

CHAPTER - V

SUGGESTIONS

CHAPTER - VSUGGESTIONS

1. It is observed that group of 30% of the workers is unhappy with the salary they get. It is at the workers level money is the important motivating factor and it is around one third of the workers are unhappy which results into demotivation of workers. Hence management should revise their pay scales.
2. Though length of service is considered for the purpose of providing increments the organisation should take into consideration the performance and for best performance should be rewarded in form of increment and other type of financial benefits.
3. It is majority of the workers prefer human centered style of leadership and hence the executives at all the levels should be more human centered and should consider the expectations of workers at work which will result into more work by workers.
4. It is in order to motivate the people they should be provided with training in computer especially it should be for all the executives in the organisation.



5. The management should apply financial techniques in order to motivate the workers and non financial techniques should be more applied in case of the executives.
6. Job satisfaction plays dominating role and therefore management should assign the jobs to workers taking into consideration the qualification and liking of workers.
7. The performance appraisal system has to be continuously adopted in order to assess the performance of workers. It is once we assign the standards and try to motivate the people however if we go for analysing performance and compare it with our expectation then only the management shall be in a position to study to what extent they in practice succeeded in motivating the people.
8. The suggestions made by the workers should be implemented which will develop sense of belongingness in the mind of workers and they will be motivated more.
9. The management should try to provide free education to the children of workers from all the classes whereby the people will be highly motivated.

10. The management should provide residential accommodation to workers near the factory to motivate the people.
11. The company should provide conveyance facilities to workers as it provides to executives or pay conveyance allowance.
12. The management should revise the existing promotion policy which should provide promotion on basis of seniority and performance irrespective of qualifications.
13. Guidance and co-operation in day to day work to the workers no doubt motivates them. However in some cases it was observed that superiors do not guide and cooperate with workers properly. The management therefore, should mark such instances which are found very rare should always guide and co-operate with workers.
14. The management of the organisation should provide medical and educational facilities to temporary workers also which will help in adding their returns to the organisation. These facilities can be discontinued if the temporary worker does not continue with the organisation.