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CRITERION 3- Research, Innovations and Extension

KEY INDICATOR 3.4- Research Publication and Awards

Metric No: 3.4.3 Number of research papers per teacher in the Journals notified on UGC website during the year 2023-2024

S.No	Content	Page No.
1	3.4.3.1 Number of research papers in the Journals notified on UGC website during the year 2023-2024	02-19
2	Authenticated copies	20-97




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3.4.3.1 Number of research papers in the Journals notified on UGC website during the year 2023-2024

Name of the Author(s)	Department of the Author(s)	Title of the Paper	Name of the Journal	Month and Year of publication	ISSN	Link to the notification in UGC enlistment of the Journal
Dr.K.Ramanan	CSE	A real -time automated drowsiness detection of driver using the visual behaviour and machine learning Techniques through webcam	Journal of web Engineering and Technology	Sep-23	1289-1295	https://stmcomputers.stmjournals.com/index.php/JoWET/article/view/612
		A latest approach for crime rate prediction & analysis by using the clustering & Machine Learning Algorithm	Journal of Network Security	Nov-23	2321-8517	https://computerjournals.stmjournals.in/index.php/JoNS/article/view/1049
Dr.K.Kanimozhi	EEE	Design of Predictive controller for a Nonlinear Backed Reactive distillation column	European Chemical Bulletin	Jun-23	3729-3736	https://doi.org/10.48047/ecb/2023.12.10.258
		Modeling and Simulation of Triboelectric Generator for Heartbeat Monitoring Material Science Proceeding,	Material Science Proceedings	Aug-23	2214-7853	https://doi.org/10.1016/j.matpr.2023.07.312




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		Development of graphical user interface for boost converter employing visual studio	IOP Conference Series Earth and Environmental Science	Jun-23	1755-1315	10.1088/1755-1315/1281/1/012037
		Whale Optimization Algorithm based Classification of Normal and Abnormal Cries in Infants	AIP Conference Proceedings	May-24	1551-7616	https://doi.org/10.1063/5.0192763
Dr. S.Prakash		Overload prediction in transmission system using machine learning algorithm	AIP Conference Proceedings	Dec-23	1551-7616	https://doi.org/10.1063/5.0178896
Dr.K.Rajesh		PV Fed SEPIC Converter for Grid Tied System with Ultra Capacitor	International Journal of Advanced Trends in Engineering and Management	Aug-23	2583-7052	https://www.sciencedirect.com/science/article/abs/pii/S0360319922061456
		Design of High Gain Luo Converter for PV System Applications		Sep-23		https://doi.org/10.59544/rhlb5525/ijatmv02i09p2
		IoT-Based Automatic Breaking Control System for Electric Vehicles and Monitoring System		Aug-23		https://doi.org/10.59544/unn6520/ijatmv02i06p1
Dr.A.Gopi Saminathan, Dr.M.Ameena Banu,Dr.S.M.Vijayarajan, Mr.S.Ayyappan	ECE	A Comprehensive Review on Functional Analysis of Real - Time Operating Systems	International Journal of Creative Research Thoughts	Dec-23	2320-2882	//efaidnbmnnnibpcajpcgiclfndmkaj/https://ijcrt.org/papers/IJCRT2312618.pdf




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Dr.A.Gopi Saminathan, Dr.M.Ameena Banu,Dr.S.M.Vijay arajan		Conformal loop antenna design for Biomedical telemetry: dual- polarized efficiency	International Journal of Research and Analytical Reviews	Feb-24	2348- 1269	https://ijrar.org/archive.php?vol=11&issue=1
Dr.S.M.Vijayaraja n		Infrared thermal images using PCSAN-Net- DBOA: An approach of breast cancer classification	Microscopy Research and Technique	Aug-24	1097- 0029	https://doi.org/10.1002/jemt.24550
		Energy Management System of Luminosity controlled Smart city Using IoT	EAI Endorsed Transaction	Feb-24	2790- 7511	doi: 10.4108/ew.5 034
Mr.A.G.Parantha man		FPGA Based Compressed Heart Rate Changeability Recoding Algorithm	Tuijin Jishu/Journal of Propulsion Technology	Dec-23	1001- 4055	https://doi.org/10.52783/tjtp.t.v44.i4.2596
S.Paulsingarayar	MECH	Impact of Assorted Temperature on Yield and Surface Morphology of Multiple Layers of Carbon Nanotubes by Spurt Pyrolysis Techniques,	Journal of Materials Science Forum	May-24	1662- 9752	https://doi.org/10.4028/pvhquz2
		Effects of chemical treatment on natural (rice straw/neem saw dust) fiber morphology and mechanical properties of its composite material	journal of Materials	Mar-24	2314- 4874	https://doi.org/10.1016/j.matlet.2024.136288 . 0167-577X/© 2024



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Dr.C.Manivel		Investigation of The Impact on Performance And Emissions Analysis Of Exhaust Gas Recirculation & Air Preheater Flow Rate On a CRDI Engine	Juni Khyat publication	Feb-24	2278-4632	//efaidnbmnn nibpcajpcgclle findmkaj/http: //junikhyatjou rnal.in/no_1_ Online_24/22 _online_feb.p df
Dr. P. S. Satheesh Kumar	Physics	Parametric analysis of MQL-based sustainable machining using nano alumina mixed coconut oil-based cutting fluid: a computing approach	International Journal on Interactive Design and Manufacturing (IJIDeM)	Jul-23	1955-2505	https://doi.org/10.1007/s12008-023-01451-0
		Friction Stir Welded Magnesium AZ31B Alloy Used to Evaluate Mechanical Properties at Various Rotational Speeds	Advances in Science, Technology & Innovation	Mar-24	2522-8722	https://doi.org/10.1007/978-3-031-49826-8_16
Dr. N. Prabhakaran	Chemistry	DNA cleavage using magnetic iron oxide-silica/curcumin core-shell nanocomposite	Materials Letter	Jan-23	1873-4979	https://doi.org/10.1016/j.matlet.2022.133556
Dr. V. Vijayanarayanan and Dr. B. Karuppasamy	Physics	First-principles study on rare earth-based equiatomic quaternary Heusler alloys YbCoCrSb and YbCoTiSn: New candidates for	Materials Today Communication	Mar-24	2352-4928	https://doi.org/10.1016/j.mtcomm.2024.108599



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		spintronics				
Dr. P. Shanmugapriya	English	The Role of English Language Proficiency in Career Advancement: A Review of Empirical Studies	Journal of Harbin Engineering University	Aug-23	1006-7043	https://harbinengineeringjournal.com/index.php/journal/article/view/1052
Dr. Ragupathy	English	Effectiveness of Useful ICT Tools to Improve Speaking Ability among Female Students at Tertiary Education	Remittances Review	Mar-23	2059-6596	https://doi.org/10.33182/rr.v8i4.234
Dr.B.Velmurugan	MBA	A Study on Financial Performance of Bharath Snacks Private Ltd, Madurai District	International Journal of Applied and Advanced Scientific Research (IJAASR)	Jun-23	2456-3080	doi.org/10.5281/zenodo.8029781
Dr.B.Velmurugan	MBA	Employee and Employer Satisfaction In Kayal Agro Foods, Madurai, Tamilnadu	International Journal of Multidisciplinary Research and Modern Education (IJMRME)	Jun-23	2454-6119	doi.org/10.5281/zenodo.8074298
Dr.B.Velmurugan	MBA	The Impact of Human Resources Policies and Practices Onwintrack Electricals An Analytical Study	International Research Journal of Education and Technology	Jun-23	2581-7795	https://www.irjweb.com/viewarticle.php?id=THE-IMPACT-OF-HUMAN-RESOURCES-POLICIES-AND-PRACTICES-ONWINTRACK-ELECTRICALS-AN-ANALYTICAL-STUDY




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Dr.B.Velmurugan	MBA	Employee Satisfaction Towards Sri Vasavi Thanga Maaligai, Dindigul District, Tamilnadu, India : An Analytical Study	International Journal of Recent Research and Applied Studies	Jun-23	2349-4891	http://ijrras.com/employee-satisfaction-towards-sri-vasavi-thanga-maaligai-dindigul-district-tamilnadu-india-an-analytical-study/
Dr.B.Velmurugan	MBA	A Study on Employee Absenteeism: Study at JVS Export in Madurai	International Journal on Applications in Basic and Applied Sciences	Jun-23	2455-1007	http://www.ajournals.com/journal_uploads/A-Study-On-Employee-Absenteeism:-Study-At-Jvs-Export-In-Madurai.pdf
Dr.B.Velmurugan	MBA	A Study on "Work Life Balance" of Employees in Eagle Foods in Madurai District : An Analytical Study	International Research Journal of Education and Technology	Jun-23	2581-7795	https://www.ijrjweb.com/viewarticle.php?id=A-STUDY-ON-WORK-LIFE-BALANCE-OF-EMPLOYEES-IN-EAGLE-FOODS-IN-MADURAI-DISTRICT-AN-ANALYTICAL-STUDY
Dr.B.Velmurugan	MBA	Employee Engagement and its impact on Organizational Success - a Study in Cogzidel Technologies, Madurai	Journal of Xi'an Shiyu University, Natural Science Edition	Jun-23	1673-064X	https://www.xisdxjsu.asia/viewarticle.php?aid=2341




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Dr.B.Velmurugan	MBA	A Study on Stress Management of Employee on Sri Vinayaga Containers Sipcot, Industrial, Dindigul	International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)	Jun-23	2456 - 3145	doi.org/10.5281/zenodo.8074194
Dr.B.Velmurugan	MBA	Pothys: A Financial Analysis and Recommendations - An Analytical Study	STAR Research Journal	Jun-23	2321-676X	https://starresearchjournal.com/pothys-a-financial-analysis-and-recommendations-an-analytical-study/
Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	HR Analytics and its Moderating Factors - A Review in Kasim Textile Mill Private Ltd, Madurai	International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)	Jun-23	2456 - 3145	doi.org/10.5281/zenodo.8074097
Mr.P.T.J.K Lilian & Dr.B.Velmurugan	MBA	A Study on Employee Retention as a tool for Improving Organizational Effectiveness: Analytical Study	International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)	Jun-23	2456 - 3145	doi.org/10.5281/zenodo.8074123
Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	Organizational Climate and Its Impact Towards Employee Performance In Madurai Meenakshi Textile (P) Ltd, Dindigul	International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)	Jun-23	2456 - 3145	doi.org/10.5281/zenodo.8074145




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Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	A Study on Wages and Salary Administration in NBAYS IT SOLUSENS Madurai, Tamilnadu, India	International Journal of Interdisciplinar y Research in Arts and Humanities (IJIRAH)	Jun-23	2456 - 3145	doi.org/10.52 81/zenodo.80 74171
Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	Performance Evaluation After Training and Development at Parameshwari Export Karur, Tamilnadu: An Analytical Study	International Journal of Recent Research and Applied Studies	Jun-23	2349- 4891	http://ijrras.co m/performanc e-evaluation- after-training- anddevelopm entatparames hwari-export- karur- tamilnadu- india-an- analyticalstud y/
Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	Health, Safety & Welfare Measures for Employees at Shri Vishagan Tex: An Empirical Study	International Research Journal of Education and Technology	Jun-23	2581- 7795	https://www.i rjweb.com/vie warticle.php?a id=HEALTH%2 C-SAFETY-and- WELFARE- MEASURESFO R-EMPLOYEES- AT-SHRI- VISHAGAN- TEX-AN- EMPIRICAL- STUDY
Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	A Study on Financial Statement Analysis of Natchi Apparel (P) Ltd, Dindigul	International Journal of Multidisciplin ary Research and Modern Education (IJMRME)	Jun-23	2454- 6119	doi.org/10.52 81/zenodo.80 74317
Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	The Effect of Training And Development on Employee Performance in Eid Parry (India) Limited: An	International Journal on Applications in Electrical and Electronics Engineering	Jun-23	2395- 3527	http://www.a etsjournal.co m/journal_upl oads/The- Effect-Of- Training-And- Development-




