

JETIR.ORG**ISSN: 2349-5162 | ESTD Year : 2014 | Monthly Issue**

JOURNAL OF EMERGING TECHNOLOGIES AND INNOVATIVE RESEARCH (JETIR)

An International Scholarly Open Access, Peer-reviewed, Refereed Journal

A STUDY ON MANAGERIAL BEHAVIOUR AND EFFECTIVENESS WITH REFERENCE MURUGAN IMPORT AND EXPORT

KAVIYA.S

MBA Final year student

Department of Business Administration

Dhanalakshmi srinivasan college of arts & science for women

(Autonomous) perambalur 621212

Kaviyasenthilkumar12@gmail.com

Mrs. A.REBACCAL

ASSISTANT PROFESSORS, PG AND RESEARCH

DEPARTMENT OF BUSINESS ADMINISTRATION.

ABSTRACT

The paper titled "MANAGERIAL BEHAVIOR AND EFFECTIVENESS" undertaken in First source solution in Trichy. The research paper is about managerial behavior and effectiveness that is to determine the managerial behavior towards the employee benefits. Also to predict the employee satisfaction level towards the training programs and managerial strategies. In this project we prepared an effective questionnaire with closed answers and circulated among the employee sample size. Finally obtained data are analyzed using table analysis to obtain the feedback of the employee towards training programs and managerial

strategies. Thus the area of improvisation from employee perspective can be figured out and necessary measures can be taken by the management to satisfy the employee and sustain the employees.

KEY WORDS: BEHAVIOUR, MANAGERIAL EFFECTIVENESS, OPINION, ORGANIZATIONAL STRATEGIES

INTRODUCTION

Managerial behavior is a term used quite often in applied behavioral research. It becomes quite difficult to define the concept in operational terms. On the basis of earlier researches six variables have been identified to indicate managerial behavior. In the framework of multivariate analysis, an attempt has been made to examine the relevance of these variables as indicators of managerial behavior. The term behavior is used as a most wide concept in behavioral sciences.

acknowledge how people are feeling, because they feel that if they validate those feelings and will be compelled to reverse decisions that may not be liked. The problem is that only two thirds of staff believes their managers are honest, with a third actively disagreeing. Doing what you say you will do, living the values, doing what you expect others to do these all go to how employees perceive you and you may unwittingly be failing in some or all of these areas.

OBJECT OF THE STUDY:

1. To know importance of managerial behavior of the customer
2. To analyze the categories of managerial behavior and perception in study area.
3. To evaluate the models of managerial behavior dimensions and effectiveness.

RESEARCH DESIGN:

Research design means a specified framework for controlling the data collection. The research has adopted descriptive research design in this study. The research is of descriptive in nature, which could provide an accurate picture of induction procedure conducted in the organization. Descriptive research includes surveys and fact-finding inquiries of different kinds

PERIOD OF THE STUDY:

The data collected for the period of 2019 to 2020. The sample size taken for the study is 100 respondents.

SAMPLE SIZE:

There are 400 employees in Stigmata Techno Solutions LLP, Chennai were taken as the universe of this study. And of this research paper consisted of 100 employees. The researcher implemented the percentage method with 25% for this study

REVIEW OF LITERATURE

Mortan T. Hansen, Herminia Ibarra and UrsPeyer (2010) They declared the list of The Best 50 CEOs, of the world. That review says that only 14 (merely 28%) out of these 50 CEOs When there is large opportunity for expropriation in a firm, a firm's performance will be better if the CEO is a family member and the largest shareholder has highly persuasive cash-flow rights.

Dr. oluseyi A. Shadare (2009) Influence of management style on conflict resolution effectiveness When a firm requires high managerial skill, firm performance will be improved if the CEO is a professional manager and the largest shareholder has low cash- flow rights and weaker control. When there is large opportunity for expropriation in a firm, a firm's performance will be better if the CEO is a family member and the largest shareholder has highly persuasive cash-flow rights.

Clinton O. Longenecker, sonny s, Ariss (2002) The author states that the twenty- first century has brought with it the global marketplace and with it unparalleled business which have competitive pressures.

Kenworthy (2003) In a paper, as a reliable valid set of scaled competencies that have sets of behaviors ordered into levels of sophistication or complexity, as a suitable assessment tool to examine the extent to which the different programmers impact on the managerial competency of the individuals participation in the program

RESEARCH METHODOLOGY

Research is an art of scientific investigation through search of new facts in any branch of knowledge. It is movement from unknown to known. The study of research methodology gives the student the necessary training in Gathering Material required, and also training in technique for the Collection of data appropriate to particular Problem. It Help in the use of statistics, questionnaire and controlled experimentation and in recording evidences, sorting it out and interpreting it. Knowledge of research methodology is helpful in various fields. Research methodology plays key role in project work.

