Evaluation Level Of Organizational Mentoring And Pragmatic Study Of Employee Potential Commitment Of Selected Listed Company In Tamilnadu

R.Meenakshii ¹and T.A.Tamilselvi ²

¹Assistant Professor,
Vivekanandha College of Arts& Science for Women (Autonomous),
Elayampalayam,
Tiruchengode -637205.

²Principal
Shri Ganesh Arts and Science College
Salem

Abstract: The study investigated the impact of performance management structure on employee’s obligation to the group. To achieve this aim, a review of relevant journalism was done and primary data was gathered using a Likert pondents. Two Hypotheses was postulate to test the importance of the examine problems. Data analysis was accepted out using simple linear Regression which proved the interchange hypothesis important in the hypotheses tested. Findings naked that performance management system impact on employee’s obligation to the organizational set goals. The study accomplished there is a positive affiliation performance administration system and employee’s loyalty to the executive set goals. The study suggested among others that employees should be carried along in deceitful the performance management system and the organizations routine management system should be clear, idea and easy to understand.

1. Introduction

The growing aggressive nature of the Tamilnadu production environment places huge tasks on managers to create an enabling working environment that can trigger advantageous attitude from recruits towards the organization set goal and objectives. The thoughts has to be in the concentration of the organisation and must earnestly show strong substantiation for improved organisational performance. This is essential owing to the vast role employees play in ensure the corporate existence of the business and the necessitate to ensure businesses in Tamilnadu enjoy long life span. However, for organization to power this high level of enthusiasm from employees the organisation must devise an unbiased, objective and fair measure that seek to identify, recognize and reward employees contributions to the organizations success, and make sure its eventually link to the organizations goal and objectives. The concerning of this system is for the most part to ensure there is a basis or criteria for appraisal that certainly serves as a judge stand to conclude the reward justified on the assessed contribution.

2. Hypothesis of the Study

Ho1: Performance management organization has no contact on employees commitment.

Ho2: Employees involvement in deceitful an organizations performance management system has no considerable end product on employees commitment.
3. Research Methodology

The frame for the study is preferred listed company in Tamilnadu, exclusively Lagos state; and the picking is due to the fact that it is the most important city hosting most of the organization in the country. A opinion poll survey was used to obtain data from the respondents to learning the blow of performance management system to employees dedication to the company.

The research approach adopted in this revision can be characterized as quantitative (questionnaire survey). Primary data was used for the study obtain through the use of a questionnaire survey as the examine instrument. This is due to the believe that a questionnaire serve as the foundation for both empirical and behavioral research. The questionnaire investigation was premeditated in a liker scale format and scored ranging from Strongly Agree (5), Agree (4), Undecided (3), Disagree (2), and Strongly Disagree (1).

In formative the sample size; stratified convenience sampling technique was adopted. Split-halves method was used to weigh up the reliability of the survey appliance and results from the two halves were compare to ensure no group differences exist. The study employed the use of parametric study for a data gotten via a non probabilistic sampling technique because the data would be oblique and transformed to the form proper for parametric study Regression analysis and t-test analysis was used for hypothesis I and II using SPSS.

4. Analysis

A pilot study has been conducted for a mock-up of 50 respondents and consistency examination (scale- split) is done. Three procedures of consistency are given. The scale consists of 40 items, which measures the approach of the respondents on a Likert type five max out scale. 50 respondents were selected for consistency analysis.

<table>
<thead>
<tr>
<th>Table: No.1 Analysis of Factor Variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statistics for</td>
</tr>
<tr>
<td>component 1</td>
</tr>
<tr>
<td>component 2</td>
</tr>
<tr>
<td>Scale</td>
</tr>
</tbody>
</table>

The scale substance was divided into two parts (forms) each part contain 20 items preferred randomly. The correlation flanked by two forms was create to be 0.6919, investigative of that the items amid the two parts correlate well. Spearman-Brown and Guttman split-half reliabilities are used to find consistency coefficients of the balance by separating the scale items into two halves in some uninformed manner.

<table>
<thead>
<tr>
<th>Table 2. Reliability coefficients</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of Cases</td>
</tr>
<tr>
<td>25 items in part 1</td>
</tr>
<tr>
<td>Correlation between forms</td>
</tr>
<tr>
<td>Guttman Split-half</td>
</tr>
<tr>
<td>Part 1 for Alpha</td>
</tr>
</tbody>
</table>
The connection between forms is used to find the Spearman Brown dependability and the variances of sum degree and form are used to find Guttman reliability. Cronbach's coefficient alpha (α) uses variances for the k personality items (40) and the variation for the computation of all items. If there is no proper score but only error in the items then the variance of the sum will be the same as the sum of variances of the human being items. Therefore, coefficient alpha will be equal to zero. If all items are completely steadfast and quantify the same thing (true score), then coefficient alpha is equal to 1.

5. Conclusion and Recommendations

This study concludes from the findings that the nature of an organization performance management system has enormous impact on employees commitment. The way employees feel about their organization is cogent in ensuring the corporate existence of the business. Therefore, there is need to carry employees along in the designing of performance management system since its successful implementation is also dependent on them. Finally, it is worthy to state that the extent of an employee’s commitment has a direct bearing on the sustainability and profitability of any organization. Like most experimental studies, this research has its limitations. The small sample size is small and it is expected that further studies in this area should be carried out on a larger sample size to help expand the scope of accepting beyond the present in a quest to enhance employees commitment through effective performance management system.

6. Recommendation:

[1] Employees should be carried along in designing the performance management system.
[2] Attention should be paid to using the system to trigger favourably behaviour among employees
[3] The organisations performance management system should be clear,objective and easy to understand.
[4] The performance appraisal system should be accurate and contain all necessary information.
[5] The system should be well documented, continuous, regularly updated to meet modern challenges/issue.

7. References:


***