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		Analytical Study				On-Employee-Performance-In-Eid-Parry-(india)-Limited:-An-Analytical-Study.pdf
Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	Native Sparrow Software Solutions LLP Madurai A financial Analysis and Recommendations	International Research Journal of Education and Technology	Jun-23	2581-7795	https://www.irjweb.com/viewarticle.php?id=NATIVE-SPARROW-SOFTWARE-SOLUTIONS-LLP-MADURAI-AFINANCIAL-ANALYSIS-AND-RECOMMENDATIONS
Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	Employee Turnover in Laks Tex Private Limited, Karur. Tamilnadu, India: Analytical Study	STAR Research Journal	Jun-23	2321-676X	https://starresearchjournal.com/employee-turnover-in-laks-tex-private-limited-karur-tamilnadu-india-analytical-study/
Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	Redefined and Importance of Organizational Culture: Analytical Study at JM Frictech India Pvt Ltd, Kancheepuram	International Research Journal of Education and Technology	Jun-23	2581-7795	https://www.irjweb.com/viewarticle.php?id=REDEFINED-AND-IMPORTANCE-OF-ORGANIZATIONAL-CULTURE-%3A-ANALYTICAL-STUDY-AT-JM-FRICTECH-INDIA-PVT-LTD%2CKANC



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Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	A Study on Stress Management of Employee on Sterling Holidays, Kodaikanal	STAR Research Journal	Jun-23	2321- 676X	https://starresearchjournal.com/a-study-on-stress-management-of-employee-on-sterling-holidays-kodaikanal/
Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	A Study on Employee Safety Health and Welfare Measures in SNS Automobiles in Madurai	International Journal on Applications in Basic and Applied Sciences	Jun-23	2455- 1007	http://www.ajetsjournal.com/journal_uploads/A-Study-On-Employee-Safety-Health-And-Welfare-Measures-In-Sns-Automobiles-In-Madurai.pdf
Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	A Study on Wages and Salary Administration in NBAYS IT SOLUSENS Madurai, Tamilnadu, India	International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)	Jun-23	2456- 3145	doi.org/10.5281/zenodo.8074171
Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	Organizational Climate and Its Impact Towards Employee Performance In Madurai Meenakshi Textile (P) Ltd, Dindigul	International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)	Jun-23	2456- 3145	doi.org/10.5281/zenodo.8074145



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Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	A Study of Job Satisfaction and Its effect on the Performance of Employees working in Bhargave Rubber Private Limited, Madurai	Journal of Xi'an Shiyou University, Natural Science Edition	Jun-23	1673-064X	https://www.isdxjxsu.asia/viewarticle.php?aid=2342
Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	A Study on Employee Talent Management Alagenda Spinning Mill Private Limited Madurai District: Analytical Study	International Journal of Multidisciplinary Research and Modern Education (IJMRME)	Jun-23	2454-6119	doi.org/10.5281/zenodo.8074363
Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	Employee Job Satisfaction Towards Jm Frictech India Pvt Ltd, Chennai, Tamilnadu, India: An Analytical Study	International Journal of Applied and Advanced Scientific Research (IJAASR)	Jun-23	2456-3080	doi.org/10.5281/zenodo.8029811
Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	Performance Appraisal Practices in hospitality MMHRC, Madurai: An Exploratory Study	Journal of Xi'an Shiyou University, Natural Science Edition	Jun-23	1673-064X	https://www.isdxjxsu.asia/viewarticle.php?aid=2343
Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	Network Clothing Limited, Tirupur: Payroll management system	International Journal on Applications in Basic and Applied Sciences	Jun-23	2455-1007	http://www.etsjournal.com/journal_uploads/Network-Clothing-Limited,-Tirupur:-Payroll-Managementsystem.pdf
Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	Labour Welfare Measures in Ambika Cotton Mills, Dindigul	STAR Research Journal	Jun-23	2321-676X	https://starresearchjournal.com/labour-welfare-

						measures-in-ambika-cotton-mills-dindigul/
Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	Remuneration and Employee Performance Injagan Industrial Treders, Madurai	International Journal of Recent Research and Applied Studies	Jun-23	2349-4891	http://ijrras.com/remunerati-on-and-employee-performance-injagan-industrial-treders-madurai/
Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	A Study on Employee Absenteeism: Study at Senthil Plastic Containers Virudhunagar	International Journal of Applied and Advanced Scientific Research (IJAASR)	Jun-23	2456-3080	doi.org/10.5281/zenodo.8029853
Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	Employee Job Satisfaction Towards SPS Chilling Center: An Analytical Study	International Journal of Applied and Advanced Scientific Research (IJAASR)	Jun-23	2456-3080	doi.org/10.5281/zenodo.8029823
Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	Employee Satisfaction Towards Vicky's Hi-Style Furniture, Dindigul District, Tamil Nadu, India: An Analytical Study	International Journal of Applied and Advanced Scientific Research (IJAASR)	Jun-23	2456-3080	doi.org/10.5281/zenodo.8029856
Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	Quality of Work Life A Study at Mangal and Mangal Jewelry	International Research Journal of Education and Technology	Jun-23	2581-7795	https://www.irjweb.com/viewarticle.php?aid=QUALITY-OF-WORK-LIFE--A-STUDY-AT-MANGAL-AND-MANGAL-



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						JEWELLERY
Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	A Study on Employee Retention Strategies and its Impact on SNP Dairy Milk, Madurai	Journal of Xi'an Shiyou University, Natural Science Edition	Jun-23	1673-064X	https://www.isdxjsu.asia/viewarticle.php?aid=2344
Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	A Study on Employee Satisfaction Towards Welfare Measures: With Reference Toakr Industry	International Journal on Applications in Basic and Applied Sciences	Jun-23	2455 - 1007	http://www.etsjournal.com/journal_uploads/A-Study-On-Employee-Satisfactionto wards-Welfare-Measures:- With-Reference-Toakr-Industry.pdf
Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	Impact Of Employee Morale on Organizational success A Study At Surya Oils and Extractions Pvt Ltd kallakurichi	International Research Journal of Education and Technology	Jun-23	2581-7795	https://www.irjweb.com/viewarticle.php?id=IMPACT-OF-EMPLOYEE-MORALE-ON-ORGANIZATIONALSUCCESS-A-STUDY-AT-SURYA-OILS-and-EXTRACTIONS-PVT-LTDKALLAKURICHI-
Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	Patient Relationship Management: A CRM Approach to Pandian Multispeciality	International Journal of Scientific Research and Modern Education	Jun-23	2455-5630	doi.org/10.5281/zenodo.8077253



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		Hospital	(IJSRME)			
Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	A Study on Performance Management System Towards Sivaraj Spinning Mills, Dindigul District: Analytical Study	International Journal of Multidisciplinary Research and Modern Education (IJRME)	Jun-23	2454-6119	doi.org/10.5281/zenodo.8074389
Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	A study on Impact of Employee Compensation on Employee Commitment: Quality Knitwear Company, Madurai	International Journal on Applications (IJEAT)	Jun-23	2395-3527	http://www.ajetsjournal.com/journal_uploads/A-Study-On-Impact-Of-Employeecompensation-On-Employeecommitment-qualityknitwear-Company,-Madurai.pdf
Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	Employees Stress Management in Jm Frictch India Pvt Ltd, Chennai, Tamilnadu: An Analytical Study	International Journal of Scientific Research and Modern Education (IJSRME)	Jun-23	2455-5630	doi.org/10.5281/zenodo.8077239
Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	A Study on Employee Absenteeism: Study at Sri Vinayaga Containers, Dindigul	International Research Journal of Education and Technology	Jun-23	2581-7795	https://www.irjweb.com/viewarticle.php?id=A-STUDY-ON-EMPLOYEE-ABSENTEEISM%3A-STUDY-AT-SRI-VINAYAGA-CONTAINERS%2C-DINDIGUL




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A Real-time Automated Drowsiness Detection of Driver Using the Visual Behaviour and Machine Learning Technique Through WebCam

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Keywords: Drowsiness, driver fatigue, eye ratio, eye blinking, neural network

Abstract

In our day-to-day life, many accidents can occur due to the drowsiness of the driver. It is one of the causes of road accidents. To prevent accidents, we proposed a system to detect the drowsiness of driver by measuring the eye aspect ratio, mouth yawning and alert the driver. It will save the life of a person. In this, the driver fatigue is continuously captured by webcam. Image processing methods are employed to target the facial region, including the eyes of the driver. The primary objective of the drowsiness detection system is to contribute to the reduction of accidents in both passenger and commercial vehicles. This technology aims to identify initial signs of drowsiness before the driver's alertness significantly diminishes. By doing so, the system will alert the driver to their decreased capability to safely operate the vehicle, thus preventing potential accidents. Our model extracts the face of the driver and detects the eye blinking. If the eye aspect ratio experiences a decrease, the system will signal the driver by emitting a warning sound. The images are acquired by the system using a webcam. After capturing, it detects through Haar Cascade algorithm. Haar Cascade features are additionally utilized to identify the eyes, enabling the assessment of blink frequency. This algorithm aids in discerning whether the eyelids are open or closed. If it is found that the eyes are in closed state, then it detects the driver in drowsy manner and alerts him by the warning sound.

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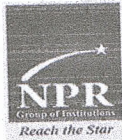
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Home > Vol 11, No 2 (2023) > Kumar

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A Latest Approach for Crime Rate Prediction and Analysis by Using the Clustering and Machine Learning Algorithm

A. Ananda Kumar, K. Ramanan, M. Santhosh Prakash, P. M. Sivaraja

Abstract

In our daily life, the collection and analysis of crime-related data is uncertain from a security perspective. Crime rate forecasting and analysis is a way of identifying and analyzing crime patterns in crime data contained in a crime database. Our system predicts what criminal activity occurs in everyday life in various parts of the world. Through the utilization of machine learning and data mining algorithms, it is possible to forecast the details present within the dataset. This process helps solve the crime faster. Instead of focusing on why the crime happened, background locations are also provided. We use K-means clustering algorithm and linear regression algorithm to improve criminology. It allows analysis of crime data based on monthly and weekly data.

Keywords

Crime rate prediction, machine learning, data mining, k-means, clustering, linear regression

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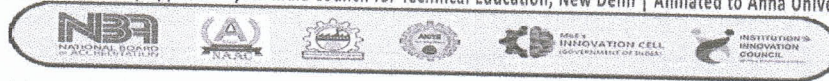
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Modelling and simulation of self powered triboelectric nano generator sensor for heart beat monitoring

K. Kanimozhi , P. Sangeetha , R. Kalaivani

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Abstract

The triboelectric generators works on the principle of voltage produced by charge accumulation as a result of friction between heterogenous materials. Self powered sensors is the most needed development in medical industry. Biosensors are power supply dependant. The power supply need for biosensors are catered by using mechanical energy harvesting Triboelectric Nano generators (TEGs) working on mechanical energy harvesting method is applied for developing biosensors. TENGs work on the principle, of producing charges carriers by enabling friction between two distinct materials. The generated electric energy acts as a reservoir to power the device. In bioimplantable sensors, power supply systems replacement is complex, as it needs a surgical intervention. Hence heartbeat energy is harvested for the powering pacemakers. Simulation and modelling of contact separation mode based TENGs with Spice (Simulation Program with Integrated Circuit Emphasis) software is discussed in this paper. The signal generation of the TENGs has been simulated by SPICE and analytical samplings have been carried out for the circuit analysis. Recently invented heart rate monitoring is not suitable for daily usage. Hence TENGs are identified as cost effective

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Development of graphical user interface for boost converter employing visual studio

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Abstract. In power electronics, the boost converter is a typical circuit that raises the voltage from the input to the desired output voltage. For learning how a boost converter works, you need an easy-to-use GUI that lets you change the input voltage, output voltage, and load resistance. In this study, we look at how to use Visual Studio to make a boost converter's simple user interface (GUI). Details are given about how the software was programmed and how the interface was made, as well as how the graphical user interface was made. This circuit has a total of four devices, two for current and two for voltage. Voltage sensors can measure both the input and output voltage, while current sensors can measure both the input and output current. The Arduino Uno microcontroller is used as a processor for getting data and as a link between sensor devices and personal computers. The results show that the GUI we made works well for analyzing the features of the boost converter circuit.

1. Introduction

The boost converter finds extensive application in various systems, encompassing power supply for electronics, battery charging, LED lighting, and renewable energy conversion. It is frequently employed in tandem with other power electronics circuits, such as buck converters and flyback converters [1-3], to achieve more intricate power conversion functionalities.

In order to get a greater output voltage from a given input voltage, a boost converter is used. It is also known as a step-up converter. The energy in the inductor is transferred to the capacitor via the switch, diode, and capacitor that make up the boost converter. An intuitive GUI is necessary for the adjustment of these settings and for the study of the boost converter circuit's behaviour. These days, a graphical user interface (GUI) is required in almost any electronic device. It improves the system's usability by allowing for direct and immediate manipulation of its settings.

