A Study of Intra Organisational Relationship among Employees at Gangotri Textiles, Coimbatore, Tamilnadu

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Abstract: **Gangotri Textiles is a one of the leading yarn manufacturing company in the National market. The project titled "A Study Of Intra Organizational Relationship among Employees" At Gangotri Textiles, Coimbatore, Tamilnadu", gives the information regarding intra organizational relationship in the company.**

The study is conducted by survey method using well-structured close-ended questionnaire with five point rating scales and yes or no questions. From a total of 300 employees, 100 Samples were taken into consideration. Probability random sampling technique was applied to use for selecting the sample size of the respondents.

Chi-square test and simple percentage test were used to render the data collected. The results show that most of the employees were satisfied with the motivation, trust, participation and conflict resolution provided for the employees. Only some of the employees were dissatisfied with a few aspects like communication and relationship.

The study revealed that the intra organizational relationship in Gangotri Textiles is satisfactory. Suitable suggestions were recommended to improve these above aspects to develop a better intra Organizational relationship for the employee's as well as the company.

Keywords: **Gangotri Textiles, Rating Scales, Communication, Intra Organizational Relationship**

I. INTRODUCTION TO INTRA ORAGNIZATONAL RELATIONSHIP

People in organizations join groups because they have learnt to fulfill their needs more effectively in groups rather than as individuals. More specifically, they organize themselves to attain division of labour and specialization of efforts because it leads to enhanced proficiency which, in turn, results in greater productivity than what individual effort can ever provide. Thus, an organization is a means to achieve mutual goals more effectively. Explicitly, it is a social system and if an individual intends either to work in it or to manage it, he must understand its basic operations and principles.

INDUSTRY PROFILE

The Textile Sector in India ranks next to Agriculture. Textile is one of India's oldest industries and has a formidable presence in the national economy in as much as it contributes to about 14 per cent of manufacturing value-addition, accounts for around one-third of our gross export earnings and provides gainful employment to millions of people. The textile industry occupies a unique place in our country. One of the earliest to come into existence in India, it accounts for 14% of the total Industrial production, contributes to nearly 30% of the total exports and is the second largest employment generator after agriculture.

Textile Industry is providing one of the most basic needs of people and the holds importance; maintaining sustained growth for improving quality of life. It has a unique position as a self-reliant industry, from the production of raw materials to the delivery of finished products, with substantial value-addition at each stage of processing; it is a major contribution to the country's economy.

ABOUT THE COMPANY

GTL, a vertically integrated textile unit has world class in-house facilities from processing yarn to manufacture of finished garments. With a clear vision, a sense of purpose and sheer hard work, guided by a team of professionals and steered by an enterprising management, Gangotri continues to diversify its products and extend its customer reach.

Gangotri Textiles embodies products with flawless structures and balances quality in all its products, facilitated by an infrastructure that's world class.

Vertically integrated facilities to manufacture everything from yarn to finished Garments.

Incorporates the latest technology with Hi-tech machinery to produce the finest variety of textile products.

Products	Type	Details	Applications
Cotton Yarn	Open End	Ne 2s count to 20s count	Home Textiles/Industrial Fabrics/Garments/towels
Cotton Yarn	Ring Spun	Ne 40s count to Ne 60s count	Knitting/Weaving
Elastic Yarn & Speciality Yarn	Ring Spun	Ne 14s count to 32s count	Knitting/Weaving
Fabric	Greige& Mercerised, Yarn Dyed Shirting	50000 meters of processed fabric	Industrial Fabrics/Garments
Readymade Garments	'TIBRE' Men Trousers and Shirts	100% Cotton & Cotton Rich	Men

II. OBJECTIVES OF THE STUDY

1. To study the level of motivation among employees in the organization
2. To assess the level of intra organizational communication among employees in the organization.
3. To know the extent of trust existing in the organization.
4. To assess the effectiveness of interpersonal relationship in the organization.
5. To identify the extent of participation and involvement of worker within the organization.
6. To assess the effectiveness of conflict handling and resolution in the organization.

III. RESEARCH METHODOLOGY

Research methodology is a way to systematically solving the research problems. It may be understood as a science of studying how research is done scientifically. It includes the overall research design, the sampling procedure, data collection method and analysis of the study.

