



## A STUDY ON INTERPERSONAL RELATIONSHIP PRACTICED IN SUGAR INDUSTRIES IN ERODE DISTRICT, TAMILNADU

**Dr. M. Velumani**

Head & Associate Professor, Department of Management, PKR Arts College for Women, Gobichettipalayam, Tamilnadu.

**ABSTRACT** An interpersonal relationship is an association between two or among more people that may range in duration from brief to enduring. This association may be based on inference, love, solidarity, regular business interactions, or some other type of social commitment. Interpersonal relationships are formed in the context of social, cultural and other influences. The context can vary from family or kinship relatives, friendship, and marriage relationship with associates, work, clubs, neighborhoods, and places of worship. They may be governed by law, custom, or mutual agreement, and are the basis of social groups and society on the whole. From a philosophical point of view personal relationship is a choice. The choice can be made if three conditions are met with you know who he/she is, what he/she expects from you, and what you can expect from him/her.

**KEYWORDS :** Interpersonal relationship, Decision making, Inter relation communication.

### INTRODUCTION

A relationship is normally viewed as a connection between individuals, such as intimate relationship. Interpersonal relationships usually involve some level of interdependence. People in a relationship tend to influence each other, share their thoughts and feelings, and engage in activities together. It occurs between people who fill each other's explicit or implicit physical or emotional needs in some way. It may occur with friends, family, co-workers and strangers.

### OBJECTIVES

1. To study the theoretical frame work of interpersonal relationship.
2. To analyse the factors that influenced the practice of interpersonal relationship in the selected sugar industries.
3. To analyse the components of interpersonal relationship and joy of working in a team.
4. To ascertain the effects of interpersonal relationship in social networking.
5. To develop a better model for interpersonal relationship communication.

### RESEARCH METHODOLOGY

#### Sampling design:

Stratified random sampling method was used to collect the data from the 300 employees working in the selected sugar industries in Erode District, Tamilnadu (Sakthi Sugar Ltd & Bannari Amman Sugars Ltd). For this purpose, field survey method was employed and direct face-to-face interview techniques was used by the researcher to collect the pertinent data with the help of well structured Interview schedule. For this purpose, the researcher has established a good rapport with the employees working in sugar mills in Erode (Dt). A note worthy features was that all the 300 respondents have given proper answer with much zeal.

### LIMITATIONS OF THE STUDY

The presented sample size was limited to 300 employees (150 respondents from each industry) due to cost and time constraint. The working hours are no shift basis and the researcher could contact the respondents in the "A" shift and general shift only during the lunch break. Most employees were reluctant to share the information. Bias on the part of employees while answering the questions has been yet

### CORRELATION MATRIX

Variables	1	2	3	4	5	6	7	8	9	10	11	12
1	1.00											
2	.010	1.00										
3	-.087	-.509	1.00									
4	-.053	-.237	-.020	1.00								
5	-.013	-.128	.001	.380	1.00							
6	-.038	.000	-.056	.041	.204	1.00						
7	.094	-.075	.037	-.127	-.067	.216	1.00					
8	.035	-.127	.070	-.015	.053	.061	.068	1.00				
9	.031	.087	-.037	.029	-.031	.203	.129	.067	1.00			
10	-.023	-.105	-.075	.114	-.041	.052	-.040	-.024	.032	1.00		
11	-.012	-.174	.031	.278	.161	.007	.063	-.067	.027	.213	1.00	
12	-.051	-.161	-.017	.130	.112	.087	.094	.069	.024	.306	.390	1.00

another limitation.

The researcher could apply a few statistical tools due to qualitative type of data with different seals while analyzing the primary data. The top and middle level executives have lack of interest in encouraging this type of research and reluctant to give their opinions and answers during filling up the Interview schedule.

### DATA ANALYSIS AND INTERPRETATION

#### Factor Analysis:

The study explores the important factors that determine the level of agreement on interpersonal relationship practices as depicted in below table:

#### FACTORS DETERMINING THE LEVEL OF AGREEMENT ON JOY FROM WORKING IN A TEAM

S.NO	FACTORS
1	Voluntary participation is expected.
2	Everybody in the team has positive attitude.
3	Members are recognized.
4	Common objective is important to all.
5	Healthy competition between the team.
6	Team work with focused task.
7	Team openly expresses their views.
8	Ideas are exchanged for development.
9	Talk is focused more than code of dressing.
10	There is a feeling of weakness.
11	Co-operative and supportive climate.
12	Feeling of doing it in a team.

In factor analysis, the analytical process is based on a matrix of correlation between the variables. Valuable insights can be gained from an examination of this matrix. If the factor analysis should be proper, the variables must be correlated. If the correlation between all the variables is very low and negligible, then the factor analysis may be appropriate.

In the present study, Inter correlation Matrix shown in the above table reveals that the correlation between all the variables are in good fit and hence the factor analysis is very appropriate.

**Extraction method: Principal Component Analysis**

It is necessary that the scale constructed and the components extracted should be able to explain the variance in the data. To analyse this variance, the eigen values are calculated. A low eigen value contributes very little to the explanation of the variances in the set of variables

being analysed. The sum of eigen values, as expected, is equal to the number of variables being analysed. To measure the important factors determining the level of agreement on joy from working in a team, the initial eigen value extraction sums of squared loadings and the rotation sum of squared loadings have been presented in below table.

