

A STUDY ON MANAGEMENT CUSTOMS TOWARDS EMPLOYEES ASSORTMENT IN ENGINEERING COLLEGE, NAMAKKAL DISTRICT TAMILNADU

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ABSTRACT

Nowadays management customs focus towards employee assortment to attain the overall goal. Among the engineering college in Namakkal, this study focus on how management customs towards their employee assortment issues. The main objectives of this study is to investigate the level of employee assortment in engineering college, to know whether the management follows any customs for employee assortment and also training strategy for employee to tackle assortment in engineering college. This study is a descriptive research, and sampling design is random sampling techniques with the sample size of 50 employees in engineering colleges, Namakkal district. The primary data is collected by using questionnaire and the secondary data is collected in journals, newspaper, website etc., the chi square is used to measure the relationship between management customs and assortment along with the relationship among the employee assortment and training strategy in engineering college.

Key Words: Employee Assortment, Management Customs, Strategy

INTRODUCTION:

Assortment at workplace may vary from one workplace to another as per the rules and regulations that have been determined for specific objectives. Some essential aspects and traits must be taken into account when engaging into assortment management customs.

In nineteenth century the Management customs on employee assortment become a trivial role in organisation and the service sectors. But in this twentieth century it is an important factor to be considered since we go for having employee recruitment across the world and there will be definitely a gap between the employees in adopting the culture and management customs across the world. This paper focuses on the

service sector of Education institution how far they are tackling this factor and overcomes the hurdle in handling the assorted employees.

One among the factor is communication barrier among the employee's assortment and what the tactic followed in the education sector by giving special training to overcome from it.

OBJECTIVES

1. To scrutinize the level of assortment in Engineering college, Namakkal District
2. To review whether engineering college follow any assortment customs.
3. To stumble on out the challenges associated with customizing the assortment among the employees
4. To search the role of communication in assortment management
5. To develop the training strategy for employee to tackle assortment in the engineering college,

REVIEW OF LITERATURE:

Standards of enactment should be clearly and objectively established, effectively communicated, and be used without any bias. Identify necessary and unwanted conducts that must be based upon enactment feedback discussions involving a diverse employee. Organizations should first of all create an assortment friendly culture and then implement the assortment strategies (Edeltraud and Ukur, 2011).

Training and development programs may enable the managers to handle the day to day issues of assortment. Formal and informal systems and networks may provide support to shrinkage inaccessibility and acumen. Lack of morphological skills in culturally assorted environments is an important limit in the way to build assortment pleasant group. Advisors/trainers must able to counsel employees on the issue of employee assortment and on the prominence of managing assortment fruitfully (ADC, 2011).

There are some difficulties of employee assortment management. First, assortment intensifies the charge of training. This intensify in charge arises from organizing seminars, programs, workshops, and lectures with a view to promoting assortment practices in the groups (Catalyst, 2015). Skirmish is another disadvantage of assortment in the workplace. Skirmishes arise when dissimilar individuals or groups do not come to intermingle and conjoin with one another in a particular context (NUL, 2014)

RESEARCH METHODOLOGY:

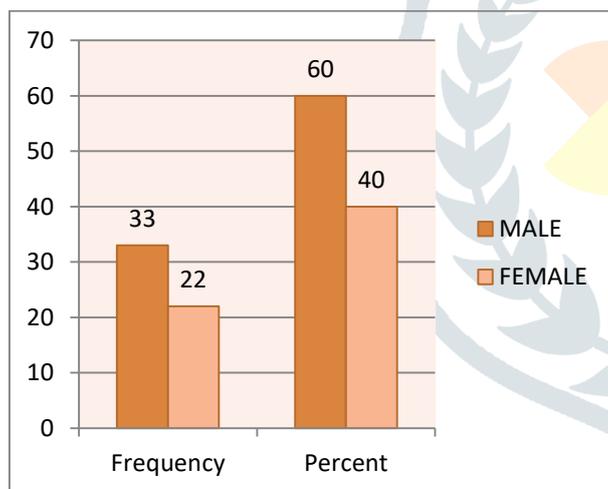
This study aims to examine the employee assortment management customs in engineering college, namakkal district, Tamilnadu. This study adapted a qualitative approach utilizing survey methodology field

base analysis. The data collection aimed at gathering information about employee assortment management customs of different engineering college in namakkal district. Convenience sampling techniques is used and the target population is taken from engineering colleges' employee in namakkal district, tamilnadu. The sample size of this study is 55 from all the branches. The primary data is collected from the employees of engineering college using standard questionnaire, the secondary data is collected from journals, magazines, reports and websites etc. The statistical tools used in this research is percentage analysis, the chi square is used to measure the relationship between management customs and assortment along with the relationship among the employee assortment and training tactic in engineering college.

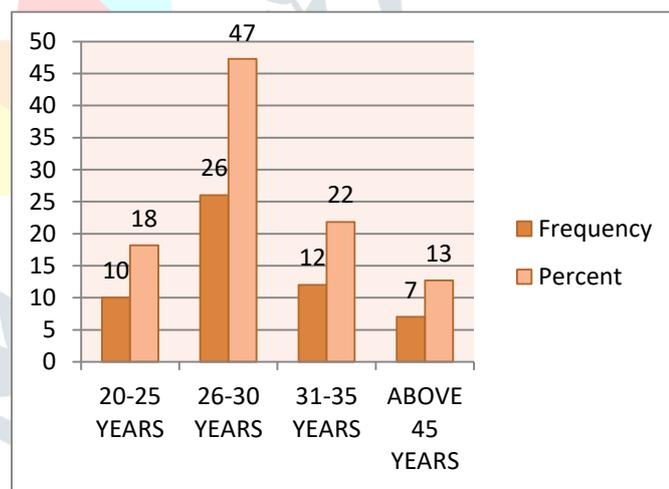
H01: There are no significant association impact of age, gender, income, education qualification, designation and religion on assortment management customs.