There are a number of published accounts of the creation of a GUI for boost converter control and monitoring, a graphical user interface for managing a boost converter in a plug-in hybrid vehicle. A new graphical user interface (GUI) is proposed [4] for designing and controlling a four-leg interleaved DC-DC buck-boost converter. The LabView, a software development environment and programming language, was used to create the GUI for the boost converter used in [5]'s Design and realisation of a self-sufficient solar system. To facilitate the simulation of DC-DC converters with a wide variety of topologies, [6] created a straightforward graphical user interface. A graphical user interface (GUI) for



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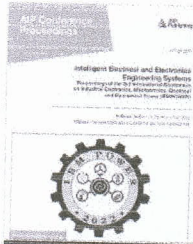
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RESEARCH ARTICLE | MAY 03 2024

Whale optimization algorithm based classification of normal and abnormal cries in infants

K. Kanimozhi, P. Raja Mohamed Rabi, L. Thangapalan, P. Sangeetha

Author & Article Information

AIP Conf. Proc. 2915, 020004 (2024)

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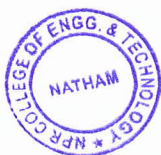
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Infants crying patterns are a means to communicate with the external world. Infants problems can be explored through their cry within first year. Significant changes in crying patterns give an idea about the neurological disorders, genetic problems and many more. The infant cry signal analysis is carried out to identify the cry causes like hunger, pain, discomfort, anxiety, etc. Different causes of infant crying are characterized by signals in the cry segments. In the proposed work a whale optimization algorithm is implemented to detect the emotion of the crying infant. The previous works include various algorithms for classification, however the novelty in this work can be attributed to processing only voiced part of the cry signal. Feature extraction techniques that include Melcepstral frequency coefficients (MFCC) are used to study and analyze the reason. Infant cry signal is analyzed for knowing the reason as well as for diagnosing pathological conditions because the signals contain more information about physical and physiological conditions. The database has been obtained from the neonatal ward of Marshita Hospital, Madurai. The algorithm has been tested on the test dataset consisting of 125 samples. The performance of the proposed method has been evaluated and the efficiency is found to be 94% as compared to 90% efficiency.

Topics

[Algorithms and data structure](#), [Feature extraction](#), [Signal processing](#)

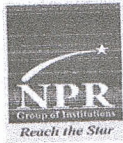


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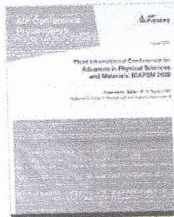
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RESEARCH ARTICLE | DECEMBER 15 2023

Overload prediction in transmission system using machine learning algorithm

John D. Femia Josephin, S. Charles Raja, S. Prakash

+ Author & Article Information
AIP Conf. Proc. 2901, 070014 (2023)
<https://doi.org/10.1063/5.0178598>

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Tools

Security is one of the key issues that power system operators have. Transmission networks are frequently pushed near to or even over their limits in order to handle increased electric power consumption and trades as a result of an increase in unforeseen power exchanges. Some lines put on specific pathways may become overloaded if exchanges are not regulated. Congestion is the term used to describe this phenomena. The system's congestion cannot be allowed to last much longer since it could lead to a substantial rise in electricity rates and jeopardise the efficiency and security of the system. Congestion is managed in an effort to prevent it. In this planned project, facts devices will be installed. The results were acquired using a prototype 6-bus system in the Power World simulator. The results were acquired utilising a model 6-bus system. The Power World results are then sent to MATLAB, which runs a machine learning algorithm.

Topics

Energy use and applications, MATLAB, Machine learning, Power electronics

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PV Fed SEPIC Converter for Grid Tied System with Ultra Capacitor

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ABSTRACT

Recent years have seen a rise in the popularity of photovoltaic (PV) energy as a next-generation energy source that can combat both global warming and the energy fatigue brought on by rising energy demand. Due to their environmental friendliness and economical operation, renewable energy sources including photovoltaic (PV) energy are popular for home and commercial uses. This paper suggests a grid-tied system with an ultra-capacitor that uses a PV fed Sepic converter. Through a SEPIC converter, the solar system delivers voltage to the inverter. To regulate the converter by current and the DC by voltage, an energy management strategy is given. Super capacitor is attached to the bidirectional converter's output. According to many quick charge/discharge cycles, supercapacitor are used in place of long-term compact energy storage. The single phase grid is linked to the LC filter. It links to the PWM and PI controller via the sepic converter. The findings show that the suggested strategy performs better with increased efficiency and less harmonics. DSPIC30F4011 controller is used in the hardware development.

Keywords: Renewable energy sources, photovoltaic (PV) energy, Sepic converter, LC filter, Bidirectional converter.

1 Introduction

One of the cleanest forms of energy is solar energy, since it is pollution-free and favourable to the environment. India, a tropical nation, has a lot of potential to deploy technology to harvest this energy [1]. Switched reluctance motor (SRM) drives are becoming more and more

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Article Title: Design Of High Gain Luo Converter for PV System Applications

Design of High Gain Luo Converter for PV System Applications

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ABSTRACT

Photovoltaic (PV) power generation requires a bigger area per unit capacity than traditional power plants since it employs a limitless and clean energy source. As a result, installing floating PV systems (FPVs) on open sea surfaces is becoming more common in countries with tiny landmasses, such as South Korea, Japan, and Vietnam. For use in applications involving PV systems, this paper suggests a design for a high-gain LUO converter. This proposed system consists of a LUO converter for a PV system. A converter's output voltage can be increased while staying constant throughout the system by using the proposed converter (a Luo converter). Step-up or boost converters increase the voltage from their input (supply) to their output (load) while converting DC to electricity. The PWM generator, which is connected to the power source and produces PWM pulses to modify the signal in the LUO converter, is used to produce PWM pulses.

Keywords: Photovoltaic (PV) energy, LUO converter, Boost converter, Power supply, Load.

1 Introduction

Fossil fuel scarcity and the effects of global warming have recently drawn attention on a global scale. Light electric vehicles (LEVs) therefore provide the most trustworthy and practical alternative to adhere to strict environmental safety rules [1]. For EVs, a lead-acid battery serves as the primary power source. As a result, an effective charger is required to power both the EV and other auxiliary devices. [2]. The demand for effective battery chargers for EVs has been sparked by rising energy and fuel efficiency concerns among manufacturers and EV buyers. With the goal of providing high efficiency and reliability during charging, power factor correction (PFC) converters are now a necessary component of modern EV chargers [3]. On the other side, the battery charger acts as a necessary component to charge these EVs, which negatively affects the operation of other grid-connected utilities [4]. PWM (pulse width

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IoT-Based Automatic Braking Control System for Electric Vehicles and Monitoring System

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ABSTRACT

Road traffic accidents claim a significant number of precious lives every day. The most frequent causes are driving errors and slow emergency service response. Any vehicle's braking system is always a crucial component. A difficulty or perhaps an accident might be brought on by faulty or late braking. Most accidents occur because the driver doesn't apply the brake quickly enough. This paper proposes an IOT-based automated braking control system for EV vehicles and a monitoring system that applies the brake depending on the speed of the bike and any detected obstacles. An electric vehicle's battery monitoring and control system measures the battery's voltage and temperature. Sensors, a microprocessor, a Wi-Fi module, and a battery make up this system. The design is built using the cost-effective ATMEGA 328 microcontroller (Arduino UNO). It is an automatic braking system consists of Ultrasonic sensor. The barrier is discovered using the ultrasonic sensor, which sends it to the Arduino board, which receives the signals and controls the braking system. Data on voltage and temperature are sent to the microcontroller, and the battery data is subsequently sent over Wi-Fi to the Blynk application. The observation is done immediately by utilizing a Blynk app to monitor the metrics of the vehicle

Keywords: IOT, Temperature Sensor, Voltage Sensor, Ultrasonic sensor, Blynk App.

1 Introduction

Electric vehicle (EVs) have gained popularity as an alternative to conventional fuel vehicles to reduce CO2 emissions and reliance on oil as global climate change is becoming more recognized as a serious environmental issue. However, because of EV charging, the power

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A COMPREHENSIVE REVIEW ON FUNCTIONAL ANALYSIS OF REAL - TIME OPERATING SYSTEMS

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Abstract: A real-time operating system (RTOS) is a system made to help us in real-time using the real-time applications which provide no delay. A RTOS is time-bound, which means that the time is the main part of the system, as in the system will fail if it goes beyond the prescribed time. Processing the time requirements in this system are measured in tenths of seconds. The integrity of a RTOS system established not only takes the logical effects of computation taken into account, but also the amount of time required to get such results. It must prioritise vital jobs while keeping context switching time to a minimal.

Index Terms - Real-Time Operating Systems, Hard RTOS, Soft RTOS, GPOS.

I. INTRODUCTION

A Real-Time Operating System (RTOS) is an operating system in which its main function is to complete a given job within those specified time limits. It is employed in systems when a process's ongoing operation is affected by a program's results. When an incident occurs that is not related to the computer, a sensor that is used to monitor the event sends the information to the computer. The operating system receives a signal from the sensor and interprets it as an interrupt. In order to handle an interrupt, the operating system will launch a certain process or group of processes. This process runs entirely uninterrupted unless a higher-priority interrupt occurs. The interruptions must therefore be prioritized in a particular manner. The process will only allow the highest-priority interrupt to begin, while lower-priority interrupts will be buffered and will be taken care afterwards. In such an operating system, interrupt management is critical. Students, freelancers, contractors, and anybody else who uses a phone, computer, or tablet should get familiar with the various operating systems so that they may select the machine and operating system that best meets their needs. If you want to study IT in school and pursue a career in IT, you'll need a thorough understanding of the operating system to provide you with all the skills you'll need to succeed. Special-purpose operating systems are employed because ordinary operating systems cannot provide the performance needed for real-time operating systems [1]. The RTOS MTS, Lynx, QNX, VxWorks etc., are some examples. If we look at RTOS, we can see that it is also an operating system that serves as an interface between the system's hardware and the user. File management, process management, memory management, and other operations are also handled by RTOS.

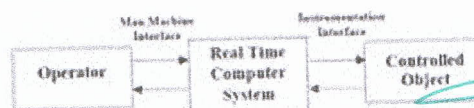


Figure 1: Real-Time System



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CONFORMAL LOOP ANTENNA DESIGN FOR BIOMEDICAL TELEMETRY: DUAL-POLARIZED EFFICIENCY

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Abstract: The micro strip patch antenna is utilised in medical applications as a wearable or ingestible device to monitor the state of various body parts. It is a difficult task due to the closeness of the human body to the antenna and the interaction between the two. At 2.5GHz ISM band, the antenna should be constructed to be more responsive to changes in body conditions and less sensitive to near field impacts of body links. This study discusses dual polarised conformal loop antennas. The substrate materials are FR4 (lossy), Jeans, and felt, with dielectric constants of 4.3, 1.6, and 1.36, respectively. The designed antenna is simulated using CST studio suite software. As a result of using FR4 (lossy) substrate directivity of port 1(3.861dBi) and port 2(5.610dBi) at resonant frequency 2.135 GHz and with Jeans substrate directivity of port 1(2.993 dBi) and port 2(3.149 dBi) at resonant frequency 2.767 GHz and with Felt substrate directivity of port 1(2.926 dBi) and port 2(3.305 dBi) at resonant frequency 2.897 GHz are achieved. Other performance factors of the antenna, return loss, and VSWR, are also included for analysis.

Index Terms - ISM band, Loop antenna, Dual polarization, Jeans, Ingestible medical device

1. INTRODUCTION

The design of Wireless Capsule Endoscopy (WCE) devices, which are active in the clinical arena for finding and treatment decision support, has recently received a lot of attention. These WCE systems use capsule-like ingestible devices with an antenna on the capsule shell, as shown in Figure 1[1]. After being eaten by the patient, the position of the ingestible antenna becomes unpredictable inside the human body; thus, the antenna should have an omnidirectional emission pattern as well as different polarisation. As a result, a dual-polarized antenna is necessary. These antennas could be microstrip antennas, which have various advantages over conventional bulkier antenna types.

