

EMPLOYEES' PERCEIVED WORK VALUES ON ORGANIZATIONAL EFFECTIVENESS IN TEXTILE INDUSTRY IN TAMILNADU

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Abstract: Work values can be defined as desired values that seek by people through their work. Employees do not only seek for money, they want better work conditions, promotion, recognition and others. Today, the Textile industry has turned into a noteworthy supporter of the Indian economy. India is the all around second biggest textiles exporting nation. It causes 11% to industry yield, 5% to the GDP and 15% to the National all out fares profit. India having the 6 percent offer in worldwide trading of textiles. The research attempts to understand the employees' perceived work values on organizational effectiveness in textile industry in Tamilnad. Primary data was collected through convenience sampling technique. Sample size was 75 employees from textile industry. Data analysis was done through path analysis. The analysis identified that there is influence of organizational support, job complexity and organizational culture on employees' perceived work values in textile industry. It is also discovered that there is no influence of employees' perceived work values on organizational effectiveness with respect to gender in textile industry. Hence, it is concluded that the possible extent the job security is to be assured so that the employees fell more secured and this feeling of job security will lift up the enhancement in the perception of the work values, hence this should be promised in the near coming future.

Keywords: Organizational Support, Job Complexity, Organizational Culture, Employees' perceived work values, Organizational Effectiveness and Textile Industry.

1. INTRODUCTION

Work values are goals or rewards that people seek through their work" (Schwartz, 1999). Work values can be defined as desired values that seek by people through their work. Employees do not only seek for money, they want better work conditions, promotion, recognition and others.

POS provides employees with a simple way to perceive their valuation by the organization and will vary from the read that the organization regards them very completely to the alternative extreme of disdaining them and needing to get obviate them given the primary chance. According to organizational support theory, employees value POS partly because it meets their needs for approval, esteem and affiliation, and provides comfort during times of stress.

Organizational culture can be taken a gander at as a framework. Sources of info in organizational criticism from, e.g., society, callings, laws, stories, saints, values on rivalry or administration, and so on the procedure depends on our presumptions, qualities and standards, e.g., our qualities on cash, time, offices, space and individuals. yields or impacts of our way of life are, e.g., authoritative practices, advances, systems, picture, items, administrations, appearance, and so forth consequently organizational culture influences the methods people and groups act with each other, with customers, and with partners and moreover, authoritative culture may influence how much representatives build up with an association subsequently the propelled the possibility that associations ordinarily have awfully varying societies besides as subcultures.

Organizational Effectiveness agencies in corporations without delay challenge themselves with various key areas. They are intelligence management, leadership development, corporation diagram and structure, graph of measurements and scorecards, implementation of alternate and transformation, deploying clever methods and clever technological know-how to manipulate the firms' human capital and the components of the broader Human Resources agenda.

2. REVIEW OF LITERATURE

Muhamad, et al. (2017) found that work environment that consist of promotion, recognition and good feelings as well as motivation, work values of ambition and flexibility were the factors that significantly disturbing Gen Yers' intend to go away their current employment. The researchers recommended that the Trustee Organization should better managing their employees especially in retaining jobs and promoting of their young talented workers.

Elias Kodjo Kekesi and Collins Badu Agyemang (2014) identified that there is a positive relationship between psychological distress and perceived job insecurity whereas work values moderate this relationship. The researchers recommended that the managers should manage negative thoughts associated with the insecurity of future continuation of one's job and invest in HRM practices that enhance extrinsic values which can eventually lead to employee psychological well-being.

Rahman (2014) found that job dissatisfaction has an insignificant cant relationship with organizational effectiveness. The research also found that there is influence of employee training and job satisfactions on organizational effectiveness. The study recommended that the bank management should focal point on structure human resources during diverse training for developing organizational effectiveness.

Drama Devi and Nagurvali Shaik (2012) found that there is influence of influence of training & development on employee performance and organizational effectiveness. The research recommended that training and development is very crucial to the employees, the organization and their effectiveness.

Sehresh Iqbal and Maryam Saeed Hashmi (2015) identified that impact of perceived organizational support on faculty retention in higher educational institutions of Pakistan. The research also found that there is influence of perceived organizational support on employee retention with respect to psychological empowerment.

Yan (2015) found that proactive personality has positive effect on re-entry adjustment. There is significant difference towards career perceived organizational support, financial perceived organizational support and adjustment perceived organizational support with respect to demographic profile. The research also identified that career perceived organizational support, financial perceived organizational support and adjustment perceived organizational support have significant positive effect on work adjustment, general adjustment and interaction adjustment.

