



A STUDY ON THE IMPACT OF INTRA ORGANIZATIONAL RELATIONSHIP ON ORGANIZATIONAL EFFECTIVENESS OF SRC CONSTRUCTION PRIVATE LTD , POTTANERI.

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Abstract

The research work was undertaken to find the importance of intra organizational relationship in the company and its relevance on organizational effectiveness. To accomplish the primary objective of the study a survey was conducted by preparing a structures questionnaire which contain close ended question the research design used for the study is descriptive in nature. The descriptive study helps the researcher to find out various characteristics of the employees. Simple random sampling technique was adopted for selecting sample units from the employees sampling size of respondents selected for analyzing opinion.

The methods of data collection for the study include both the primary data and the secondary data. The primary data was collected for questionnaire by conducting personal interview with employees. The source of secondary data was collected by company profile and websites. Simple percentage analysis was used for analyzing the data and chi-Square, correlation analysis tools are used analyzing the data.

Key Words: Organization, Relationship, Employees, etc..

INTRODUCTION

People in the organisation join group

because they learn to fulfill the needs more effectively in groups rather than as individual. More specifically, they organize themselves to attain division of labor and specialization of efforts because to leads to enhanced proficiency which, in result in greater productivity than what individual effort can ever provide. Explicitly, is a social system and if a individual intends either to work in it to or manage it, he must understand his basic operations and principles.

Organization is a system consisting of social, technical and economic element and purpose to co-ordinate human and material resources to attain multiple objectives. These any include: (1) to make profit, (2) to provide good products and services,(3) to go ahead in competition (4) to provide welfare for the employees (5) to grow (6) to be efficient. This system converts numerous inputs into several outputs that becomes product and services for the society.

STATEMENT OF PROBLEM

Intra organizational conflicts are common phenomenon. However, the manner in which the organization is resolving and it represents both marked departure from how such conflicts have been traditionally addressed and certainly novel application of the established mediation/arbitration techniques. It is widely acknowledges that the intra

organizational conflicts can negatively impact an organization in significant ways.

SCOPE OF THE STUDY

- The concept of relationship is valuable modeling concept with a variety of applications.
- A particular relationship of scope expresses a constraint upon the entities which may validly be link together by an instance relationship of the organizations.
- The scoping of relationships has application to validation of reference relationship, imposing semantics upon the data not otherwise expressible directly by the data model.

OBJECTIVE OF THE STUDY

- To study the level of motivation among employees in the organization.
- To access the level of intra organization communication among employees in the organization
- To know the participation level of employee in the organization
- To analyze the relationship in their work area in the organization
- To assess the effectiveness of conflict handling and resolution

RESEARCH METHODOLOGY

Introduction

Research methodology is a way to solve the research problems systematically. It may be understood as a science of studying how research is done technically. It includes the overall research techniques, the sampling design, tools of data collection method and statistical procedure.

Research design: Descriptive research design is used in the project.

Descriptive Research: Describes Attitudes Towards an Issue

Sampling Design: simple random sampling

Sampling size: 150.

DATA COLLECTION METHOD

There are two major approaches to gathering data are categorized as

- (i) primary data
- (ii) secondary data

PRIMARY DATA

With the help of the structures questionnaire, technique has been used for the collection of primary data from the respondents

SECONDARY DATA

The secondary data has been collected from the company records, journal and various websites.

TOOLS FOR DATA ANALYSIS

The data that researcher have collated need to be analyzed and processes to generate meaningful and useful information, to serve this purposes, simple percentage analysis and chi square test analysis and correlation analysis were used.

i) Percentage Method :

ii) Chi square

Analysis

LIMITATIONS OF THE STUDY

- There may be personal bias of the respondents, which affect the result of the study
- The study size was limited to 150
- Some of the employees are busy due to their work schedule.
- The study is limited to the period of 3 months.

INDUSTRY PROFILE

About the industry construction in India

Assets once created should be maintained, many upstream economic activities depend upon the construction sector. It is estimated that 40-45 % of steel;85 % of paint; 65-70% of glass and significant output from automotive, mining and excavation equipment industries are used in the construction industry. Construction accounts for nearly 60 – 80% of the project cost of roads and buildings and in the significant case of other infrastructure sectors. Construction materials such as cement and steel bricks and tiles, sands and aggregates, fixtures and fittings and paints and chemicals, petrol and other petro – products, timber, minerals, aluminum, glass and plastics account for nearly one third of the construction costs.

The construction industry is contributing around 8% of the nation's GDP (at constant prices) from (2006 to 07 to 2010 - 11) . Now its is 9.2% from (2012 -2017). The growth in construction sector in GDP has primarily on account of increased spending of physical infrastructure in the last few years

through programmes such as national highway development (NHDP).

COMPANY PROFILE

SRC projects private limited is a premier infrastructure firm that carries out of various heavy constructions and infrastructure projects. Established in 1964, SRC Construction is known for its expertise in handling heavy constructions and road projects with complete reliability and giving total quality assurance. Top most priority in completion of jobs within the given time frame. It adheres to stringent quality standards to satisfy with their needs of the clients. This company was at first named as Sri Ranganathar & co. as per expansion of programs and new modernization style construction there was need to have a tremendous idea, therefore the SRC was build. SRC ,,s main office is situated in salem and sub offices are in karur, and other offices will launch according to the need of organizations or local communities.

