



## A STUDY ON MEANING FULL WORK OF THE WHITE COLLAR EMPLOYEES

**R.Ram Vignesh**

MBA, Department of Management Studies, M. Kumarasamy College of Engineering, Karur

**ABSTRACT** In modern days white collar workers very important in the organization due to the changes of technology and to develop the organization so the white collar employees are doing the all level of works multitasking and instantaneous communication, changing adapting to the technology like ongoing hardware and software change and adapting easily and they are giving training to the blue collar worker who are working under them to achieve the goal of the organization. The study is descriptive type research studies which are concerned with describing the white collar employees and how the white collar employee important to the organization and what are the different types of works does them possess in a daily routine activities. Sample size is total number of samples selected for the study from the sampling population. Sample size of this study is 150.

### KEYWORDS :

#### INTRODUCTION

In modern days white collar workers very important in the organization due to the changes of technology and to develop the organization so the white collar employees are doing the all level of works multitasking and instantaneous communication, changing adapting to the technology like ongoing hardware and software change and adapting easily and they are giving training to the blue collar worker who are working under them to achieve the goal of the organization. The white collars employees are also get the high salaried office worker for example Panay et. al(1982) used the term white and blue collar worker are refer to no manual labor e.g., supervisors clerk professional and senior manager still others of white color work have focused on the job categories for example Coates (1986) divided the white collar into three categories clerical, professional, and managerial.

Because of the nature of the work some scholar has equated white collar workers with Knowledge worker (Mc Namar 1973 Ramirez and Nembhard 2004). In this vein stamp(1995) summarized eight

#### Important Aspects of White Collar Work

- 1) Surfacing and Aligning the values and visions.
- 2) Thinking Strategically with the worker
- 3) Focusing the key resource and at the same time maintain and flexibility of the resource
- 4) Managing priorities in the organization
- 5) Measuring the performance workers
- 6) Accepting the ownership and responsibility and accountability
- 7) Influencing while maintaining interpersonal awareness.
- 8) Continually improving the people product and awareness

Although these definition give a general sense of what constitutes white collar worker and how it differ from the blue collar work .

#### Objective of the study

- To understand the relation of overall estimate white collar employees in an Organization □ To study the difference among the white collar and blue -collar Employee
- To study the influence of the meaningful work among the white collar employees □ To study the level of employee motivation among the situation.
- To study employee performance of the white Collar employees

#### Review of Literature

**Mr Lalatendu Kesari Jena and Mrs subhra Pattnaik (2020)**, has undertaken in the study of the meaningful work of the white collar employee.. This study is fully based on the Survey method . The required primary data was collected from the respondents. The researcher was taken convenience to the correlation method are used. Aim of the present study is about the study on the white collar workers in an organizations.

**Mr. Katharina pflogner, Christian Maheler Tim wietzel (2020)** has undertaken A quantitative study of the white collar workers This study is fully based on the survey method and he has taken the samples of 134

. He is used mixed data analysis for the analysis and how they workers different from the other workers .

**Mr. Milos Hitka (2019)** has undertaken the study on the Management Approach to motivation white collar employees in the forest enterprise the research was carried out in the 11 forest enterprise with 195 total employees in the forest enterprise. In this study data analysis of Anova are used in the research.

**Todd Hunkin Robert Hor (2020)** has undertaken the study on the transforming the workplace of young white collar employees. In this study quantitative method of studies are used who has taken the sample of 350 and percentage data analysis are used in the research

**Roland Boddy, Ross Taplin (2021)** has undertaken taken the study in the psychological behavior of the white collar worker in the Australia he has done the study on the quantitative method and he also take 261 respondents and he has done the mixed method of the data analysis.

**Marcus Dillender (2019)** has under taken the study on the white collar jobs on wages and employment he also used study the data by the collections of and also he used analysis on the standard deviation for this research.

**Marjoleins Lips - Wiersma (2016)** who has under taken the study on the meaningful work difference among the blue pink and white collar employees in the organization and collected the data's by two method's for first it sample 1 401 response and sample 2 they collected 607 respondent and use the analysis tools Anova for comparing the each sample in the research paper it is descriptive study.

**S .Deepa (2021)** who has undertaken the study on the topic of computer related health problems of the white collar employee and it was conducted across segment of the white collar employees from the south India and total numbers of the data collected for the research is 259. And analysis used for the research is Chi Square test in the SPSS.