DATA ANALYSIS AND INTERPREATION

GENDER

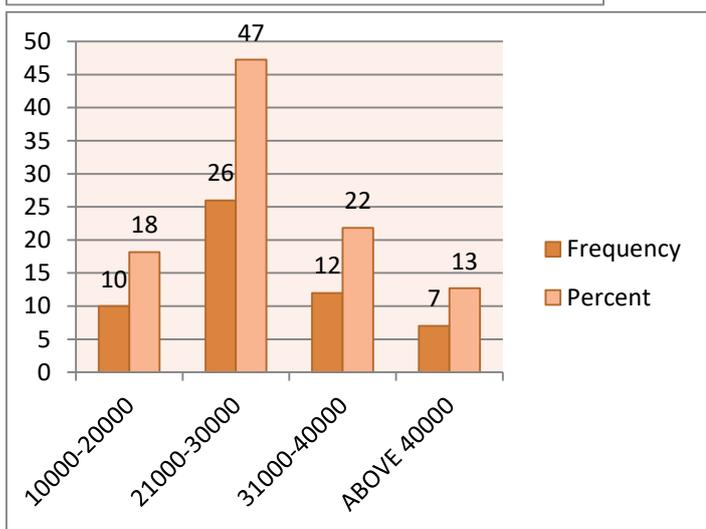
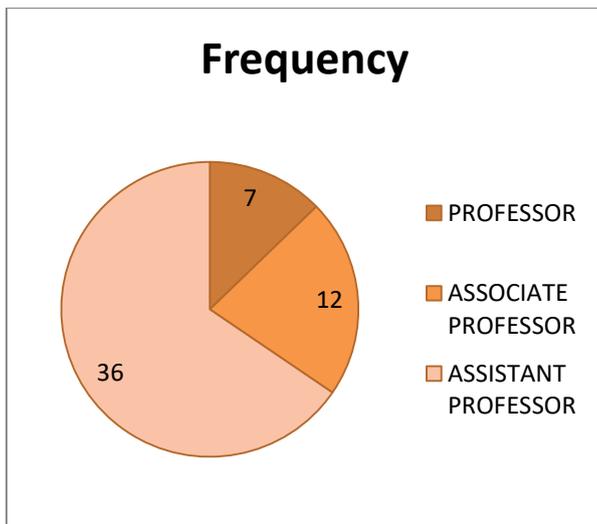


AGE

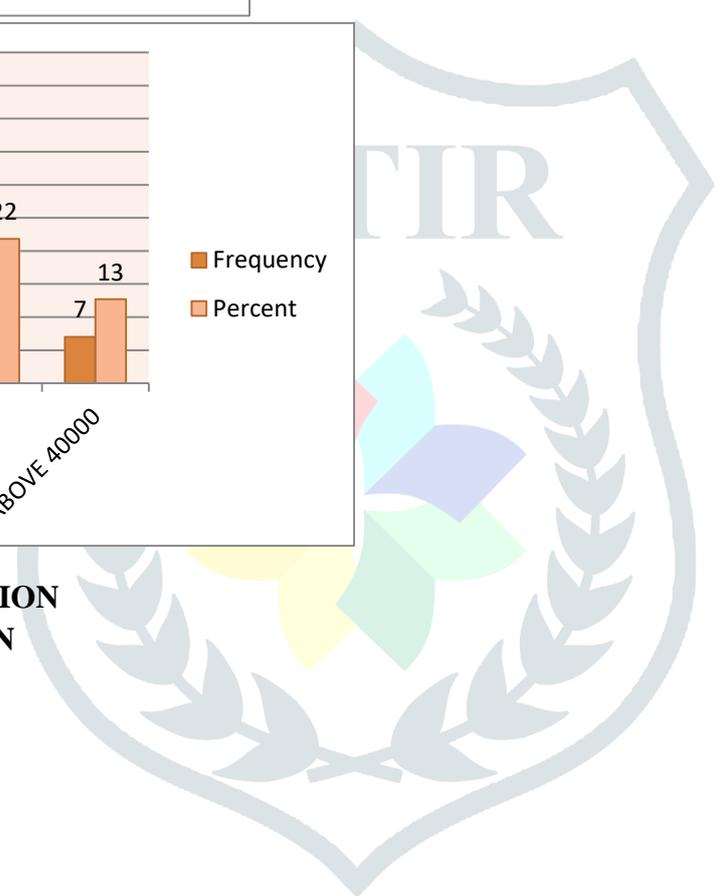


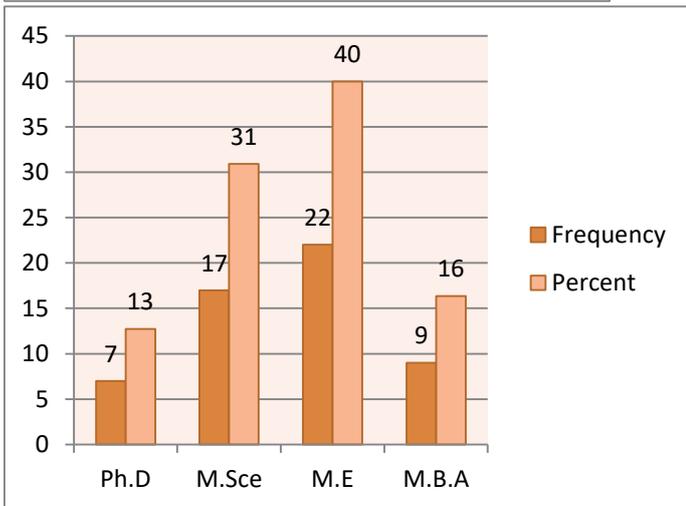
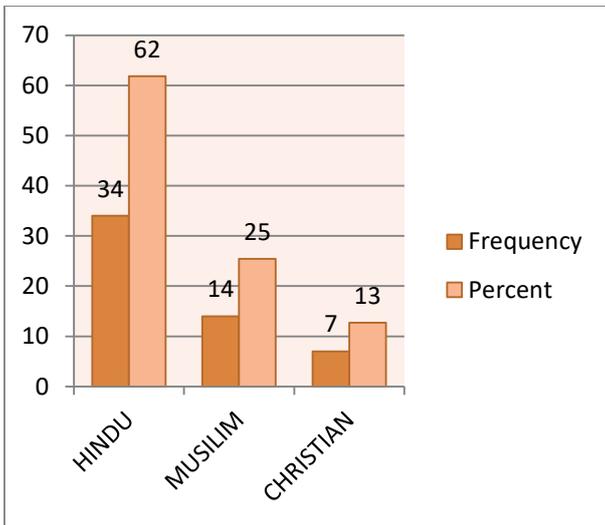
DESIGNATION

