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A Study on Perception of Employees with Reference to Architects Industry, Chennai

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ABSTRACT

Perception is the cognitive process. In terms of S-O-B-C model which involves the O (organism) selecting, organizing, and interpreting the S (Stimulus). "Perception may be defined as a process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment." Organization is considered as a structural process in which individuals bound together in a formal relationship and interacts with each other to accomplish certain common objectives. Objectives of this study, To analyse the socio economic background of the respondents 2. To study the efforts / steps taken by the employee for his own growth. And 3 To identify the employee skills development after joining Architects industry in this study area Descriptive Research design has been used for the study. data is collected from personal interview through questionnaire method was used to collect data from employee. Important findings of this study, The following of the respondents from the age group are 26-40 years. The study shows that more male employees than the female employees. The School level employees are high in number when compared with the post graduate employees and other employees having under graduate employees and The maximum length of service of the respondents is 5-15 years. Important suggestion of this study, Promotions shall be given based on their qualification, age and the service of the employees and Development programmes have been conducted to develop their career growth by an employees. Conclude this study In this study, the type of Plan in Architects and perception of the employees have been studied. The study reveals that there is uniformity of perception.

KEYWORDS:

INTRODUCTION

Perception is the cognitive process. In terms of S-O-B-C model which involves the O (organism) selecting, organizing, and interpreting the S (Stimulus). Thus, perception is the process of selecting, organizing, and interpreting or attaching meaning to the events happening in the environment. Robbins has defined perception as follows:

Definition

"Perception may be defined as a process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment."

Based on the definition of perception, we may identify its following features:

1. Perception is the intellectual process through which a person selects the data from the environment, organises it, and obtains meaning from it. The physical process of obtaining data from environment, known as sensation, is distinct from it.
2. Perception is the basic cognitive or psychological process. The manner in which a person perceives the environment affects his behaviour. Thus, people's actions, emotions, thoughts, or feelings, are triggered by the perception of their surroundings.
3. Perception, being an intellectual and psychological process, becomes a subjective process and different people may perceive the same environmental event differently based on what particular aspects of the situation they choose to absorb, how they organise this information, and the manner in which they interpret it to obtain the grasp of the situation. Thus, the subjectively perceived 'reality' in any given setting may be different for different people.

STATEMENT OF THE PROBLEM

Organization is considered as a structural process in which individuals bound together in a formal relationship and interacts with each other to accomplish certain common objectives. The success of any organization depends highly on the efficiency, role performance and job satisfaction of its employees. The study revealed that, factors like affiliation, recognition, behavior of superior and self perception of job responsibility had positive and significant relationship with the job performance. The overall level of job perception was moderate.

PROBLEM IDENTIFICATION

The personal traits of employees of educational institutes like, age, education, monthly income, experience, and weekly hours, opportunity for advancement and rewards and punishment had positive but non-significant relationship with job satisfaction. Job satisfaction is the degree to which people like their jobs and it can be regarded as one aspect of life satisfaction, experiences on the job influence, perceptions of the job and vice-versa. If the job or work assigned to an individual is interesting, meaningful, challenging and satisfactory he will have a favorable attitude for it and his motivation will be higher. Job satisfaction affects job performance, employee turnover, and absenteeism.

OBJECTIVES OF THE STUDY

1. To analyse the socio economic background of the respondents
2. To study the efforts / steps taken by the employee for his own growth.
3 To identify the employee skills development after joining Architects industry in this study area

SCOPE OF THE STUDY

The personal traits of employees of educational institutes like, age, education, monthly income, experience, and weekly hours, opportunity for advancement and rewards and punishment had positive but non-significant relationship with job satisfaction. Job satisfaction is the degree to which people like their jobs and it can be regarded as one aspect of life satisfaction, experiences on the job influence, perceptions of the job and vice-versa. If the job or work assigned to an individual is interesting, meaningful, challenging and satisfactory he will have a favorable attitude for it and his motivation will be higher. Job satisfaction affects job performance, employee turnover, and absenteeism.

METHODOLOGY

Descriptive Research design has been used for the study. data is collected from personal interview through questionnaire method was used to collect data from employees. The simple random sampling used this study. The number of items selected from the population constitutes the sample size. The respondents of the study are C.S & W Mills, Employees. So the individual employees constituting sample unit. The percentage analysis and Chi – Square test used this study.

TABLE – 1 PERSONAL BACKROUND OF THE RESPONDENTS

GENDER	NO.OFRESPONDENTS	PERCENTAGE
Male	67	67
Female	33	33
Total	100	100
AGE		
Below 25 years	22	22
26-40 years	43	43
Above 40 years	35	35
Total	100	100
EDUCATIONAL UALIFICATION		

UG	63	63
PG	26	26
DIPLOMA	11	11
Total	100	100
DESIGNATION		
Senior Staffs	6	6
Office Staffs	37	37
Site Engineer	45	45
Others	12	12
Total	100	100
MONTHLY SALARY		
Below 5000	11	11
6000-10000	73	73
11000-15000	12	12
Total	100	100
MARITAL STATUS		
Single	43	43
Married	57	57
Total	100	100
LENGTH OF SERVICE		
Below 5 years	22	22
5-15 years	36	36
15-20 years	18	18
More than 20 years	24	24
Total	100	100

Source: Primary Data.

