

A study On Significance and Effectiveness Employee Counseling In Maruti Suzuki Industry Private Limited

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Introduction:

This chapter deals with the research methodology of the study. It is needed to carry out the research work is fulfill the purpose of conduction the study. Which researcher is intending to carry out in the study? A research methodology is the base of the research to define what the activity of the research and how to measure progress. This needed to know the extend the area covered the objectives of the study. The significant of the subject and its important.

Scope of the study:-

The scope of the study is limited to the ballari. And selected department employee, it is not related to any other company employee. All the information, which given by researcher, is all related to ballari.

Hypothesis:-

Hypothesis is predictive statement capable of being satisfied by scientific methods that relates an independent variable to some dependent variable. This is usually considered as principal instrument in research. The researcher, before going o collects the data from employees of ballari. His prediction was that all employees of the company are satisfied towards job because the working environment and administration of the company is favorable to the employees. A study on Need of Counseling to the Industrial Employees of Ballari.

Universe of the study: The universe of the study is restricted it the employees of ballari.

Sampling: Samples of 50 respondents were included out of 100 employees, to carry out the research. The respondents include permanent employees. The used

the simple random sampling. In simple random sampling each sample being included in the sample which is proportional to the size of the total sample. the research was conducted using the information given by the employees of ltd ballari.

Inclusion Criteria:

For the purpose of the study researcher has taken only employees such as • All the operational employees were taken for the study. • All the employees from various departments such as production department, marketing department, accounts department.

Exclusion Criteria:

The remaining employees of the company are excluded from the study. They are. • Women employees were excluded from the study. • Contract based employees were excluded from the study.

Techniques Of Data Collection:

The research has adopted various methods for the data collection on the topic is worker participation about Ballari. The various methods adopted by the researcher are as follows: A study on Need of Counseling to the Industrial Employees Ballari

- Schedule questionnaire as well as employee participation scale
- Discussion with employees
- Study of previous records, use of manuals, journals, seminar report. Research design: A research design is the conceptual structure within which research is conducted. It constitutes blue print for the collection, measurement and analysis of data. The researcher has chosen descriptive research design. The research design covers the following subjects:
 - Area of the study
 - Universe of the study
 - Method of sampling

- Techniques of data collection
- Limitation of the study
- Analysis and interpretation
- Findings and conclusion and suggestions

Method of data collection: The investigation is based on both primary and secondary data. The tool used for data collection was questionnaire. The questionnaire comprised of 39 questions which were all closed ended questions. The questionnaire was prepared in accordance with the objectives of the study.

Primary data:

A study on Need of Counseling to the Industrial Employees Ballari Primary sources include personal interview, discussions with the operation personnel and questionnaire to the employees in the company. Secondary data: Secondary sources include reference of text books, magazines, journals and articles in newspapers, administration reports, college library and various websites. Ethical issues: The following ethical issues would be taken into consideration throughout the study period.

- Before the data collection, the permission and consent was obtained from the respondents.
- The aim and objectives of the study as informed to the respondents.
- Confidentiality was maintained.

Table no.1

Sl no	Sex	Respondents	Percentage
1	Male	31	62%
2	Female	19	38%
Total		50	100%

From the above table shows that 62% (i.e.31) respondents male and 38% (i.e.19) respondents female answered in the organization.

Table No.2

Sl no	Age	Respondents	Percentage
1	Male	35	70%
2	Female	15	30%
Total		50	100%

The above table indicates that 70% (i.e.35) respondents belongs to below 35 year 30% (i.e.15) respondents are belongs to age 35year above

Table No .3

Sl no	Married	Respondents	Percentage
1	Single	30	60%
2	Married	20	40%
Total		50	100%

The above table shows that 60% (i.e.30) respondents single remaining 40% (i.e 20) respondents married.

Table No.4

Sl no	Year of Experience	Respondents	Percentage
1	2 year	22	44%
2	3-4 year	16	32%
3	4 year above	12	24
Total		50	100%

The above table shows that 44% (i.e 22) respondents belongs to less than 2 years , 32% (i.e 16)respondents belongs to 2 to 4 years, 24% (i.e 12)respondents are belongs to more than 4 years working experience.

Table No.5

Sl no	Response	Respondents	Percentage
1	Strongly agree	17	34%
2	Agree	26	52%
3	Not sure	05	10%
4	Disagree	02	04%
Total		50	100%

The above table shows that 34% (i.e. 17) respondents belongs to strongly agree, 52% (i.e. 26) respondents belongs to agree, 10% (i.e. 5) respondents belongs to Not sure, 4% (i.e. 2) respondents belongs to disagree in solving employee problem In this Organization.

Major Finding

- 1) Majority 62% respondents are male.
- 2) Majority 42% respondents are age group between 20-35 years.
- 3) The majority 42% of respondents are qualified in degree.
- 4) Majority 60% respondents are unmarried.
- 5) Majority 70% respondents are staying in urban Area.
- 6) Majority 50% respondents are getting salary 7000 Rs to15000 Rs
- 7) Majority 66% respondents are having dependents in their family .
- 8) Majority 70% respondents are having good opinion about employee counseling .
- 9) Majority 78% respondents are said that their management has appointed counselor.

- 10) Majority 62% respondents are agree that counseling is changes their behaviors. 11) Majority 80% respondents need not have any problem

Suggestions

- In order to enhance the job satisfaction of the employees, company must give better salary to employee.
- Company must give medical facilities and leave facilities to employees.
- Improvements required to be made in the promotion policy.
- personality and leadership training should be given to the workers.
- Company must provide separate rest rooms and lunch rooms for male and female employees with the provision of safety lockers.

Conclusion:

The present situation in company technical and Psychological counseling, a form of counseling is used by the experts to analyze the work related performance and behavior of the employees to help them cope with it, resolve the conflicts and tribulations and re-enforce the desired results.

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ISSN 2349-638X

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