

A STUDY ON EFFECTIVENESS OF EMPLOYEE DISCIPLINARY ACTION TOWARDS RICH DIARY PRODUCT AT NAMAKKAL

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ABSTRACT

This study aims to investigate the effectiveness of employee disciplinary action within organizations. Employee discipline plays a critical role in maintaining a productive and harmonious work environment, ensuring compliance with organizational policies, and addressing behavior or performance issues. However, the effectiveness of disciplinary action is influenced by various factors, such as the clarity of policies, consistency in enforcement, fairness, and the impact on employee motivation and engagement. To achieve the study's objectives, a mixed-methods research approach will be employed. Firstly, a thorough literature review will be conducted to examine existing theoretical frameworks, models, and empirical studies related to employee disciplinary action. This will provide a foundation for understanding the current state of knowledge and identifying any research gaps

KEYWORDS: *Employee discipline, Fairness and consistency Disciplinary procedures, Disciplinary action and Employee engagement*

I. INTRODUCTION

Discipline is the backbone of healthy industrial relations. Order is the foundation of solid modern relations. The advancement and upkeep of representative order is basic for smooth working of an association. Worker confidence and mechanical harmony are unquestionably connected with an appropriate support of control. Disciplinary activity can likewise assist the worker with getting more compelling. The activities of one individual can influence others in the gathering. The point is to analyse what teach is, the thing that the different parts of worker discipline are and how certain control can be accomplished. We will likewise analyze the means associated with the disciplinary cycle and how to manage indiscipline

OBJECTIVES OF THE STUDY

- To guarantee serene and efficient workplace for the accomplishment of hierarchical objectives and goals.
- To urge workers to meet set up rules of conduct.
- To shield the association from illicit and unsafe activities of representatives.
- To assess the effect of representative control on association execution

NEED OF THE STUDY

- To decide the degree to which indiscipline has impacted the presentation of representative in an association
- To create among the worker a feeling of resistance and a craving to make changes.

- To examine into those variables obstructing the viability of control measure in the industry.

SCOPE OF THE STUDY

- This study centres basically around an examination of the effect of representative control on authoritative exhibition in Rich dairy at Namakkal.
- The extent of the examination discovers the assurance of the part of order on authoritative efficiency. Also to assess the effect of control on the worker's exhibition.
- To decide the standards of control to be followed to guarantee that there is harmony in the association.

1.5 LIMITATIONS

- The business of having an authoritative disciplinary strategy is that it won't be simple for the business to transform it. A change to the method would require a change to every worker's agreement.
- It isn't fitting in all circumstances.

II. REVIEW OF LITERATURE:

Greer and Labig (2017) expressed that restricted explores were made about representative responses to disciplinary activities. Their exploratory investigation about worker responses to disciplinary activities uncovered that the way where the disciplinary activity is initiated appears to extraordinarily impact passionate reaction and influence the supervisor representative relationship. The prior positive relationship will appear to crumble because of the usage of a disciplinary activity. In any case, when the order is founded in a wonderful manner, it is improbable that unfriendly worker responses will happen.

Mullins and Peacock (2018) additionally agreed with contended that compelling associations exhibit sound comprehensive practices, which incorporates accentuating rules and guidelines, shared administration and their great practice. The Organization rules and guidelines in this way endorse the norm of conduct expected of the all employees. Anyway these specialists didn't utter a word on the impact of association rules and guidelines on representatives' presentation and subsequently a requirement for this investigation.

Mafabi (2018) the board is the way toward working with and through individuals to achieve hierarchical objectives. The board manages the foundation of rules and guidelines just as arranging exercises that target satisfying the goals of a specific association. Rules are recommended or wilful aides for a logical correspondence for direct or activity or an acknowledged system and custom. Rules or principles of conduct can be characterized as the common desires for a gathering of individuals. These incorporate what the gathering views as a socially adequate example of conduct expected of each person in the gathering. In a perfect world, Organizations set standards and guidelines for the correct administering of the different ways of life of representatives containing the customs. Guidelines then again are legitimate requests with a course of law proposed to advance request and proficiency in an association.