TABLES AND CHARTS:

**MANAGER&MANAGEMENT CONCERNED PERSONAL LONG-TERM ELFARE AND
BENEFITS**

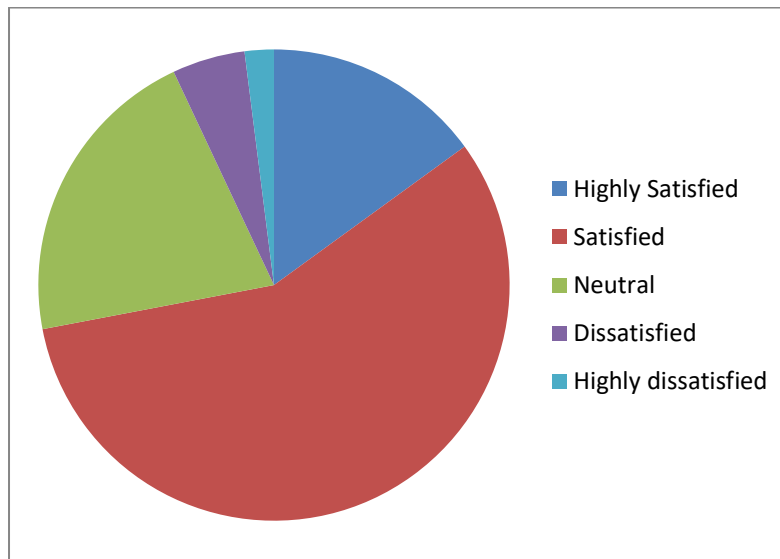
Table -1

PARTICULARS	FREQUENCY	PERCENT
Highly Satisfied	15	15
Satisfied	57	57
Neutral	21	21
Dissatisfied	05	5
Highly dissatisfied	02	2
Total	100	100

INTERFERENCE

From the above table shows that 15% of the respondents states that your organization are highly satisfied in concerned personal long-term welfare and benefits, 57% of the respondents states that your organization are satisfied in concerned personal long-term welfare and benefits, 21% of the respondents states that your organization are neutral in concerned personal long-term welfare and benefits, 05% of the respondents states that your organization are dissatisfied in concerned personal long-term welfare and benefits, 02% of the respondents states that your organization are highly dissatisfied in concerned personal long-term welfare and benefits.

Thus it is inferred that the many of the respondents states that your organization are satisfied in concerned personal long-term welfare and benefits.

CHART -1**TABLE-2****EFFECTIVE MANAGER SHOULD BE AN GOOD LISTENER**

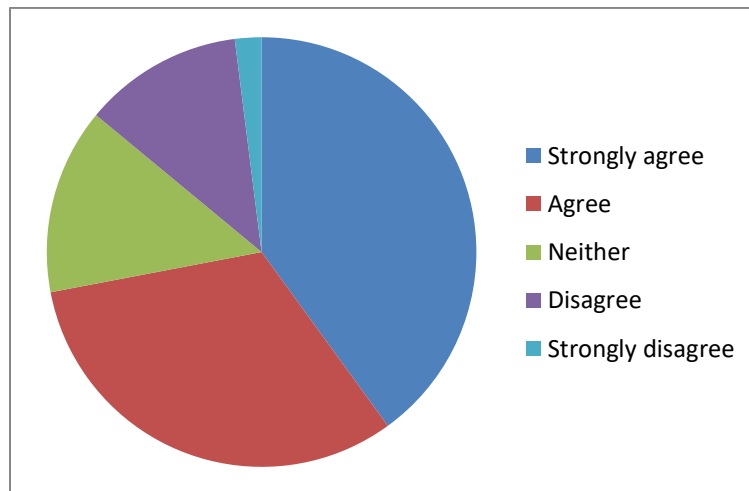
PARTICULARS	FREQUENCY	PERCENT
Strongly agree	40	40
Agree	32	32
Neither	14	14
Disagree	12	12
Strongly disagree	2	2
Total	100	100

INTERFERENCE

Table No- 2 shows that 40% of the respondents strongly agree that effective manager should be an good listener, 32% of the respondents agree that effective manager should be a o0od listener, 14% of the respondents neither agree nor disagree effective manager should be an good listener, 12% of the respondents strongly disagree in that effective manager should be an good listener. 2% the respondents are strongly agree that of manager should be an good listener.

Thus it is inferred that many of the respondents strongly agree that a manager should be a good listener.

CHART -2



CONCLUSION

The study about the managerial behaviour and effectiveness reveals that employees were satisfied with the training and development, safety and health precautions that been provided by the organization. The findings show that most of the employees in the organization have positive attitude towards the company. Still, there are some areas where the employees are neither satisfied nor dissatisfied. The company has to consider such key areas and find out the employees requirements for better effectiveness in achieving organizational goals. In Stress the management has to take necessary steps to improve methods of appreciation in order to reduce the work load for development of employees. Analytical thinking and problem solving mainly helps an employee to do their work with more effectively and efficiently. Managerial behavior and effectiveness shows the manager concern towards the employee and able to solve problems and make decision that helps to attain the future organizational goals.

REFERENCES

www.scribd.com www.slideshare.net www.educationobserver.com

www.issue.com

www.shodhganga.com www.go0gle.com