INCOME



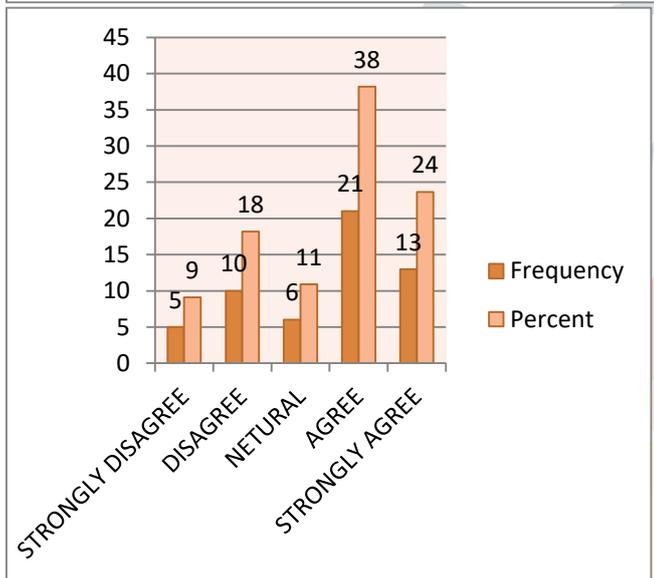
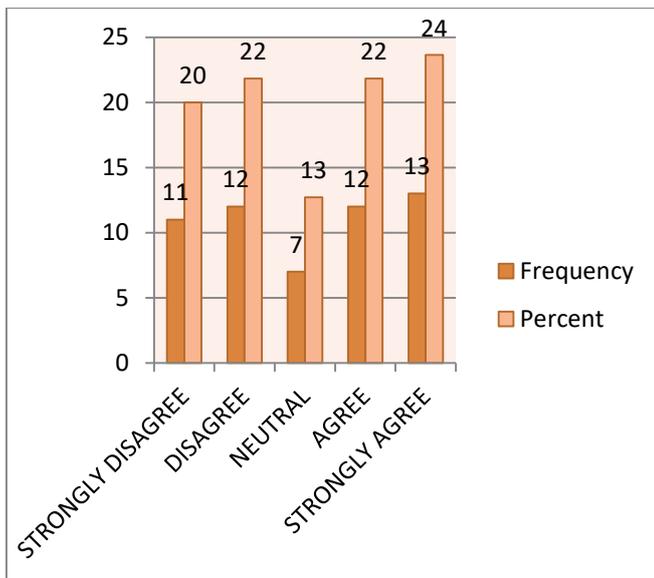
RELEGIION QUALIFICATION





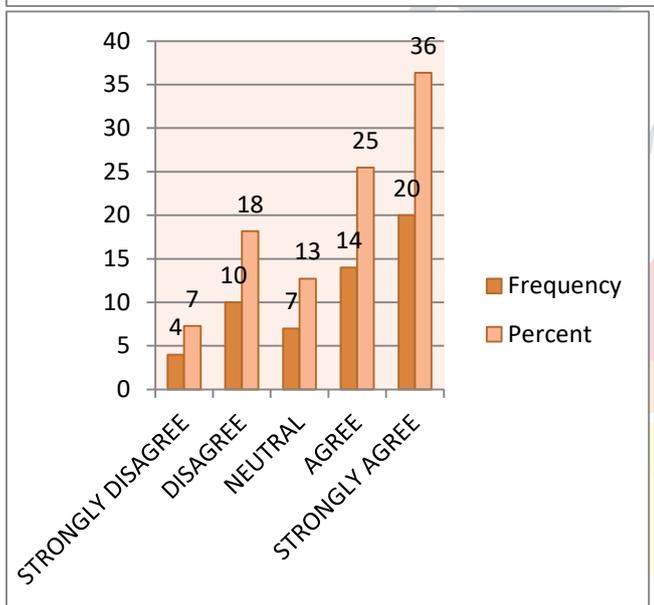
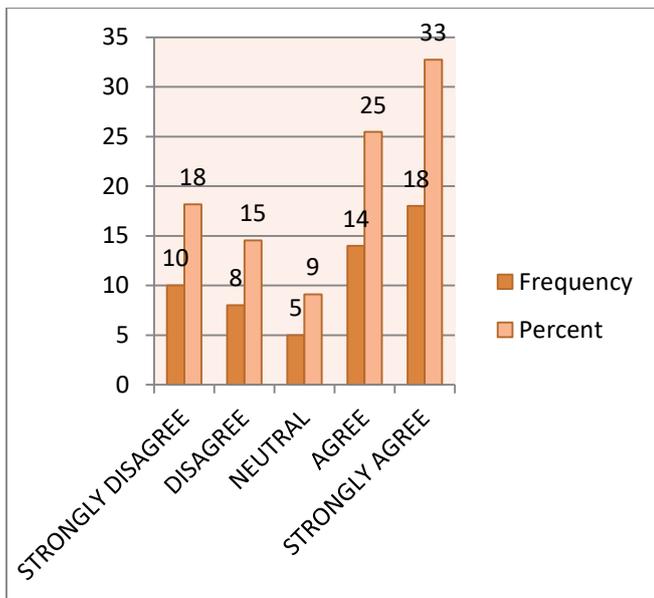
ASSORTMENT IS RACIAL/CULTURAL

ASSORTMENT IS HUMAN DIFFERENCE



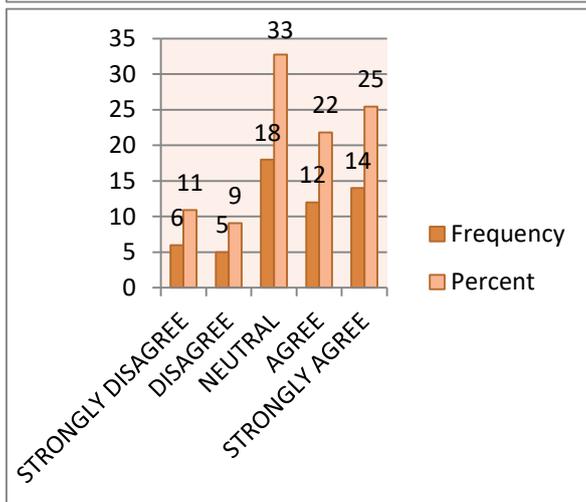
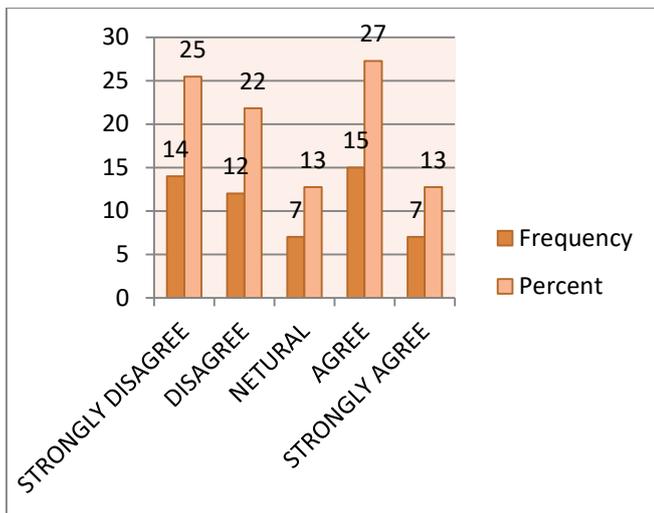
**ASSORTMENT CAN BE AVOIDED
GEOGRAPHICAL AREA**

