

CHAPTER IV

DATA PRESENTATION, ANALYSIS AND INTERPRETATION

- 4.1 INTRODUCTION**
- 4.2 ANALYSIS OF HUMAN RESOURCE MANAGEMENT IN THE FACTORY**
- 4.3 ANALYSIS OF RECRUITMENT AND SELECTION OF MANPOWER IN THE FACTORY**
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4.1

INTRODUCTION

This chapter forms the major part of the present study. This chapter highlights the main findings of the study based on presentation analysis and interpretation for the purpose of the present study. This chapter presents the analysis study of Human Resource in the factory, Recruitment & Selection of Manpower in the factory, Training & Development of Manpower in the factory & Performance Appraisal of Manpower in the factory. The analysis and interpretation of the data constitutes a major part of the study. The required data for the study is collected through both the people sources and the paper sources. The data collected through the primary sources and secondary sources have been properly analyzed in a greater detail and interpreted adguetly in this chapter so as to arrival certain observation, findings, conclusions and suggestions regarding the HRM practiced in Sanjivani Sahakari Sakhar Karkahana Limited.

For the purpose of analysis and interpretation of the data certain statistical methods like classification, tabulation graphical presentation etc have been used. The interpretation of the data is based on the analysis of the data presented through various tables and graphs.

A Questionnaire was administered upon 50 employees respondent selected on random basis the data so collected have been analysed and interpreted.

4.2

ANALYSIS OF HUMAN RESOURCE MANAGEMENT IN THE FACTORY

- 4.2.1 ANALYSIS OF TOTAL STAFF POSITION
DURING THE YEAR 2007-2008**
- 4.2.2 AGE WISE ANALYSIS OF EMPLOYEES**
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- 4.2.4 EDUCATION WISE ANALYSIS OF
EMPLOYEES**
- 4.2.5 SKILL WISE ANALYSIS OF EMPLOYEES**
- 4.2.6 SCALE WISE ANALYSIS OF EMPLOYEES**
- 4.2.7 LENGTH OF THE SERVICE WISE ANALYSIS
OF EMPLOYEES**

**4.2.1 ANALYSIS OF TOTAL STAFF POSITION
DURING THE YEAR 2007-2008:-**

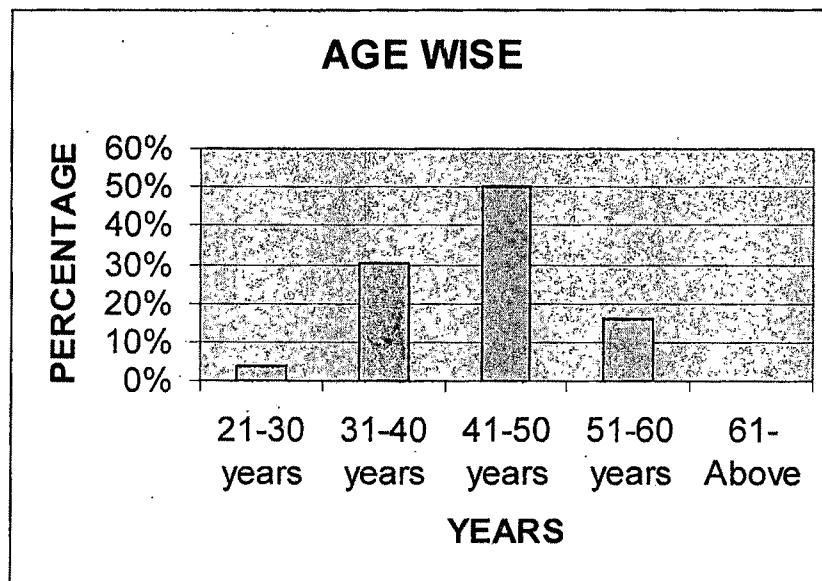
SR. NO	DEPTARMENT	PERMA NENT	SEAS ONAL	PROBA TION	CONT RACT	TEMPO RARY	DAILY WAGES	TOTA L
1	General Dept	9		2				11
2	Labour Dept	3					1	4
3	Time Dept	5				1		6
4	Purchase Dep	4						4
5	Medical Dept	2			1		3	6
6	Store Section	7	1			4	3	15
7	A/Cs Dept	19				3	1	23
8	Finance Dept					3		3
9	Security Dept	5						5
10	Civil Section	3				5	12	20
11	Transport De	3				5	1	9
12	Agriculture D	31	4			21	48	104
13	Manufacture	32				49	54	135
14	Godown Dept	4				1		5
15	Engineer Dep	72	1	1	6	43	54	177
	TOTAL	199	6	3	7	135	177*	527

* Figures variable as these workers are employed as and when required.

The above graph shows the total staff position during the year 2007-08. The total number of department in the factory is 15. Total number of employees in the factory is 527 out of which Permanent are 199, Seasonal are 6, Probation are 3, Contract are 7, Temporary are 135, & Daily Wages are 177. The daily wages workers are employed as and when required. During the season employees employed according to the required for different department of the factory.

4.2.2 AGE WISE ANALYSIS OF EMPLOYEES:-

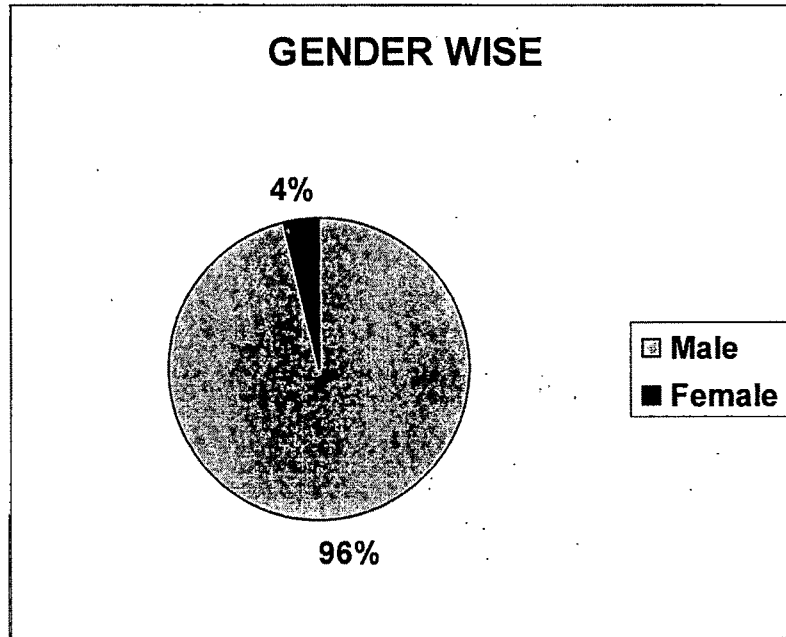
SR.NO	AGE (IN YEARS)	EMPLOYEE S	PERCENTAGE
1	21-30 years	02	04%
2	31-40 years	15	30%
3	41-50 years	25	50%
4	51-60 years	08	16%
5	61- Above	-	00%
	TOTAL	50	100%



The tabular analysis & graph shows above reveals the fact that out of 50 employees, 50% of employees belong to the age group of 41-50 years respectively. It indicates that the factory has maximum efficient and matured employees. In the age group of 21-30 & 31-40 years percentage shows 4% & 30% respectively. It indicate that there are new recruited in the recent past. In age group of 51-60 years 16% of employees are shown and 60-above 0% of employees. With the following interpretation it indicate that majority of employees are maximum efficient and matured in the factory.

4.2.3 GENDER WISE ANALYSIS OF EMPLOYEES:-

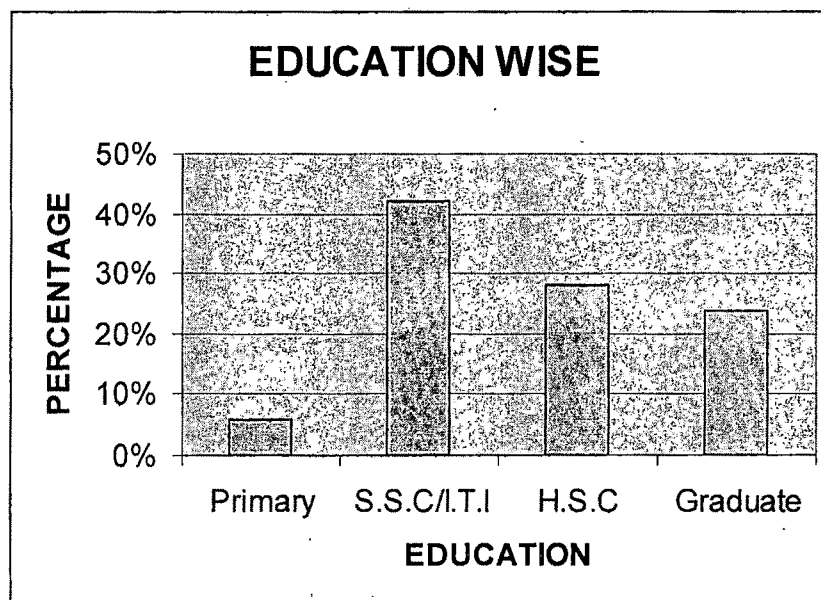
SR. NO	SEX	EMPLOYEES	PERCENTAGE
1	Male	48	96%
2	Female	02	04%
	TOTAL	50	100%



The tabular analysis and pie chart shows above number of male and female employees working in the factory. It is found that out of 50 employees 96% of employees are male and 04% of employees are female. It indicate factory recruit majority of male employees and very few female employees if required in administration work.

4.2.4 EDUCATION WISE ANALYSIS OF EMPLOYEES:-

SR.NO	EDUCATION	EMPLOYEES	PERCENTAGE
1	Primary	03	06%
2	S.S.C/I.T.I	21	42%
3	H.S.C	14	28%
4	Graduate	12	24%
5	Post Graduate	-	-
	TOTAL	50	100%

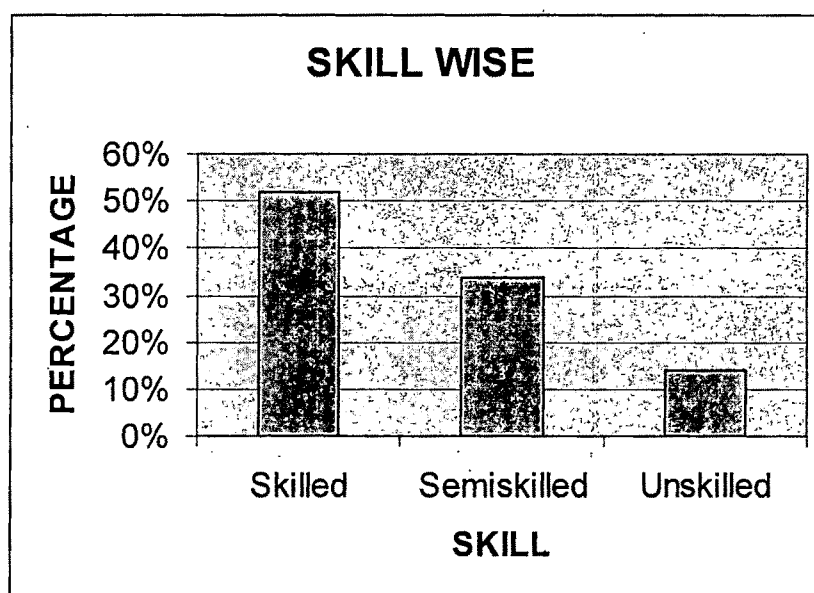


The tabular analysis and graph shows the level of education of the employees in the factory. Out of 50 employees 42% of employees are S.C.C/I.T.I passed. 28% of employees are H.S.C passed. 24% of employees are graduates and 0% of employees are Post graduate. 06% of employees are found of only primary education.

It is found that majority of the employees are H.S.C & Graduates, when factory was established there was lack of educated and skilled manpower.