It is found that from the above table shows that, 67 percent of the respondents Male, 43 percent of the respondents agree that they were satisfied towards the age of the respondents, 63 percent of the respondents UG that they were satisfied towards the Educational Qualifications of the respondents, 45 percent of the respondents had labours that they were satisfied towards the Designation of the respondents,73 percent of the respondents had 6000-10000 that they were satisfied towards the Monthly salary and 57 percent of the respondents married that they were satisfied towards the Marital status.

TABLE 2
TWO WAY TABLE –EXPERIENCE OF THE RESPONDENT AND ABOUT VARIOUS SKILLS

S. NO.	Experience		EXPERIENCE OF THE RESPONDENT AND ABOUT VARIOUS SKILLS			Total
			Low	Medium	High	
1	Below 3	freq	10	6	2	18
		%	10%	6%	2%	18%
2	4-9	freq	18	22	14	54
		%	18%	22%	14%	54%
3	10-14	freq	4	10	12	26
		%	4%	10%	12%	26%
4	15-20	freq	0	0	2	2
		%	0%	0%	2%	2%
	Total	freq	32	38	30	100
		%	32%	38%	30%	100%

Chi-Square Tests

Sl.No.	Chi-Square	Df.	P.Value	S/Ns
1	14.973	6	.020	NS

It is clear that, the P value is greater than 0.05 at 5% level of significance. Hence there is no relationship between Experience and about various skills.

TWO WAY TABLE –ACCOMADATION OF THE RESPONDENT AND ABOUT VARIOUS SKILLS
Table 3

S. NO.	Accommadation		ACCOMADATION OF THE RESPONDENT AND ABOUT VARIOUS SKILLS			Total
			Low	Medium	High	
1	Own House	freq	16	32	24	72
		%	16%	32%	24%	72%
2	Rented House	freq	8	4	4	16
		%	8%	4%	4%	16%
3	Estate House	freq	8	2	2	12
		%	8%	2%	2%	12%
	Total	freq		32	30	100
		%	32%	38%	30%	100%

Chi-Square Tests

Sl.No.	Chi-Square	Df.	P.Value	S/Ns
1	12.325	4	.015	Ns

It is clear that, the P value is greater than 0.05 at 5% level of significance. Hence there is no relationship between Accommodation and various skills.

Table 4.
TWO WAY TABLE –STANDARD OF LIVING OF THE RESPONDENT AND LEVEL OF SATISFACTION ABOUT VARIOUS SKILLS

S.NO.	Standard of living		LEVEL OF SATISFACTION ABOUT VARIOUS SKILLS			Total
			Low	Medium	High	
1	Very Good	freq	4	10	6	20
		%	4%	10%	6%	20%
2	Good	freq	8	18	16	42
		%	8%	18%	16%	42%
3	Moderate	freq	16	10	6	32
		%	16%	10%	6%	32%
4	Poor	freq	4	0	2	6
		%	4%	0%	2%	6%
	Total	freq	32	38	30	100
		%	32%	38%	30%	100%

Chi-Square Tests

Sl.No.	Chi-Square	Df.	P.Value	S/Ns
1	14.567	6	.024	Ns

It is clear that, the P value is greater than 0.05 at 5% level of significance. Hence there is no relationship between Standard of living and level of satisfaction about various facilities.

FINDINGS OF THE STUDY

- The following of the respondents from the age group are 26-40 years.
- The study shows that more male employees than the female employees.
- The School level employees are high in number when compared with the post graduate employees and other employees having under graduate employees.
- The maximum length of service of the respondents is 5-15 years.
- 33% of the respondents with the Age group of the agreed that they improved their educational level after joining this organization.
- Promotions in this organization are not based on the age and educational qualification, Designations.
- 85% of the respondents with the Designation group have agreed that development programmes conducted by an employer.
- 58% of the respondents with the Designation group felt that individual career growth is limited in this organization.
- Promotions in these organizations are based on length of service.
- 36% of the respondents with the Length of service group felt they have taken efforts to develop a career.

SUGGESTION

- Promotions shall be given based on their qualification, age and the service of the employees.
- Development programmes have been conducted to develop their career growth by an employees.
- 58% of the employees felt their individual career growth is limited. So company improves employee's growth.
- Training should not be given to all level of the employees.

CONCLUSION

In this study, the type of Plan in Architects and perception of the employees have been studied. The study reveals that there is uniformity of perception. about various attributes of organization among the employees of Architects. Though the employees have different age group, gender, educational qualifications, designation, monthly salary, marital status and varying years of experience, their perception about organization processes are uniform and positive.

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