



A STUDY ON HRM FACTORS AND THE SUCCESS OF SOCIAL WORK IN VELLORE CITY

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ABSTRACT

The purpose of this paper is to present the HRM factors and the success of social work in Vellore city. The sample for the study was chosen through Random Sampling Method and Chi-square test was used to analyse the data and interpret results. This study is confined to certain selected social institutions in Vellore city only.

KEYWORDS : Human Resource Management Factors, Social Work, Vellore.

INTRODUCTION

Social work is a career in which a person can earn a living while making a huge difference in society. Social workers meet with clients, ask questions and recommend support services. A strong desire to help other people is one of the most compelling reasons to become a social worker. Following are the strengths and weaknesses of social work in the past year:

Strengths of Social work

1. Social work is a profession focused on empathy and empowerment of the individual.
2. Social workers are committed to a social justice and social change framework.
3. Social workers serve in a variety of roles: educator, enabler, advocate and activist.
4. Social workers have the ability to plan and implement interventions with and on behalf of a range of individuals, groups, and communities based on evidence – based practices.
5. Social work utilizes various social science disciplines to improve human well-being and achieve social reform: sociology, psychology, political science, anthropology, economics and education.

Weaknesses of Social work

1. Social work services are voluntary and poorly advertised to the general public.
2. The media depicts the social work profession in a misleading way.
3. Social workers don't receive the same level of respect as journalist and social scientists in addressing issues of poverty and discrimination in the news media.
4. Since social work agencies are, on average, inadequately funded, many social workers are also poorly paid.
5. People are unaware of macro social work practice.

REVIEW OF LITERATURE

1). The Grand challenges for social work initiative will be guided by a National Advisory committee and supported by a variety of national and local social work organisations and programs. However, the success of the initiative will ultimately depend of active participation across the profession, the inclusion of diverse voices and communities, and the ability as social works to think deeply, boldly and creatively about the future of our society and social work's role in shaping that future.¹

2) Helping others and career flexibility

A successful social worker can literally help save lives by getting children and families food, income and living support. They also help co-

ordinate adoptions and remove children living in dangerous or abusive living environments. Social workers also perform general family services, or may specialise in programs serving infants and children, pregnant women or people with disabilities. This flexibility improves the chances that a social worker lands in a career that is satisfying.^{2,3}). The job security for anyone working in social work is long-lasting due to the simple fact that there will always be communities that need resources.³

4). The women social work managers used a variety of strategies to cope with the difficulties that they encountered and with motivating and developing their staff. The individual strategies for coping with stress endorse notions of identifying when to ask for help and who to call. Group activities show a facilitative emphasis which creates a sense of motivation and commitment.⁴

1. Edwina Uehara, Marilyn Flynn, "Journal of the Social Work and Research, Vol.4, No.3 (2013), pp.165-170.
2. Neil Kokemuller, ehov contributor, <http://www.ehow.com>.
3. Roslyn H. Corney, "The Journal of the Royal College of General practitioners – BJGP.
4. Linda Bailey, Agenda, No.33, The Poverty Issue (1997), pp.81-88

NEED FOR THE STUDY

After thorough review of related literature, there is a need to study about the important factors deciding the success of social work.

Most of the studies reviewed have mainly covered the advantages, challenges, strengths and weaknesses of social work. There are only a few studies covering the issue of reason for success of social work, it becomes more important to study and analyse about the important factors deciding the success of social work. Hence this study is undertaken.

OBJECTIVES OF THE STUDY

1. To study the status of social work in general.
2. To determine the factors that decides the success of social work in Vellore city.
3. To analyse these factors and to find out the relationship between them.
4. To summarise the findings and to offer suggestions with conclusion.

HYPOTHESIS

1. There is no significant relationship between gender and the desire to help the community.
2. There is no significant relationship between gender and the attitude of problem solving by social workers.
3. There is no significant relationship between gender and the nature of social work to avoid poverty.
4. There is no significant relationship between gender and the attitude of interesting social work.

5. There is no significant relationship between gender and getting of stable honorarium by the social workers.

METHODOLOGY OF THE STUDY

Primary Data : Primary data has been collected through structure questionnaire. The selected items were arranged in a questionnaire, and respondents were asked to indicate their degree of agreement or disagreement with each item.

Secondary Data : The secondary data has been collected from books, journals, website etc.

Area covered for primary data : Vellore city of Tamilnadu has been selected for the study. Selected social workers in Vellore city have been taken up for the study.

Sample size: 50 respondents

Sample design : Random sampling method

Scale development : Likert 5 point scale

Limitation of the Study

This study is confined to certain selected Social Institutions in Vellore city only. Due to time constraint only 50 samples were tested.

DATA ANALYSIS AND INTERPRETATION

In this section the researcher intended to apply chi-square test to identify the factors deciding the success for social work in the geographical base of Vellore City. [SA- Strongly agree, A-Agree, N-Neutral, D-Disagree, SD-Strongly Disagree]

Educational qualification

Table No.1 Educational qualification

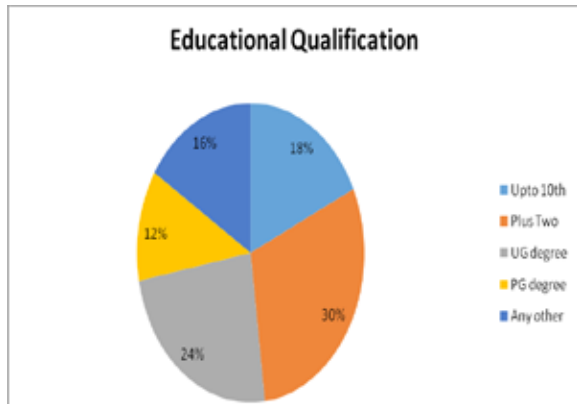
Educational qualifications	No. of respondents	Percentage (%)
Up to 10 th	9	18%
+2	15	30%
Any UG degree	12	24%
Any PG degree	6	12%
Any other	8	16%
Total	50	100%

Source: Primary data

Inference

From the above table, 30% of the respondents are studied +2, 24% of the respondents are completed their UG degree, 12% of the respondents are completed their PG degree and only 18% of the respondents are studied up to 10th standard. Hence majority of the respondents are literary person.