4.2.5 SKILL WISE ANALYSIS OF EMPLOYEES:-

SR.NO	CATEGORY	EMPLOYEES	PERCENTAGE
1	Skilled	26	52%
2	Semiskilled	17	34%
3	Unskilled	07	14%
	TOTAL	50	100%

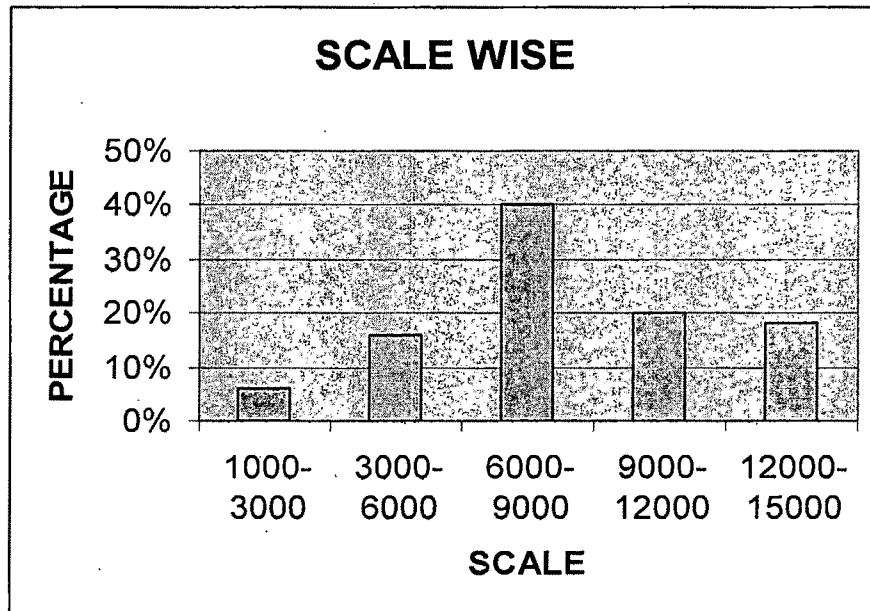


The tabular analysis and graph shows the category wise analysis of employees. The category of the employees is classified into three skilled, semiskilled and unskilled.

Out of 50 employees 52% of employees are skilled, 34% of employees are semiskilled, and 14% of employees are unskilled respectively. It indicates majority of employees are skilled and well trained in their work. Factory also conducts the training programmes to develop the skill of the employees.

4.2.6 SCALE WISE ANALYSIS OF EMPLOYEES:-

SR.NO	PAYMENT	EMPLOYEES	PERCENTAGE
1	1000-3000	03	06%
2	3000-6000	08	16%
3	6000-9000	20	40%
4	9000-12000	10	20%
5	12000-15000	09	18%
6	15000-Above	-	-
	TOTAL	50	100%

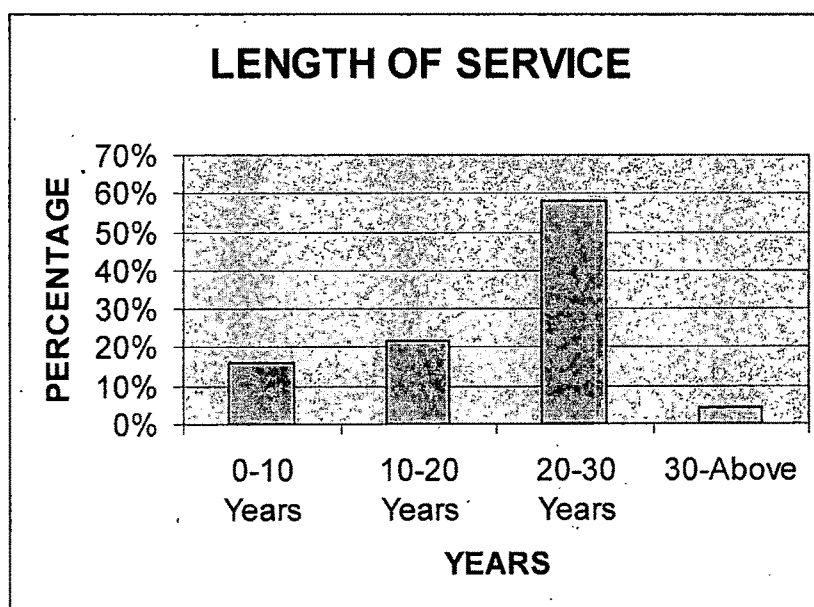


Out of 50 employees 40% of employees payment ranging between Rs 6000-9000, 20 % of employees payment ranging between the Rs 9000-12000, 18% of employees payment ranging between the Rs 12000-15000 respectively. The scale ranging below Rs 6000 is 22% respectively.

It indicates the payments of employees ranging above Rs 6000 are administrative staff where as payment of employees ranging below 6000 are operational staff of the factory.

4.2.7 LENGTH OF THE SERVICE WISE ANALYSIS OF EMPLOYEES

SR.NO	LENGTH OF SERVICE	EMPLOYEES	PERCENTAGE
1	0-10 Years	08	16%
2	10-20 Years	11	22%
3	20-30 Years	29	58%
4	30-Above	02	04%
	TOTAL	50	100%



The tabular analysis & graph shows the length of the service of employees in the factory out of 50 employees 58% of employees are working past from the 20 years, 22% of the employees are working from the past 10 years respectively. 16% of the employees are joined the factory recently before 5 years. 4% of employees have given their 30 years for the factory who have come for the retirement from the factory. It indicate that majority of the employees are senior employees in the factory. And few are new joined.

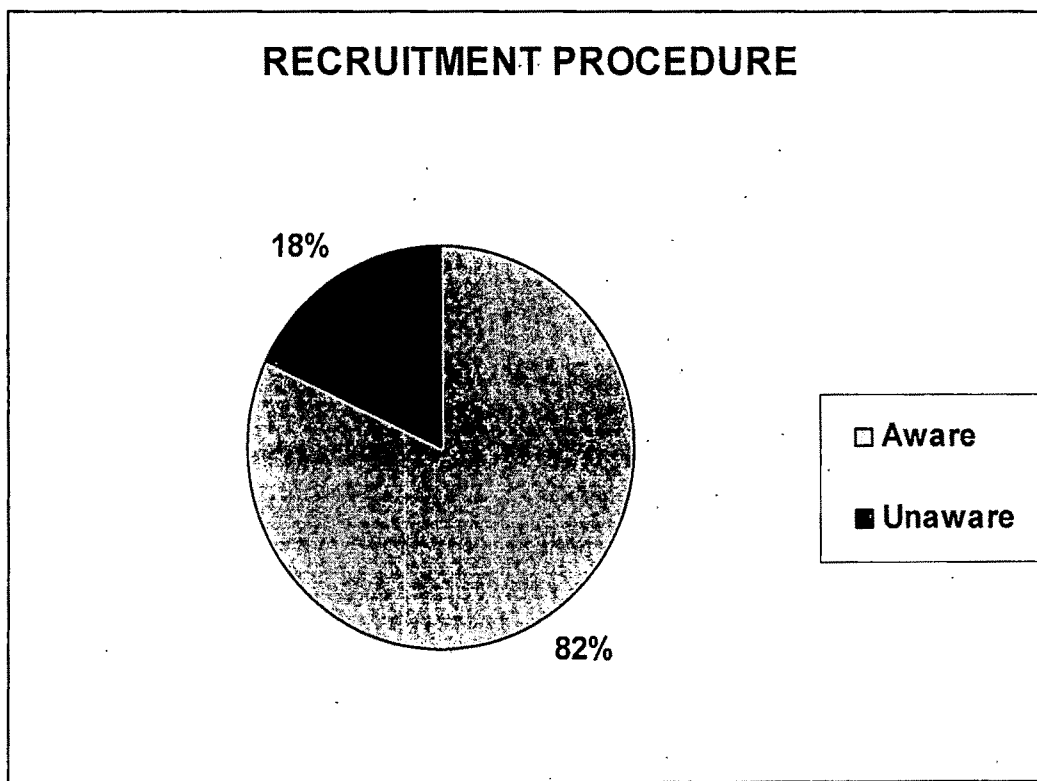
4.3

ANALYSIS OF RECRUITMENT AND SELECTION OF MANPOWER IN THE FACTORY

- 4.3.1 ANALYSIS OF EMPLOYEES AWARENESS ABOUT RECRUITMENT PROCEDURE OF THE FACTORY
- 4.3.2 ANALYSIS OF EXTERNAL SOURCES FOR RECRUITMENT OF EMPLOYEES BY THE FACTORY
- 4.3.3 ANALYSIS OF INTERNAL SOURCES FOR RECRUITMENT OF EMPLOYEES BY THE FACTORY
- 4.3.4 ANALYSIS OF WHETHER FACTORY WAS ADOPTED PROPER SELECTION PROCEDURE WHILE RECRUITING THE EMPLOYEES
- 4.3.5 ANALYSIS OF METHODS OF INTERVIEW ADOPTED BY FACTORY WHILE SELECTING THE EMPLOYEES
- 4.3.6 ANALYSIS OF TESTS FOR SELECTION ADOPTED BY FACTORY WHILE SELECTING THE EMPLOYEES
- 4.3.7 ANALYSIS OF MEDICAL AND PHYSICAL EXAMINATION OF EMPLOYEES AFTER SELECTION
- 4.3.8 ANALYSIS OF EMPLOYEES OPINION ABOUT THE JOB SATISFACTION

4.3.1 ANALYSIS OF EMPLOYEES AWARENESS ABOUT RECRUITMENT PROCEDURE OF THE FACTORY

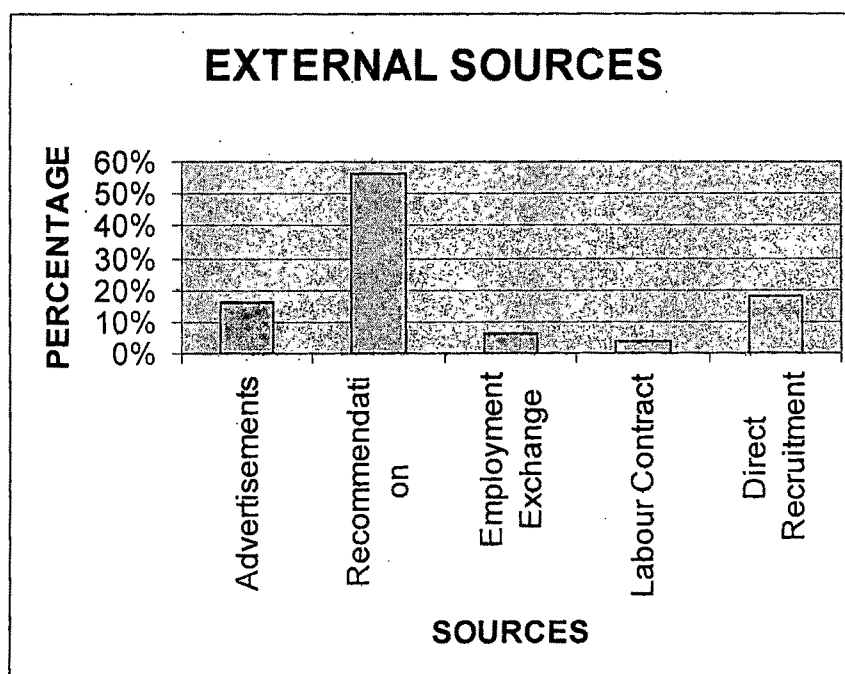
SR.NO	PROCEDURE	EMPLOYEES	PERCENTAGE
1	Aware	41	82%
2	Unaware	09	18%
	TOTAL	50	100%



Tabular analysis and pie chart shows the employees awareness about recruitment procedure of the factory. Out of 50 employees 82% of employees are aware about recruitment procedure of the factory where as 18% of employees are unaware about recruitment procedure of the factory. It is observed that most of the employees know the recruitment procedure used by the factory.