**TOTAL VARIANCE EXPLAINED**

Component	Initial Eigenvalues			Extraction sums of Squared Loading			Rotation Sum of Squared Loading		
	Total	% of Variance	Cumulative	Total	% of Variance	Cumulative	Total	% of Variance	Cumulative
1	2.045	17.040	17.040	2.045	17.040	17.040	1.668	13.901	13.901
2	1.499	12.492	29.532	1.499	12.492	29.532	1.577	13.143	27.045
3	1.406	11.716	41.248	1.406	11.716	41.248	1.519	12.660	39.705
4	1.256	10.465	51.712	1.256	10.465	51.712	1.411	11.754	51.459
5	1.030	8.581	60.294	1.030	8.581	60.294	1.060	8.835	60.294
6	.963	8.025	68.318						
7	.893	7.438	75.756						
8	.804	6.701	82.457						
9	.656	5.468	87.925						
10	.547	4.558	92.483						
11	.518	4.313	96.796						
12	.384	3.204	100.00						

Extraction Method: Principal Component Analysis

The above table shows that through there are 12 variables that can be extracted, but only three variables can be extracted among 12 variables which have eigen value more than one. By retaining only those variables with eigen values greater than one, it can be inferred that 17.040 percent of variance is explained by variable 1, 12.492 percent of variance is explained by variable 2 and 11.716 percent of variance is explained by variable 3, 10.465 percent of variance is explained by variable 4 and 8.581 percent of variance is explained by variable 5. Thus all the five variables put together explain the variance to the extent of 60.294 percent.

Extraction sum of squared loadings is also used for measuring the important factors determining the level of agreement on the interpersonal relationship practices. Above table also indicates that the total of 60.294 percent variance is not uniformly distributed across all the variables, since it is evident that only the first component accounts for 17.040 percent variance. As the variables are not uniformly distributed, the rotated sum of squared loadings method is used to distribute the variables uniformly across all the factors whose eigen value is more than one.

Hence, to show the components loading which are the correlations between the variables and the components, component matrix has been presented in below table.

**Component Matrixa**

Variables	Components				
	1	2	3	4	5
11	.652				
12	.613				
4	.602				
3		-.754			
2	-.582	.602			
7			.688		
6					
9					
8					
5				.688	
10					
1					.905

Extraction Method: Principal Component Analysis.  
a. 5 components extracted.

**Component Extracted:**

The above table shows that the components loading that are correlation between the variables and the components. This is the central output of the factor or principal component analysis, which can be taken as the basis for inputting a label to the different factors of components. It is a general practices that while interpreting a component, importance is given to the large size of the component loading for a variable. Also, the first component is generally more highly correlated with the variables than the second and so on. Thus, it can be seen from table above mentioned that the variance is now evenly distributed in a range of 28.458-60.294 percent, which was earlier 17.040-60.294 percent.

Varimax rotation (Rotated component matrix) was applied for all the 12 variables. However, the factor loading of all the variables was observed and clubbing into five factors, which has been presented in table below.

**Rotated Component Matrixa**

Variables	Components				
	1	2	3	4	5
12	.754				
10	.707				
11	.687				
3		.849			
2		-.821			
8					
5			.835		
4			.760		
6				.750	
9				.608	
7				.582	
1					.930

Extraction Method: Principal Component Analysis.  
Rotated Method: Varimax with Kaiser Normalization.  
a. Rotation coverage in 6 iteration.

**Component Transformation Matrix**

Components	1	2	3	4	5
1	.695	.420	.566	.135	-.047
2	.340	-.801	.068	.482	.081
3	-.142	.421	-.307	.802	.255
4	-.617	-.066	.749	.228	-.049
5	.012	-.027	.142	-.235	.961

Extraction Method: Principal Component Analysis.  
Rotated Method: Varimax with Kaiser Normalization.

**RESULTS AND DISCUSSION**

Factors determining the level of agreement on inter personal relationship in a team was studied by selecting 12 factors. This 12 factors were loaded and it is reduced to 5 factors after extractions. There are voluntary participation and everybody in the team has positive attitude recognition of members, common objectives and healthy competition between the team.

The success of the organization is purely depended on keeping the employees happy and joyful through practicing good inter personal relationship then success is not far away is just a hand ahead. The process research work is a rewarding exercise to the researcher and he had gained more insides and understanding of the secret of success in the organization through practicing a good interpersonal relationship.

**REFERENCES**

- Baig.E.C, "My trip trough PC Hell", Business Week ( April 20, 1998: 160-161; Baig.E.C,"PC Hell, Part II: I've Got Company" Business Week ( May 18, 1998): 204.
- Whetzel. D.L., "The Department of Labor Identifies Workplace Skills", The Industrial/Organizational Psychologist (July 1991): (1989-90).
- Richness is a term originally coined by W.D. Bodensteiner, "Information channel

- Utilization under Varying Research and Development Project Conditions”
4. Athas and Gabarro, *Interpersonal Behavior*, 432-438.
  5. Benjamin .A. "The helping interview (Boston: Houghton Mifflin,1969)
  6. Scase.R. (1996), "Employment relation in small firms" in Edwards, P., *Industrial reations, Theory and Practice in Britain*, Blackwell Publishers, Oxford.
  7. Matlay .H(1999), "Industrial Relations in small businesses: an empirical Study", *Industrial relations Journal*, Forthcoming.
  8. Ram.M.(1994), *managing to survive*, Blackwell Publisher. Oxford.
  9. Callan, R.J., "Small country hotels and hotel award schemes as a measurement of service quality", vol.9 No.2, 1989,pp.223-46.
  10. Coser, L.A.(1996) *the functions of social conflict*. Newyork: Free press.