

A Study on Employee Performance in Hi-Tech Apparels, Tirupur, Tamil Nadu

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Abstract

The systematic approach of measuring employee performance is known as a performance management system. It is a process in which an organization's mission, goals, and objectives are aligned with existing resources (e.g. manpower, material, etc.) and processes, as well as the organization's priorities. Performance management is a technique for identifying ways to fulfil corporate goals by continuously assessing and providing feedback to employees resulting in improved employee performance. Unlike the performance appraisal or annual evaluation process, performance management is a continual examination of personnel with the purpose of aligning their goals with the company goals. It also makes extensive use of goal-setting and metrics to track progress and discover areas where individuals excel.

Keywords: Apparels, employees, management, organization, performance

INTRODUCTION

The execution management framework is a continuous process of identifying and communicating activity parts and responsibilities, execution wants, goals, and demands between the boss (administrator) and subordinates (workers). It contains shared objectives and aims for the association, office, and representatives, all of which are aligned with frameworks and assets. It is a conduit for establishing goals and improving company operations using a variety of approaches and mechanisms. This method also identifies competency, skill, and knowledge gaps, which may be addressed by offering guidance, training, coaching, and mentoring to people or teams at various levels and designations. It improves performance by reducing disagreements and grievances among teams or employees via a proper channel and process. Because each individual understands what is expected of

him or her in his or her role and works hard to satisfy those expectations. This method can be used for a single department's function [1].

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Received Date: November 20, 2021

Accepted Date: December 30, 2021

Published Date: January 15, 2022

Citation: P. Megaladevi, S. Priya Lakshmi, K. Muthukumar. A Study on Employee Performance in Hi-Tech Apparels, Tirupur, Tamil Nadu. NOLEGEIN Journal of Performance Management & Retention Strategies. 2021; 4(2): 1–7p.

OBJECTIVES OF PERFORMANCE MANAGEMENT

- To assist employees in achieving higher levels of work performance.
- To assist employees in recognising the knowledge and skills needed to accomplish the job effectively as this will focus their attention on completing the assignment in the most efficient manner possible.
- Increasing employee performance via increasing employee empowerment, motivation, and the creation of an efficient compensation system.

- Promoting a two-way communication system between supervisors and employees to explain expectations about roles and responsibilities, communicate functional and organisational goals, provide regular and transparent feedback to improve employee performance, and provide ongoing coaching.
- Identifying and removing impediments to optimal performance through continuous monitoring, coaching, and development interventions.
- Creating a foundation for a number of administrative choices Strategic planning, succession planning, promotions, and performance-based compensation are all examples of performance-based pay.
- Promoting personal development and career progress [2].

OBJECTIVES OF THE STUDY

- To identify the level of job training given by the organization
- To understand the employees satisfaction level in an organization
- To portray the employees performance level of an organization
- To analyze the awards and recognition in an organization for the performance of an employees.

SCOPE OF THE STUDY

- It helps to identify the training needs of an employees working in different levels.
- This study helps to know the development level of individual skills in an organization.
- It helps to avoid the training related problems in an organization.

LIMITATIONS OF THE STUDY

- Study is conducted with limited time period and restricted in Hi-Tech Apparels Private Limited.
- Only 110 respondents were taken for the study.
- Employees felt hesitation to come out with the details required in the questionnaire.

REVIEW OF LITERATURE

Burke RJ and Wilcox DS (1969) studied the influence of selected performance review interview characteristics, and certain employee attitudes toward job performance and performance appraisal, on satisfaction with the interview and subsequent job performance improvements. Based on questionnaire survey responses of office employees of a public utility, it was found that subordinate participation constructive attitude of supervisor, solution of job problems, and mutual setting of specific goals contributed to employee satisfaction with the interview and with later job performance [3].

Employee Involvement by JL Cotton (1993) defined, outlined, and illustrated how firms can improve their performance by encouraging employee interest and commitment. Cotton examines the history of employee participation in the workplace, as well as empirical evidence, and makes the case for increased employee participation. Following that, he examines a range of employee engagement programmes, paying particular emphasis to implementation and the benefits and drawbacks of each strategy. This text provides an outstanding contribution to the area by completely addressing the wide variety of employee participation approaches and consistently referencing what truly works in the real world. It draws on organisational behaviour, human resource management, and industrial relations [4].