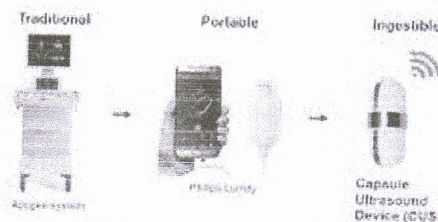


Figure 1: Ingestible medical devices

Some of the main benefits of micro strip antennas are their low fabrication cost, light weight, low volume, and low profile configurations that can be made conformal, the ease with which they can be mounted on rockets, missiles, and satellites without major modifications, and the ease with which arrays of these antennas can be produced. A dual polarised antenna, on the other hand, can respond to both horizontally and vertically polarised radio waves at the same time. A single polarised antenna responds to only one polarisation orientation, either horizontal or vertical. This is significant when considering antennas because they are polarisation sensitive and normally only receive or broadcast a signal with a specific polarisation. It is reduced by the cosine of the angle formed



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MICROSCOPY RESEARCH TECHNIQUE

RESEARCH ARTICLE

Infrared thermal images using PCSAN-Net-DBOA: An approach of breast cancer classification

S. M. Vijayarajan, D. Manoj Kumar, G. Sudha, A. Basi Reddy

First published: 19 March 2024 | <https://doi.org/10.1002/jemt.24550>

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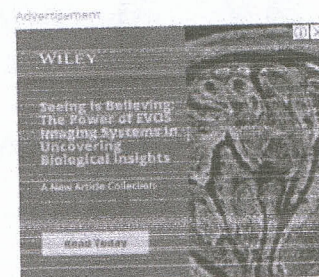
Abstract

This manuscript proposes thermal images using PCSAN-Net-DBOA. Initially, the input images are engaged from the database for mastology research with infrared image (DMR-IR) dataset for breast cancer classification. The adaptive distorted Gaussian matched-filter (ADGMF) was used in removing noise and increasing the quality of infrared thermal images. Next, these preprocessed images are given into one-dimensional quantum integer wavelet S-transform (QIWST) for extracting Grayscale statistic features like standard deviation, mean, variance, entropy, kurtosis, and skewness. The extracted features are given into the pyramidal convolution shuffle attention neural network (PCSANN) for categorization. In general, PCSANN does not show any adaption optimization techniques to determine the optimal parameter to offer precise breast cancer categorization. This research proposes the dung beetle optimization algorithm (DBOA) to optimize the PCSANN classifier that accurately diagnoses breast cancer. The BCD-PCSANN-DBO method is implemented using Python. To classify breast cancer, performance metrics including accuracy, precision, recall, F1 score, error rate, RoC, and computational time are considered. Performance of the BCD-PCSANN-DBO approach attains 29.87%, 28.95%, and 27.92% lower computation time and 13.29%, 14.35%, and 20.54% greater RoC compared with existing methods like breast cancer diagnosis utilizing thermal infrared imaging and machine learning approaches (BCD-CNN), breast cancer classification from thermal images utilizing Grunwald-Letnikov assisted dragonfly algorithm-based deep feature selection (BCD-VGG16) and Breast cancer detection in thermograms using deep selection based on genetic algorithm and Gray Wolf Optimizer (BCD-SqueezeNet), respectively.

Research Highlights



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References Related Information

Recommended

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Sudharsana Vijayan, Redhika Panneerselvam, Thundi Valappil Roshini

Cell Biochemistry and Function



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EAI Endorsed Transactions on Energy Web

Research Article **EAI.EU**

Energy Management System of Luminosity Controlled Smart City Using IoT

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Abstract

INTRODUCTION: With the escalating rates of urbanization, there is a pressing need for enhanced urban services. The concept of smart cities, leveraging digital technologies, offers a promising solution to elevate urban living. The integration of Internet-of-Things (IoT) in urban infrastructure, particularly on highways, opens avenues for novel services and cross-domain applications through Information and Communication Technologies. However, the efficient functioning of an IoT-enabled smart city necessitates careful energy resource management.

OBJECTIVES: Propose a Highway Lighting System (HWLS) integrating IoT technologies to enhance urban services, focusing on significant energy savings and real-time environmental parameter monitoring.

METHODS: To achieve the objective of enhancing urban services through the proposed Highway Lighting System (HWLS), the system was designed and implemented by integrating cutting-edge sensors, communication links, and the Blynk IoT app. The deployment involved incorporating IoT technologies for real-time monitoring of air quality, air moisture, and soil moisture, alongside a fault identification system using GSM and GPS modules.

RESULTS: The proposed HWLS demonstrates significant energy savings, consuming only 37.6% of the original power consumption. The incorporation of IoT technologies facilitates real-time monitoring of environmental parameters, enabling informed decision-making for urban service optimization. The fault-finding system, utilizing GSM and GPS modules, enhances the reliability of the lighting system.

CONCLUSION: In conclusion, the Highway Lighting System (HWLS) represents a novel approach to smart city infrastructure, particularly in the context of urban lighting. The integration of IoT technologies not only contributes to energy savings but also enhances the overall efficiency of urban services. The proposed system's ability to monitor environmental parameters and identify faults demonstrates its potential for sustainable urban development and improved quality of life.

Keywords: Internet-of-Things, Highway Lighting System, GSM, GPS

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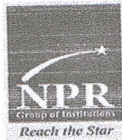
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1. Introduction

The 21st century has seen the internet become a need for human existence. Many ideas for distant human-to-human

and human-to-machine communication have been developed as a result of the internet's evolution. The next stage is to link systems and devices to provide machine-to-machine communication. The emergence of IoT has revolutionized the way systems and individuals are interconnected through



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FPGA Based Compressed Heart Rate Changeability Recoding Algorithm

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Abstract: The paper mentioned describes a system for measuring a person's heart rate using Field-Programmable Gate Array (FPGA) technology. Here's a breakdown of the key points from the information provided: Heart Rate Measurement: The system measures a person's heart rate by monitoring their heartbeats. It does this by processing a signal acquired by operational amplifiers (OPAMPs), specifically the LM328P model. Algorithm with Level Crossing Techniques: The system employs an algorithm that utilizes level crossing techniques to analyze the acquired signal and predict the heart rate. MIT-BIH Arrhythmia Database: The system was tested using the MIT-BIH Arrhythmia Database, which is a widely used dataset for heart rate analysis. In these tests, the system achieved impressive results:

- Average detection accuracy: 99.08%
- Sensitivity: 93.33%
- Positive prediction: 98.23%

Wearable and Compact: The algorithm is designed to extract the necessary information from the photoplethysmography (PPG) signal acquired from patients. This makes it suitable for creating a wearable and compact heart rate variability measuring system that is cost-effective. **FPGA Specifications:** The FPGA used in the system has a maximum operating frequency of 50 MHz. It can process the input and deliver the output in a very short time, with a minimum processing period of 19.617 nanoseconds. This makes it suitable for real-time applications. **Low Power Requirement:** The algorithm is designed to be power-efficient. It does not require multipliers or other power-hungry processing elements, resulting in a low power requirement. **Resource Utilization:** The FPGA's resource utilization is very efficient. The number of Slice Flip Flops utilized is only 1%, and the number of occupied slices is only 10% of the FPGA device. This means the system is highly resource-efficient, leaving plenty of room for other functions within the FPGA. In summary, this paper presents a heart rate monitoring system that uses FPGA technology and an algorithm based on level crossing techniques to accurately predict heart rates. It is designed to be power-efficient, suitable for wearable applications, and capable of delivering real-time results. The system's performance on the MIT-BIH Arrhythmia Database is impressive, with high accuracy, sensitivity, and positive prediction rates.

Keywords: Electrocardiogram (ECG) signal, Level Crossing (LC) method, FPGA, MATLAB

1. Introduction

The text you provided outlines key points from a paper discussing a novel algorithm for measuring heart rate, particularly using an asynchronous level-crossing sampling scheme. Below is a summary of the main topics covered in the text: Cardiovascular Diseases and Heart Rate: Cardiovascular diseases are a leading cause of death worldwide. Proper care and monitoring, especially regarding behavioral risk factors like hypertension,



7455
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Impact of Assorted Temperature on Yield and Surface Morphology of Multiple Layers of Carbon Nanotubes by Spurt Pyrolysis Techniques

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Keywords: MLCNTs, Spurt-pyrolysis, Peanut oil, HRTEM, Raman spectroscopic analysis & TGA Analysis.

Abstract: Nanoscale carbon tubes (also referred as CNTs) along with other nanostructures made from carbon could keep you amused as you waiting for your chance to participate in this nanotechnology. Research on carbon nanotubes has attracted an enormous amount of focus from researchers across the world for the significant function that it could have in the growing field of nanotechnology. The MLCNTs were made using these temperatures as the operational parameters using a fatty acid methyl ester formed from peanut oil as a precursor at a flow rate of 20 mL per hour in an environment comprised of argon. The intention of this research is to examine a usual green originator for the production of multiple layer carbon nanotubes (MLCNTs) using the methyl ester of a fatty acid of peanut oil at temperature that range from 725°C to 875°C with intervals of 75°C on Fe-Co assisted on Silica within an atmosphere of argon. The investigation will be concentrated on the production of MLCNTs on Fe-Co assisted on Silica. The as-grown carbon nanomaterials have been studied using SEM, HRTEM, XRD, and Raman spectroscopic research. We observed that the yield and diameter of the as-grown MLCNTs were not the same across the entire board for temperatures. The crystalline temperature of the CNTs climbed from 725 degrees Celsius to 800 degrees Celsius initially, and eventually it dropped from 800 degrees Celsius to 875 degrees Celsius. The temperature at which MLCNTs are created may have a bearing on the level of graphitization that they'll show.

1. Introduction

Since its discovery in 1991 [1] the production of carbon nanomaterials (commonly referred to as CNT) has piqued the attention of an extensive number of research companies. Carbon nanotubes are currently considered as a first-rate the subject in academic research as well as in a number of industrial applications. It is primarily due to the reality that carbon nanotubes offer excellent electrical and mechanical features. [2]. CNTs have been put to use in many different applications, including field emission devices [3], transistors [4], sensors [5], energy storage [6], logic circuits [7], biological applications [9], and sensors [5]. A range of different synthetic procedures have been developed in order to speed up the creation of CNTs. These processes include arc discharge [10], laser vaporization [11], chemical vapor deposition (CVD) [12], solvothermal [13], hydrothermal [14], electrolysis [15], and ball milling [16]. In recent years, here has been a lot of excitement in the synthesis of CNTs through the use of the spurt pyrolysis method. It is because of the many advantages that the technique deals, such as high purity, high yield, and controlled development, as well as the fact that the spurt pyrolysis method includes the simultaneous vaporization and pyrolysis of a carbon source [17]. For the most part, petroleum products are employed as precursors for the synthesis of carbon nanotubes

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INVESTIGATION OF THE IMPACT ON PERFORMANCE AND EMISSIONS ANALYSIS OF EXHAUST GAS RECIRCULATION & AIRPREHEATER FLOW RATE ON A CRDI ENGINE

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ABSTRACT

Different strategies have been developed to reduce the emissions of NO_x from diesel engines. This study examines the application of two critical methods with a single-cylinder, four-stroke, water-cooled, direct-injection diesel engine: exhaust gas recirculation (EGR) and air preheater. An Eddy current Dynamometer with EGR was used in a number of studies to see how well these methods worked to lower NO_x, CO₂, hydrocarbon, and smoke density emissions. This research explores the performance characteristics of the diesel engine, such as brake power, brake thermal efficiency, and specific fuel consumption (SFC), in addition to providing insightful information on reducing hazardous emissions. The results enhance our comprehension of tactics to tackle the ecological issues related to diesel engines while maximizing their overall efficiency.

Keywords: Diesel, Biodiesel, EGR, Air Preheater, Emission.

INTRODUCTION

Diesel engines are extensively employed in numerous sectors because of their cheap fuel consumption and excellent thermal efficiency. However, the production of dangerous pollutants, especially nitrogen oxides (NO_x), is one of the main disadvantages of diesel engines. Numerous techniques have been developed to reduce NO_x emissions in order to address this problem. This study examines the application of two critical methods with a single-cylinder, four-stroke, water-cooled, direct-injection diesel engine: exhaust gas recirculation (EGR) and air preheater.

Diesel engines are widely used in various industries due to their high thermal efficiency and low fuel consumption. However, one of the major drawbacks of diesel engines is the emission of harmful pollutants, particularly Nitrogen Oxides (NO_x). To address this issue, various methods have been developed to mitigate NO_x emissions. This research focuses on the implementation of two crucial techniques, Exhaust Gas Recirculation (EGR) and Air Preheater, in conjunction with a single-cylinder, four-stroke, water-cooled, direct-injection diesel engine.