4.3.2 ANALYSIS OF EXTERNAL SOURCES FOR RECRUITMENT OF EMPLOYEES BY THE FACTORY

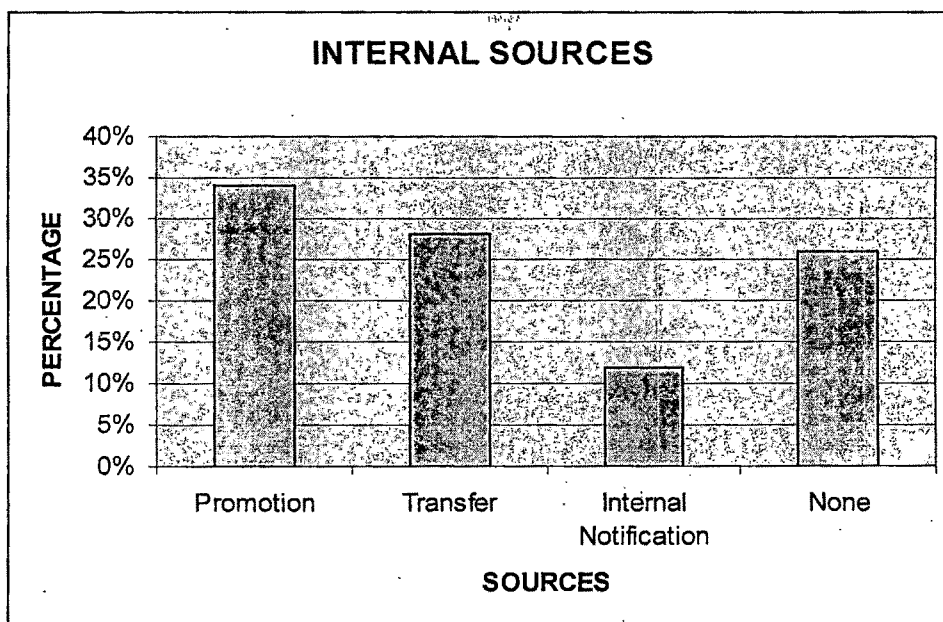
SR.NO	EXTERNAL SOURCE	EMPLOYEES	PERCENTAGE
1	Advertisements	08	16%
2	Recommendation	28	56%
3	Employment Exchange	03	06%
4	Labour Contract	02	04%
5	Direct Recruitment	09	18%
	TOTAL	50	100%



The tabular analysis and graph shows the different external sources of recruitment used by the factory for selection of the employees out of 50 employees 16 % of employees are recruited through advertisement, 56% of employees are recruited though recommendation 6% of employees are recruited though employment exchange, 4% of employees are recruited through labour contract and 18% of employees are recruited through directly.

4.3.3 ANALYSIS OF INTERNAL SOURCES FOR RECRUITMENT FOR EMPLOYEES BY THE FACTORY

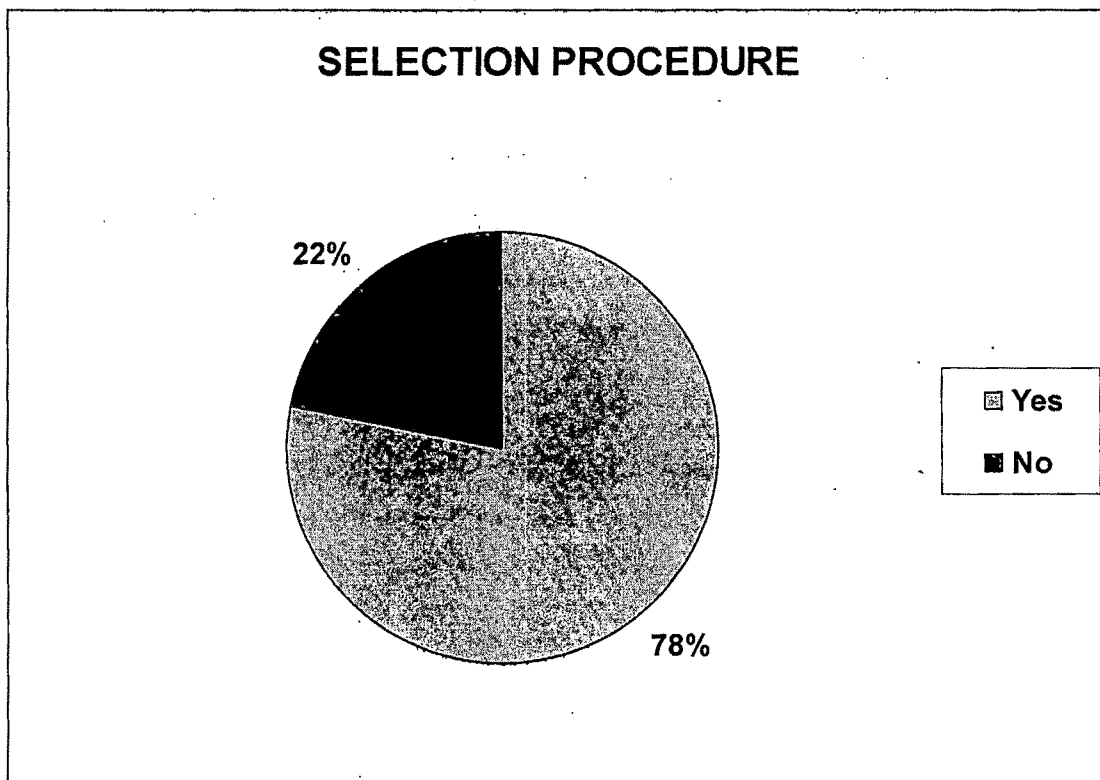
SR.NO	INTERNAL SOURCES	EMPLOYEES	PERCENTAGE
1	Promotion	17	34%
2	Transfer	14	28%
3	Internal Notification	06	12%
4	None	13	26%
	TOTAL	50	100%



The tabular analysis & graph shows factory has adopted only promotion, transfer & internal notification as internal sources of recruitment. Out of 50 employees 34% of employee's recruited through promotion, 28% of employee's recruited through transfer and 12% of employees are recruited through internal notification. Where as 26% of employees are on the same position in the factory.

4.3.4 ANALYSIS OF WHETHER FACTORY WAS ADOPTED PROPER SELECTION PROCEDURE WHILE SELECTING EMPLOYEES

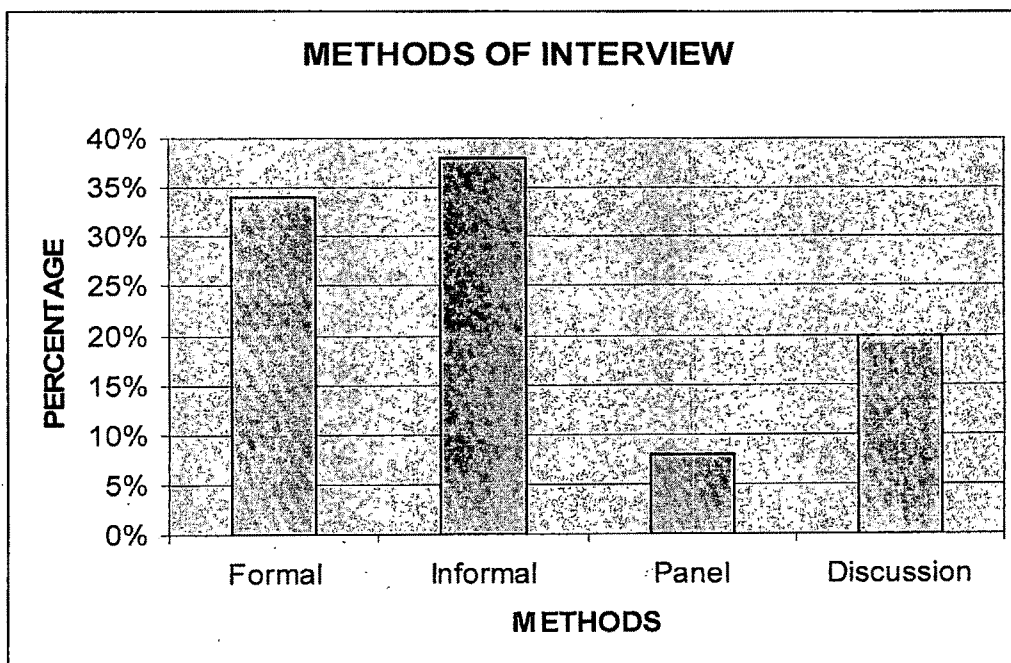
SR.NO	SELECTION PROCEDURE	EMPLOYEE S	PERCENTAGE
1	Yes	39	78%
2	No	11	22%
	TOTAL	50	100%



The tabular analysis & pie chart show regarding the selection procedure was adopted by the factory while recruiting employees. Out of 50 employees 78% of employees said factory was adopted proper selection procedure where as 22% of employees said factory was not adopted proper selection procedure. It indicate that factory follow the selection procedure while recruiting the employees.

4.3.5 ANALYSIS OF METHODS OF INTERVIEW ADOPTED BY FACTORY WHILE SELECTING THE EMPLOYEES

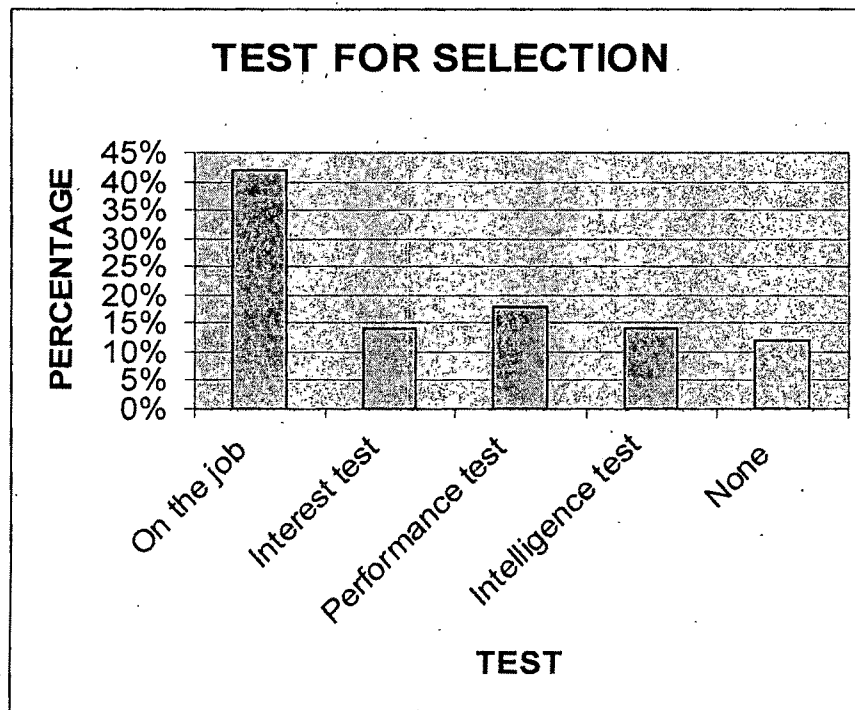
SR.NO	METHODS	EMPLOYEES	PERCENTAGE
1	Formal	17	34%
2	Informal	19	38%
3	Panel	04	08%
4	Discussion	10	20%
	TOTAL	50	100%



The tabular analysis & graph shows the methods of interview adopted by the factory while selecting employees. Out of 50 employees 34% & 38% of employees are interviewed through formal & informal methods respectively. Remaining 20% & 08% of employees interviewed through discussion and panel method respectively. It is found that majority of employees are interviewed through formal & informal methods where as for high post panel method was adopted by the factory.

