

CHAPTER - IV

CONCLUSIONS AND FINDINGS

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1. It is 30% of the workers are found unhappy. It does not mean that the organisation is low paid; which may be the result of the type of work assigned to the workers. After all management decides salary on the basis of work only and this dissatisfaction of workers, do not mean that worker's are low paid.
2. It is observed in course of study that the workers are happy with bonus paid by the organisation. It is from this area, this is the organisation which pays highest bonus to the workers, which is motivating factor.
3. The facilities being provided to workers play dominating role in motivating the workers and in the organisation under study the workers are found to be happy with welfare facilities being provided and which motivates the workers.
4. It is observed that the majority of the workers namely around one third of total strength are unhappy with existing promotion policy.

5. It is observed that the over all workers are happy with the compensation which organisation pays to them in case of accident.
6. It is found that the workers prefer human centered style of leadership other than the other leadership styles.
7. It is a minority group of i.e. 8% of the workers are of the view that they do not receive any guidance and cooperation from their superiors.
8. The workers in general are happy with the job assigned to them.
9. The management of the organisation should rely much upon decentralisation of authority and giving more and more freedom to the workers at work. It will create a sense of belongingness towards organisation in the mind of workers and workers will feel that management believe them; this will be the most dominating factor in motivating workers.
10. It is observed that the best performance of workers are rewarded in majority of the cases by way of promotion or increment.

11. As far as the preference towards technique of motivation is concerned the workers prefer financial techniques of motivation and executives prefer non financial techniques of motivation viz. promotion, recognition etc.
12. The workers are given fixed standards of achievement according to norms of production.
13. The workers participation in management is found to be a best system being adopted in the organisation.
14. The importance of motivation in management have been realised by all organisations and especially in organisation under study. It is observed by interviews with the workers and executives that the management of the organisation adopts various monetary and non monetary techniques like appreciation letters, good promotion, medical facilities, leave facilities, good human relations and other financial benefits are also being provided to workers.