Diesel engines have high compression ratios and lean combustion, which naturally result in high thermal efficiency. The circumstances are perfect for auto-ignition because of this high compression ratio. The production of high flame temperatures in diesel engines is a significant difficulty, nevertheless, as it results from the uneven combustion of diesel due to localized stoichiometric air-to-fuel ratios [1]. Because of the higher combustion temperature, available oxygen and nitrogen from the intake air combine to generate nitrogen oxides, or NO_x emissions, which are particularly nitrogen dioxide (NO₂) and nitric oxide (NO) [2]. Furthermore, NO_x generation is greatly aided by the copious amounts of oxygen that are available during diesel combustion [3].

EGR is a commonly utilized method for lowering diesel engine NO_x emissions. In order to lower the amount of oxygen in the combustion chamber, some of the exhaust gas is circulated back into the engine intake. By lowering the temperature at which NO_x is created, this technique lessens the likelihood that it will react and produce pollutants. Stricter emission control laws like EURO-V have motivated significant research efforts in the last few decades to reduce soot and NO_x emissions from diesel engines. Utilizing exhaust gas recirculation (EGR) effectively is essential to meeting these strict emission regulations [4].

Another method for lowering NO_x emissions from diesel engines is the use of an air preheater. Prior to being injected into the engine, the intake air is heated. By lowering the temperature differential between the combustion and intake charges, preheating the intake air also lowers the amount of NO_x that is produced. Internal combustion engines are essential parts of power and transportation networks.





Parametric analysis of MQL-based sustainable machining using nano alumina mixed coconut oil-based cutting fluid: a computing approach

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Abstract

To explore the aerospace, chemical, and cryogenic vessel sectors applications, this work computes the minimum quantity lubrication using nano alumina mixed coconut oil-based cutting fluid for the machining parametric analysis on stainless steel 304 substrate applications in global sustainable development. Therefore, the authors attempt to vary the weight percentages of nano aluminum oxide particles added with coconut oil to enhance the machined surface characteristics. The analysis of input machining parameters such as cutting fluid (CF), spindle speed (SD), feed rate (FD), and depth of cut (DC) are investigated on the output responses i.e., material removal rate (MRR), and surface roughness (SR). The machining experiments are conducted with help of Taguchi methodology for the design of experiments by L_{16} orthogonal array. During designing, optimization is carried out by using Minitab computer software, for four different combinations of response variables considering the different importance of MRR and SR under various sustainable manufacturing circumstances. For optimization of these output responses during the machining process, the desirability function approach is used to attain better machining performance. Finally, it is revealed that the optimum parametric combination for better machining performance is to be obtained by CF₄ (coconut oil + 6% wt of Al₂O₃ nano-powder), SD = 1600 rpm, FD = 0.18 mm/rev, and DC = 2 mm. It is reported that the depth of cut is identified to be the highest important parameter with a contribution of 48.27% for composite desirability. The predictability of the regression model is found to be more than 95% for all the responses which highlight model significance.

Keywords Analysis · Machining · Taguchi design · Computing · Optimization · Analysis of variance · Regression modelling · Simulation · Minitab computer software

Abbreviations

MQL Minimum quantity lubrication
MRR Material removal rate

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Friction Stir Welded Magnesium AZ31B Alloy Used to Evaluate Mechanical Properties at Various Rotational Speeds

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and M. Naga Swapna Sri

Abstract

In this research work, Tensile, hardness, % elongation, density and micro structure analysis on Friction Stir Welded (FSW) magnesium alloy (Mg AZ31B) specimen was examined as per ASTM E8/E8M11 and ASTM E3/E112 at various rotation speeds between 900 and 1440 rpm, with fixed 40 mm/min at 2° High Speed Steel tool tilt angle. The metal matrix plate was produced by stir casting technique. At 1120 rpm, the ultimate tensile strength of the fabricated specimen is higher than those at 900 and 1140 rpm. But higher hardness showed at 1440 rpm than at 900 and 1120 rpm. At 900 rpm, the density of the stir zone joint is lower than that of the other

joints. From this comparative analysis, it is evident that the value of FSW specimen was dependent on involvement of heat and material flow rate, which are achieved by process parameters.

Keywords

Friction stir welding • Rotational speed • Tilt angle • Welding speed and Magnesium alloys

1 Introduction

FSW is a revolutionary manufacturing technique that presents many benefits than traditional welding methods. These benefits include great mechanical properties, low residual stresses, and defects. The rotation and translation of the tool together lead to movement of solid from forward-facing to the rear pin (Vijayakumar et al., 2022). Kumar et al. (2008) studied two distinct modes of the flow of material in friction stir welding on two different modes which are pin and shoulder flow. The geometric of pin-driven flow which combined with the vertical measure of material due to shoulder interaction, results in the creation of onion rings. Ugendra et al. (2014) concluded that rotational speed of 1120 rpm formed superior mechanical properties compared with other speeds. The five different tool pin profiles with 3 different tool shoulder sizes to produce the joints to make optimized parameters on FSW MgAZ31B alloy. (Padmanaban & Balasubramanian, 2009). Dhanesh and Mohan (2007) explained the tool profile and orientation heat on the material during welding at various speeds. Malarvizhi and Balasubramanian (2012) focused on tool shoulder diameter which is a key source of producing heat while welding dissimilar AA6061 and AZ31-Mg alloys. Mansoor et al. (2015) analyzed tool rotation speed/welding speed between Al and Mg alloys. The intermetallic phases formed in the stirred zone

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131



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Materials Letters

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DNA cleavage using magnetic iron oxide-silica/curcumin core-shell nanocomposite

Natarajan Prabakaran^a, Paulpandian Muthu Mareeswaran^b, Poovan Shanmugavelan^c

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Highlights

- Synthesis of Fe₃O₄-silica/curcumin nanocomposite.
- Analysis of magnetic properties of Fe₃O₄-silica/curcumin nanocomposite.
- Circular Dichroism studies of herring sperm DNA with Fe₃O₄-silica/curcumin nanocomposite.
- Electrochemical studies confirm the surface binding of DNA on Fe₃O₄-silica/curcumin nanocomposite.
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COMMUNICATIONS



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First-principles study on rare earth-based equiatomic quaternary Heusler alloys YbCoCrSb and YbCoTiSn: New candidates for spintronics

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M. Mahendran ^a ✉

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The Role of English Language Proficiency in Career Advancement: A Review of Empirical Studies

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Abstract-Purpose: This review aims to synthesize and critically analyze empirical studies addressing the impact of English language proficiency on career advancement, aiming to elucidate the extent and nature of its influence in diverse professional contexts. **Theoretical framework:** Drawing on the theories of linguistic capital, socio-linguistic adaptation, and globalized labor markets, the research illuminates the intersections between language proficiency, professional mobility, and socioeconomic contexts.

Findings: The results indicate a strong correlation between English language proficiency and career advancement, particularly in sectors where English is the primary medium of communication. However, the degree of this advantage varies based on sector, cultural context, and individual organizational policies. There's also evidence suggesting diminishing returns in environments where English proficiency is a baseline rather than an advantage. **Research, Practical & Social implications:** The findings underscore the significance of English education and training in workforce development strategies, particularly in non-native English speaking regions. For businesses, investing in language training can be a tool for talent retention and development. On a broader scale, policy makers may consider these findings when formulating educational curricula, and social interventions to bridge linguistic divides. **Originality/value:** While previous studies have independently investigated the linguistic challenges in specific sectors, this review offers a holistic, cross-industry perspective, shedding light on overarching trends and nuanced deviations in the role of English proficiency in career trajectories.

Keywords: English proficiency, career advancement, linguistic capital, globalized labor markets, professional mobility, socio-linguistic adaptation.



1293

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Effectiveness of Useful ICT Tools to Improve Speaking Ability among Female Students at Tertiary Education

Dr. Ragupathi Ramasamy¹

Abstract

Learning through internet using mobile and computer is common now a day. Here, this research paper highlights impacts of online learning tools and applications available for free in improving students' speaking skills at higher education level. Female students from arts and science colleges were selected for this study because students studying in Namakkal District are mostly from remote village and it is pertinent to note that female students are not allowed to use mobile phone considering various customs and societal concepts. It is duty of a guide to create awareness in using mobile phone for the sake of their self-improvement. Due to COVID-19, students were allowed to use mobile phone in college and they were given free Wi-Fi. Students are from vernacular medium and they mostly speak in Tamil language. By offering a skill-based course titled Oral Communication, a well structured syllabus with lesson plan is approved by the management. Student enrollment for the course is five hundred and seventy one from three colleges run by the same management. Applications and Websites were identified to hone the speaking skills of the learners considering their skill from a pretest analysis. A laboratory with well-equipped audio and video tools is taken. With the objective of finding whether the identified applications and websites were useful in improving the learners' speaking skills and to encourage students to interact and express in English confidently. Data have been collected through various methods like semi-structured interviews and scheduling presentation and giving role-play. The study revealed how activities were planned with applications and websites and what testing measures were taken to evaluate students progress in speaking. The 571 informants were compared with the other students in the colleges studying BA English Literature courses based on their marks in tests and examination and their involvement in taking part in presentation, seminars and other activities organized in departments of colleges. It was found that the candidates enrolled for Oral Communication would be given their phone for use by their parents identifying they are on the right track.

Keywords: Online Learning Tool; Learning through Mobile Phone and Computer & Internet supported collaborative Learning

Introduction

The world of Technology is obviously a blessing even though it is believed that there are possibilities to get misguided. It is an irrefutable fact that Information and Communication Technology tools are very much at forefront in assisting and enlightening students in learning and it makes them ease ensuring their presence with utmost confidence (Peterson, 2012; Gordon, 2014; Pegrum, 2014; Mostafavi & Vahdany, 2016; Palmer et al.2017). Apps and Websites have become an integral part of one's own life because multi- functions can be carried out at a time in

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A STUDY ON FINANCIAL PERFORMANCE OF BHARATH SNACKS PRIVATE LTD, MADURAI DISTRICT

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Cite This Article: H. Dhina Thayalan & Dr. B. Velmurugan, "A Study on Financial Performance of Bharath Snacks Private Ltd, Madurai District", International Journal of Applied and Advanced Scientific Research, Volume 8, Issue 1, Page Number 49-51, 2023.

Abstract:

This project report entitled to "A study on financial performance of Bharath Snacks Private Limited, Madurai". The main objective of the study is to analyze the financial position of the company. It the process of identifying the financial strength and weakness of the firm properly establishing relationship between the item of balance sheet and profit and loss account. The details regarding the history and finance details of the bank were collected through discussion with the company officers. Secondary data are based on the annual reports of 2017-2022. The various tools used for the study are ratio analysis, fund flow statement and cash flow statement. Charts and table are used for better understanding. Through ratio analysis the company could understand the Profitability, Liquidity, Leverage, Turnover positions of the company. The bank is following high debt equity and also the bank followed the credit enjoyed from its supplier has also nearly one year period of time. On the other hand cash turnover also not sufficient to healthy the business. The study recommends to reducing the debt. Capital and providing security to creditors and to increase the sales to reduce the loss of the bank.

Introduction:

Financial performance is a subjective measure of how well a firm can use assets from its primary mode of business and generate revenues. The term is also used as a general measure of a firm's overall financial health over a given period. Analysts and investors use financial performance to compare similar firms across the same industry or to compare industries or sectors in aggregate. There are many stakeholders in a company, including trade creditors, bondholders, investors, employees, and management. Each group has an interest in tracking the financial performance of a company. The financial performance identifies how well a company generates revenues and manages its assets, liabilities, and the financial interests of its stakeholders and stockholders. Financial instruments involved in cash management include money market funds, treasury bills, and certificates of deposit.

Statement of the Problem:

Analysing financial performance is the process of evaluating the common parts of financial statements to obtain a better understanding of firm's position and performance. Financial performance analysis enables the investors and creditors evaluate past and current performance and financial position, and to predict future performance. Financial statement is used to judge the profitability and financial soundness of a firm. Financial performance is the selection, evaluation, and interpretation of financial data, along with other pertinent information, to assist in investment and interpretation of financial decision-making. Financial analysis may be used internally to evaluate issues such as employee performance, the efficiency of operations and credit policies, and externally to evaluate potentials investments and the credit worthiness of borrowers, among other things.

Company Profile:

Bharath Snacks is an accomplished Manufacturer, Exporter and Supplier of ready to eat Indian Sweets and Savories. It was founded in the year 1974. With over four decades of experience in business, we strive to continuously raise our benchmark by providing products of the highest quality and taste.


- Enriched with Protein, Iron, & Vitamins.
- Free from Preservatives.
- Very healthy and No side effects.
- Good alternative to Chocolates.
- Act as an energy bar for athletes.