ASSORTMENT EXIST ONLY IN

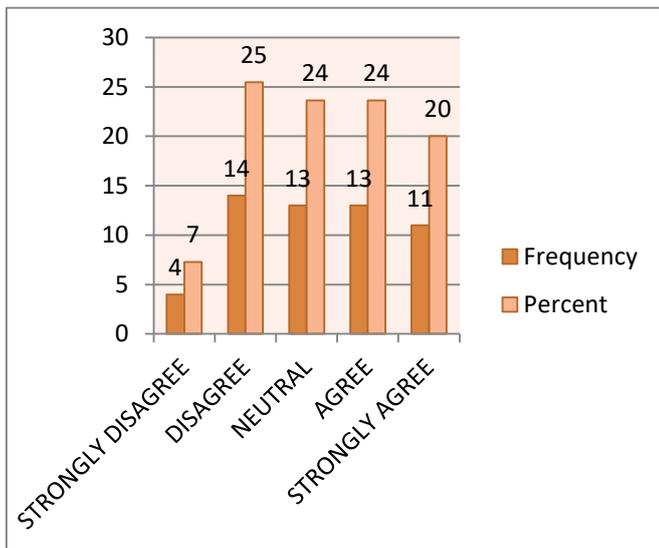
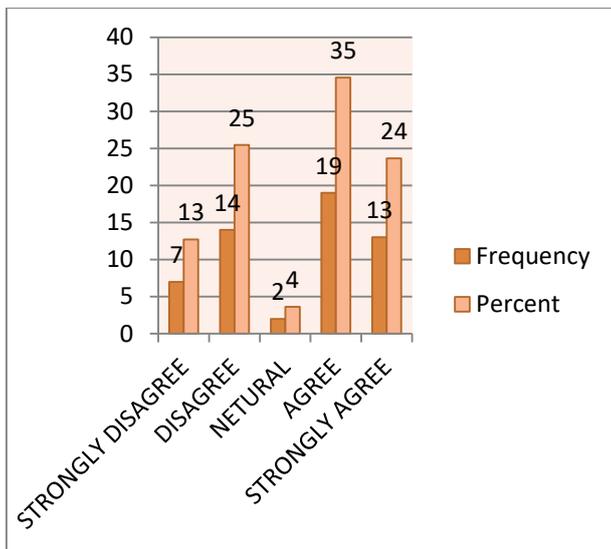


PROVIDE EQUAL TREATMENT TO ALL EMPLOYEE

TREATMENT BASED ON EMPLOYEE

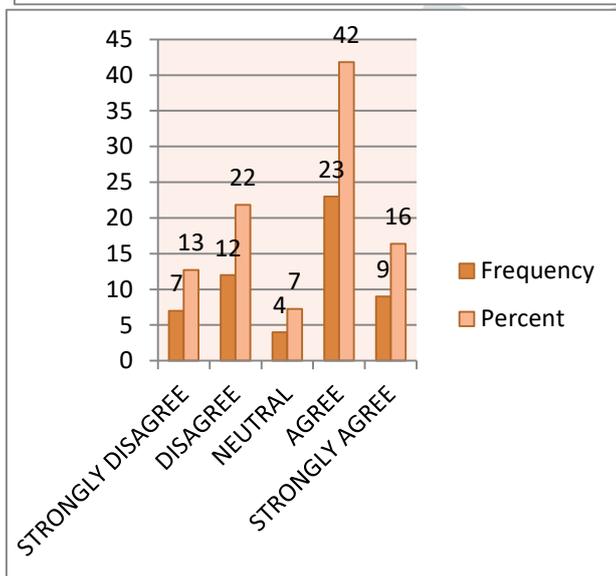
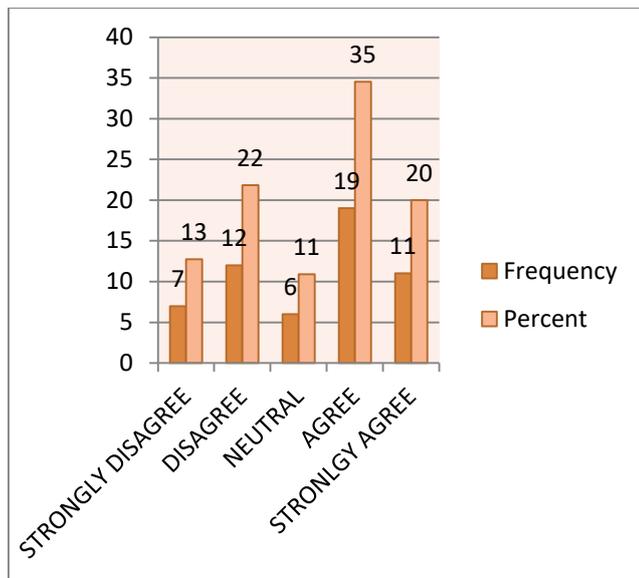


