

# PERCEPTIONS ABOUT RULES AND REGULATIONS AMONG BANK EMPLOYEES: IN REFERENCE TO THANJAVUR

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## ABSTRACT

Rules and regulation is an important factor in any organization for the better performance of the employees towards their job. This study is to identify whether there is rules and regulations among the employees of banking sector in thanjavur. This study held among 50employees of annanagar region banks in thanjavur from the obtained results it was analysed that the employees are following the rules and regulations made by the banking sectors.

**Keywords:** rules and regulations, bank employees, Thanjavur town, Tamilnadu, India.

## I. INTRODUCTION

The study examines the properties about rules and regulation of employees us banking sector .the rules and regulation of any institute is very important for obtaining their goal. In today's hectic world, most people spend more time at work,less time at their personal life for a long time employers have understood the benefits about following rules and regulations of n organization. In the study we can see this following of rules and regulations is a banking sector.

## II. REVIEW OF LITERTRATURE

**Mohammed.S.at el (2017)** described that the employee perception of training and its relationship of the banking lines among employees in Saudi industrial development fund, they sample size is used in175, they analysis tools were used by correlation means, frequencies, percentage. The relationship between employee perception of

banking field, they were a positive relationship of this organizations.

**Heydy Jimenez (2017)** examined that the perceived about the job security and its effects on job performance on unionized organizations, they sample size is used in 100 employees, they tools analysis were used in chi square tests .the result indicates that the security offered by union participant organization can be used a predictor of increased of the job performance of this security level

**Jason. j(2011)**stated that the perceived fairness of disciplinary procedures in the public service sector an exploratory study in the workplace secondary develop guidelines used by mangers provide fairer experience of this procedure ,this researcher employed strategies to ensure the truest worthiness of data , was achieved engagement, tribulation , purposive sampling reflections of receiving procedure by the compact designer.

**Kauthar A Rhaffar et al., (2014)** examined that the perception of employees towards the implementation of safety and health practices small scale organization they sample size is 40 ,they analysis were used by descriptive statistics, mean and slandered deviations .these were expected as previous studies of reveled lack of commitment from small sized industries thus the establishing positive perceptions.

**Seema Mehta et al.,(2010)** defined that the employee loyalty towards organizations academician, to willingness to make investment of strengthen a relationship. They sample size is used in 100 employees, they tools analysis were used by correlation, factor analysis-test reliability statistics. They underlying factor emerged from this study are career development, motivation bonding job security, leadership commitment .this study in earlier conducted research.

### III. RESEARCH METHODOLOGY

#### OBJECTIVE

To identifying the factors affecting rules and regulation in banking sector

#### VARIABLE UNDER THIS STUDY

#### HYPOTHESIS

**H0:** There is no difference between on among employees in banking sector.

**H1:** There is a difference between on among employees in banking sector.

#### Area of the study

The research has done in ThanjavurDistrict banks. There are many banks surrounds in this Thanjavur district.

#### Source of data

The research is descriptive study based on survey method both primary and secondary data have been used this study for the questionnaire.

#### Primary data

Primary data have been collected from employee in bank.

#### Secondary data

Secondary data have been collect from the books, article from newspaper, journals,published papers and websitesetc...

#### Sampling Design & Population

Simple Random sampling is adopted for the present study. The researcher selected the respondents from various bank employees .

## IV. DATA ANALYSIS AND INTERPRETATIONS

TABLE: 1

VARIABLE	SD	D	N	A	SA
Iam proud of my company	14	13	13	6	4
Keeping people informed about happening	6	11	15	12	6
Vision to motivate employees	8	12	14	9	7
I need to do my job well	8	7	11	17	7
Manager shown interest in my career aspirations	8	8	12	12	10
Needs to my success	7	10	8	16	9
Appropriate recognition for my work	5	12	12	15	6
Great role model	12	7	11	14	6
Motivates me beyond for similar role	8	11	8	16	7
Making more contribution to develop	7	8	13	10	12
<b>MEAN</b>	<b>8.3</b>	<b>9.9</b>	<b>11.7</b>	<b>12.7</b>	<b>7.4</b>

TABLE: 2

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	23.52	9	2.613333	1.542291	0.130181	1.898983
Within Groups	830.28	490	1.694449			
Total	853.8	499				

From the above table it shows that the highest mean value is 12.7 it means many of the employees gives "AGREE" and the lowest value is 7.4 it means some of the employees gives "strongly disagree". From this result I analyzed that there is no significant relationship between rules and regulation among bank employees. Hence, we accept the null hypothesis.

## V. CONCLUSION

This research has found that most of the banking sector employees are agreed that they are not bound by any stringent rules and restrictions. They find their work is very stress less being without regulations. I personally found they are not following the organization policies. From the Employees' perspective, terms, conditions, policies, rules, regulations are not followed by them.

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