Review of Literature:

Shinde Govind P & Dubey Manisha (2016): The study has been conducted considering the segments such as passenger vehicle, commercial vehicle, utility vehicle, two and three wheeler vehicle of key player's performance and also analyze SWOT analysis and key factors influencing growth of automobile industry.

Sharma Nishi (2016): Studied the financial performance of passenger and commercial vehicle segment of the automobile industry in the terms of four financial parameters namely liquidity, profitability, leverage and managerial efficiency for the period of decade from 2001-02 to 2010-11. The study concludes that profitability and managerial efficiency of Tata motors as well as Mahindra & Mahindra Ltd are satisfactory but




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EMPLOYEE AND EMPLOYER SATISFACTION IN KAYAL AGRO FOODS, MADURAI, TAMILNADU

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Abstract:

Employee satisfaction is important to management because they determine the behaviour of workers in the organization. The commonly held opinion is that "A satisfied worker is a productive worker", a satisfied work force will create a pleasant atmosphere within the organization to perform well, and hence job satisfaction has become a major topic for research studies. The specific problem addressed in this study is to examine the impact of job satisfaction on performance. It considered which rewards (intrinsic and extrinsic) determine job satisfaction of an employee. It also considered influence of age, gender and experience of employees on level of job satisfaction. In addition it investigated in most satisfying event of an employee in the job, why employees stay and leave the organization. Data were collected through a field survey using a questionnaire from the employee groups, namely Professionals, Managers and Non-managers from organizations covering Kayal Agro Foods. The analysis data revealed that there exists positive correlation between job satisfaction and performance of employees.

Company Profile:

Kayal Agro Foods in Natham, Dindigul is known to satisfactorily cater to the demands of its customer base. It stands located at 110/1 Pannuvapatti, Kovilpatty Post, Natham Tk, Natham 624401. The business strives to make for a positive experience through its offerings. Customer centricity is at the core of Kayal Agro Foods in Natham, Dindigul and it is this belief that had led the business to build long-term relationships. Ensuring a positive customer experience, making available goods and/or services that are of top-notch quality is given prime importance. Kindly scroll up for the address and contact details of Kayal Agro Foods in Dindigul. Kayal Agro Foods was established in 2015 with health and nutrition in mind. Kayal Agro Foods is the child company of KRK Exports which was started in 2004 as an exporting house with great quality and standards. Within a short span of time KRK Exports grew multiple folds becoming a one-star export house. KRK Exports, the decades old organisation, in a mission to deliver best goods to the consumer by themselves, ventured into Kayal Agro Foods. Our offices are located in Madurai and Dindigul district of South Tamil Nadu. The manufacturing facility, spanning across 50+ acres is located at Natham (Dindigul District) in a beautiful scenic rural environment. White labelling services are also part of our establishment. Our quality products enable the market leader to rebrand, restyle and in turn them under their label or trademark. We believe in one thing: "Good Food". Food makes everybody happy and it brings us together.

The Importance of the Employer-Employee Relationship The relationship between employer and employee is primarily determined by the actions and attitudes of the employer. For instance, the employer generally sets the tone for whether the climate in the work environment will be casual, professional, regimented, creative, etc. The atmosphere that the employer desires to create will, therefore, determine whether the employer/employee relationships are healthy and productive. Whichever direction the employer chooses to take things, however, the importance of the employer-employee relationship cannot be overstated, as that relationship largely defines the organization and has far-reaching effects on company culture, employee satisfaction, and turnover rates. According to Nesco Resource, "When employees have a strong, healthy relationship with their employers, the entire company benefits. Studies show that employees who have mutually respectful relationships with their employers are more likely to be happy, loyal, and productive in the long-run."

Review of Literature:

Beardwell and claydon (2008) in this sense, a literature review is a scholarly paper that presents the current knowledge including substantive findings as well as theoretical and methodological contributions to a particular topic. Literature reviews are secondary sources and do not report new or original experimental work. Most often associated with academic oriented literature, such reviews are found in academic journals and are not to be confused with book reviews, which may also appear in the same publication.

Mohr et al (2009) Consideration of prior, relevant literature is essential for all research disciplines and all research projects. When reading an article, independent of discipline, the author begins by describing



120
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THE IMPACT OF HUMAN RESOURCES POLICIES AND PRACTICES ONWINTRACK ELECTRICALS: AN ANALYTICAL STUDY

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ABSTRACT

All companies must develop, identify, and utilize appropriate human resource policies. These policies play a vital role of running any business. Each company is based on their size and the nature of their business which requires applicable human resource tactics based on the needs of each individual company. The aspects discussed will include employee relations and separation, employment processes and employee compensation and benefits. This project is meant to know the human Resource Policies in the organization. The HR Policies are a tool to achieve employee satisfaction and thus highly motivated employees. The main objectives of various HR Policies are to increase efficiently by increasing motivation and thus fulfill organizational goals and objectives.

Keywords: Human Resource policies, employees, motivation, compensation etc.

INTRODUCTION


Human Resources Policies are continuing guidelines on the approach the organization intends to adopt in managing its people. It represents specific guidelines to HR managers various matters concerning employments. It states the intend of the organization about different aspects of Human Resource management such as recruitment, promotion, compensation, training, selections etc. They define the conception and value of the organization on how people and things should be treated. Therefore, it serves as a reference point when human resources management practices are being developed or when decisions are being made about people. A good HR policy could provide generalized guidance on the approach adopted by the organization, and therefore its employees, concerning various aspects of employments. A procedure spells out precisely what action should be taken in line with the policy. However, each company has a different set of circumstances, and so develops an individual set of human resource policies.

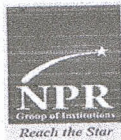
Human Resource policies are formal rules and procedures that dictate how certain matters should be addressed in the workplace, including employee rights and duties. HR policies are tied to employment law. To avoid non-compliance and penalties from the government, employers must adhere to HR policies.

On the basis of their source, policies could be classified into

- Originated Policies.




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EMPLOYEE SATISFACTION TOWARDS SRI VASAVI THANGA MAALIGAI,
DINDIGUL DISTRICT, TAMILNADU, INDIA : AN ANALYTICAL STUDY

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ABSTRACT

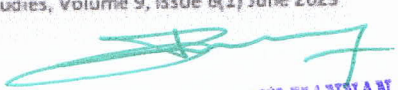
The paper has been done in Sri Vasavi Thanga Maaligai, Dindigul District, Tamilnadu. The main objective of the study is concerned with studying the impact of employee satisfaction at the organizational performance, and to know whether they are satisfied with the services or not. The data has been collected from the employees at Sri Vasavi Thanga Maaligai Dindigul region. Those collected data were analyzed with the statistical tool of descriptive analysis and percentage analysis and interpreted. This study has individually observed the employees at Sri Vasavi Thanga Maaligai Dindigul and study of employee satisfaction has been provided with suggestions with the consideration of findings.

ABOUT SRI VASAVI THANGA MAALIGAI

In 1942, Meda A. BalanagasunderasenChettiar and E.K.R. MeenakshisundharamChettiar started a jewellery store in Dindigul and named it Vasavi Jewellery Mart. It was a humble beginning in a 400 square feet space, where they sat on the floor and conducted their business; that was how things were done in those days. After the death of MeenakshisundharamChettiar, his brother, BalagurumurthiChettiar, joined the business. In time, BalanagasunderasenChettiar's son, Meda B. Nithyanandam and BalagurumurthiChettiar's son, Dhinakara Gupta, took over the reins of Vasavi Jewellery Mart. In the year 1996, MedaNithyanandam's son, Meda N. Ravi and Dhinakara Gupta's sons took a major leap and shifted the business to a showroom measuring 4000 square feet. This was ten times the size of the original store. It was also the biggest showroom in southernTamil Nadu at that time. After six decades, in the year 2003, the family business was partitioned and MedaNithyanandam moved out of Vasavi Jewellery Mart with his son, Meda N. Ravi. They started a new jewellery firm and named it Sri Vasavi Thanga Maaligai. This showroom is housed in its current location and occupies a sprawling 9,000 square feet across three floors. Sri Vasavi Thanga Maaligai was founded by Meda B. Nithyanandam and his son, Meda N. Ravi. Recognised as a doyen of the jewellery trade in Tamil Nadu, Nithyanandamcontinuesto be the chief mentor of the business. Mentored and guided by his father, Ravi Nithyanandam captains the overall management of Sri Vasavi Thanga Maaligai today.

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A STUDY ON EMPLOYEE ABSENTEEISM: STUDY AT JVS EXPORT IN MADURAI

P.AYYANAR, DR.B.VELMURUGAN

Abstract— The article entitled on worker's absenteeism is expected to decide the workers condition, compensation, amenities provided, participation, inspiration strategies and advancements. The motivation behind this article is to audit on issues of workers. Absenteeism is a type of withdrawal conduct apart from turnover. Workers not going to work when scheduled can be a significant issue for disassociations and turnover. This article intends to identify and distinguish the most well-known reasons for employee absence on management cost. Worker absence is a serious issue for the executives since it includes significant importance. Absenteeism is one of the widest spread deterrents to usefulness, productivity and seriousness. Workers badgering by employers or the board is one of the justifications behind absenteeism. The reactions might be affected by isolated inclination Workers not going to work when listed can be a significant issue of the disassociation. The article comprises of objectives, constraints, research approach, findings, thoughts and conclusion. The data required for the examination has been accumulated from essential and auxiliary information.

Keywords: Absenteeism, Turnover, Workers, Employers, Causes of Employee Absenteeism.

I. INTRODUCTION

Absenteeism is defined as the failure of the worker to report for work when he is 'scheduled to work. A worker is expected to work when the employer has work available for him and the worker is aware of it. Authorized absence is also treated as absence while presence even for a part of the shift is treated as presence for the whole shift. Absence on account of strikes, lockout, layoff, weekly rests or suspension is not taken into account. Thus, it relates to only voluntary absence due to personal reasons of the individual concerned. Absenteeism rates given in the report represent percentage of man days lost due to absence to the corresponding total man days scheduled to work. The man days scheduled to

work is arrived at by adding the man day's actually worked and the man days lost on account of absence of the workers due to some reason or the other.

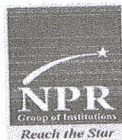
A worker who reports for any part of a shift is to be considered as present. An employee is considered scheduled to work when the employer has work for him there is no reason to expect well in advance that the employee will not be available for work at the specific time. An employee on regularly scheduled vacation is, therefore, not to be considered as employer-ordered layoff. On the other hand an employee who requests time off at other than a regular vacation period should be considered as absent from scheduled work until he returns, or until it is determined that the absence will be such duration that his name is removed from the list of active employees. After this date he should be considered as neither scheduled to work nor absent.

Similarly, an employee who quits without notice should be considered as absent from scheduled work until his name is dropped from the active list, but preferably this period should not exceed one week in either case. If a strike is in progress, workers on strike should be considered as neither scheduled to work nor absent, since data on time is lost because strikes are collected under the head of man days lost on account of industrial dispute.

II. THE REASONS FOR ABSENTEEISM

The phenomenon of absenteeism has been explained in various ways. The atmosphere prevailing in a plant, therefore, affects His attitude to his work, and either persuades him to attend regularly or keeps him away. Irritating uncertainty, irregularity, and confusion in the factory are likely to be important cause of absenteeism. The attitude and practice of the management also contribute to absenteeism.

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A STUDY ON "WORK LIFE BALANCE" OF EMPLOYEES IN EAGLE FOODS IN MADURAI DISTRICT : AN ANALYTICAL STUDY

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ABSTRACT

It is challenging for both employee and employers to balance their work and family life. This conceptual paper on Work Life Balance gives a frame on meaning and importance of Work Life Balance. The push and pull between family and responsibilities. In these the poor Work Life Balance will give suggestion to overcome those obstacles. In this paper, we highlight about the Work Life Balance and to understand the reader in depth knowledge on balancing their own work and personal life.

Keywords: Employee, Work life, Balancing, Environment.

INTRODUCTION

To go to the higher position in organization it requires working for long working hours and dealing with difficult issues. Some days it is quite interesting and exciting and other days stress full and tension. For many people it's a situation arises how they manage their work and life. Employee who believe they have no time for their personal life feel distracted while they are in work. Those negative aspect into employee personal life can lead to job exhaustion and disruption of relation with families and increasing work life balance is to maintain and create healthy environment, in which employee has a balance between work and family thus strengthen ones loyalty.