IMPORTANCE TO QUALITY WORKPLACE LESS CONFLICT WHEN ASSORTMENT IS PROPER

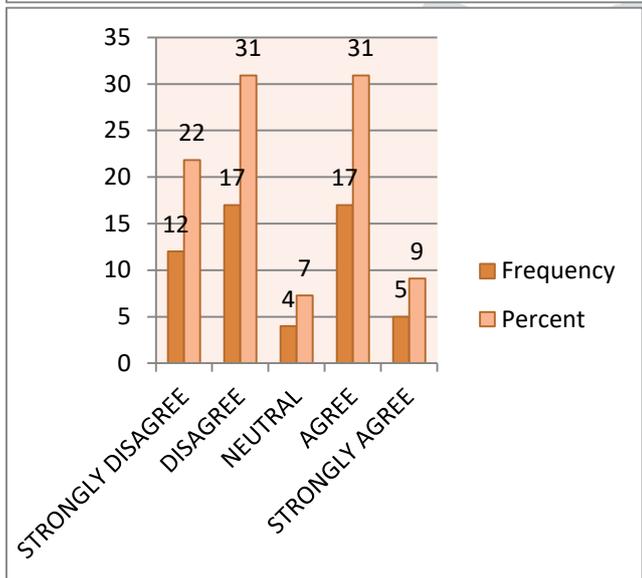
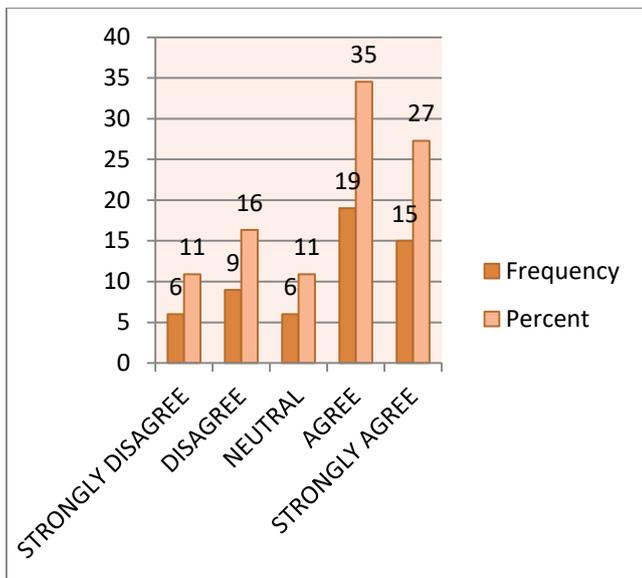


ASSORTMENT TANGE OF EMPLOYEE APPROPRIATE

ALLOW CELERATE HOLIDAYS

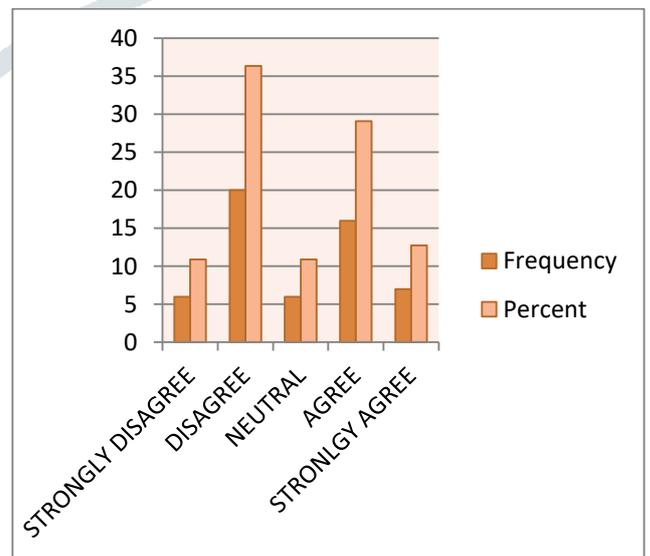
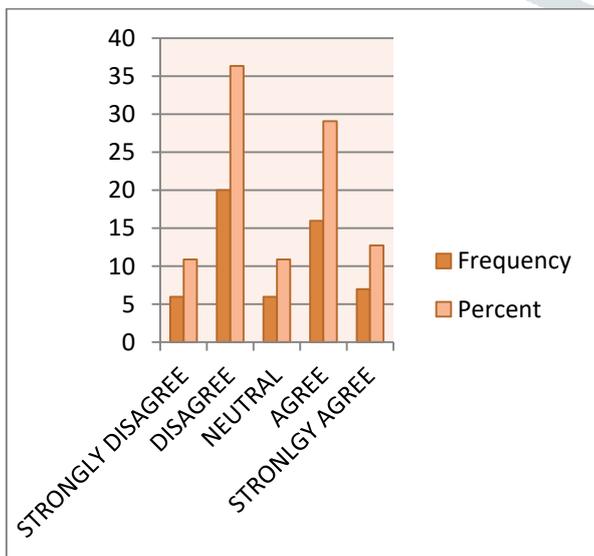