Adrienne Coella and Philip Bobko (1994) said although most businesses utilise evaluative performance criteria, research in our field has largely concentrated on selection standards (and predicting cutoff scores), rather than standards for subsequent performance. The process of establishing performance standards that has an impact on how employees react to their jobs, particularly in terms of motivated performance and job satisfaction. To define future research requirements and directions, we look to the following literatures: goal setting, feedback and framing,

performance expectations, work satisfaction, and utility analysis. The end result is an outline of study propositions on the acceptance of performance criteria, their substance, their communication, and their difficulty levels [5].

BD Cawley, IM Keeping, and PE Levy (1998) studied a meta-analysis of 27 researches with 32 individual samples looked into the relationship between participation in the performance review process and various employee reactions. When unreliability was taken into account, the total association between involvement and employee emotions was .61. Employee emotions and various conceptualizations and operationalizations of participation were also examined and analysed. Overall, appraisal participation was the most strongly linked to satisfaction, and value-expressive participation was more closely linked to most of the reaction criteria than instrumental participation. The findings are explored in relation to organisational justice [6].

METHODOLOGY OF RESEARCH

It refers to the procedures or strategies used to find, select, process, and evaluate information about a certain subject. The methodology portion of a research article allows the reader to critically examine the study's overall validity and dependability.

Data Resources

The study's data is gathered from both primary data from first-hand sources utilising methods such as surveys, interviews, and questionnaires. Secondary data was obtained and is available to researchers.

Research Design

Descriptive

Descriptive research is to describe the characteristics in the form of a survey to understand describing the employee performance level in Hi-Tech Apparels Private Limited.

Sample Design

Probability, Simple Random Sample

Probability sampling is a sampling technique that gives the equal chance to all individuals. Here it gives an equal chance to an employee to express their thoughts and views in random selection of employee in organization.

Tools Used

1. Reliability test
2. One-way ANOVA
3. T-test

Table 1. Experience of the respondents.

S.N.	Experience	No. of respondents	Percentage
1.	2–5 years	32	29.1
2.	6–10 years	50	45.5
3.	11–15 years	20	18.2
4.	16–20years	8	7.3
5.	Above 21 years	0	0
	Total	110	100

Interpretation

From Table 1, it is shown that 45.5% of the respondents have experience of 6–10 years, 29.1% of the respondents have experience of 2–5 years, 18.2% of the respondents have experience of 11–15 years, and 7.3% of the respondents have experience of 16–20 years.

About 46.4% of the respondents have salary between 21000–25000, 30.9% of the respondents have salary between 15000–20000, 21.8% of the respondents have salary between 26000–30000, 0.9% of the respondents have salary between 31000–35000.

Table 2. Training helps in development.

S.N.	Particulars	No. of respondents	Percentage
1.	Strongly agree	46	41.8
2.	Agree	62	56.4
3.	Neutral	2	1.8
4.	Disagree	0	0
5.	Strongly disagree	0	0
	Total	110	100

Interpretation

From Table 2, it is shown that 56.4% of the respondents are agree that training program helps in development of an organization, 41.8% of the respondents strongly agree that the training program helps in development of an organization, 1.8% of the respondents are neutral with the training program helps in development of an organization.

Table 3. Satisfaction with the training program.

S.N.	Particulars	No. of respondents	Percentage
1.	Yes	109	99.1
2.	No	1	0.9
	Total	110	100

Interpretation

From Table 3, it shows that 99.1% of the respondents are satisfied with the training program in an organization and 0.9% of the respondents are not satisfied with the training program in an organization.

Table 4. Performance management is integrated approach to the management.

S.N.	Particulars	No. of respondents	Percentage
1.	Strongly agree	69	62.7
2.	Agree	27	24.5
3.	Neutral	13	11.8
4.	Disagree	1	0.9
5.	Strongly disagree	0	0
	Total	110	100

Interpretation

From Table 4, it is shown that 62.7% of the respondents strongly agree with performance management is integrated approach to the management, 24.5% of the respondents agree with performance management is integrated approach to the management, 11.8% of the respondents are neutral with performance management is integrated approach to the management, 0.9% of the respondents disagree with performance management is integrated approach to the management.

Table 5. Performance helps in organizational development.

S.N.	Particulars	No. of respondents	Percentage
1.	Strongly agree	53	48.2
2.	Agree	43	39.1
3.	Neutral	14	12.7
4.	Disagree	0	0
5.	Strongly disagree	0	0
	Total	110	100

Interpretation

From Table 5, it shows that 48.2% of the respondents strongly agree with that the performance helps in organizational development, 39.1% of the respondents agree with that the performance helps in organizational development, 12.7% of the respondents are neutral with that the performance helps in organizational development.