3.1 RESEARCH DESIGN

A research design is a plan, structure and strategy of investigation so conceived as to obtain answers to research problems. The plan is the complete scheme or program of research. It includes an outline of what the investigator will do from writing the hypotheses and their operational implications to the final analysis of data.

In general, research design is the conceptual structure within which research is conducted; it constitutes the blue print for the collection, measurement and analysis of data. Descriptive research design is used in this project.

3.2 SAMPLING DESIGN

Sampling is the process of selecting a few from a bigger group to become the basis for estimating or predicting a fact, situation or outcome regarding the bigger group.

Sampling design is to clearly define set of objects, technically called the universe to be studied. This research has finite set of universe and the sampling design used in the study is simple random sampling.

3.3 SAMPLE SIZE

The concern, which is considered for this study is **Gangotri textiles.** Out of 300 workers, 100 samples taken for the study.

3.4 TOOLS USED:

3.4.1. CHI-SQUARE ANALYSIS

The collected data are statistically analyzed with chi-square test. The chi-square test is a statistical measure used in the context of sampling analysis to determine if categorical data shows dependency or the two classifications are independent. The chi-square is applied to find out the relationship between the attributes.

IV. ANALYSIS AND INTERPRETATION

4.1 CHI-SQUARE ANALYSIS

4.1 ASSOCIATION BETWEEN EXPERENCE AND LEVEL OF SATISFACTION IN MOTIVATION

TOP MANAGEMENT EFFORTS				
Experience	Highly satisfied	Satisfied	Dissatisfied	Total
<15Yrs	15	9	6	30
16-20Yrs	6	23	6	35
21-25Yrs	10	17	8	35
Total	31	49	20	100

NULL HYPOTHESIS (Ho) -There is no association between experience and the level of satisfaction in motivation.

ALTERNATIVE HYPOTHESIS (H₁) -There is association between experience and the level of satisfaction in motivation.

Level of Significance = 0.05

Degree of Freedom = 4

Table Value   = 9.4877

Calculated Value = 10.2208

INTERPRETATION:

Calculated value is more than the table value hence null hypothesis (Ho) is rejected. There is association between experience and the level of satisfaction in motivation. Respondents with experience between 16-20 years have the more satisfaction in the motivation.

4.2 ASSOCIATION BETWEEN AGE AND COMMUNICATION LEVEL

SHARE INFORMATION WILLINGLY				
Age	Often	Very often	Rarely	Total
18-40Yrs	23	24	9	56
>40Yrs	6	23	15	44
Total	29	47	24	100

NULL HYPOTHESIS (H0)- There is no association between age and the level of communication.

ALTERNATIVE HYPOTHESIS (H1) **-**There is association between age and the level of communication.

Level of Significance = 0.05

Degree of Freedom = 2

Table Value = 5.9915

Calculated Value = 10.1936

INTERPRETATION:

Calculated value is more than the table value hence null hypothesis (Ho) is rejected. There is association between age and the level of communication. Respondents with the age group greater than 40 have the more satisfaction in the communication.

4.3 ASSOCIATION BETWEEN AGE AND TRUST LEVEL

Age	Highly True	True	False	Total
18-40 Yrs	22	27	7	56
>40Yrs	7	24	13	44
Total	29	51	20	100

NULL HYPOTHESIS (H0) **-**There is no association between age and the level of trust.

ALTERNATIVE HYPOTHESIS (H1) **-**There is association between age and the level of trust.

Level of Significance = 0.05

Degree of Freedom = 2

Table Value = 5.9915

Calculated Value = 8.4163

INTERPRETATION:

Calculated value is more than the table value hence null hypothesis (Ho) is rejected. There is association between age and the level of Trust. Respondents with age group greater than 40 have more Trust.

4.4 ASSOCIATION BETWEEN AGE AND LEVEL OF PARTICIPATION

EMPLOYEES ARE KEPT INFORMED ABOUT POLICY DECISIONS				
Age	All Ways	Many Times	Not Informed	Total
18-35Yrs	9	7	6	22
36-40Yrs	5	19	10	34
>40Yrs	7	21	16	44
Total	21	47	32	100

*NULL HYPOTHESIS (H0)-*There is no association between age and the level of participation.