ASSORTMENT PROVIDE ALL FACILITIES EQUAL OPPORTUNITY MANAGEMENT CUSTOMS

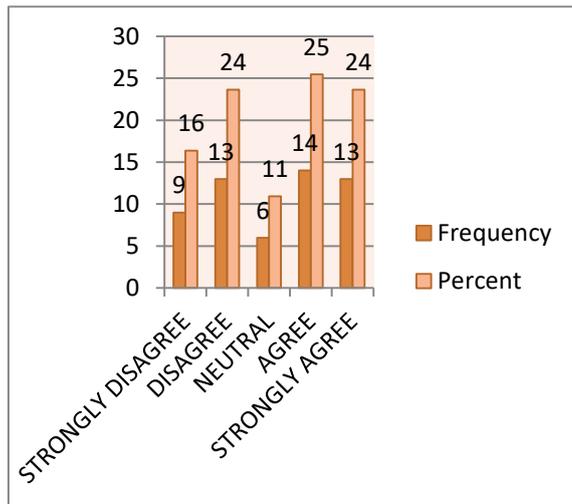


TRAINING / SEMINAR FOR ASSORTMENT KNOWLEDGE

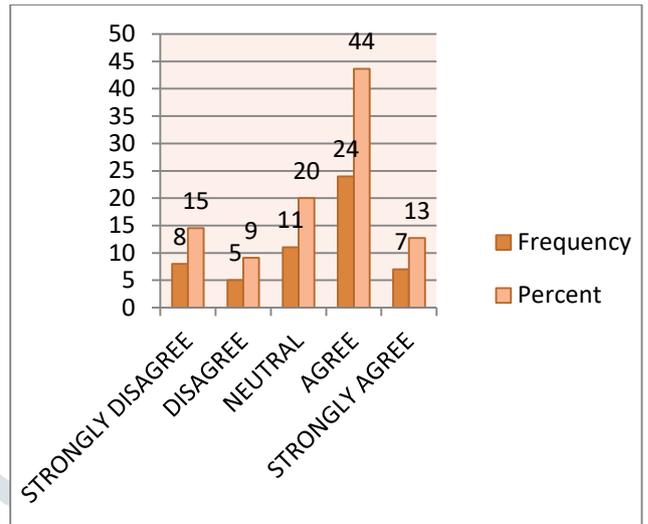
ASSORTMENT OFFICER WITH



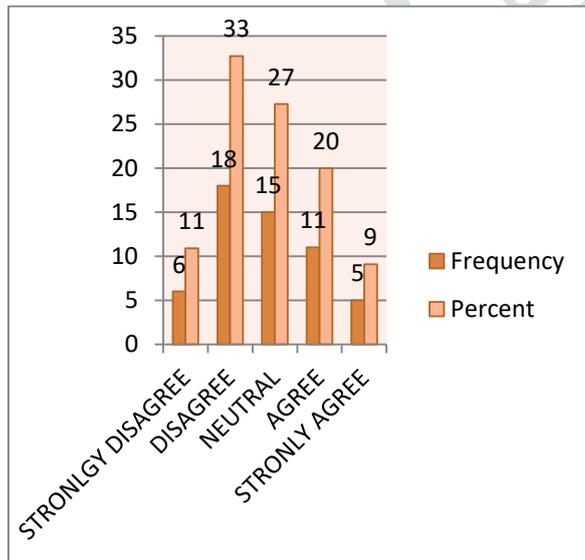
PROMOTION BASED ON MERITS



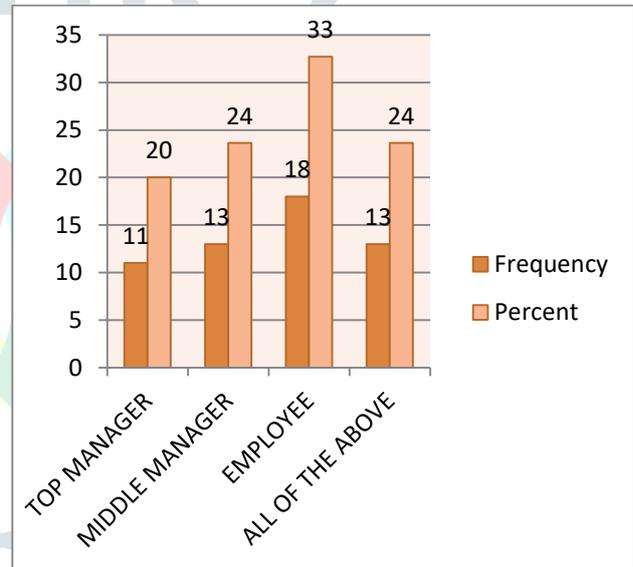
COMMUNICATION PLAY VITAL ROLE



EFFECTIVE HUMAN RESOURCES LIES

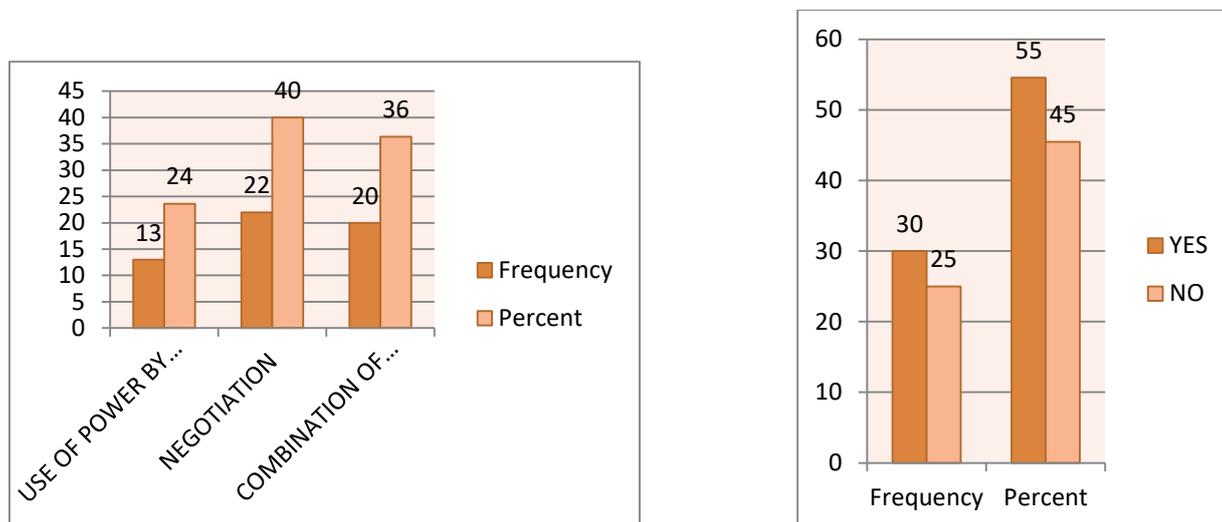


RESPONSIBILITY OF SUCCESSFUL ASSORTMENT

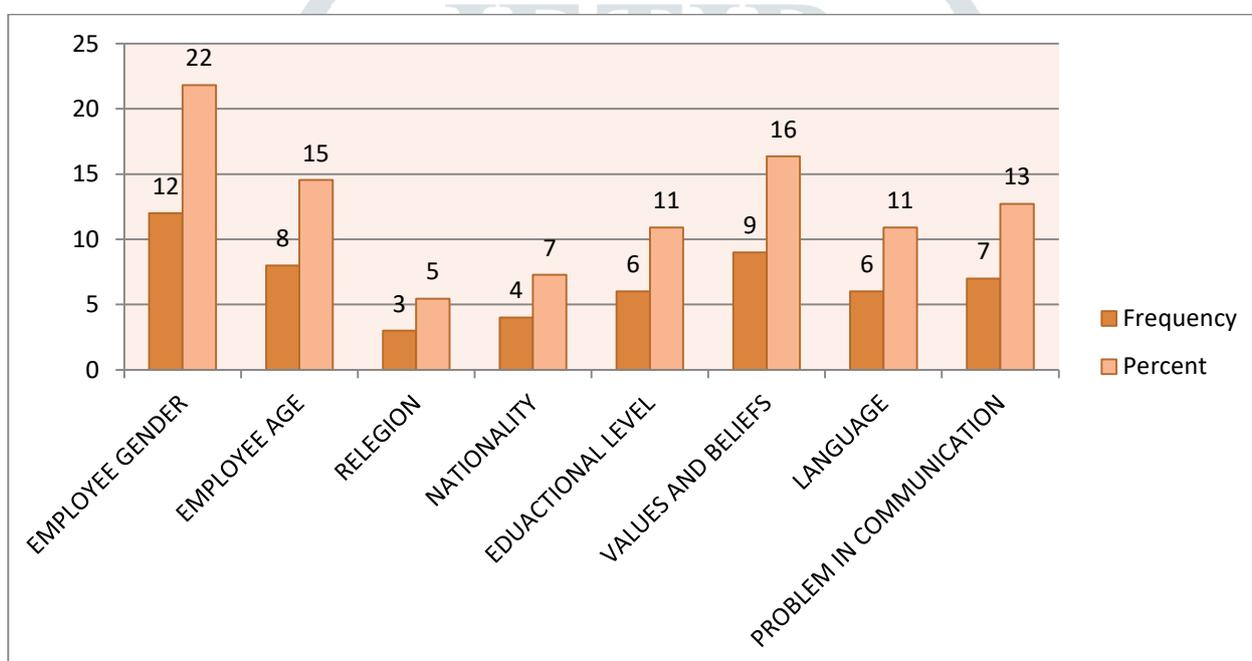


DEAL WAY TO RESOLVE COFLICT ASSORTMENT

EXPERIENCED ABOUT CONFLICT BY



SOURCES OF CONFLICT IN WORKPLACE



WEIGHTED AVERAGE FOR THE VARIABLES FOR COMMUNICATION ABOUT EMPLOYEE ASSORTMENT

Variables for Communication about Employee Assortment	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Weighted average	Rank
Assortment is racial/cultural	11	24	21	48	65	169	12
Assortment is human difference	5	20	18	84	65	192	3
Assortment can be avoided	10	16	15	56	90	187	5
Exist only in geographical area	4	20	21	56	100	201	2
Provide equal treatment to all	14	24	21	60	35	154	15
Treatment based on employee	6	10	54	48	70	188	4
Importance to quality workforce	7	28	6	76	65	182	6
Less conflict when assortment is proper	4	28	39	52	55	178	10
Assortment range of employee	7	24	18	76	55	180	8

Allow celebrate holidays appropriate	7	24	12	92	45	180	9
Assortment provide all facilities	6	18	18	76	90	208	1
Equal opportunity customs	12	34	12	68	25	151	16
Training/ seminar for assortment	6	40	18	64	35	163	13
Assortment officer with knowledge	7	50	27	40	20	144	17
Promotion based on merits	9	26	18	56	65	174	11
Communication play vital role	8	10	33	96	35	182	7
Help effective human relationship	6	36	45	44	25	156	14

CHI SQUARE:

H01: There are no significant association impacts of age on assortment management customs.

Ha: There are significant association impacts of age on assortment management customs.

Variables	Values	d.f	Asymp. Sig. (2 sided)	Decisions
Assortment is racial/cultural	25.839	12	.011	Reject
Assortment is human difference	22.717	12	.030	Reject
Assortment can be avoided	11.851	12	.458	Accept
Exist only in geographical area	11.403	12	.495	Accept
Provide equal treatment to all	13.934	12	.305	Accept
Treatment based on employee	16.521	12	.169	Accept
Importance to quality workforce	35.570	12	.001	Reject
Less conflict when assortment is proper	4.879	12	.248	Accept
Assortment range of employee	7.361	12	.833	Accept
Allow celebrate holidays appropriate	15.890	12	.196	Accept
Assortment provide all facilities	10.830	12	.544	Accept
Equal opportunity customs	17.041	12	.148	Accept
Training/ seminar for assortment	18.351	12	.105	Accept
Assortment officer with knowledge	20.995	12	.050	Reject
Promotion based on merits	11.669	12	.473	Accept
Communication play vital role	33.963	12	.001	Reject

Help effective human relationship	7.645	12	.812	Accept
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H01: There are no significant association impacts of gender on assortment management customs.

Ha: There are significant association impacts of gender on assortment management customs.

Variables	Values	d.f	Asymp. Sig. (2 sided)	Decisions
Assortment is racial/cultural	4.494	4	.343	Accept