John E. Hunter, et al. (1990) found that the standard deviation of employee output as a percentage of mean output increases as a function of the complexity level of the job. Standard deviation values for sales jobs are considerably larger. The calculated sequence was approximately 19%, 32%, and 48% from low, medium and high complexity no sales jobs, respectively. The results also indicate that standard deviation increases as the complexity of the job increase.

Mario Lado and Pamela Alonso (2017) identified that emotional stability and conscientiousness proved to be influencers of the three performance measures. The analysis also identified that extroversion was a relevant predictor of task performance and overall job performance. Agreeableness was a predictor of contextual performance.

3. RESEARCH METHODOLOGY

Descriptive research design has been used this research work. The descriptive research design attempts to explain the activities of the employees in relation to an exacting practice or ethnicity of meaning. Based on the recompense of descriptive research design, the author has used the descriptive research to establish the employees' perceived work values in textile industry.

3.1 Framework of the Research

It was used to identify the influence of organizational support, job complexity and organizational culture on employees' perceived work values in textile industry. Organizational support, job complexity and organizational culture were considered as independent variables Employees' perceived work values was considered as mediator variable and organizational effectiveness was considered as outcome variable.

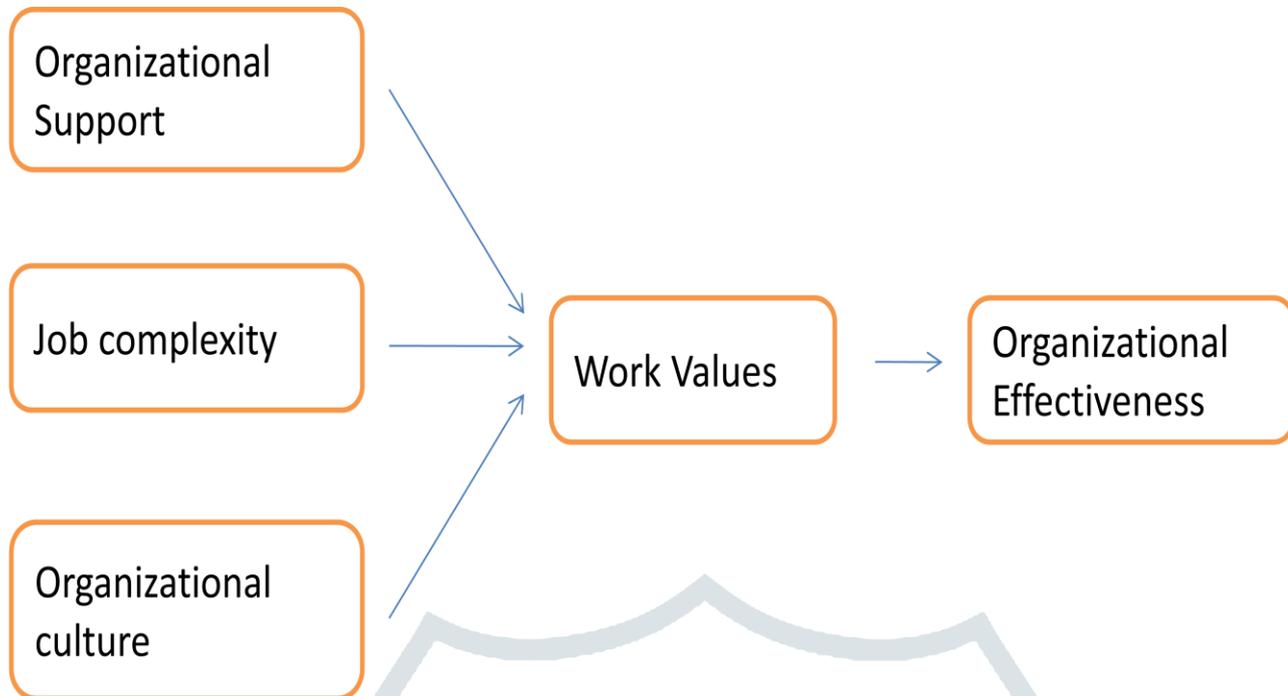


Figure 1: Conceptual framework of the study

3.2 Research Gap

Many researchers have studied in the area of employees' perceived work values, influence of employees' perceived work values on organizational effectiveness. Influence of independent variables (organizational support, job complexity and organizational culture) on employees' perceived work values. The five variables combined study was not found especially in Textile industry. So there is a research gap identified to study is unique in introducing the dependent variable employees' perceived work values and independent variables such as organizational support, job complexity and organizational culture and outcome variable organizational effectiveness.

3.3 Statement of the problem

How the organizational support, job complexity and organizational culture were influence the organizational effectiveness with respect to employees' perceived work values in textile industry. What the employees' level of perceived work values in textile industry. How the work values are influence the employees' organizational effectiveness with respect to gender in textile industry.