4.3.6 ANALYSIS OF TESTS FOR SELECTION ADOPTED BY THE FACTORY WHILE SELECTIN EMPLOYEES

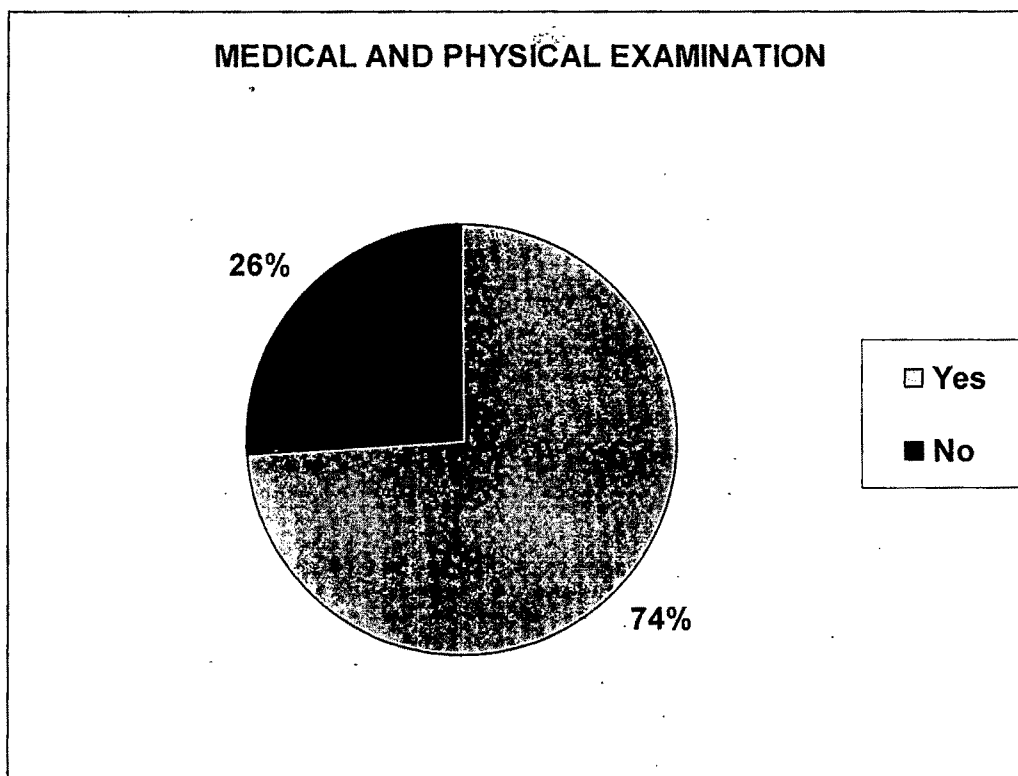
SR.NO	TEST	EMPLOYEES	PERCENTAGE
1	On the job	21	42%
2	Interest test	07	14%
3	Performance test	09	18%
4	Intelligence test	07	14%
5	None	06	12%
	TOTAL	50	100%



The tabular analysis and graph shows the different test for selection adopted by the factory while selecting the employees. Out of 50 employees 42% of employees tested by on the job, 14% of employees tested by Interest, 18% of employees tested by performance, 14% of employees tested by intelligence respectively. 12% of employees have been not given any test for selection. It indicates factory select employees through the different tests according to their work profile in the factory.

3.4.7 ANALYSIS OF MEDICAL AND PHYSICAL EXAMINATION AFTER SELECTION OF EMPLOYEES

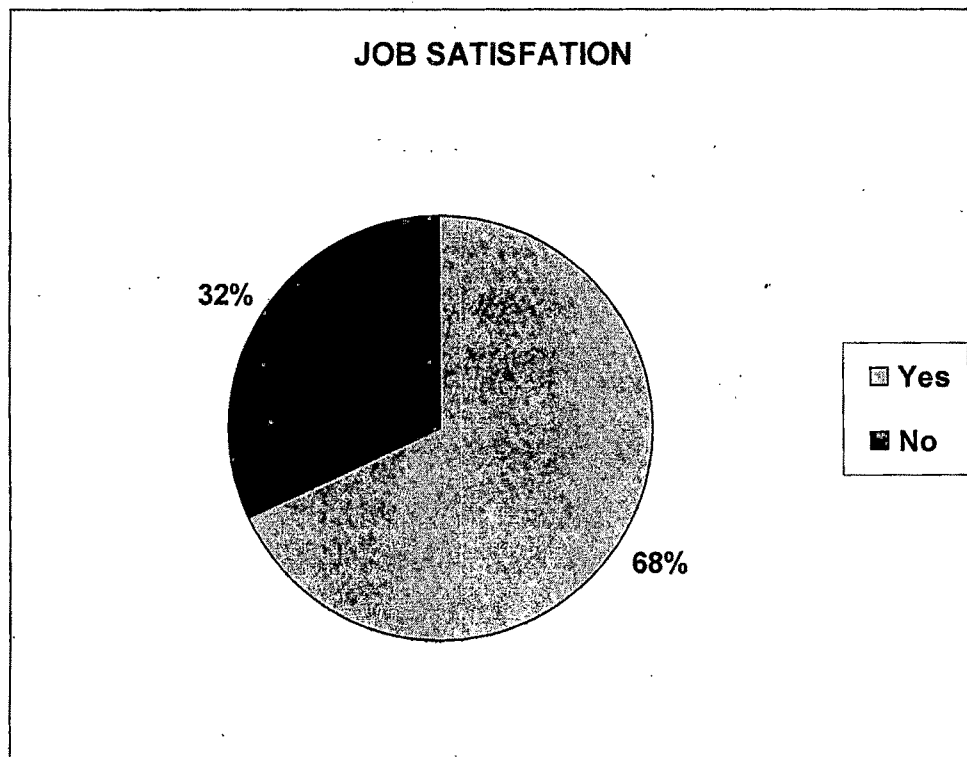
SR.NO	MEDICAL EXAMINATION	EMPLOYEES	PERCENTAGE
1	Yes	37	74%
2	No	13	26%
	TOTAL	50	100%



The tabular analysis and pie chart shows whether factory conducts the medical and physical examination of employees after selection. It is found that out of 50 employees 74% of employees said factory conduct the medical and physical examination where as 26% of employees said factory does not conduct the medical and physical examination. It indicates factory conduct the medical and physical examination of employees after selection.

3.4.8 ANALYSIS OF EMPLOYEES OPINION ABOUT THE JOB SATISFACTION

SR.NO	SATISFACTION	EMPLOYEES	PERCENTAGE
1	Yes	34	68%
2	No	16	32%
	TOTAL	50	100%



The tabular analysis & pie chart shows as per qualification of employees they are satisfied with the job. Out of 50 employees 68% of employees responded that they are satisfied with their job where as 32% of employees responded that they are not satisfied with their job. It indicates factory recruit the employees by using the policy of right men for right job but since some of the employees are still not satisfied with their jobs.

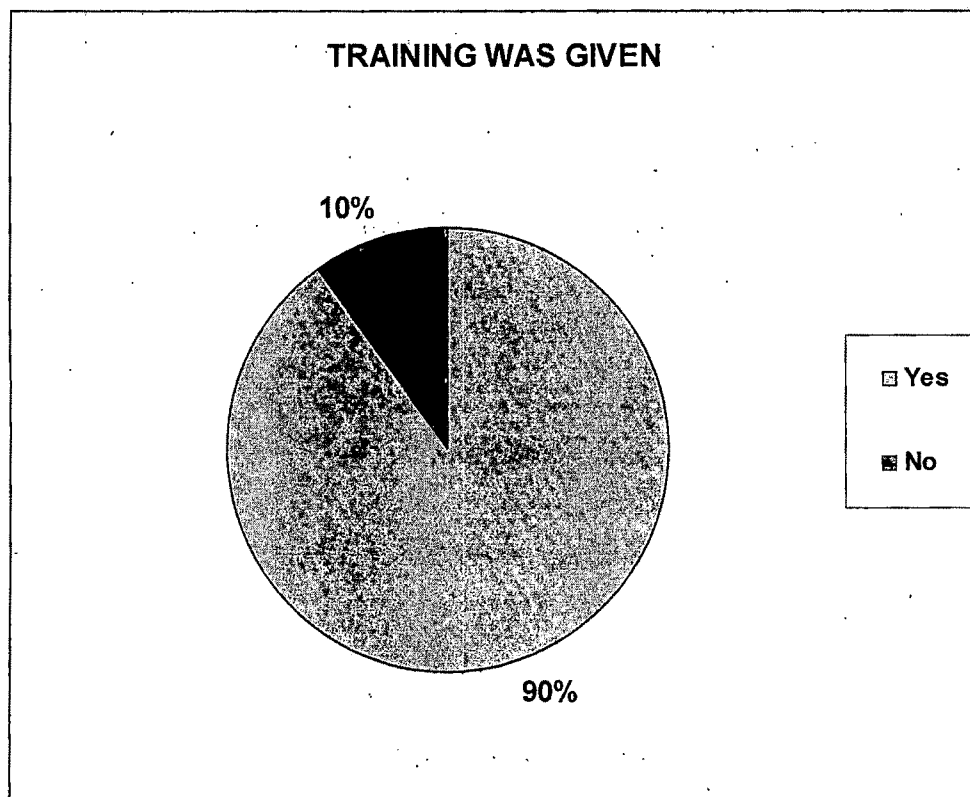
4.4

ANALYSIS OF TRAINING AND DEVELOPMENT OF MANPOWER IN THE FACTORY

- 4.4.1 ANALYSIS OF TRAINING GIVEN AFTER SELECTION OF EMPLOYEES IN THE FACTORY
- 4.4.2 ANALYSIS OF TYPES OF TRAINING GIVEN TO EMPLOYEES BY THE FACTORY
- 4.4.3 ANALYSIS OF DURATION OF TRAINING GIVEN TO EMPLOYEES BY THE FACTORY
- 4.4.4 ANALYSIS OF TECHNIQUES OF TRAINING USED BY FACTORY FOR EMPLOYEES TRAINING
- 4.4.5 ANALYSIS OF 'ON THE JOB TECHNIQUES' USED BY FACTORY FOR EMPLOYEES TRAINING
- 4.4.6 ANALYSIS OF 'OFF THE JOB TECHNIQUES' USED BY FACTORY FOR EMPLOYEES TRAINING
- 4.4.7 ANALYSIS OF TRAINING BENEFITS TO EMPLOYEES
- 4.4.8 ANALYSIS OF IMPACT OF TRAINING ON EMPLOYEES

4.4.1 ANALYSIS OF TRAINING GIVEN AFTER SELECTION OF EMPLOYEES IN THE FACTORY

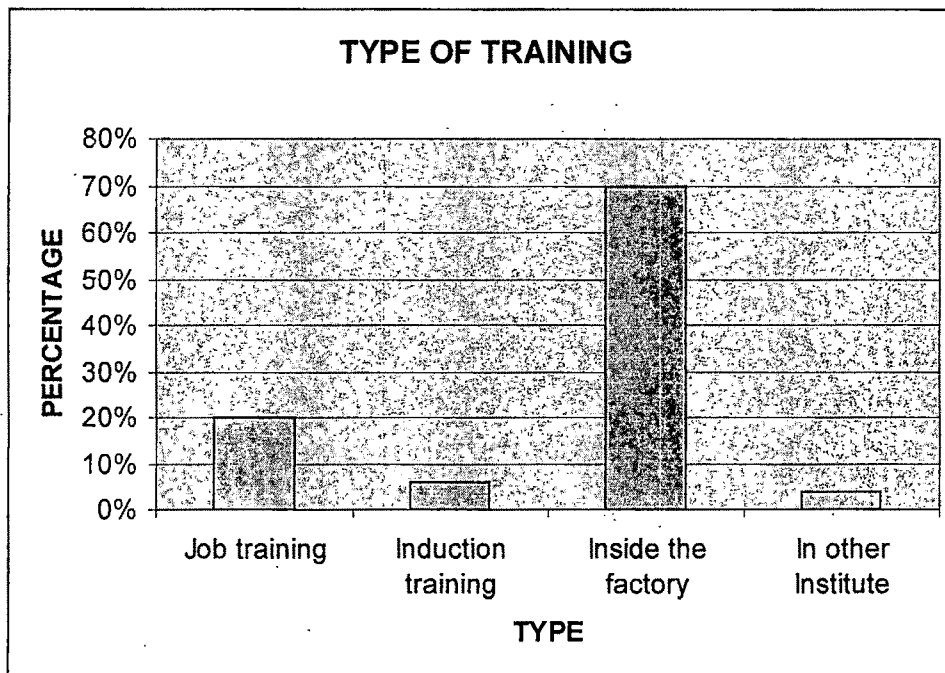
SR.NO	TRAINING WAS GIVEN	EMPLOYEES	PERCENTAGE
1	Yes	45	90%
2	No	05	10%
	TOTAL	50	100%



The tabular analysis and pie chart show after selection training was given to employees. It is found that out of 50 employees 90% of employees said training was given whereas 10% of employees said that training was not given to them. It indicates that factory give training for all employees after selection of employees in the factory.