Assortment is human difference	4.690	4	.321	Accept
Assortment can be avoided	7.068	4	.132	Accept
Exist only in geographical area	6.012	4	.198	Accept
Provide equal treatment to all	10.238	4	.037	Reject
Treatment based on employee	3.373	4	.497	Accept
Importance to quality workforce	6.153	4	.188	Accept
Less conflict when assortment is proper	3.447	4	.486	Accept
Assortment range of employee	7.815	4	.099	Accept
Allow celebrate holidays appropriate	6.999	4	.136	Accept
Assortment provide all facilities	5.887	4	.208	Accept
Equal opportunity customs	3.288	4	.511	Accept
Training/ seminar for assortment	2.579	4	.630	Accept
Assortment officer with knowledge	7.626	4	.106	Accept
Promotion based on merits	6.725	4	.151	Accept
Communication play vital role	5.267	4	.261	Accept
Help effective human relationship	15.370	4	.004	Reject

H01: There are no significant association impacts of income on assortment management customs.

Ha: There are significant association impacts of income on assortment management customs.

Variables	Values	d.f	Asymp. Sig. (2 sided)	Decisions
Assortment is racial/cultural	25.839	12	.011	Reject

Assortment is human difference	22.717	12	.030	Reject
Assortment can be avoided	11.851	12	.458	Accept
Exist only in geographical area	11.403	12	.495	Accept
Provide equal treatment to all	13.934	12	.305	Accept
Treatment based on employee	16.521	12	.169	Accept
Importance to quality workforce	32.570	12	.001	Reject
Less conflict when assortment is proper	14.879	12	.248	Accept
Assortment range of employee	7.361	12	.833	Accept
Allow celebrate holidays appropriate	15.890	12	.196	Accept
Assortment provide all facilities	10.830	12	.544	Accept
Equal opportunity customs	17.041	12	.148	Accept
Training/ seminar for assortment	18.351	12	.105	Accept
Assortment officer with knowledge	20.995	12	.050	
Promotion based on merits	11.669	12	.473	Accept
Communication play vital role	33.963	12	.001	Reject
Help effective human relationship	7.645	12	.812	Accept

H01: There are no significant association impacts of education qualification on assortment management customs.

Ha: There are significant association impacts of education qualification on assortment management customs.

Variables	Values	d.f	Asymp. Sig. (2 sided)	Decisions
Assortment is racial/cultural	14.623	12	.263	Accept
Assortment is human difference	6.829	12	.869	Accept
Assortment can be avoided	6.832	12	.869	Accept
Exist only in geographical area	4.231	12	.979	Accept
Provide equal treatment to all	12.928	12	.374	Accept
Treatment based on employee	11.289	12	.504	Accept
Importance to quality workforce	19.379	12	.080	Accept
Less conflict when assortment is proper	7.859	12	.796	Accept
Assortment range of employee	5.334	12	.946	Accept

Allow celebrate holidays appropriate	6.877	12	.866	Accept
Assortment provide all facilities	5.735	12	.929	Accept
Equal opportunity customs	6.652	12	.880	Accept
Training/ seminar for assortment	14.872	12	.249	Accept
Assortment officer with knowledge	12.581	12	.400	Accept
Promotion based on merits	11.111	12	.519	Accept
Communication play vital role	18.373	12	.105	Accept
Help effective human relationship	7.529	12	.821	Accept

H01: There are no significant association impacts of designation on assortment management customs.