Allen and Meyer (2019) formulates a definition of organizational commitment in organizing as a psychological construct that is characteristic of the relationship of members of the organization with its organization and has implications for individual decisions to continue membership in organizing. Based on these definitions, members who are committed to their organization will be more able to survive as part of the organization than members who are not committed to the organization.

Luthans (2019) says the organization's commitment explains the relative strength of an individual's identification with involvement in an organization. Organizational commitment presents something beyond mere loyalty to an organization. In addition, it includes an active relationship with organizations in which individuals are willing to give something of them to help the success and prosperity of the organization. Low-committed employees will have an impact on turnover, high attendance, increased employee lag and lack of intensity to survive as employees in the organization, poor quality of work and lack of agency loyalty.

III. RESEARCH METHODOLOGY

Research methodology is a way to analytically solve the research problem

Method of data collection

In this research the data collected through questionnaire method.

Sample Size

Sample size refers to the number of customers to be selected from the universe to constitute a sample. Sample size for this study was determined to be 140 but given respondents given for data collection is 120.

Tools Used

The tools which we were used is chi – square test.

IV. DATA ANALYSIS AND INTERPRETATION:

For the data analysis and interpretation which we used is Chi square test.

CHI SQUARE TEST:

It have been going to analyse about the chi square test for the questionnaire which I collected already.

TABLE – 4.1

NULL HYPOTHESIS

H₀: There is no significance relationship between Age of the respondents and Conscious effort to work time

ALTERNATIVE HYPOTHESIS

H₁: There is a significance relationship between Age of the respondents and Conscious effort to work time.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * Conscious effort to work time	120	100.0%	0	.0%	120	100.0%

Age * Conscious effort to work time Crosstabulation

	Count	Conscious effort to work time					Total
		Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Age	20-25 years	25	0	0	0	0	25
	26-30 years	12	22	0	0	0	34
	31-35 years	0	17	15	1	0	33
	Above 35 years	0	0	0	11	17	28
Total		37	39	15	12	17	120

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.165E2 ^a	12	.000
Likelihood Ratio	223.956	12	.000
Linear-by-Linear Association	97.335	1	.000
N of Valid Cases	120		

a. 12 cells (60.0%) have expected count less than 5. The minimum expected count is 2.50.

RESULT

Interpretation:

The significant value (2.50) is > greater than the P value (0.000). Hence null hypothesis is accepted so there is no significant relationship Age of the respondents and Conscious effort to work time.

TABLE – 4.12

NULL HYPOTHESIS

H₀: There is no significance relationship between Age of the respondents and Complete work within deadlines.

ALTERNATIVE HYPOTHESIS

H₁: There is a significance relationship between Age of the respondents and Complete work within deadlines.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * Complete work within deadlines	120	100.0%	0	.0%	120	100.0%

Age * Complete work within deadlines Crosstabulation

	Count	Complete work within deadlines					Total
		Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Age 20-25 years	25	0	0	0	0	25	
26-30 years	8	26	0	0	0	34	
31-35 years	0	24	9	0	0	33	
Above 35 years	0	0	5	12	11	28	
Total	33	50	14	12	11	120	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.946E2 ^a	12	.000
Likelihood Ratio	206.850	12	.000

Linear-by-Linear Association	91.310	1	.000
N of Valid Cases	120		

a. 12 cells (60.0%) have expected count less than 5. The minimum expected count is 2.29.

RESULT

Interpretation:

The significant value (2.29) is > greater than the P value (0.000). Hence null hypothesis is accepted so there is no significant relationship Age of the respondents and Complete work within deadlines.

V. FINDINGS

- There is no significant relationship Age of the respondents and Conscious effort to work time.
- There is no significant relationship Age of the respondents and Complete work within deadlines.

VI. SUGGESTIONS

- Stages of the disciplinary request procedures must be followed.
- The disciplinary authority should delegate a proficient and free request authority.
- Right Officer to be selected as request official, introducing official and skilled official ought to be the disciplinary power.

II. CONCLUSION

Study further infers that, the current disciplinary activities have guaranteed that rich dairy organization development through powerful systems and great correspondence. As indicated by the examination dissimilar to corrective control, a representative proposed discipline strategy urges labourers to assume liability for their activities by permitting them to propose their own order. As per the investigation the use of reformist control on representatives is especially focused around industry and word related class labourers. These labourers are more helpless to restraining by businesses

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