SRC is integrated only in Tamilnadu and is located at pottaneri/m.kalipatti villages about 35 km northwest from salem.

Status : non –listed

Legal form : limited liability company Main activities: construction of buildings Some of the valued clients are

- Jsw ,CPCL, National highway authority of India, Dorma ,Airports authority of India– gobain ,Valeo ,Chemplast sanmar ltd, Madras aluminum company ltd, Mahindra industrial park ltd, NHAI, Tata consulting engineers.

REVIEW Of LITERATURE

Kassahun (2005) explored level of intra organizational assurance in selected organizations in Delhi and revealed that all the organizational practices and personal characteristics (expect education) recognized a direct association with organizational commitment of these perceived job autonomy, procedural justice , organizational support and employee age came out as most important predictors of intra organizational commitment. It was further observed that employees seem to value most freedom in

connection to their job followed by procedural fairness, continuous support from management desk and equity in the distribution of work related outcomes.

Raju et.al (2006) examined the organizational effectiveness in relation to certain job attributes. The study indicated that job involvement has significance relation to the company’s satisfaction but not significantly related with organizational commitment. organizational effectiveness was significantly related to company’s satisfaction and with the intrinsic motivation. The study has suggested that the employees who are satisfied with the company may develop commitment to the organization and vice –versa.

Kahn et.al (2007) found that experience of role of conflict and role of ambiguity is common. The conflict and ambiguity are usually hierarchical and consequent emotional costs include low job satisfaction, low confidence in the organization, and a high degree of job related tension and withdrawal. The major elements of ambquity include uncertainty about the way in which one’s superior evaluate one’s work about opportunities for advancement, about scope of responsibility and about the expectations of others regarding one’s performance. Role conflict is most intense at the upper levels of the management.

Cobb(2008) has the opinion that “ the responsibility load creates severe stress among workers and managers”. If the individual manager cannot cope with the increased responsibility it may lead to several physical and psychological disorders among employees

STATISTICAL ANALYSIS

Chi – Square Calculation:

$$\psi^2 = (O - E)^2 / E$$

O – Observed Frequency

E – Expected Frequency

$$E = \frac{\text{Row Total} * \text{Column Total}}{\text{Grand Total}}$$

O	E	O-E	(O-E) ²	(O-E) ² / E
52	51.94	0.06	0.0036	0.0001
42	40.06	1.94	3.7636	0.0936
40	38.66	1.34	1.7956	0.0464
7	6.86	0.14	0.0196	0.0029
4	3.92	0.08	0.0064	0.0016
1	1.06	-0.06	0.0036	0.0034
2	0.86	1.14	1.2996	1.5112
2	0.86	1.14	1.2996	1.5112
0	0.14	-0.14	0.0196	0.1400
0	0.08	-0.08	0.0064	0.0800
Total				3.3897

The calculated value is 3.359 Degree of freedom = (r-1) (c-1) = (2-1) (5-1) = 4

Significance level at 5% Tabulated value $\chi^2(0.05) = 9.49$ Calculated value < tabulated value

Decision Making

So the table value 9.49 and the chi square value is 3.359(3.359 < 9.49)

Thus the tabulated value is greater than the calculated value, so null hypothesis (Ho) is accepted.

FINDINGS

Following are the findings of the study

1. Majority (66%) of the respondents have 01-02 years of working experience.
2. Majority (53.3%) of the respondents were highly satisfied in the work environment and other facilities provided by the organization.
3. It is found that the majority (65.33%) says job security in the organization is sufficient.
4. It is found that majority (43%) of the respondents accept that the top management of this organization takes effort to recognize and use of the potentials of employees.
5. It is found that majority (38.6%) of the respondents agreed

that the supervisors motivation enhanced job satisfaction.

6. It is found that the majority (98%) of the respondents feel that the message got from the top management is clear and proper.

7. It is found that the majority (38%) of the respondents agree that the departmental communication is necessary mutual understanding and it prevails in this organization.

8. It is found that (14%) of the respondents think that conflict resolving person is impartial and independent.

9. It is found that (38%) of the respondents were highly satisfied in the resolving of the conflicts are quick and effective.

10. It is found that (30.6%) of the respondents feel that conflict resolution always improves relationship.

SUGGESTION

- The study reveals an overall positive relationship prevailing in the company.
- Ideas and suggestion of each and every staff in the department should be given due to considerations so that they are motivated to concentrate.
- Organization shall conduct the more meetings to improve the intra organizational relationship between the employees.
- The management should concentrate on the motivation of the employees.

CONCLUSION

Intra organizational relationship is fairly good in “SRC construction pvt ltd”, This is helping the organization in its productivity and growth, organizational effectiveness has increased due to this. Thus the employees should concentrate in intra organizational relationship even in better manner to attain the best level. Concentrating in clearing out some major or minor problems arise in organization work will be done in smooth way. Good and safety working environment is achieved in the organization. Sustained

efforts are continued to maintain the intra organizational relationship and to further improve it.

It is time for the company to focus on improvements of employees in the clear communication and motivation. If the employee embraces more effective participation of work, company can achieve high esteem in future.

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