disagree and 21 percent strongly disagree) that if there is any change in the system then it is communicated to all the employees & their opinion is obtained before the implementation of the new system. The strongly disagree percentage is less when compared to disagree, i.e., strongly disagree percentage is approximately one-third of the disagree percentage.

iii. The employees are no way concerned with implementation of new system, as it is taken care by the top management in both the Public and private organizations. However, intimation about the new system to the employees and obtaining their opinion before implementation is a good sign in the organizations.
5.1.20. Adequate training is provided to the employees before any new system is implemented.

Figure: 5.1.20 Training before implementation of new system.

i. Good percentage of the employees of NSL PL i.e., 63 percent agree (21 percent strongly agree and 42 percent agree) that adequate training is provided to the employees before any new system is implemented. The strongly agree percentage is less when compared to agree, i.e., strongly agree percentage is approximately half of the agree percentage.

ii. In APCPDCL it is quite opposite i.e., very good percentage of the employees i.e., 81 percent disagree (60 percent disagree and 21 percent strongly disagree) that adequate training is provided to the employees before any new system is implemented. The strongly disagree percentage is less when compared to disagree i.e., strongly disagree percentage is approximately one-third of the disagree percentage.

iii. The employees of APCPDCL have expressed that the implementation of new technology in Government sectors ends up in failure in many cases because of lack of adequate training about new system as the gap between the employees and the organization is more.
5.1.21. Adequate Compensation Benefits are provided to employees on retirements.

Figure: 5.1.21 Compensation benefits on retirements.

i. In APCPDCL good percentage of the employees i.e., more than 75 percent agree (28 percent strongly agree and 47 percent agree) that adequate compensation benefits are provided to the employees on their retirements. The strongly agree percentage is less when compared to agree.

ii. Very good percentage of the employees of NSL PL i.e., 83 percentage disagree (59 percent disagree and 24 percent strongly disagree) that adequate compensation benefits are provided to the employees on their retirements. The strongly disagree percentage is less when compared to disagree i.e., strongly disagree percentage is less than half of the disagree percentage.
5.1.22. Adequate Compensation Benefits are provided to employees in case of accidents.

Figure: 5.1.22 Compensation benefits in case of accidents.

i. Good percentage of the employees of NSL PL agree that adequate compensation benefits are provided to the employees in case of accidents. Out which the strongly agree percentage is less when compared to agree i.e., strongly agree percentage is approximately one-fourth of the agree percentage.

ii. In APCPDCL also it is the same i.e., good percentage of the employees agree that adequate compensation benefits are provided to the employees in case of accidents. Out of which the strongly agree percentage is less when compared to agree.

iii. As providing compensation benefits is one of the important welfare measures all the organizations weather public or private have to take measures to provide them.