WORK LIFE BALANCE IMPORTANCE

It is important to draw a distinction between work and personal life. Employees who are constantly fed up with the job deals with stress and burnout. The person doesn't have time to relax and recharge their performance suffers. It is important for a person to take time off from the work instead of working longer hours. A proper schedule is to be maintained for their work, family, friends so that the mental stress decreases. The individual is running out for doing their best from adding additional task to his brain and not handling the situation. Once the time of work is over the person needs to learn to walk away from laptop and not answering the call. In this busy world, because of work pressure no one will close to their loved ones and not available for the friend and

55

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EMPLOYEE ENGAGEMENT AND ITS IMPACT ON ORGANIZATIONAL SUCCESS - A STUDY IN COGZIDEL TECHNOLOGIES, MADURAI

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ABSTRACT

Employee engagement is the burning topic for any company during the globalized era. Engaged employees incline to contribute more of organizational productivity. It also supports in maintaining a higher level of commitment. Employee Engagement is the level of employee's commitment and participation towards their organization and its values. The organizational success depends on employee's productivity which is accelerated through employee's commitment towards his organisation. This paper is attempted to analyze the relevance of engaged employees for the growth and development of organisation and its success. This paper makes an attempt to study the different dimensions of employee engagement with the help of review of literature. This can be used to provide an overview and references on some of the conceptual and practical work undertaken in the area of the employee engagement practices in a manufacturing company in India. In this study in a manufacturing company, the factors contributing towards productivity and its overall impact on the organisation is measured through the data collected by way of questionnaire. The main objective of the study was to analyze and interpret the impact of employee engagement on success of the company using both primary, secondary data. The study uses the 6 Cs of employee engagement out of 10 Cs defined by Gambler (2007) to measure employee engagement with suggestive conclusions.

Keywords: Employees, engagement, performance, satisfaction, relationships.

INTRODUCTION

Employee Engagement is the devotion, passion of employees and effective leadership skills with support from the top management to the employees. Human resource leaders set the drive and creed of their company and spread that positive morale to the employees in the company. A review of the article based on the 10 C's for employee engagement by the author, George Ambler (2007) pulled the facts and highlights from the full story in the Ivey Business Journal and also summarized the explanation of the 10 C's as follows:

1.Connect: Leaders should always show and make known that they value employees. Good employee engagement is only going to happen if employees feel positive and strong about their relationship with their boss. If they have a negative attitude towards their boss or feel that the boss has a negative attitude towards them, employee engagement is not going to happen.



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A STUDY ON STRESS MANAGEMENT OF EMPLOYEE ON SRI VINAYAGA CONTAINERS SIPCOT, INDUSTRIAL COMPLEX, DINDIGUL

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Abstract:

Stress is the emotional and physical strain caused by our response to pressure from outside the world. It is a dynamic condition in which an individual is confronted with an opportunity, constraint, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and unimportant. Stress is also often typified by a lack of control over conditions at work. Stress is the physical and mental response of the body to demands made upon it. It is the result of our reaction to outside events, not necessarily the events themselves. Stress is the anticipated and unavoidable element of life due to unavoidable element of life due to ever increasing complexities and competitiveness in living standards. The speed of change in humankind today is certainly overwhelming and breathtaking. In the fast changing world of today, no individuals are free from stress nor is any profession stress free. It is just not enough to treat the causes but the consequences of stress on physical, emotion and behaviors areas also require due attention.

Key Words: Types of Stress, Signs of Stress, Physical & Mental Response.

Introduction:

Stress is a normal physical response to events that makes one feel upset in some way or the other. In today's modern world, life is so full of hassles, deadlines and demand that stress has become a mode of life. People usually think of stress as a negative experience. According biological point of view, stress can be a neutral, negative or positive experience. It is not always bad and it can help individuals to perform well under pressure. But a person constantly running in the emergency mode is sure to harm one's mind and body. It is thus essential to balance and manage stress in positive way to lead a healthy life in body, mind and spirit.

Some Types of Stress:

Physical Stress:

- Time Stress
- Anticipatory Stress

Emotional Stress:

- Anxiety or Irritability
- Depression

Acute Stress:

- Traffic jams
- Crowds
- Loud noises

Emotional Stress:

- Anxiety
- Anger

Chronic Stress:

- Upset Stomach
- Headaches
- Using Drugs

- Situational Stress
- Encounter Stress

- Panic Attacks
- Sadness

- Running late
- Impending deadlines for work related projects

- Irritability: short temper
- Impatience

- Decreased Energy
- Heart Disease
- Memory Problems

Statement of the Problem:

Modern living has brought with it, not only immeasurable means of comfort, but also an overabundance of demand that tax human body and mind. Nowadays, everyone talks about stress. It is prevalent across all socioeconomic group of population. Not only just high pressure executives are its key victims but it also includes laborers, slum dwellers, working women, businessmen, professionals and even children. Stress is the anticipated and unavoidable element of life due to unavoidable element of life due to ever increasing complexities and competitiveness in living standards. The speed of change in humankind today is certainly overwhelming and breathtaking. In the fast changing world of today, no individuals is free from stress nor is any profession stress free.



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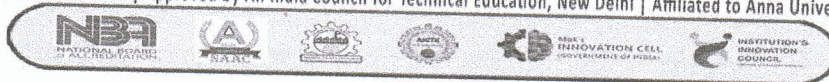


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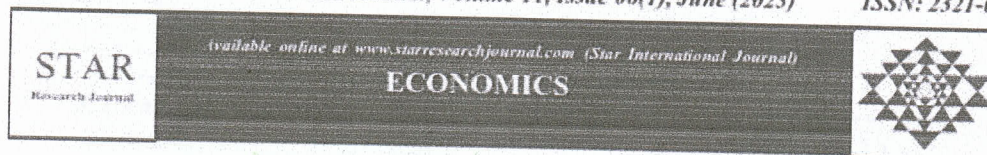
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Abinaya et.al/Star International Journal, Volume 11, Issue 06(1), June (2023)

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POTHYS: A FINANCIAL ANALYSIS AND RECOMMENDATIONS - AN ANALYTICAL STUDY

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ABSTRACT

The textile industry of India plays a substantive role in the economy. This is one of the largest industries in India in terms of employment generation, and earning foreign exchange. The paper focuses on the financial strength of the textile sector in India. And to know that up to what extent textile sector has used their available resources effectively. For this purpose profitability, liquidity and solvency position of textile companies has examined. In this paper comparative ratio analysis technique has used to know the financial soundness of textile companies. The result shows the profitability margins has slightly different due to volatile textiles market and volatility in raw material prices. The liquidity and solvency position is almost same in all the textile companies.

Keywords: Company, Liquidity, Profitability, Solvency, Textile.

ABOUT SRI VASAVI THANGA MAALIGAI

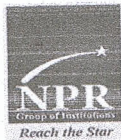
Pothys has established itself as house hold name in the textile industry in Tamil Nadu. Our undisputed reputation stems from our unflinching dedication to give you the highest quality, exclusive and diverse clothing options and unmatched customer service. Our hard work, dedication and perseverance has earned us the distinction of being voted the most preferred saree showroom in Chennai, according to SUN TV Neilson survey in the year 2002. We are also the first retail showroom in Tamil Nadu

to be accredited with ISO 9001 certification way back in 2003. Pothys desire to innovate and excel in silk manufacturing won us the Guinness World Record in the year 2005 for creating the world's longest silk saree. Our showrooms house the largest collection of silk sarees in Tamil Nadu. At Pothys you get the benefit of diverse silk varieties, exclusive designs and authentic silk brands. Yes, Pothys is the first Textile showroom in Tamil Nadu to launch its own unique brand of silk sarrees namely Samudrika, Parampara and Vastrakala. These silk brands stand apart for their richness in silk, exclusivity in

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HR ANALYTICS AND ITS MODERATING FACTORS - A REVIEW IN KASIM TEXTILE MILL PRIVATE LTD, MADURAI

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Cite This Article: B. Divya Bharathi, Dr. K. Binith Muthukrishnan & Dr. B. Velmurugan, "HR Analytics and Its Moderating Factors - A Review in Kasim Textile Mill Private Ltd, Madurai", International Journal of Interdisciplinary Research in Arts and Humanities, Volume 8, Issue 1, Page Number 74-77, 2023.

Abstract:

This theoretical article elaborates the moderating factors of the human resources analysis (HR Analytics), considered as one of the main initiatives in human resources today. It seems that the analysis simplifies the decision-making process by proposing a more data-driven approach. Although human resource analysis is a priority in most organizations, the implementation process is slow and only a minor proportion of them even report having implemented it. HR analysis is not progressing as many academics have suggested over the last 10 years. Therefore, it seems necessary to identify the modulatory factors of HR Analytics that promote or hinder its success. The number of academic research articles dealing with this subject is very small. The impact of moderating factors on the level of human resource analysis is vague and unexplored. This paper offers potential explanations of the relationship between moderators and HR analysis and provides suggestions to organizations on how best to address these factors. In the first part of this article, the development and theoretical assumptions for a more data-driven approach to human resource decision making are developed. Then the concept of HR Analytics will be defined. The third section presents case studies and examines the importance of the practice of human resource analysis in organizations. In the following, each moderation factor will be examined in detail. Finally, the main conclusions of the subject under study are discussed and summarized.

Key Words: HR Analytics, People Analytics, HR Metrics, Big Data, Strategic HRM.

Introduction:

The purpose of this article is to address the question why HR Analytics is not progressing, as it is proposed by many academics. In doing so, this article provides a review of high quality research, related to the moderation of factors that promote or prevent HR Analytics' success. However, high quality research on HR Analytics' value is quite rare. On the one hand, most articles are published by consultants with business interest and more based on beliefs than proofs. On the other hand, most of the reported HR Analytics successful stories have a narrow focus and deal with topics as a daytime. The purpose of this article is not only to identify and describe moderate factors of HR Analytics. I am still trying to provide a better understanding of how moderation factors influence the level of H. Analysis and show how organizations best deal with these factors

Company Profile:

Kasim Textile Mills Private Limited, forayed into the textile business in 1991 by starting a small unit at Puliyankulam in Madurai, Tamil Nadu. Since its inception, the company has galvanized to prominence as one of the leading Manufacturer and Exporter of Greige/Grey Woven fabric under the able leadership of Mr. A. Shahul Hameed. He was steadfast in his mission to steer the fortunes of the organization with his sheer perseverance and humility. The company managed to sail thro challenging situations, thanks to the resolve of the management to never compromise on the quality of its product and its delivery schedule despite hostile business conditions. The company has achieved its Organic growth by delving itself into every least possible detail of quality adherence and living up to the expectation of the customer

Statement of the Problem:

The purpose of this study is to gain insight as to the reasons why more HR professionals are not using HRA to improve organizational performance in order to gain and maintain a competitive advantage. Could there be factors that may act as barriers that impede HR professionals' adoption of HRA. Practitioner research outlines the shortcomings of HR professionals when it comes to the use of analytics and metrics. The extant literature further reports that in many organizations, executives still view HR as a - cost centre dealing primarily with soft skills. Executives may believe HR professionals analyse only what has happened, while lacking a perspective and a bottom-line mindset.

Objectives of the Study:

- To identify the role of analytics in human resource function.
- To find out the threat and opportunities of implementing and using human resource analytics



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A STUDY ON EMPLOYEE RETENTION AS A TOOL FOR IMPROVING ORGANIZATIONAL EFFECTIVENESS: ANALYTICAL STUDY AT VAIGAI AGRO PRODUCT LIMITED

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Cite This Article: M. Saravanan, P. T. J. K. Lilian & Dr. B. Velmurugan, "A Study on Employee Retention as a Tool for Improving Organizational Effectiveness: Analytical Study at Vaigai Agro Product Limited", International Journal of Interdisciplinary Research in Arts and Humanities, Volume 8, Issue 1, Page Number 78-82, 2023.

Abstract:

Human sources are those who make the group of workers of a company. It's also recognized via manpower, skills, labour, employees, etc. Human Resource department of a business enterprise performs human useful resource control. It entails various elements of the employment consisting of compliance with labour regulation and employment standards, management of worker benefits, and various other sports related to recruitment and choice of the employee. Worker retention is regarding the efforts with the aid of which employers try and retain the personnel in their team of workers. Retention turns into the strategies in place of the final results. Preserving the worker for long duration of time is known as retention. Retention strategies of the organization need to have the capacity to attract and hold their staff. Organizational effectiveness refers to a company's ability to achieve the goals it sets out to achieve. It's far the performance of the organization, group or an organization to fulfill its goal. Six Sigma is a methodology that makes a specialty of improving the overall efficiency of a business process.