Ha: There are significant association impacts of designation on assortment management customs.

Variables	Values	d.f	Asymp. Sig. (2 sided)	Decisions
Assortment is racial/cultural	9.077	8	.336	Accept
Assortment is human difference	17.665	8	.024	Reject
Assortment can be avoided	5.251	8	.730	Accept
Exist only in geographical area	7.149	8	.521	Accept
Provide equal treatment to all	7.849	8	.448	Accept
Treatment based on employee	12.195	8	.143	Accept
Importance to quality workforce	20.995	8	.007	Reject
Less conflict when assortment is proper	4.695	8	.790	Accept
Assortment range of employee	3.436	8	.904	Accept
Allow celebrate holidays appropriate	5.770	8	.673	Accept
Assortment provide all facilities	10.166	8	.254	Accept
Equal opportunity customs	8.434	8	.392	Accept
Training/ seminar for assortment	5.712	8	.679	Accept
Assortment officer with knowledge	7.653	8	.468	Accept
Promotion based on merits	5.353	8	.719	Accept
Communication play vital role	27.482	8	.001	Reject
Help effective human relationship	5.285	8	.727	Accept

H01: There are no significant association impacts of religion on assortment management customs.

Ha: There are significant association impacts of religion on assortment management customs.

Variables	Values	d.f	Asymp. Sig. (2 sided)	Decisions
Assortment is racial/cultural	3.639	8	.889	Accept
Assortment is human difference	3.801	8	.875	Accept
Assortment can be avoided	6.151	8	.630	Accept
Exist only in geographical area	8.506	8	.386	Accept
Provide equal treatment to all	1.429	8	.994	Accept
Treatment based on employee	5.187	8	.737	Accept
Importance to quality workforce	5.201	8	.736	Accept
Less conflict when assortment is proper	3.687	8	.884	Accept
Assortment range of employee	4.537	8	.806	Accept
Allow celebrate holidays appropriate	2.967	8	.936	Accept
Assortment provide all facilities	2.463	8	.963	Accept
Equal opportunity customs	5.510	8	.702	Accept
Training/ seminar for assortment	3.786	8	.867	Accept
Assortment officer with knowledge	3.069	8	.930	Accept
Promotion based on merits	3.340	8	.911	Accept
Communication play vital role	3.600	8	.891	Accept
Help effective human relationship	4.417	8	.818	Accept

FINDINGS:

The majority of the respondents are male and the age group of the respondents lie between 26 years to 30 years. The designation of the respondents are Assistant Professor with the salary package of Rs.20, 000 to Rs.30, 000. The religion of the respondents are Hindu. The maximum qualification of the respondents are M.E. Based on the weighted average ranking for the communication about the employee assortment, the first rank goes to the allowing to celebrate holiday appropriate and the second rank goes to the assortment exit only in geographical area and the third rank goes to most of the assortment s based on human difference and the least rank goes to there is no assortment officer with the knowledge of dealing assortment problem and proper training. The responsibilities of successful assortment lies in the hands of the employee compare to the middle and top management. Most of the management customs in resolving the employee assortment

by negotiation compare to using of the power of the manager. The major source of conflict in workplace assortment is by the employee gender, values and beliefs, employee age and problem in communication.

The calculated P value through SPSS of other variable such as assortment is racial/cultural(0.039), assortment is human difference(0.02), importance to quality workforce(0.049), assortment officer with knowledge about assortment problem (0), communication play a vital role (0.049), is less than the assumed significance value(P value) of all these variable 0.05 @ 5% level of significance which indicated that the null hypothesis is rejected hence there is a significant association amongst the impacts of age on assortment management customs in engineering colleges namakkal district Tamilnadu.

There is flawless from the analysis that the calculated P value through SPSS of variable such as provide equal treatment to all (0.013), help effective human relationship (0.046) is less than the assumed significance value (P value) of all these variable 0.05 @ 5% level of significance which indicated that the null hypothesis is rejected hence there is a significant association amongst the impacts of gender on assortment management customs in engineering colleges namakkal district Tamilnadu.

It is vibrant from the analysis that the calculated P value through SPSS of variables such as assortment as racial/cultural(0.011) , assortment is human difference (0.03) , importance to quality workforce (0.049), assortment officer with knowledge (0), communication play vital role (0.049) is less than the assumed significance value (P value) of all these variable 0.05 @ 5% level of significance which indicated that the null hypothesis is rejected hence there is a significant association amongst the impacts of income on assortment management customs in engineering colleges namakkal district Tamilnadu.

It is perfect from the analysis that the calculated P value through SPSS of variables such as assortment is racial/cultural (0.024), importance to quality of workforce (0.007), communication play a vital role (0.049) is less than the assumed significance value (P value) of all these variable 0.05 @ 5% level of significance which indicated that the null hypothesis is rejected hence there is a significant association amongst the impacts of designation on assortment management customs in engineering colleges namakkal district Tamilnadu.

SUGGESTION:

Employee assortment is a crucial element the education institution should envelope training that is mandatory for all levels which will allow clearing on the subject matter of assortment. Mind-set of the employee in education institution about the assortment relay on human difference and racial/cultural difference, this has to be eliminated by training programme. Most of the education institution fails to cover the area of assortment in their training programme it reflects in their output so they should make as mandatory one. A good trainer is a half problem solver they should focus on the trainer with the knowledge

of dealing with the assorted employee no only by psychological but also emotional. There is a necessary for a permanent solution derived so for in assortment problems arise in the education institution only they negotiate it. Gender assortment is higher in the education institution that can be rectify by following standard academic performance evaluation pattern by eliminating the gender bias in employee assortment.

CONCLUSION

Educational Institution tries to walk the talk of employee assortment by following the rules unity in diversity. Assortment management is completely voluntary. The training is the only solution to the problem of employee assortment in the education institutions. This study also finds some important dimensions (age, gender, education qualification, income and religion) reflect in only few variables like assortment is human difference and the racial cultural difference ad the least of communication role in it. The major source of conflict in workplace assortment is by the employee gender, values and beliefs, employee age and problem in communication. The major source of the employee assortment prevails in the education institution is gender assortment; it has to be focused and eliminate in order to avoid the future conflicts.

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