ALTERNATIVE HYPOTHESIS (H1) **-**There is association between experience and the level of participation.

Level of Significance = 0.05

Degree of Freedom = 4

Table Value   = 9.4877

Calculated Value   = 7.4781

INTERPRETATION:

Table value is more than calculated value hence null hypothesis (Ho) is accepted. There is no association between age and the level of participation. Respondent's participation in policy decision is uniform irrespective of age difference.

4.5 ASSOCIATION BETWEEN AGE AND LEVEL OF CONFLICT RESOLUTION

CONFLICTS ARE SETLED AT THEIR IMMEDIATE LEVELS					
Age	Often	Very often	Sometimes	Rarely	Total
18-40Yrs	13	19	10	14	56
>40Yrs	8	6	17	13	44
Total	21	25	27	27	100

NULL HYPOTHESIS (H0) **-**There is no association

between age and the level of conflict resolution.

ALTERNATIVE HYPOTHESIS (H₁) -There is association between age and the level of conflict resolution.

Level of Significance = 0.05

Degree of Freedom = 2

Table Value = 5.9915

Calculated Value = 8.4845

INTERPRETATION:

Calculated value is more than the table value hence null hypothesis (Ho) is rejected. There is association between age and the level of conflict resolution. Respondents with age group 36-40 feel that conflicts are always settled by immediate higher level.

V. FINDINGS

1. 58% of the respondents are satisfied with the work settings & other facilities provided by the organization.
2. 73% of the respondents feel that the management is supportive and encouraging in our personal growth & development.
3. 68% of the respondents feel that the organization gives incentives on the basis of our skills and achievement.
4. 93% of the respondents feel that there is job security in the organization.
5. 68% of the respondents agreed that the supervisors motivation which enhanced job satisfaction.
6. 95% of the respondents feel that the messages got form the top level clear & proper.
7. 86% of the respondents feel that the obligations & messages reach properly & clearly to higher authority.
8. 62% of the respondents agreed that the departmental communication is necessary for mutual understanding and it prevails in this organization.
9. 61% of the respondents are satisfied in the discussions with the superior.
10. 96% of the respondents don't miss any important information in work experience.
11. 98% of the respondent's positive expectation about the organization.
12. 88% of the respondents said that the top management has integrity and openness.
13. 65% of the respondents confirm that the changes are discussed and informed to all levels in the organization.
14. 61% of the respondents said that the organization is encouraging new ideas/suggestions.

15. 60% of the respondents satisfied in the intra departmental relationship.
16. 94% of the respondents concur that the organization conducts meetings periodically.
17. 54% of the respondents are satisfied about conduction of meetings.
18. 58% of the respondents said that the conflict resolving person is impartial and independent.
19. 59% of the respondents are said that resolutions of the conflicts are quick & effective.
20. 57% of respondents feel that very often conflict resolution improves relationship.
21. Respondents with experience between 16-20 years have the more satisfaction in the motivation.
22. Respondents with the age group 18-40 have the more satisfaction in the communication.
23. Respondents with age group 18-40 have more trust.
24. Respondents with age group greater than 40 have more level of participation.
25. Respondents with age group 18-40 feel that conflicts are always settled by immediate higher level.

VI. SUGGESTION

1. The study reveals an overall positive relationship prevailing in the organization.
2. Suggestions and ideas of each and every staff in the department should be given consideration so that they are motivated to participate in the organization effectively and efficiently.
3. Organization shall conduct more meetings to improve the intra organizational relationship between the employees in the organization so that it would be helpful to improve the relationship between employees and the organization.

VII. CONCLUSION

With the help of this research the researcher identifies certain key areas like motivation, trust, relationship, conflict resolution and communication are the essential key ingredients in order to determine the intra organizational relationship for any organization and based on these facts the intra organizational relationship is fairly good in **"Gangotri Textiles."** This will help the organization in its productivity and growth. Employees have got better training and development opportunities and the organization is also providing up better health and welfare schemes for their employees.

Organizational effectiveness also has increased; sustained efforts are taken to continue maintaining of intra organizational relationship and to further improve participation. Suggestion given in the report may be implemented in future course for the benefit of the

employees. The company should conduct the similar type of research at regular interval to know the changing attitude of workers and to know about their improvement in order to motivate them.

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