#### Research Design

The study is descriptive type research studies which are concerned with describing the white collar employees and how the white collar employee important to the organization and what are the different types of works does they possess in a daily routine activities.

#### Method of the Data Collection

The data source refers to the source from which the data are collected for conducting the study. Data are two types; primary data and secondary data. Primary Data: The primary data are those data which are being collected by the researcher for the first time. They are the information received directly from the respondents. In this study primary data was collected from the customers with help of Questionnaire and interview schedule. Secondary data Secondary data are those data which have been already collected by someone else. Unpublished documents, internet, magazines serve as secondary data

**Population:** The population for this study is unknown

**Sample Unit:** Researcher consider the respondent as the customer of Hedge Equities

**Sample Size :** Sample size is total number of samples selected for the study from the sampling population. Sample size of this study is 150

**Analysis and interpretation  
Gender of the Respondent**

Demographic Variables		Frequency	Percentage
Age	20-25 Years	43	28.7
	26-30 Years	61	40.7
	31-40 Years	33	22.0
	Above 40 Years	13	8.7
	Total	150	100.0
Gender	Male	96	64.0
	Female	54	36.0
	Total	150	100.0
Marital Status	Single	55	36.7
	Married	95	63.3
	Total	150	100.0
Work Experience	0-5year	48	43.3
	5-10Years	63	42.0
	10Yearsabove	39	26.0
	Total	150	100.0
Qualification	Diploma	9	6
	UG	25	16.7
	PG	74	49.3
	Professional	42	28.0
	Total	150	100

From the above table 4.1 it was found that major of the respondents are under the age group of 26-30 Years (40.7%) and major respondents are male (64%) and are unmarried (63.5%) and their work experience is 5-10 Years (39.0%) and majority of the qualification is UG (49.3%).

**Annova**

Performance management and Employee Engagement

H0 there is no Impact between the changing in the employee engagement and the performance Management.

H1 there is a impact between the changing in the employees engagement and performance Management.

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	0.912	2	456	1.142	.322
	Residual	58.662	147	.399		
	Total	59.573	149			

**Interference**

From the above table calculated significance value is .322 which was above the significance of 0.05% Hence impact of H1 is truly fit and its acceptable

**Chi Square**

**Age and the work Experience**

H0 - There is no Hypothesis relation between the age and the work experience

H1 There is a hypothesis relation between the age and the work experience

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	30.890a	6	.000
Likelihood Ratio	28.264	6	.000
Linear-by-Linear Association	16.678	1	.000
N of Valid Cases	150		

a.2 cell (16.7)% have expected countless than 5. The minimum expected count is 3.38 Inference

From the above calculated table the calculated significance sum value is 000 which was below the level of 0.005%. Hence the Hypothesis of H1 is truly fit and it is acceptable.

**Correlation**

Employees Engagement and the performance Management

Ho There is a no interconnection between the Setting the goal for the people and Employees will changes the goal for the company  
H1 Ho There is a interconnection between the Setting the goal for the people and Employees will changes the goal for the company

**Correlations**

		Specific Pricing Strategy	Additional Value of Products
Specific Pricing Strategy	Pearson Correlation	1	.002**
	Sig. (2-tailed)		.978
	N	150	150
Additional Value of Products	Pearson Correlation	.502**	1
	Sig. (2-tailed)	.978	
	N	150	150

\*\* . Correlation is significant at the 0.01 level (2-tailed).

**Interference**

From the above Table calculated significant value is 0.002 which was below the value of the significant value so H1 is truly acceptable

**Suggestion & Conclusion**

**Sugession**

The company review the proper reward system and managing the employees in the right way will success for them to retain the employees

- The company should have the proper communication to employees to coordinate in the right way
- The company should analyze the proper reward system of the for the employees to avoid the conflict of the employees
- The company should give the proper performance appraisal for the employees it will boost the employees and work for the long time

**CONCLUSION**

The study conclude that The study on the meaningful work of the White collar Employees Here the main Aim of the study is to understand the emotion of the white collar employees and how the white collar employees are giving support to the organization and what is the difference among the white-collar and the blue collar employees . The study helps to identify the roles and duties of the white collar employees.

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