4.4.2 ANALYSIS OF TYPES OF TRAINING GIVEN TO EMPLOYEES BY THE FACTORY

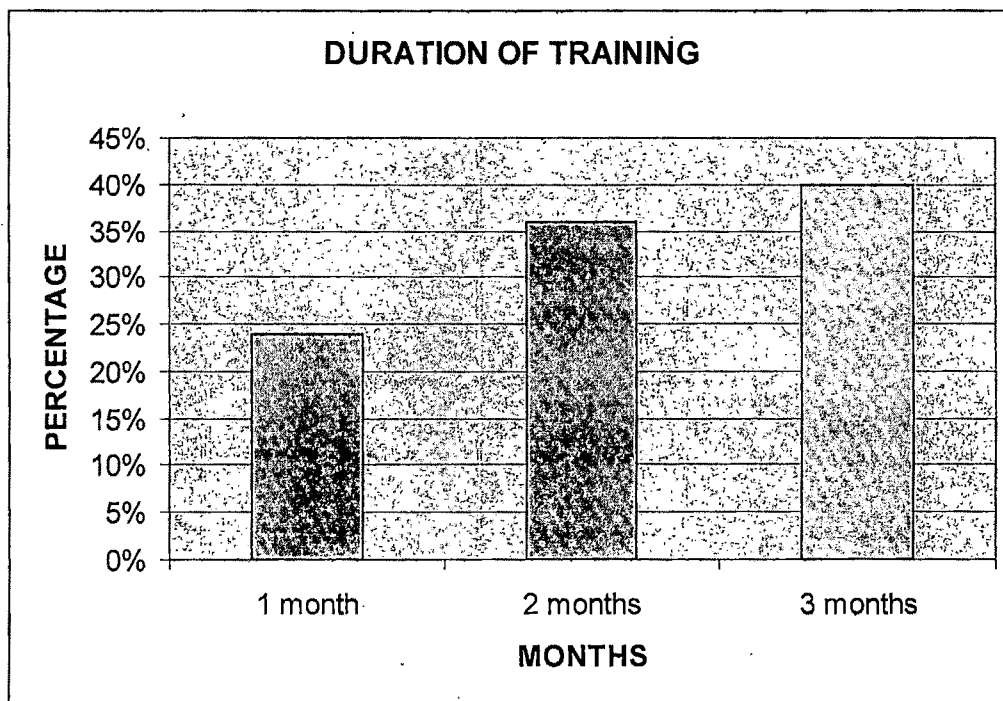
SR.NO	TYPE OF TRAINING	EMPLOYEES	PERCENTAGE
1	Job training	10	20%
2	Induction training	03	06%
3	Inside the factory	35	70%
4	In other Institute	02	04%
	TOTAL	50	100%



The tabular analysis and graph shows the different types of training given to employees after selection. Out of 50 employees 70% of employees training were given inside the factory, 20% of employees training was given on the job and 06% and 04% employees training was given by induction and in other institute respectively. It indicates that majority of employees training was given inside the factory and according to the work profile training is given to employees.

4.4.3 ANALYSIS OF DURATION OF TRAINING GIVEN TO EMPLOYEES BY THE FACTORY

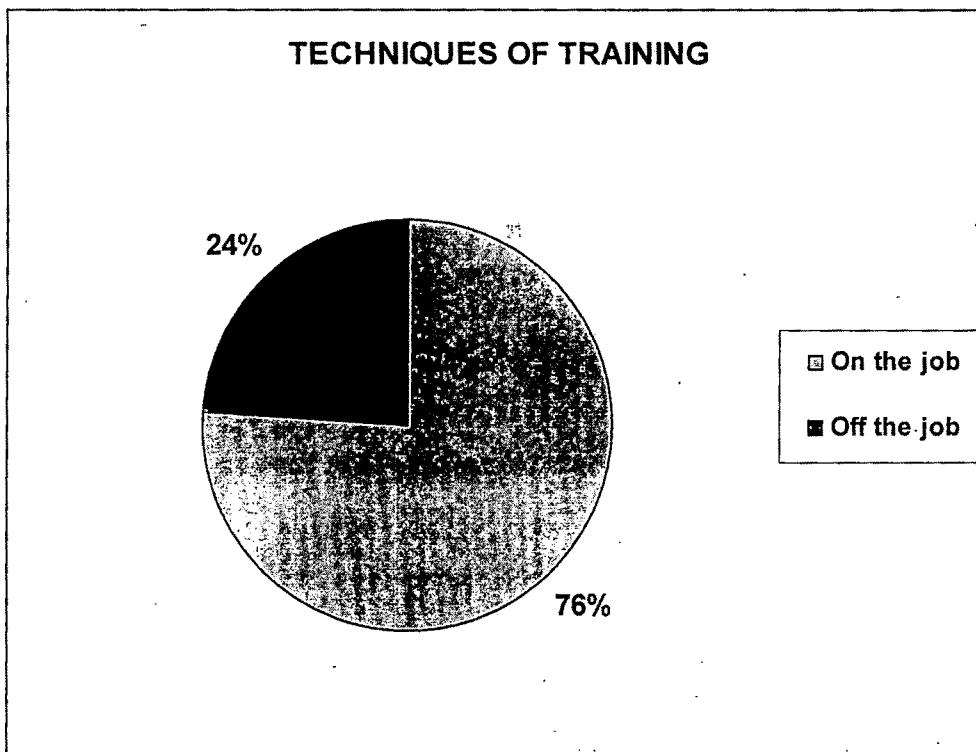
SR.NO	DURATION OF TRAINING	EMPLOYEES	PERCENTAGE
1	1 month	12	24%
2	2 months	18	36%
3	3 months	20	40%
	TOTAL	50	100%



The tabular analysis and graph shows the duration of training was given to employees. Out of 50 employees 40% of employees 4 months training were given, 36% of employees 2 months training was given and 24% of employees 1 month training was given respectively. It indicates that factory gives training for all employees after selection according to the work profile of the employees trainings are given in the factory.

4.4.4 ANALYSIS OF TECHNIQUES OF TRAINING USED BY FACTORY FOR EMPLOYEES TRAINING

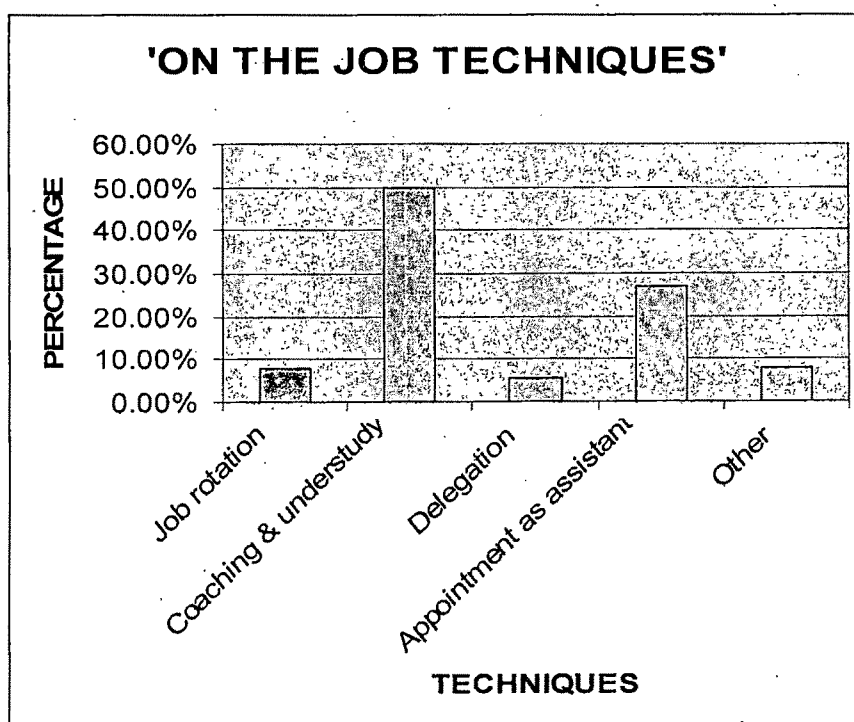
SR.NO	TECHNIQUES	EMPLOYEES	PERCENTAGE
1	On the job	38	76%
2	Off the job	12	24%
	TOTAL	50	100%



The tabular analysis and pie chart shows the techniques used by factory for employees training. Out of 50 employees 76% of employees said factory using on the job techniques for training where as 24% of employees said factory using off the job techniques for training respectively. It indicates factory uses more on the job techniques and less off the job techniques since on the job techniques are more effective than off the job techniques. So factory uses on the job techniques for employees training.

4.4.5 ANALYSIS OF 'ON THE JOB TECHNIQUES' USED BY FACTORY FOR EMPLOYEES TRAINING

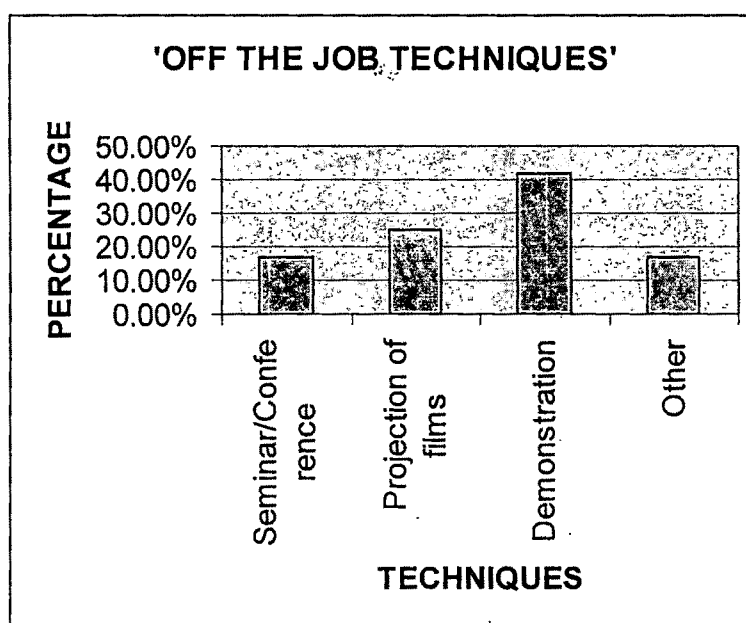
SR. NO	ON THE JOB	EMPLOYEES	PERCENTAGE
1	Job rotation	03	7.89%
2	Coaching & understudy	19	50%
3	Delegation	02	5.26%
4	Appointment as assistant	11	26.96%
5	Other	03	7.89%
	TOTAL	38	100%



The tabular analysis and graph shows the different on the job training techniques used by factory for employees training. Out of 50 employees 50% of employees were given coaching & understudy, 28.96% of employees were given appointment as assistant, 7.89% and 5.26% of employees training was given in the form of job rotation & delegation and remaining 7.89% of employees other form of techniques of training was used.

