

ANALYSIS OF EMPLOYEES ATTITUDE TOWARDS ORGANIZATION

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ABSTRACT

In many organizations - but not all - evaluation work, directly or indirectly, to determine the result of the award. That is, the evaluation results are used to identify the employees who need to obtain the best high wages, salaries, and bonuses.

Similarly, the evaluation results can be used to identify managers who are poor who need the concept of needs, or in the case of stress, termination or salary reduction. (Organizations must be aware of the law in the nation-state that can be used to restrict lower or free wages.)

The objective of this study was to determine whether the assessment of whether a value has been held in employee development and whether the assessment was introduced as a permanent part of the performance appraisal process. Although the evaluation tool in administration management can help.

Our researchers suggest that the results of the candle benefit evaluation aid, are clearly better performance on the BSE Sensex. Several gender gaps and the reaction was left to perform

1. INTRODUCTION:

EMPLOYEES ATTITUDE

"I stress to employees the importance of working with customers that have a significant impact on customer loyalty and therefore all other factors have been reported.

MEASURING EMPLOYEE ATTITUDE

Organizations build and use the talent that is true; The employee to determine how well the organization in a positive environment that maintains a positive attitude among employees to work with the company.

That is the custom of the main psychological disorders must be performed, careful measures, although the number develops in this region.

Size is the desire of employees to investigate the behavior of workers and reported by a group using the Likert method or type. Employees are asked to evaluate each statement against their views of the organization's performance. The researchers provide insight into how the employee organization.

This work is characterized by the analytical attitude for the performance of the public function and the evaluation is. how employees view this assessment in the organization and assessing the effects of this on the productivity of employees in the organization.

PERFORMANCE APPRAISAL

The performance management of individuals, groups, and institutions is common to all community activities during the assessment, in some cases is organized and, in some cases, the process is not formally part of daily activities.

When employees are selected, trained and motivated, they evaluate the performances of. Management evaluation is the management process that determines the degree of efficiency that employees can protect and take care of. If a problem is identified, steps are taken to communicate with employees.

Performance is the process of expressing, analyzing, and recording information about the employee. The importance of performance evaluation is to measure and improve the performance of current employees as well as the future performance of employees. The objective is to measure what is done by the employer.

According to Flippo, "Performance appraisal is order, order quantity, and employee performance on issues that have to do with work now and at his / her job and the ability to find a job is better. "

Study performance is a strategic way to monitor and evaluate the performance of a job on time and to plan for the future.

Tool for strong supervision, refining and improving employees. It helps to analyze and quantify the ability to contribute to the achievement of the objectives of the organization is everything.

Focus on performance, performance evaluation is at the heart of management and employees to take employee satisfaction when employees have to arrive.

OBJECTIVES OF PERFORMANCE APPRAISAL:

To evaluate work performance in the course period.

- To measure the difference between the real and the losses.

- help manage the use of control organisms.
- Communication help and communication between the leader and personal assistant.
- Determining the strength and weaknesses of these people learn to identify needs and future development.

2. RESEARCH METHODOLOGY

The research methodology is a method/procedure for solving a problem, gathering facts or data, analyzing these data and reaching a conclusion, either in the form of a solution to a problem or that would be carried out by theoretical formulations specific. They also have many alternatives and applications and implementation. Because there are many aspects to the research methodology, a course of action must be selected from the options. Selecting the appropriate method can be accomplished by objective and evaluate alternatives. The research methods used in this study are as follows:

Type of research: the researchers that exist are genetic in nature.

Sample Design: For most research scientists, the world is not the world of research; Option to make you decide to have experience. Investigators now have the same character:

- Sample Unit
- Sampling Techniques
- Sample Size

Sample Unit:

Because the objective of this research is to analyze the attitude of the contributions of practical and practical staff, as it is, reporter Thomson considered units of measurement.

Sampling technique:

The process is done by researchers when selecting a unit called the sampling method. In studies that now, for example, non-probabilistic used. Such

decisions will be, but very good attention to all the profiles of the organization.

Sample Size:

The sample size was taken as 50. Ten questionnaire does not disappear because the information is not sufficient. So it's an example of ideal 40.

Data collection method

The primary and secondary data collected in this study. Data from secondary journals, websites, and documents taken from the research journal, while reference data collected through a structured questionnaire.

We need the data to make decisions in all business cases. The fact that there is freedom in the form of the data can be called. The success of all statistical research depends on the availability of accurate and reliable data.

In this way, the data can be called primary or secondary data.

❖ **PRIMARY DATA:** The data was created with the research topic. The first type of data is collected by researchers and never used by anyone. Different methods to collect basic data are as follows.:

- ✓ Questionnaire
- ✓ Observation
- ✓ Interviews

❖ **SECONDARY DATA:** The data collected by one person and used by others for their own research, the data type is called secondary. Researchers use this information for their research, which has been produced or prepared by others. Different methods of collecting secondary data are as follows.:

- ✓ Newspapers
- ✓ Magazines
- ✓ Reports & Journals
- ✓ Internet

For this work, I use two types of data, that is. Primary and secondary data.