Chart No.1 Educational Qualification



Hypothesis - 1

H₀: There is no significant relationship between gender and the desire to help the community.

H₁: There is a significant relationship between gender and the desire to help the community.

Table No.2 Gender with desire to help the community

Help to the Community/ Gender	SA	A	N	D	SD	Total
Male	18	6	1	1	0	26
Female	14	7	1	1	1	24
Total	32	13	2	2	1	50

Source : Primary data

Degree of freedom : 9

Calculated Value : 1.499

Table Value : 16.919

Inference

From the above table it is inferred that the calculated value of chi-square is 1.499 which is lesser than the table value 16.919 at 5% level of significance. Hence, **Null Hypothesis is accepted** i.e., There is no significant relationship between gender and the desire to help the community.

Hypothesis - 2

H₀: There is no significant relationship between gender and the attitude of problem solving by social workers.

H₁: There is a significant relationship between gender and the attitude of problem solving by social workers.

Table No.3 Gender with problem solving by the social workers

Problem solving/ Gender	SA	A	N	D	SD	Total
Male	14	9	1	1	1	26
Female	13	6	3	1	1	24
Total	27	15	4	2	2	50

Source : Primary data

Degree of freedom : 9

Calculated Value : 1.5595

Table Value : 16.919

Inference

From the above table it is inferred that the calculated value of chi-square is 1.5595 which is lesser than the table value 16.919 at 5% level of significance. Hence, **Null Hypothesis is accepted** i.e., There is no significant relationship between gender and the attitude of problem solving by social workers.

Hypothesis - 3

H₀: There is no significant relationship between gender and the nature of social work to avoid poverty.

H₁: There is a significant relationship between gender and the nature of social work to avoid poverty.

Table No.4 Gender with the nature of social work to avoid poverty

Avoid poverty/ Gender	SA	A	N	D	SD	Total
Male	20	4	1	1	0	26
Female	16	6	1	0	1	24
Total	36	10	2	1	1	50

Source : Primary data

Degree of freedom : 9
 Calculated Value : 2.769
 Table Value : 16.919

Inference

From the above table it is inferred that the calculated value of chi-square is 2.769 which is lesser than the table value 16.919 at 5% level of significance. Hence, **Null Hypothesis is accepted** i.e., There is no significant relationship between gender and the nature of social work to avoid poverty.

Hypothesis - 4

H₀: There is no significant relationship between gender and the attitude of interesting social work.

H₁: There is a significant relationship between gender and the attitude of interesting social work.

Table No.5 Gender and the attitude of interest social work

Interesting work/ gender	SA	A	N	D	SD	Total
Male	9	13	3	1	0	26
Female	6	14	1	2	1	24
Total	15	27	4	3	1	50

Source : Primary data

Degree of freedom : 9
 Calculated Value : 2.895
 Table Value : 16.919

Inference

From the above table it is inferred that the calculated value of chi-square is 2.895 which is lesser than the table value 16.919 at 5% level of significance. Hence, **Null Hypothesis is accepted** i.e., There is no significant relationship between gender and the attitude of interesting social work.

Hypothesis - 5

H₀: There is no significant relationship between gender and getting of stable honorarium by the social workers.

H₁: There is a significant relationship between gender and getting of stable honorarium by the social workers.

Table No.6 Gender and getting of stable honorarium by the social workers

Stable honorarium / Gender	SA	A	N	D	SD	Total
Male	14	11	0	1	0	26
Female	15	7	2	0	0	24
Total	29	18	2	1	0	50

Source : Primary data

Degree of freedom : 9
 Calculated Value : 3.849
 Table Value : 16.919

Inference

From the above table it is inferred that the calculated value of chi-square is 3.849 which is lesser than the table value 16.919 at 5% level of significance. Hence, **Null Hypothesis is accepted** i.e., There is no significant relationship between gender and getting of stable honorarium by the social workers.

FINDINGS

1. There is no significant relationship between gender and the desire to help the community.
2. There is no significant relationship between gender and the attitude of problem solving by social workers.
3. There is no significant relationship between gender and the nature of social work to avoid poverty.
4. There is no significant relationship between gender and the attitude of interesting social work.
5. There is no significant relationship between gender and getting of stable honorarium by the social workers.
6. 48% of the respondents are female. And 52% of the respondents are male.
7. 82% of the respondents are literary person.

SUGGESTIONS

A Social worker in Vellore city can concentrate,

1. Social work can aid in physically abusive relationships.
2. Social work can aid in mentally abusive relationships.
3. A social worker can publish their work in journals and help the government to enforce suitable law.
4. Social work can bring closure to family issue.
5. Social workers can share their knowledge in order to ensure better problem solving.

CONCLUSION

Social work is a challenging field of career. People assume social workers only work in mental health settings, social workers can also be found in community development, crisis intervention, criminal justice, health care, higher education, international human rights, hu-

man services organisations and public policy.

This study shows that the social workers are enjoyed their work without any variation among them. And the independent variable of gender is not deciding the dependent factor of the desire to help the community, the attitude of problem solving by social workers, the nature of social work to avoid poverty, the attitude of interesting social work, getting of stable honorarium by the social workers.

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