3.4 Objectives of the Study

- To study the influence of organizational support, job complexity and organizational culture on employees' perceived work values in textile industry.
- To know the influence of employees' perceived work values on organizational effectiveness with respect to gender in textile industry.

3.5 Hypotheses of the Study

- There is no influence of organizational support, job complexity and organizational culture on employees' perceived work values in textile industry.
- There is no influence of employees' perceived work values on organizational effectiveness with respect to gender in textile industry.

3.6 Questionnaire Construction

Table 1: Reliability of the Research

S.No.	Variable	Reliability	Author
1.	Organizational Support	0.84	Eisenberger, et al. (1986)
2.	Job complexity	0.93	Frese, et al. (1996)
3.	Organizational Culture	0.81	Twumasi-Ankrah (2012)
4.	Perceived Work Values	0.84	Meyer, et al. (1998)
5.	Organizational Effectiveness	0.88	Brayfield, et al. (1951)

Standard tools were used for primary data collection. For all the statements of the questionnaire construction the alpha was ranged from 0.81 to 93. This reliability value indicates that high reliability of the statements of the questionnaire.

3.7 Area of sample and justification

Coimbatore district has been selected for this research as area of sampling. Hence, there is a required to defend and expand the employees as well as the textile industry as a whole. By understanding this, work values and organizational effectiveness are judged for the research.

3.8 Sampling design

The sample comprises the employees of textile industry in Coimbatore district of Tamilnadu.

3.9 Pilot study sample size

Pilot study sample size of the research was 75 employees from textile industry in Coimbatore district of Tamilnadu.

3.10 Sampling technique

Sampling technique presents a range of techniques that allow decreasing the amount of data wanted to collect by believing only data from a subgroup pretty than all probable cases or rudiments. Convenience sampling technique was followed to collect the primary data for the research.

3.11 Toll for data analysis

Path analysis was used for data analysis. It was used to identify the influence of organizational support, job complexity and organizational culture on organizational effectiveness with respect to employees' perceived work values in textile industry.

Analysis and Interpretation

Table 1: Shows Model Fit Indication

Indicators	Observed Values	Recommended Values (Premapriya, et al. 2016)
Chi-Square	1.750	---
p	0.186	Greater than 0.050
GFI	0.999	Greater than 0.90
AGFI	0.983	Greater than 0.90
CFI	1.000	Greater than 0.90
NFI	0.999	Greater than 0.90
RMR	0.001	Less than 0.080
RMSEA	0.035	Less than 0.080

Source: Primary data

From the model fit table, it is identified that the chi-square value was 1.750. The p value was greater than five percent level. The AGFI and GFI values were bigger than 0.90 and also recommended by Saminathan, et al. (2019). The calculated NFI and CFI values were bigger than 0.90 and also recommended by and Kantiah Alias Deepak and Velaudham (2019); Velaudham and Baskar (2015). It was found that RMSEA and RMS values were less than 0.08. The above pointers indicate that it was completely fit Velaudham and Baskar (2016).

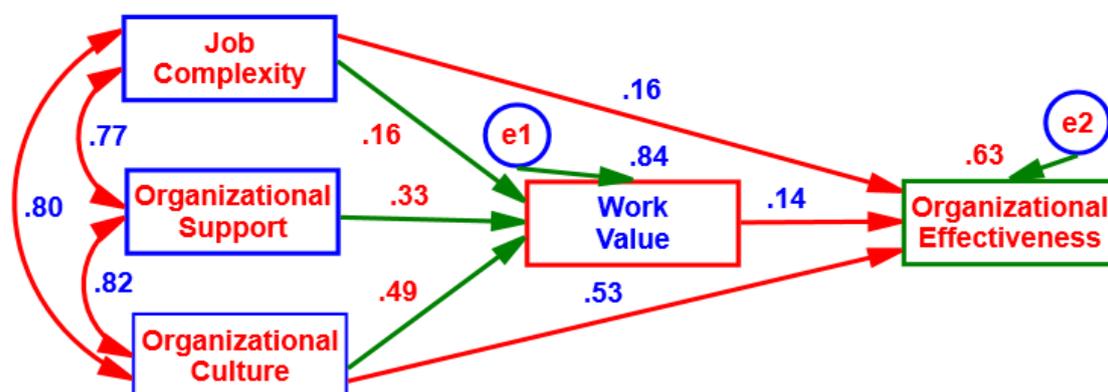


Figure 4.2: Path analysis of employees' perceived work values on organizational effectiveness in textile industry

H₀: There is no influence of job complexity on employees' perceived work values in textile industry at Tamilnadu.