Primary Data used in this project are as follows:

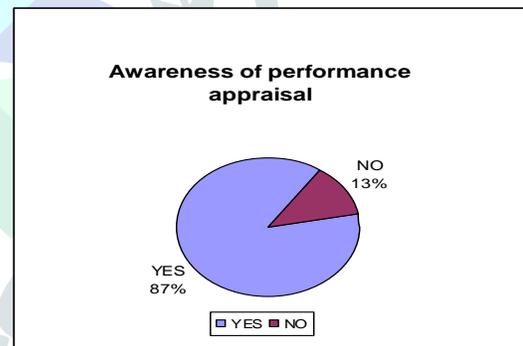
- Questionnaires completed by staff.
- Personal interviews of employees.

Secondary Data used in this project are as follows:

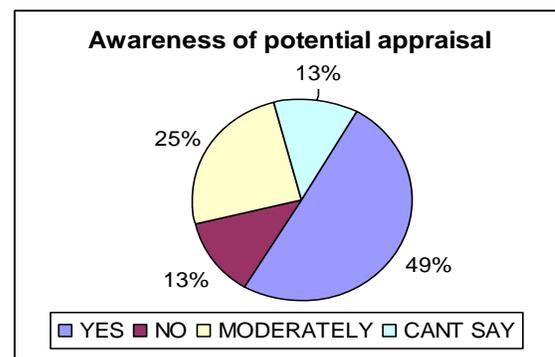
- Organization reports.
- organization of the magazine.
- Internet (website)

3. DATA ANALYSIS & INTERPRETATION

1.) REQUESTS FOR GENERAL INFORMATION ABOUT THE INTERACTION.



Potential appraisal.

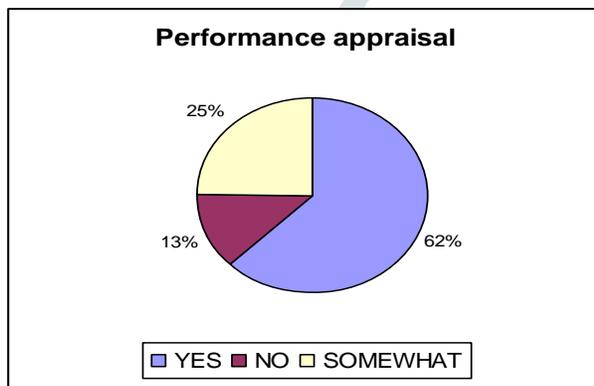


ANALYSIS: In the example of 40, 87% of employees are fully aware of the organization's performance evaluation, but 13% of employees are not aware of this.

INTERPRETATION:

This analysis suggests that most employees are aware of evaluating the organization's performance but less aware of the possibility of evaluating employees in the organization.

This suggests that the concept of assessing the potential of new employees as well as lesser-known when used by employees before general development or new projects.

2.) Using many limitations against the use of information.**ANALYSIS:**

For example, 62% of workers understand why it works properly in an organization, while 25% of employees understand then, but at least 13% of employees do not understand why it works in an organization.

INTERPRETATION:

More than half of the employees understand why it is used in the organization, but it is not yet one hundred percent understand that what is lacking on the subject of evaluation in the organization.

4. FINDINGS OF THE STUDY

- As you can see from the data analysis, some examples are as follows.

- Motivation: More employees know the evaluation, but this level of performance perception is higher than the evaluation.
 - Understand: Even employees are aware of this assessment; very few understand why the assessment was conducted and used in the organization.
 - Process: evaluations are carried out regularly in the department.
 - Motivation: Evaluating Inspiring Employees and Due to Current Work and Organization
 - Satisfied employees are not satisfied with the results of this evaluation, but the level of satisfaction was not as expected and needs to be reasonable and fair.
 - The possibility of evaluating the concept as a new performance evaluation is not good due to the possible methods to evaluate it.
 - It helps the organization understand the needs of educational organizations.
 - These evaluations have also created a culture of collaboration and collaboration within the organization and therefore have a positive impact on the development of the organization.
 - These evaluations will be taken into account when designing the pension foundations.
 - The employees demanded that the two gain weight with the job search.
 - Horror does not need this to be accurate and fair to get unplanned results.
 - Employers may not be fully notifying Aji of the employee through a job evaluation where communication and membership of the employee evaluation are needed.
 - The evaluations had a negative impact on employees, but not on employees.
- Evaluations were important to work better for the organization.

5. SUGGESTIONS

- The need to raise awareness of the possibility of more approaches because the law can produce results that are better for the organization.

- Employers should consider evaluating compensation, and because of this it will help increase employee motivation and this will lead to a better work environment.
- Due to the organization's help in using force, this assessment should be carefully considered.
- These evaluations should also be used for the planning staff of the organization to be successful.
- A possible evaluation should also be done as a routine evaluation of how the organization.
- Workers' participation in this evaluation must exist because they must be successful.
- There must be good communication between staff and program evaluation to assess correct and incorrect results.
- Employers should use this evaluation as a tool to motivate employees to improve them.

Savage rights must be left to employees to take the necessary steps to achieve the performance and capacity of their choice

6. CONCLUSION

The conclusion, by analyzing the data in the example, shows that employees have a positive attitude when doing this assessment, believing that the assessment was important for the organization to create a culture of working together and collaborating and achieving the organization's goals.

Employees also want an evaluation system that is better because they want to be part of the evaluation that was not clear and fair.

Two evaluation systems. Performance evaluation and still seems to be more expensive than an organization. Although evaluation in the future because of your lack of understanding and approach to this new organization than the other,

due to the benefit of this evaluation, employers will want to strike a balance between evaluation. two in the organization.

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