4.4.6 ANALYSIS OF OFF THE JOB TECHNIQUES USED BY FACTORY FOR EMPLOYEES TRAINING

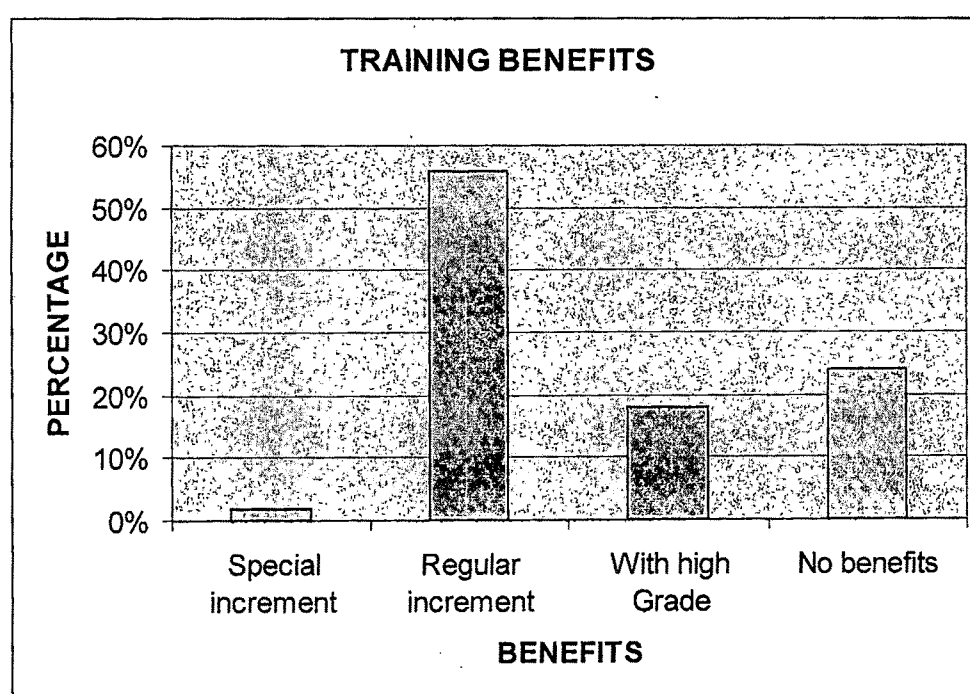
SR.NO	OFF THE JOB	EMPLOYEES	PERCENTAGE
1	Seminar/Conference	02	16.67%
2	Projection of films	03	25%
3	Demonstration	05	41.66%
4	Other	02	16.67%
	TOTAL	12	100%



The tabular analysis and graph shows the off the job techniques used by factory for employees training. Out of 50 employees 41.66% of employees demonstration technique of training was used, 16.67% & 25% of employees Seminar/conference & projection of film technique of training was used and 16.67% of employees other form of off the job technique of training was used respectively. It indicates factory uses demonstration/experimentation technique of training more than other form of techniques of training to give training to employees in the factory.

4.4.7 ANALYSIS OF TRAINING BENEFITS TO EMPLOYEES

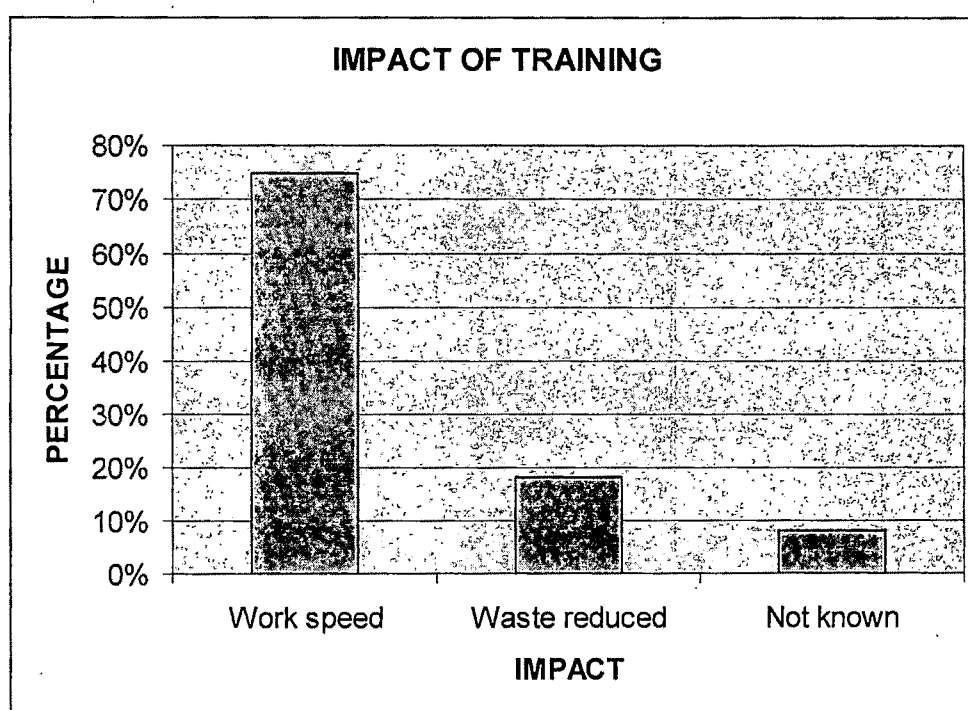
SR.NO	BENEFITS	EMPLOYEES	PERCENTAGE
1	Special increment	04	02%
2	Regular increment	28	56%
3	With high Grade	09	18%
4	No benefits	12	24%
	TOTAL	50	100%



The tabular analysis and graph shows the training benefits to employees. Out of 50 employees 56% of employees training was benefited by regular increment, 24% of employees training does not made any benefits, 18% of employees training was benefited by getting higher grade and 02% Of employees training was benefited by special increment respectively. It indicates training programme improves performance and skills of employees and they become experts in their jobs.

4.4.8 ANALYSIS OF IMPACT OF TRAINING ON EMPLOYEES

SR.NO	IMPACT	EMPLOYEES	PERCENTAGE
1	Work speed	37	75%
2	Waste reduced	09	18%
3	Not known	04	08%
	TOTAL	50	100%



The tabular analysis and graph shows the impact of training on employees. Out of 50 employees 74% of employees said that work speed increased by training, 18% of employees said that waste reduced by training and 08% of employees said that they have not found any change in training respectively. It indicates majority of employees said work speed increases by training and also waste reduces by training.

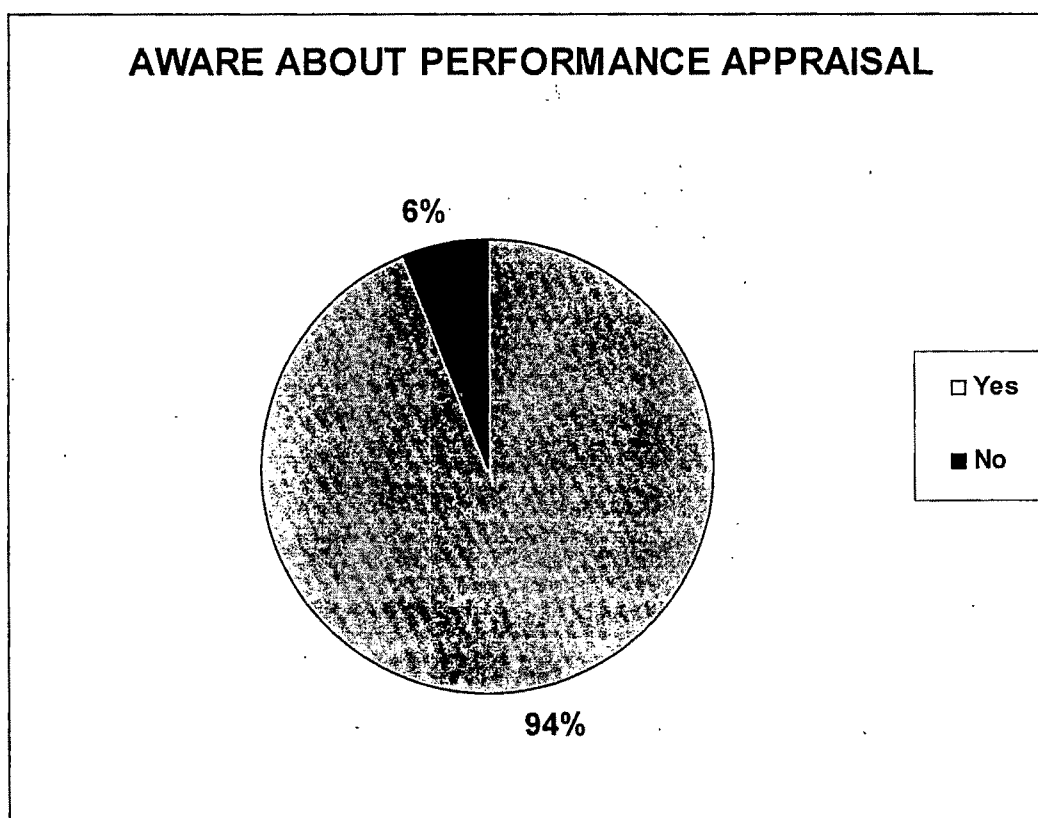
4.5

ANALYSIS OF PERFORMANCE APPRAISAL OF MANPOWER IN THE FACTORY

- 4.5.1 ANALYSIS OF AWARENESS ABOUT PERFORMANCE APPRAISAL SYSTEM IN THE FACTORY
- 4.5.2 ANALYSIS OF HOW FREQUENTLY PERFORMANCE APPRAISAL IS CONDUCTED IN THE FACTORY
- 4.5.3 ANALYSIS OF METHODS OF PERFORMANCE APPRAISAL ADOPTED BY THE FACTORY
- 4.5.4 ANALYSIS OF TRADITIONAL METHODS OF PERFORMANCE APPRAISAL ADOPTED BY THE FACTORY
- 4.5.5 ANALYSIS OF MODERN METHODS OF PERFORMANCE APPRAISAL ADOPTED BY THE FACTORY
- 4.5.6 ANALYSIS OF EVERY PROMOTION IS MADE ON PERFORMANCE APPRAISAL BASIS
- 4.5.7 ANALYSIS OF PERFORMANCE APPRAISAL IMPROVES THE JOB PERFORMANCE OF EMPLOYEES
- 4.5.8 ANALYSIS OF PERFORMANCE APPRAISAL SYSTEM IS FAIR & ACCURATE TO MEASURE PERFORMANCE OF EMPLOYEES
- 4.5.9 ANALYSIS OF NEED OF PERFORMANCE APPRAISAL SYSTEM IN THE FACTORY
- 4.5.10 ANALYSIS OF DIFFERENT ISSUES OF EMPLOYEES IN THE FACTORY