Influence of job complexity on employees' perceived work values calculated value of CR is 5.523. The Beta value was 0.158. The beta value indicates that 15.8 percent of influence is through job complexity towards employees' perceived work values. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that the job complexity influences employees' perceived work values among the employees in textile industry at Tamilnadu.

H₀: There is no influence of organizational support on employees' perceived work values in textile industry at Tamilnadu.

Influence of organizational support on employees' perceived work values calculated value of CR is 11.012. The Beta value was 0.328. The beta value indicates that 32.8 percent of influence is through organizational support towards employees' perceived work values. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that the organizational support influences employees' perceived work values among the employees in textile industry at Tamilnadu.

Table 4. 2: Shows Regression Weights

DV		IV	Estimate	S.E.	C.R.	P	p
Work Values	<---	Job Complexity	0.135	0.024	5.523	0.158	0.001
Work Values	<---	Organizational Support	0.348	0.032	11.012	0.328	0.001
Work Values	<---	Organizational Culture	0.592	0.038	15.511	0.490	0.001
Organizational Effectiveness	<---	Job Complexity	0.142	0.040	3.593	0.157	0.001
Organizational Effectiveness	<---	Organizational Culture	0.678	0.072	9.461	0.527	0.001
Organizational Effectiveness	<---	Work Values	0.154	0.060	2.584	0.145	0.010

Source: primary data

H₀: There is no influence of organizational culture on employees' perceived work values in textile industry at Tamilnadu.

Influence of organizational culture on employees' perceived work values calculated value of CR is 15.511. The Beta value was 0.490. The beta value indicates that 49 percent of influence is through organizational culture towards employees' perceived work values. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that the organizational culture influences employees' perceived work values among the employees in textile industry at Tamilnadu.

H₀: There is no influence of job complexity on organizational effectiveness in textile industry at Tamilnadu.

Influence of job complexity on organizational effectiveness calculated value of CR is 3.593. The Beta value was 0.157. The beta value indicates that 15.7 percent of influence is through job complexity towards organizational effectiveness. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that the job complexity influences organizational effectiveness among the employees in textile industry at Tamilnadu.

H₀: There is no influence of organizational culture on organizational effectiveness in textile industry at Tamilnadu.

Influence of organizational culture on organizational effectiveness calculated value of CR is 9.461. The Beta value was 0.527. The beta value indicates that 52.7 percent of influence is through organizational culture towards organizational effectiveness. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that the organizational culture influences organizational effectiveness among the employees in textile industry at Tamilnadu.

H₀: There is no influence of employees' perceived work values on organizational effectiveness in textile industry at Tamilnadu.

Influence of employees' perceived work values on organizational effectiveness calculated value of CR is 2.584. The Beta value was 0.145. The beta value indicates that 14.5 percent of influence is through employees' perceived work values towards organizational effectiveness. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that the employees' perceived work values influences organizational effectiveness among the employees in textile industry at Tamilnadu.

5. FINDINGS, RECOMMENDATIONS AND CONCLUSION

Findings

- The analysis identified that there is influence of organizational support, job complexity and organizational culture on employees' perceived work values in textile industry.
- It is also discovered that there is no influence of employees' perceived work values on organizational effectiveness with respect to gender in textile industry.

Recommendations

- The possible extent the job security is to be assured so that the employees fell more secured and this feeling of job security will lift up the enhancement in the perception of the work values, hence this should be promised in the near coming future.
- Textile industry management should look for feedback from their employees, concerning the perception of the organizational support and organizational culture on a regular basis as a continuous attempt to sustain and develop environments to development of organizational effectiveness.

Conclusion

Work values can be defined as desired values that seek by people through their work. Employees do not only seek for money, they want better work conditions, promotion, recognition and others. Today, the Textile industry has turned into a noteworthy supporter of the Indian economy. India is the all around second biggest textiles exporting nation. It causes 11% to industry yield, 5% to the GDP and 15% to the National all out fares profit. India having the 6 percent offer in worldwide trading of textiles. The research attempts to understand the employees' perceived work values on organizational effectiveness in textile industry in Tamilnad. Primary data was collected through convenience sampling technique. Sample size was 75 employees from textile industry. Data analysis was done through path analysis. The analysis identified that there is influence of organizational support, job complexity and organizational culture on employees' perceived work values in textile industry. It is also discovered that there is no influence of employees' perceived work values on organizational effectiveness with respect to gender in textile industry. Hence, it is concluded that the possible extent the job security is to be assured so that the employees fell more secured and this feeling of job security will lift up the enhancement in the perception of the work values, hence this should be promised in the near coming future.

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