



## A study on employee performance at navsari region

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### Abstract

Employee performance refers to the effectiveness and productivity of an individual within an organization. It encompasses how well an employee fulfils their job responsibilities, achieves goals, and contributes to the overall success of the company. Performance can be assessed through various metrics, such as job output, quality of work, collaboration, and adherence to company values. +Employers often use performance evaluations to provide feedback, set goals, and identify areas for improvement or recognition. The objective of this research is to study the perception of the employees. To assess the satisfaction level of employees on the basis of employee's performance parameters to study the employee's perception regarding the performance parameters used by the company. Descriptive research method has been used to describe the characteristics of variables. The study is conducted using primary data collected from 102 random respondents through systematic structured questionnaire and secondary data through articles and journals. The statistical tool used in this research is SPSS Software and Microsoft Excel. The statistical tests applied in the research are Crosstab and Chi-Square. From this study its conclude that the majority of the employees are satisfied with their welfare measures provided to them.

**Keywords:** Subordinates, management, culture, performance

### Introduction

Employee performance refers to the effectiveness and productivity of an individual within an organization. It encompasses how well an employee fulfils their job responsibilities, achieves goals, and contributes to the overall success of the company. Performance can be assessed through various metrics, such as job output, quality of work, collaboration, and adherence to company values. +Employers often use performance evaluations to provide feedback, set goals, and identify areas for improvement or recognition.

### Scope of the Study

This study helps to know about the factor affecting the performance of the employees with reference to Hyundai motors Private Limited. This study has made an attempt to bring out the modern coping strategies followed by the employee and the employers to overcome their stress and to improve their performance. This also improves employee's relationship with the management and also employee's performance.

### Objectives of the Study

- To study the employee's performance parameters in the company
- To assess the satisfaction level of employees on the basis of employee's performance parameters.
- To study the employee's perception regarding the performance parameters used by the company.

### Review of Literature

(Ivy Lau Chien Jie, Rahmat Aidil Djubair, Mohd Zainal Munshid Harun, 2020) <sup>[13]</sup> In this study, the relationship between both organizational culture and employees' performance has been researched in several multinational

corporations in Sarawak, Malaysia. Sarawak is one of the regions in Malaysia with different categories of races where different races practise different cultural conducts. As employees from different cultural backgrounds work in multinational corporations from different countries with respective cultures, this will influence the employees' working professionalism with either positive or negative outcomes. The objective of the present study is to investigate whether the organizational culture will affect the employees' performance within multinational corporations selected. In responded 48 The study also recommended the multinational corporations to pay more attention to the factor that stimulating employees' job performance. (Agarwal, 2020) <sup>[2]</sup> Leadership is considered as one of the important factors which plays vital role in the productivity and success of the organization. The leaders who don't have the ability to lead the people effectively can never be successful and therefore cannot lead their subordinates well. So, it is highly advisable for the organization to have the right type of leaders in order to promote the efficiency and the productivity in the organization. The leadership can be influenced by different factors in an organization. The major effect is of the culture and the value system of the organization which makes one organization different from the other. The type of leadership needed in one type of organization might not be needed in another type of organization and it can be assessed by the goals and vision of the performance to sample size 100 in organise. (Ahsanulla Mohsen, Najibullah Neyazi, Sarwar Ebtekar, 2020) <sup>[3]</sup> The primary objective of this paper is to determine the impact of organizational culture on the employees' performance in the telecommunication sector in Afghanistan. Researchers applied and adopt previously used questionnaires for the purpose. Both independent variable organizational culture and dependent variable employee

performance is divided to their sub-elements to measure them in targeted organizations. As this topic has not been discussed methodically in the context of Afghanistan, therefore, it is perceived vital to conduct such research and encourage the selected sector for improvement through recommendation. The target population of this research is employees in the telecommunication sector which are about employee performance. This study includes 211 employees of various telecommunication companies in Afghanistan which are selected randomly. To achieve the abovementioned objective, the regression model is used for analysing the data and finding the relationships among the variables. Findings show the existence of the relationships and influences of organizational culture on the employee performance as whole. However, the extent of this impact is varying based on different sub-elements of organizational culture. Namely, change management, goal achievement, and others.

