

A Study on Organizational Diagnosis in Selected Elements With Reference To HT India Pvt Ltd Sriperumbudur

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ABSTRACT: It Refers diagnosing organizations that is, a combination of many ideas in a relatively simple framework that can be applied in various settings. It brings together organization/environment, socio technical, and formal/informal systems concepts, and pro poses six broad categories for looking at an organization: purposes; structure; relationships; rewards; leadership; and helpful mechanisms. Analysis of the results indicated that mean the organizational diagnosis in dimensions of leadership, relationships and motivation & reward was bigger than average and in dimensions of purpose, structure and helpful mechanisms was smaller than average. There was not a positive and significant difference between views of faculty members about organizational diagnosis on based of gender, employment status and scientific degree. The research design that is used in this project is descriptive research. The sampling is 110 and the total population is universe. The structured questionnaire is used to collect the data. The structural question consists of close ended, and multiple choices question. The data has been analyzed by the Percentage analyze, Run test, Chi - square, Rank correlation, two way ANOVA and Correlation of Co-efficient.

KEYWORDS: Leadership, motivation

I. INTRODUCTION

ORGANIZATIONAL DIAGNOSIS

Organizational Diagnosis is an effective ways of looking at an organization to determine gaps between current and desired performance and how it can achieve its goals.

In recent years organizational diagnosis has evolved from a technique used as part of the organizational development process to a major technique in its own right.

Effective diagnosis should be an organic process in that as you start to look at an organization and its structures and what it does and does not do, change starts, as change progress so does the 'now' performance and as such the diagnosis process also needs to re-start, with each iteration of a diagnostic process so new changes are identified and prioritized. This not only keeps the development process alive it makes it "the way we do business here".

II. OBJECTIVES

2.1 PRIMARY OBJECTIVES

- To Identify the organizational diagnosis in selected elements HT INDIA PVT LTD

2.2 SECONDARY OBJECTIEVES

- To identify the purpose of conducting organizational analysis
- To find out the recognition provided to high performing leaders
- To find out the factors which influence the organization commitment
- To identify in the relationship among the employee the organization
- To determine the level of conflict resolution in the organization

III. NEED FOR THE STUDY

- ❖ This study helps to find out the action plan and the development of the organization
- ❖ This study helps to find out the positive attitude of employee which improve the performance
- ❖ It helps to find out the employee retention strategy in the organization
- ❖ It helps to find out the coordination among the team workers in the work
- ❖ This study helps find out the possible way to resolve the conflicts in the organization

IV. SCOPE OF THE STUDY

- This study helps to find out the overall structure of the organization
- This study helps to find out the successful leaders and the performers in the organization
- This study helps to find out the employee promotion and benefit factors which influence employee engagement
- This study helps to find out the roles and responsibility of each employee
- This study helps to minimize the conflict and maximize the performance of employee

V. RESEARCH METHODOLOGY

Descriptive Research

Descriptive Research has been used; it involves surveys and fact – findings enquirer of different kinds the major purpose of descriptive research is the description of the state of affairs, as it exists at present.

Random sampling is the purest form of probability sampling. Each member of the population has an equal and known chance of being selected.

Sample Unit

Over 110 samples were used for the purpose of the study these samples were drawn from various departments of employees

Tools used for the study

The statistical tools applied for the study include the following are Percentage analysis, Chi-square test, one sample run test, Two way ANOVA

Test No .1 ONE SAMPLE RUN TEST

AIM: To find out whether the organization becomes socially responsible and helps in employee improvement

Null Hypothesis (H₀): There are most of the organizations becomes socially responsible and helps in employee improvement

Alternative Hypothesis (H₁): There are not most of the organizations becomes socially responsible and helps in employee improvement

$$|z| = \frac{r - \mu_r}{\frac{\sigma_r}{\sqrt{n}}}$$

$$|z| = \frac{55 - 54.18}{5.05}$$

 z =0.16

Z table value @ 0.05 LOS

Z tab = 1.96

Cal z = 0.16 < Tab z = 1.96

RESULTS:

Hence we accept H₀

Test No.2 CHI-SQUARE

AIM: To find the significance relationship between the aware of rewards and recognition system and importance given by the organization

Null Hypothesis (H₀): There is no significance relationship between the aware of rewards and recognition system and importance given by the organization

Alternative Hypothesis (H₁): There is significance relationship between the aware of rewards and recognition system and importance given by the organization

VI. CALCULATION

$$\text{Calculated } \Psi^2 = \frac{\Sigma (O-E)^2}{E}$$

$$= 7.136$$

Table value of Ψ^2 0.05 level of significance = 9.488

Therefore the calculated value (7.136) < Table value (9.488)

VII. RESULT

Hence we accept (H₀)

Test No.3 TWO WAY ANOVA FOR ORGANIZATION BENEFITS AND PLANING CONTROL EFFORT

Aim:

To test relationship between the benefits achieved by the organization and planning and control effort

Hypothesis:

For Column:

Null hypothesis (H₀):

There is no significant relationship between the benefits achieved by the organization and planning and control effort

Alternative hypothesis (H₁):

There is significant relationship between the benefits achieved by the organization and planning and control effort

For Row:

Null hypothesis (H₀):

There is no significant relationship between the benefits achieved by the organization and planning and control effort

Alternative hypothesis (H₁):

There is significant relationship between the benefits achieved by the organization and planning and control effort

Table Value:

F.C

Degrees of freedom = (4, 16)

Tabulated value for (4, 16) d.f and 5% level of significance = 3.01

F.R:

Degrees of freedom = (3, 16)

Tabulated value for (3, 16) d.f and 5% level of significance = 3.01

Result:

F.C:

Since the table value is greater than the calculated value. So, we accept the null hypothesis H_0 .

F.R:

Since the table value is greater than the calculated value. So, we accept the null hypothesis H_0 .

RUN TEST

- ❖ There are most of the organizations becomes socially responsible and helps for the employee improvement

CHI- SQUARE

- ❖ There is no significance relationship between the aware of rewards and recognition system and importance given by the organization.

KARL PEARSON CORRELATION OF CO-EFFICIENT

- ❖ There is a positive correlation between the proper communication and the group member relationship

TWO WAY ANOVA

- ❖ There is no significant relationship between the benefits achieved by the organization and planning and control effort

RANK CORRELATION

- ❖ There is a positive correlation for the factors which influence employee relationship

VII. SUGGESTIONS AND RECOMMENDATION

- The employee involvement in decision making should be consider by the top management
- Employee should be properly recognized for their work recognized
- Apart from the salary and bonus the workers may be encouraged through non monetary incentives
- Although the new technology assist in the production it could be made defect less and workers friendly
- The supervisor and the superiors may continue to be the friend with the workers while maintaining proper discipline and care for the growth of the organization.

VIII. CONCLUSION

- The research aims at finding the organizational diagnosis and helps to improve the organization
- The feedback are collected from employee ad are evaluated the overall feedback was good but there was comparatively negative feedback. The organization has to concentrate more on the technical skill also to give importance to recognition of employee, the organization should focus on working environment to improve organization facilities, the organization should provide training program to improve their knowledge and skills.
- According to the feedback the organization focus on adequate mechanism for working employees
- The organization wants to focus keenly to these aspects and improve these areas

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