Table 6. Training helps to develop career opportunity.

S.N.	Particulars	No. of respondents	Percentage
1.	Strongly agree	62	56.4
2.	Agree	39	35.5
3.	Neutral	9	8.2
4.	Disagree	0	0
5.	Strongly disagree	0	0
	Total	110	100

Interpretation

From Table 6, it is shown that 56.4% of the respondents strongly agree that training helps to develop career opportunities, 35.5% of the respondents agree that training helps to develop career opportunities, 8.2% of the respondents are neutral that training helps to develop career opportunities.

ONE WAY ANOVA TEST (H1)

Formulation of Hypothesis

Alternative Hypothesis: There is significance difference between gender and training helps to develop career opportunities of the respondents in an organization.

Table 7. Significance of one-way ANOVA test.

ANOVA					
Gender and training helps to develop career opportunities					
	Sum of squares	Df	Mean square	F	Sig.
Between groups	.328	2	.164	.746	.477
Within groups	23.535	107	.220		
Total	23.864	109			

Interpretation

In Table 7 showing ANOVA test, significance value of 0.477 which is higher than the table 5% of alternative hypothesis is accepted. So, there is no significance difference between the gender and training helps to develop career opportunities of the respondents. Hence, it is inferred that gender of the respondents is not an influencing factor of training helps to develop career opportunity.

T-Test (H2)

Formulation of Hypothesis

Alternative hypothesis: There is a significant relationship between the qualification of respondents and awards and recognition as per performance in an organization.

Table 8. Significance of t-test.

One-sample statistics						
	N	Mean	Std. deviation	Std. error mean		
Qualification	110	2.5818	1.77847	.16957		
Awards	110	4.4636	.67290	.06416		

One-sample test						
	Test value = 0					
	T	Df	Sig.(2-tailed)	Mean difference	95% confidence interval of the difference	
					Lower	Upper
Qualification	15.226	109	.000	2.58182	2.2457	2.9179
Awards	69.572	109	.000	4.46364	4.3365	4.5908

Interpretation

The significance value of 0.000, which is lower than the Table 8 percent of alternative hypothesis, is accepted in the above T-test. As a result, there is a significant relationship between qualification and awards and recognition in terms of organisational success. As a result, it can be deduced that the respondents' qualifications are a determining element in receiving rewards and recognition for their work performance in an organisation.

FINDINGS

- 62.7% of the respondents strongly agree that training helps to develop the skills in job.
- 48.2% of the respondents strongly agree that the performance management is part of integrated approach.
- 40.5% of the respondents strongly agree that the performance helps in organizational development.
- 100% of the respondents agree that the competition among the employees helps to increase the performance of job.
- 52.7% of the respondents are comfortable and satisfied with the job.
- 60.9% of the respondents agree with the level of comfort and satisfied with job performance.
- 60.9% of the respondents strongly agree with the salary based on performance.
- 50.9% of the respondents agree with the supervisor to develop the performance.
- 58.2% of the respondents strongly agree with the continuous assessment of job.
- 49.5% of the respondents strongly agree with the evaluation of performance in personal plans.
- 56.4% of the respondents strongly agree with that training develops career opportunities.
- 56.4% of the respondents strongly agree with the awards and recognition as per performance in an organization.

SUGGESTIONS

- Organization can develop the better understanding between supervisor and an employee.
- The training program can be conducted effectively for an individual to develop career.
- Employees monitoring can be done individually to develop the organization.
- The assessment of an individual performance can be render more effectively to an employee
- Rewards and recognition of employee performance can be increased rapidly for the continuous development of an individual in an organization

CONCLUSION

The study conducted an analysis of employee performance at Hi-Tech Apparels, Tirupur city. From the study, it states that the performance of employee is reflected directly in achieving organizational goals and of overall outcomes of company growth among the other competitors. This study helps to know an overall view of an employee performance that is the important factors in an organization. The important aspects of rendering the training program to an employee for the better mentation of individual plans and achievement of organization goals. The relationship among the supervisor and co-workers play an important part of a performance development in an organization. Hence, the study provides the ways for developing the organizational productivity and to adopt the different strategy and give the best of working employees in an organization.

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