(Bryar Mohammad Sharif Abdullah, Akar Hemn Mahmood Faraj, 2020) [6] The aim of the paper is to investigate transformational leadership effects on employee performance in the Kurdistan region of Iraq. To do this, 252 data were collected from Erbil and Sulaymaniyah cities of Kurdistan. Results of the study revealed that transformational leaders positively related with employee performance. Further, inspirational motivation and individual consideration have significant impact on

employee performance. It is suggested that managers in the region should motivate and individually care with their employees to increase their performance. (Daniel, 2019) [7] The main objective of this research is analysis of quality work life on employee’s performance. quality of work life is fast becoming an imperative issue to achieve the goals and objectives of the organization in every sector be it education, service sector, organization sector, tourism, manufacturing, etc. attrition, employees commitment, productivity etc. depend upon the dimensions of quality of work life i.e. job satisfaction, organizational commitment, reward and recognition, participative management, work life balance, proper grievances handling, welfare facilities, work environment, etc.

**Methodology of Research**

This study helps to know about the factor affecting the performance of the employees with reference to Navsari Region. For this research Descriptive design will be used to carry out the study, because it helps to describe a particular situation prevailing within a company. The primary data were collected. It has been collected through questionnaire. The questionnaires were given to 102 respondents respectively. The sampling method used in this research is Convenience sampling method. SPSS Software and Microsoft Excel Statistical Test applied in the research are Crosstab and Chi-square.

**Table 1: Feedback received from the performance**

Crosstab							
		How often do you receive feedback on your performance from your supervisor?					Total
		Daily	Weekly	Monthly	Rarely	Never	
Occupation	Student	2	8	7	2	0	19
	Government employee/private employee	16	12	12	8	2	50
	Profession	6	4	0	2	0	12
	Housewife	0	0	1	1	2	4
	Business	1	4	5	1	1	12
	Other	0	1	1	2	0	4
Total		25	29	26	16	5	102

**Table 2**

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	39.582 <sup>a</sup>	20	.006
Likelihood Ratio	35.417	20	.018
Linear-by-Linear Association	3.165	1	.075
N of Valid Cases	102		

a. 25 cells (83.3%) have expected count less than 5. The minimum expected count is .20.

**H0:** There is no significant relationship between occupation and feedback on your performance from your supervisor.

**H1:** There is significant relationship between occupation and feedback on your performance from your supervisor.

**Interpretation**

From the above table we can found that the calculated value is 0.006 which less than the table value 0.5 that it calculated that H0 is accepted. There is no significant difference between occupation and feedback on your performance from your supervisor.

**Findings**

The majority of respondents at Hyundai Motors are highly satisfied with their salary, believing it positively impacts their performance. Regular increments are also strongly agreed upon to positively affect employee performance. However, working conditions, including high noise levels and lack of flexible hours, are sources of discontent among employees. Despite this, promotion based on merit, appreciation for work, and opportunities for advancement are acknowledged as positive influences on performance. Additionally, good relationships with superiors and peers, involvement in decision-making, job security, and a transparent organizational structure contribute to employee satisfaction and performance.

**Suggestion**

The organisation can conduct a programme to enhance employee’s knowledge and skills in order to attain even higher levels of efficiency in realizing organizational goals. Policies on job cycle and promotion should be revised to promote more honesty and transparency within the organisation. The organisation should also evaluate its payment to match competition and the recent rising costs of living and inflation.

## Conclusion

“A Study on Employees performance and Its Impact on Employees Performance Navsari”. The study was conducted to understand the various motivational factors implemented in organization in order to motivate the employees. The most important objective of the study was to analyse about the various factors leading to motivation of employees and to assess the relationship between the motivation and performance. Using SPSS software correlation was found between the employee’s performance factors such as salary, increments, promotion, appreciation, recognition for the work performed and employee’s performance and from the results it was proved that there exist a positive correlation and also significant relation among the motivational factors and employee’s performance.

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