4.5.1 ANALYSIS OF AWARENESS ABOUT PERFORMANCE APPRAISAL SYSTEM IN THE FACTORY

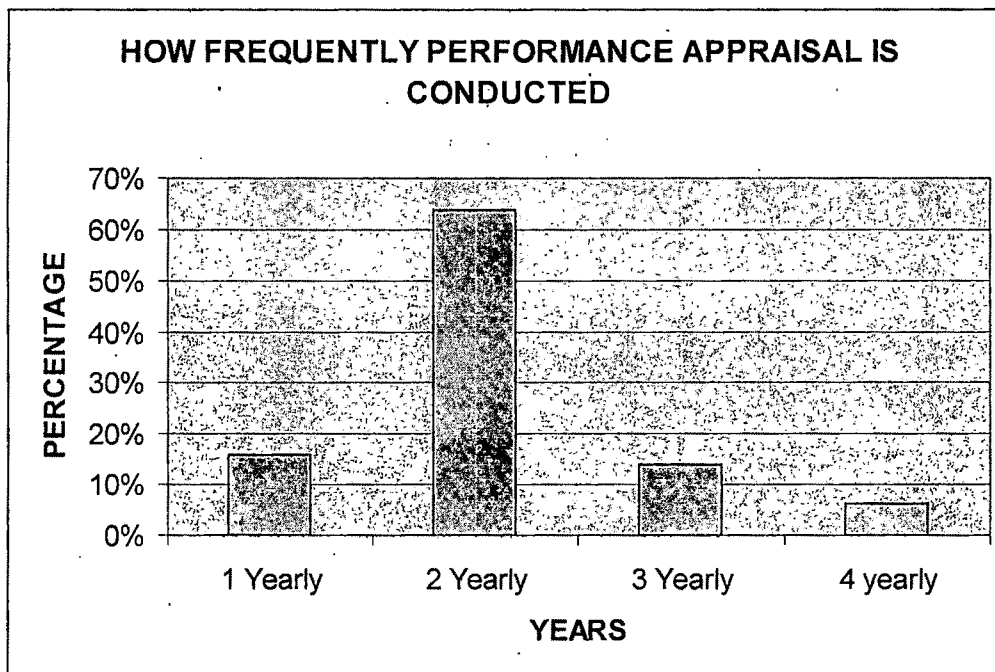
SR.NO	AWARE	EMPLOYEES	PERCENTAGE
1	Yes	47	94%
2	No	03	06%
	TOTAL	50	100%



The tabular analysis and pie chart shows the awareness about performance appraisal system in the factory. Out of 50 employees 94% of employees said that they are aware about performance appraisal system in the factory where as 06% of employees said that they are not aware about performance appraisal system in the factory. It indicates that majority of employees are aware about performance appraisal system in the factory

4.5.2 ANALYSIS OF HOW FREQUENTLY PERFORMANCE APPRAISAL IS CONDUCTED IN THE FACTORY

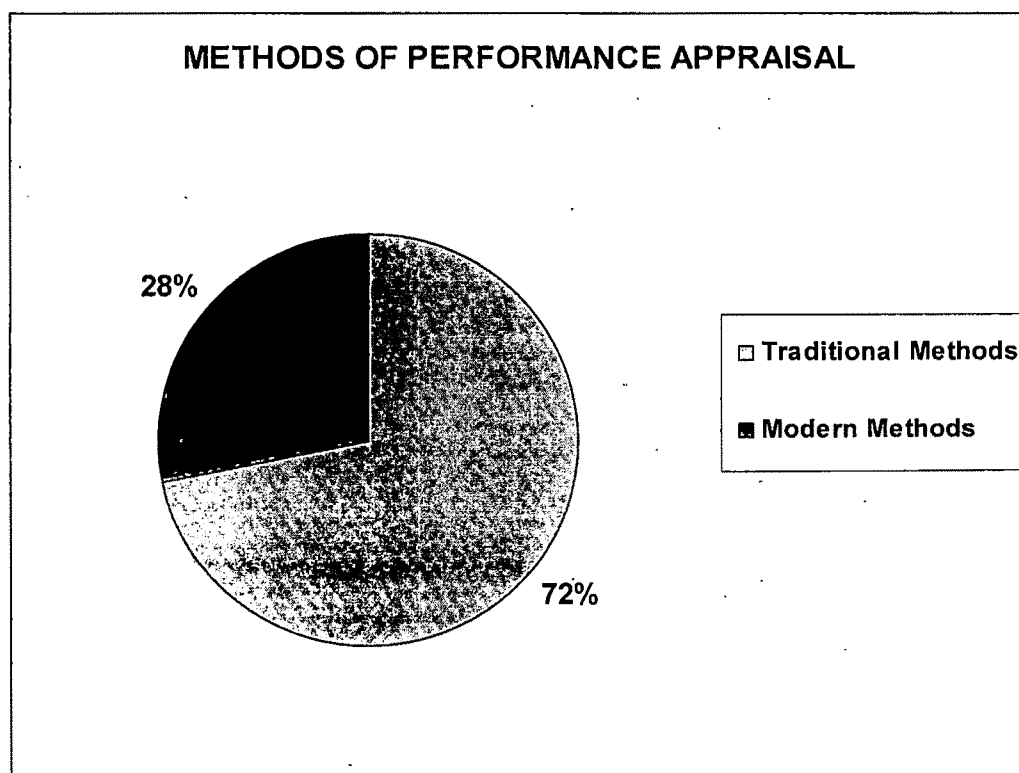
SR.NO	YEARS	EMPLOYEES	PERCENTAGE
1	1 Yearly	08	16%
2	2 Yearly	32	64%
3	3 Yearly	07	14%
4	4 yearly	03	06%
	TOTAL	50	100%



The tabular analysis and graph shows how frequently performance appraisal is conducted in the factory. Out of 50 employees 64% of employees said 2 yearly performance appraisal is done, 16% of employees said after one year performance appraisal is done, 14% of employees said 3 yearly performance appraisal is done and 06% of employees said 4 yearly performance appraisal is done respectively. It indicate factory conduct performance appraisal after certain years according to the job profile of the employees.

4.5.3 ANALYSIS OF METHODS OF PERFORMANCE APPRAISAL ADOPTED BY THE FACTORY

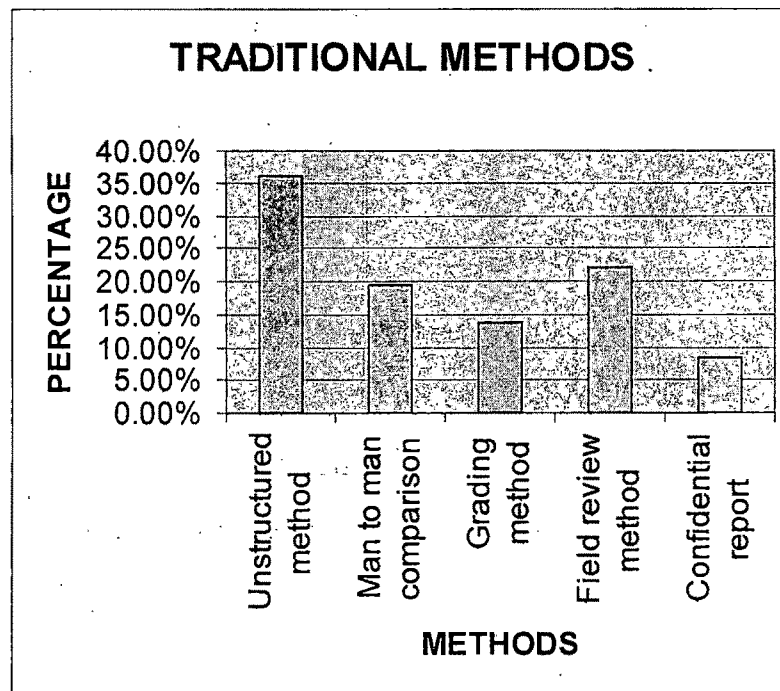
SR. NO	METHODS	EMPLOYEES	PERCENTAGE
1	Traditional Methods	36	72%
2	Modern Methods	14	28%
	TOTAL	50	100%



The tabular analysis and pie chart shows methods of performance appraisal system adopted by factory. Out of 50 employees 72% of employees said that factory uses traditional methods of performance appraisal. Where as 28% of employees said that factory uses modern methods of performance appraisal. It indicates factory adopted traditional methods more than modern methods for performance appraisal of employees.

4.5.4 ANALYSIS OF TRADITIONAL METHODS OF PERFORMANCE APPRAISAL ADOPTED BY THE FACTORY

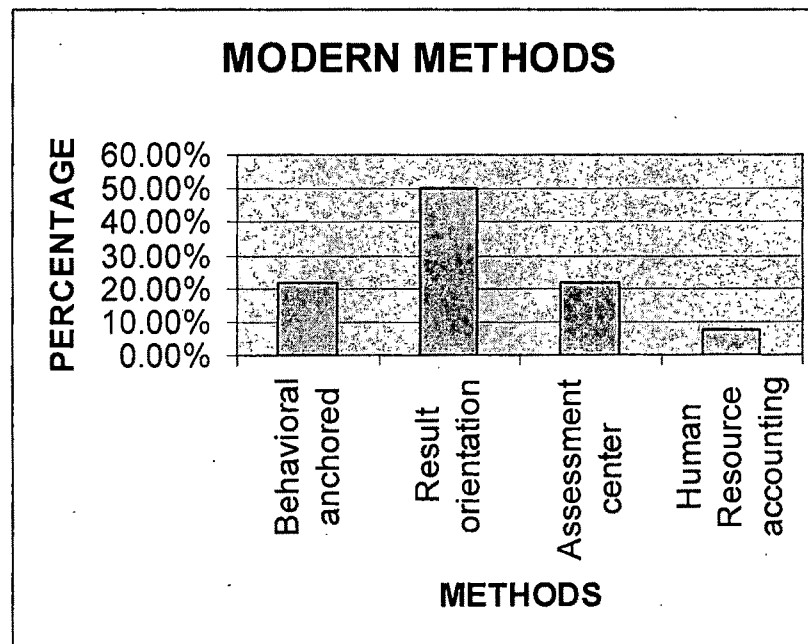
SR.NO	TRADITIONAL METHODS	EMPLOYEES	PERCENTAGE
1	Unstructured method	13	36.13%
2	Man to man comparison	07	19.44%
3	Grading method	05	13.88%
4	Field review method	08	22.22%
5	Confidential report	03	8.33%
	TOTAL	36	100%



The tabular analysis and graph shows the traditional methods of performance appraisal adopted by the factory. Out of 50 employees 28% of employees said instructed method, 24% of employees said man to man comparison, 14% of employees said grading method, 18% of employees said field review method and 14% of employees said confidential report respectively. It indicates that factory has adopted all the traditional methods.

4.5.5 ANALYSIS OF MODERN METHODS OF PERFORMANCE APPRAISAL ADOPTED BY THE FACTORY

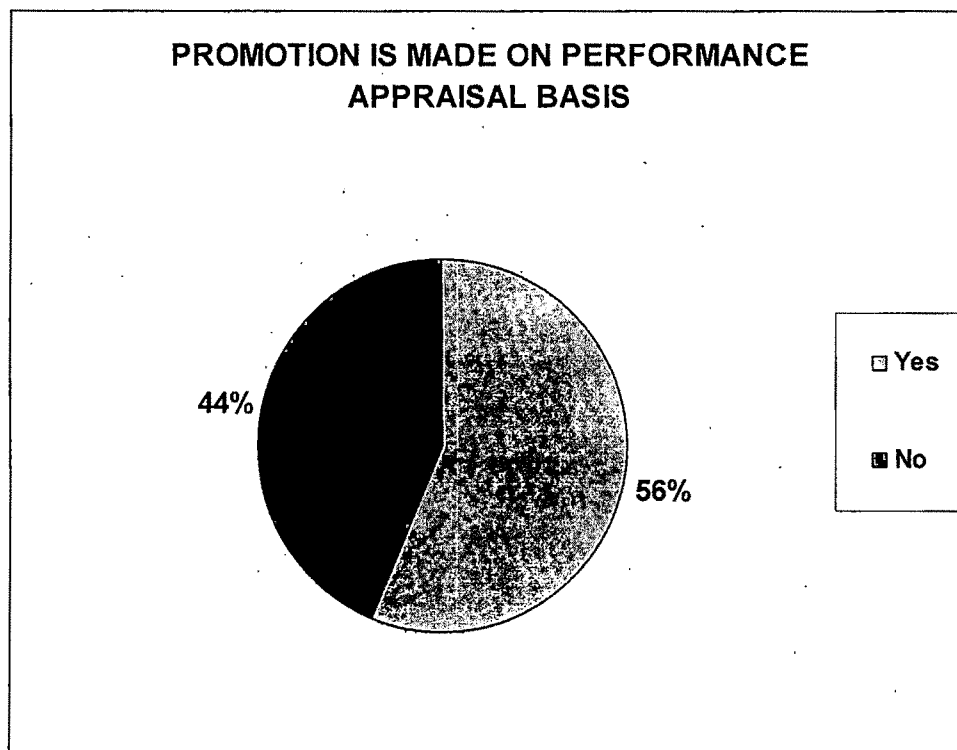
SR.NO	MODERN METHODS	EMPLOYEES	PERCENTAGE
1	Behavioral anchored	03	21.43%
2	Result orientation	07	50%
3	Assessment center	03	21.43%
4	Human Resource accounting	01	7.14%
	TOTAL	14	100%



The tabular analysis and graph shows modern methods of performance appraisal adopted by factory. Out of 50 employees 50% of employees said result orientation, 21.43% of employees said behavioral anchored, 21.43% of employees said assessment center method and 7.14% of employees said human resource accounting method respectively. It indicates factory using all the modern methods of performance appraisal to measure the performance of employees in the factory.

4.5.6 ANALYSIS OF EVERY PROMOTION IS MADE ON PERFORMANCE APPRAISAL BASIS

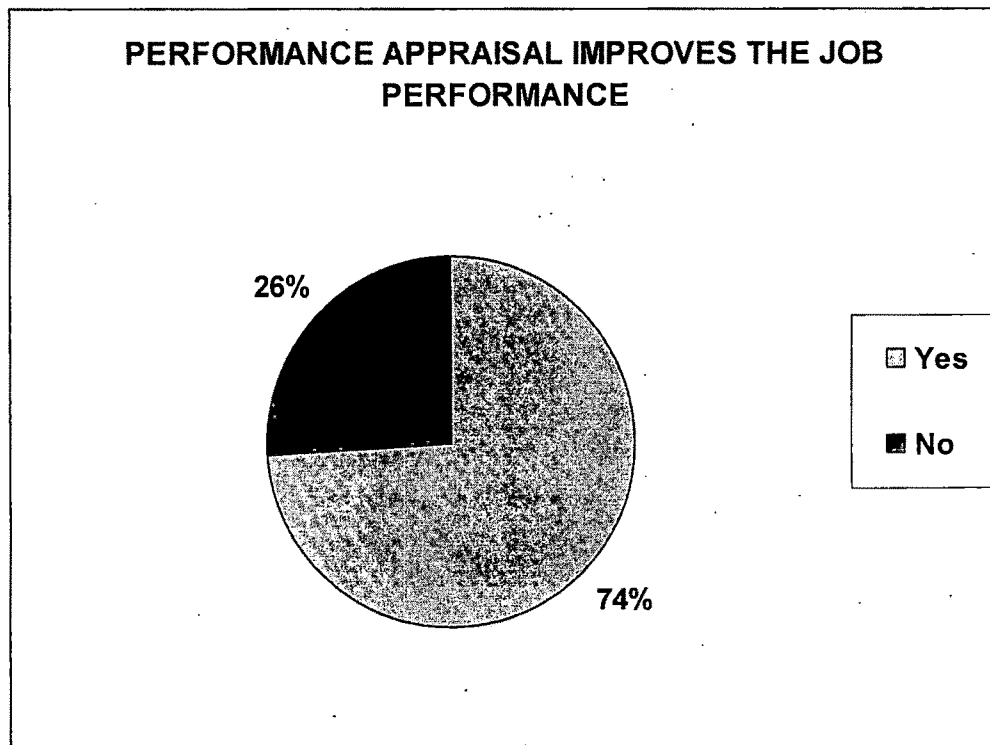
SR.NO	OPINION	EMPLOYEES	PERCENTAGE
1	Yes	28	56%
2	No	22	44%
	TOTAL	50	100%



The tabular analysis and pie chart shows the promotion is made on performance appraisal basis in the factory. Out of 50 employees 56% of employees said that promotion should be made on performance appraisal basis where as 44% of employees said that promotion should be made on seniority basis respectively. It indicate that employees are with the opinion of performance appraisal system is required in the factory to measure the performance of their jobs and get promotions.

4.5.7 ANALYSIS OF PERFORMANCE APPRAISAL IMPROVES THE JOB PERFORMANCE OF EMPLOYEES

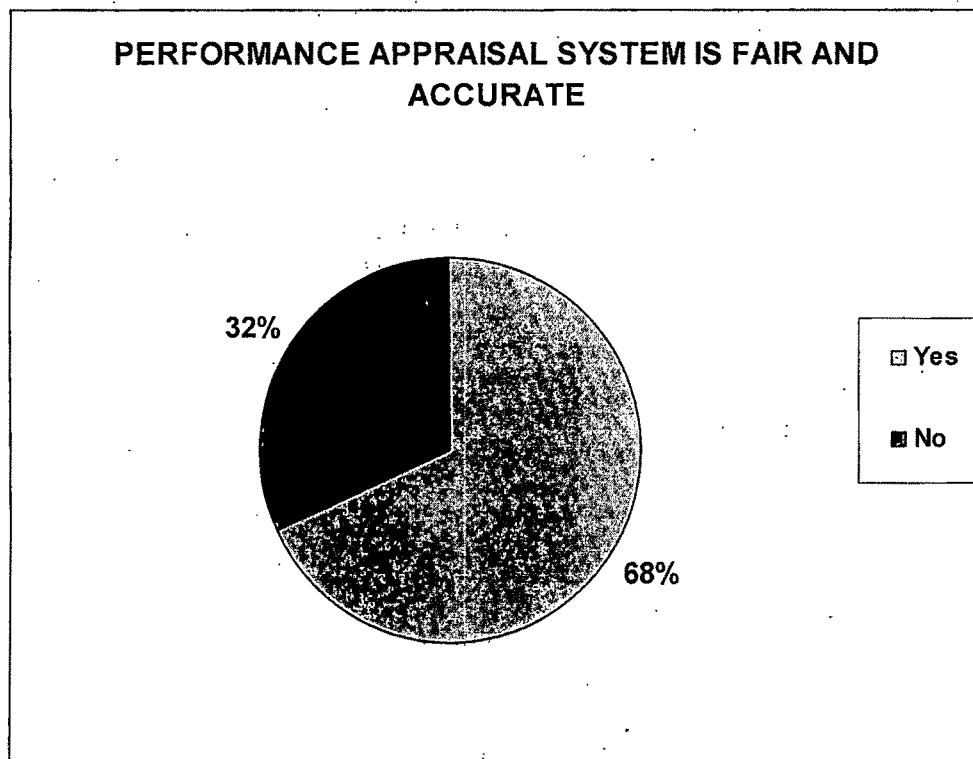
SR.NO	IMPROVES	EMPLOYEES	PERCENTAGE
1	Yes	37	74%
2	No	13	26%
	TOTAL	50	100%



The tabular analysis and pie chart shows the performance appraisal improves the job performance of the employees. Out of 50 employees 74% of employees said that performance appraisal improves the job performance where as 26% of employees said that performance appraisal does not make any changes in the job performance. It indicates that performance appraisal required to measure the performance of employees it does not make any effect on the job performance in the factory.

4.5.8 ANALYSIS OF PERFORMANCE APPRAISAL SYSTEM IS FAIR & ACCURATE TO MEASURE PERFORMANCE OF EMPLOYEES

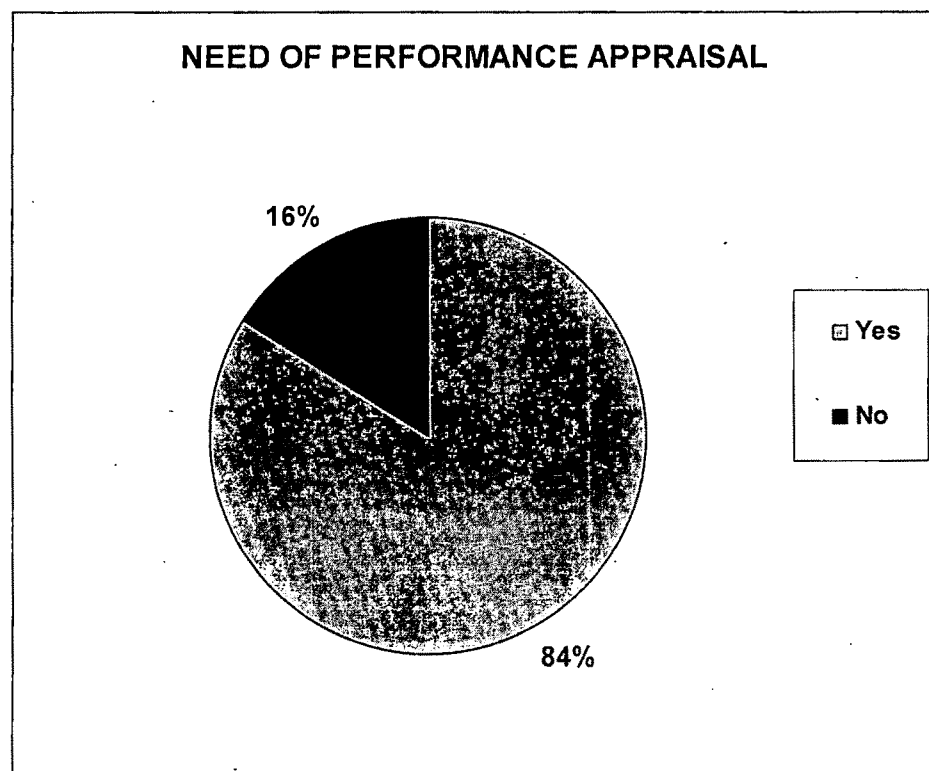
SR.NO	FAIR & ACCURATE	EMPLOYEES	PERCENTAGE
1	Yes	34	68%
2	No	16	32%
	TOTAL	50	100%



The tabular analysis and pie chart shows the performance appraisal system is fair and accurate to measure the performance of employees. Out of 50 employees 68% of employees said that performance appraisal system is fair and accurate to measure the performance appraisal of employees where as 32% of employees said that performance appraisal system is not fair and accurate to measure the performance of employees. It indicates the factory has adopted the fair and accurate performance appraisal system in factory.

4.5.9 ANALYSIS OF NEED OF PERFORMANCE APPRAISAL SYSTEM IN THE FACTORY

SR.NO	NEED	EMPLOYEES	PERCENTAGE
1	Yes	42	84%
2	No	08	16%
	TOTAL	50	100%



The tabular analysis and pie chart shows the need of performance appraisal system in the factory. Out of 50 employees 84% of employees said that there is the need of performance appraisal system in the factory where as 16% of employees said that there is no need of performance appraisal system in the factory. It indicates employees need performance appraisal system in the in the factory for their increments, development of skill and quality of work.

4.5.10 ANALYSIS OF DIFFERENT ISSUES OF EMPLOYEES IN THE FACTORY

SR.NO	ISSUES OF EMPLOYEES	YES/NO
1	Comfortable to work in your working place.	YES
2	Get all safety program from factory	NO
3	Get all medical Facilities	YES
4	Good relationship within employees	YES
5	Discuss your ideas & suggestion to management	YES
6	Management discuss labour policies	NO
7	Hospitality facilities are provided	YES
8	Statutory welfare facilities are provided	NO
9	Get salary/wages on time	YES
10	Satisfied with your jobs	NO

In addition to the specified tables which are already presented, analyzed and interpreted earlier. This table considered the remaining issues about the working of employees in the factory. This table covers the filled type of enquiry points. In majority of the cases responses were found to be positive from the employees where as in the cases of some issues like whether they are feeling comfortable to work, they get any safety program, management discuss its labour policy, about the satisfaction of job etc the response are negative from the employees. The management of factory needs to be very careful and conscious about the issues of employees. The employees shall remain fully contented and happy. The efficiency of the employees will improve which in turn bring in additional profit and prosperity to the factory.