Introduction:

Long-term health and success of any organization depends upon the retention of key employees. To a great extent customer satisfaction, organizational performance in terms of increased sales, satisfied colleagues and reporting staff, effective succession planning etc., is dependent upon the ability to retain the best employees in any organization. Encouraging employees to remain in the organization for a long period of time can be termed as employee retention. It is a process in which the employees are encouraged to remain with the organization for the maximum period of time or until the completion of the project.

Models of Employees' Retention:

There are three important models on employee retention, one of them is a) Zinger Model and the other is 2) ERC's Retention Model. 3) Integrated System for Retaining Employees. A brief explanation of these models is follows:

Zinger Model:

Employee retention is the art and science of engaging people in authentic and recognized connections to strategy, roles, performance, organization, community, relationship, customers, development, energy, and well-being as companies leverage, sustain, and transform their work connections into results.

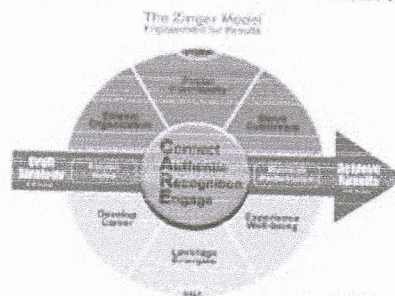
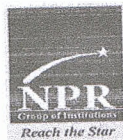


Figure 1: Zinger Model

According to the Zinger Model, employee retention is directed towards achieving results of the organization that the department, team, or individual wants to achieve. To achieve results, companies need to craft a strategy to get there. A central key of employee retention is connection. In some cases connection is



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ORGANIZATIONAL CLIMATE AND ITS IMPACT TOWARDS EMPLOYEE PERFORMANCE IN MADURAI MEENAKSHI TEXTILE (P) LTD., DINDIGUL DISTRICT, TAMIL NADU, INDIA: AN ANALYTICAL STUDY

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Cite This Article: R. Kaviya, D. Kumaresan & Dr. B. Velmurugan, "Organizational Climate and Its Impact Towards Employee Performance in Madurai Meenakshi Textile (P) Ltd., Dindigul District, Tamil Nadu, India: An Analytical Study", International Journal of Interdisciplinary Research in Arts and Humanities, Volume 8, Issue 1, Page Number 83-86, 2023.

Abstract:

The Paper has been done in Madurai Meenakshi Textile (P) Ltd., Dindigul District, Tamil Nadu. The title of the Paper is "A Study on Organizational Climate and Its Impact towards Employee Performance". The main objective of the study to find the overall knows the present working environment of the organization. And study the attitude of the employees towards existing organizational climate in Madurai Meenakshi Textile (p) Ltd. And study the impact of organization climate on employee commitments. Those data has been collected from the employees, data collected were analyzed with the statistical tool of descriptive analysis and percentage analysis and interpreted. It reflects the thoughts of researcher in the form of findings, suggestions and conclusions.

About Madurai Meenakshi Textile (P) Ltd:

Madurai Meenakshi textile (P) ltd is located at Uluppakudi village, Dindigul District. Covering 9.6 acres including building. It was registered in June 1992 and started its commercial production in December of the same year. The company started with four directors. The objective of the company is "cotton yarn polyester spinning". The finished goods are marked mainly in National market places such as "Mumbai, Ahmadabad, Surath, Karachi". There are laborers are 78 in that time in that 48 were women and 30 were men. Madurai Meenakshi textile private limited company registered with the registrar of companies, Tamil Nadu, Chennai with registration no. 130297 on 27.6.1991. Mr. N. Lakshmanan is the chairman of the concern. He is from Uluppakudi village near Punnapatti. He is a kind hearted person with helping nature. He visits the company weekly once and absorbs the production and other activities of the company. He participates in the financial budgeting production planning for the year etc., discusses everything with the board of directors and makes the decisions related to concern. Meenakshi also takes its going-green commitment very seriously and produce over 110% of its power requirement by clean wind power. It also has a 100% governmental and legal compliance record. It manufacture 100% cotton yarn counts varying from 24s to 140s combed which goes for the manufacture of premium branded shirts and t-shirts globally. Their products are made from various imported and Indian cotton. We take pride in our contamination free cotton yarn that gives us a special niche in the market. The yarn has been widely accepted and appreciated in the industry by prominent top shirt manufactures and knitted garment manufactures, domestically and world-wide. It is well reputed for its contamination free 100% cotton ring spun & compact yarn manufactured exclusively for shirting.

Review of Literature:

Madukoma and Opeke (2001) in their study on information needs and seeking behavior of senior non-academic staff indicated that 8.70 per cent of the respondents were between 20 to 30 years of age, 45.40 per cent were between 31 to 40 years, 42.10 per cent were between 41 to 50 years of age and only 3.80 per cent were above 50 years of age.

Nurharani et al. (2004) in their study on impact of organizational climate on teachers' job performance revealed that most of the respondents (45.90%) were 27 to 35 years of age. It is also shown that 35.10 per cent respondents were 36 to 45 years old while 16.20 per cent respondents fell in the age group of below 26 years. The remaining (2.70%) respondents fell in the oldest age group of 46 to 55 years.

Okoya (2006) in her study on organizational climate and performance found that the largest single age group was between 31 and 35 years (31.30%), followed by 26.30 per cent aged between 26 and 30 years. The smallest age group accounted for 10.00 per cent and was of 35 years or less, remaining 32.30 per cent of the respondents were older than 36 years.

Pelin and Funda (2008) in their study on the effect of organizational climate on counter productive behaviors found that 64.00 per cent of the respondents were between the ages 25-34 years, followed by 18.00



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ORGANIZATIONAL CLIMATE AND ITS IMPACT TOWARDS EMPLOYEE PERFORMANCE IN MADURAI MEENAKSHI TEXTILE (P) LTD., DINDIGUL DISTRICT, TAMIL NADU, INDIA: AN ANALYTICAL STUDY R. Kaviya*, D. Kumaresan** & Dr. B. Velmurugan***

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Cite This Article: R. Kaviya, D. Kumaresan & Dr. B. Velmurugan, "Organizational Climate and Its Impact Towards Employee Performance in Madurai Meenakshi Textile (P) Ltd., Dindigul District, Tamil Nadu, India: An Analytical Study", *International Journal of Interdisciplinary Research in Arts and Humanities*, Volume 8, Issue 1, Page Number 83-86, 2023.

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A STUDY ON WAGES AND SALARY ADMINISTRATION IN NBAYS IT SOLUSENS MADURAI, TAMILNADU, INDIA

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Cite This Article: M. Karthikeyan, V. Tamilselvi & Dr. B. Velmurugan, "A Study on Wages and Salary Administration in Nbays IT Solusens Madurai, Tamilnadu, India", *International Journal of Interdisciplinary Research in Arts and Humanities*, Volume 8, Issue 1, Page Number 87-90, 2023.

Abstract:

The project work entitled "A Study on Wages and Salary Administration with specific reference to Nbays IT Solusens, Madurai". The study is intended to evaluate the wages and salary administration. Salary and wages are important factor for every employee and it is helpful to the organization to know about the satisfaction of the employee towards wage & salary and to know how it motivates the employee. The motivation of each employee will lead to the better performance and in turn satisfies both the employees and also organization. The wages and salary administration is used to study about the various policies of the organization regarding wage and salary fixation. The study also aims at evaluating the practical wage and salary administration under taken by the organization in their work environment to improve their working skills. The data needed for the study has been collected from the employees through questionnaires. The research design used in this study is Descriptive research design. Analysis and interpretation has been done using the statistical tools like Correlation, Percentage analysis, Chi-square and data are presented through tables and charts.

Introduction:

One of the most important factors in Human Resource Management is compensation management. The compensation management depends upon the amount of wage and salary paid to an employee for their work in an organization. Wages and Salary Administration: Wage and Salary administration refers to the established and implementation of sound policies and practices employee compensation. Wage and salary administration is one of the vital areas of the personnel administration.

- **Wages:** Wages is the remuneration paid, for the service of labor in production, periodically to an employee / worker. "Wages" usually refer to the hourly rate paid to such groups as production and maintenance employee ("blue-collar workers").
- **Salary:** Salary is defined as a fixed compensation for services paid on a regular basis, generally on a weekly, monthly or annual basis.

Meaning of Wages and Salary Administration:

Wage and salary administration affect levels of employee commitment to the organization. However, fascinating the individual's job assignment is, the employee must be paid. Pay affects the way people work-how much and how well. A large part of the compensation that people receive from work is monetary. Although managers are expected to conserve money and distribute it wisely, many employees feel that they should get more of it for what they do. Wages, salaries and many employee benefits and services are form of compensation.

Review of Literature:

Nwachukwu (2017) "Impact of effective wages and salary administration": In any organization, be it in the private or public sector, money is a very sensitive issue; not only to management but also to employees. Wages and salaries constitute a significant part of the total cost of operation in any organization or establishment.

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A STUDY ON WAGES AND SALARY ADMINISTRATION IN NBAYS IT SOLUSSENS MADURAI, TAMILNADU, INDIA

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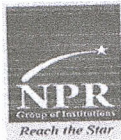


87

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PERFORMANCE EVALUATION AFTER TRAINING AND DEVELOPMENT AT PARAMESHWARI EXPORT KARUR, TAMILNADU, INDIA: AN ANALYTICAL STUDY

Ms. R. Bhuvaneshwari¹ Dr. K. Binith Muthukrishnan² Dr. B. Velmurugan³

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ABSTRACT

The paper has been done in Parameshwari export karur, District, Tamilnadu. The main objective of the study is concerned with studying performance evaluation of after training and development of an employee. The data has been collected from the employees at Parameshwari export. Those collected data were analyzed with the statistical tool of descriptive analysis and percentage analysis and interpreted. This study has individually observed the employees at Parameshwari export and study of employee satisfaction has been provided with suggestions with the consideration of findings.

ABOUT PARAMESHWARI EXPORT

Since our inception in 1973 we have treaded the path of success continuously without any break and have come to this stage where we presently employ approximately 3000 personnel and have an impressive annual turnover of US\$ 7.8 Million (Apr 04- Mar 05). We are second to none in design and quality of home furnishing products. Our production capacity is 1.25 Million sq.mtrs per month. This has helped us in fulfilling the demands of quality conscious buyers in Europe, US, Scandinavia and Canada.

Our office, god own, dyeing and stitching units are functioning in an area of 10,000 sq.meters. Production process yarn is purchased from mills/dealers and is dyed in our unit where we have facilities for manual, machine dyeing and lab testing. After this the yarn is issued to the weaving department. The stitching and finishing work is done in our tailoring unit, which is equipped with imported machines. Finally the finished products are thoroughly checked and packed as per international standards. Every stage of production process is supervised by our experienced and qualified technical team.

Launched 4 decades ago Parameshwari began its journey uphill through a series of steady and progressive steps displaying efficiency at its best. This is established irrefutably through our persistent progress in the path of success. We have a highly competent infrastructure and human

27

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A STUDY ON FINANCIAL STATEMENT ANALYSIS OF NATCHI APPAREL (P) LTD, DINDIGUL.

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Dr. B. Velmurugan***

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Cite This Article: K. Divya Bharathi, Dr. K. Binith Muthukrishnan & Dr. B. Velmurugan, "A Study on Financial Statement Analysis of Natchi Apparel (P) Ltd, Dindigul", International Journal of Multidisciplinary Research and Modern Education, Volume 9, Issue 1, Page Number 124-126, 2023.

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Abstract:

A financial statement is a formal record of the financial activities of a business, person or other entity. Relevant financial information is presented in a structured manner and in a form of easy to understand. They typically include basic financial statements, accompanied by a management discussion and analysis: a balance sheet also referred to as a statement of financial position, reports on a company's assets, liabilities and ownership equity at a given point in time. An income statement also referred as a statement of comprehensive income, statement of revenue and expenses, profit and loss report, report's on company's income, expenses and profit over a period of time. The financial statements are prepared by certain accounting conventions and principles. Accounting itself is a dynamic science, and accountants have developed, from time to time, a number of conventions on the experiences. Even though a number of conventions and assumptions have been propounded in accountancy, their use is affected by the personal judgment of accounts. The financial statements are affected by the personal judgment of accountants and such as they are subjective documents. The company should increase sales volume as well as gross profit. Despite price drops in various products, the company has been able to maintain and grow its market share to make strong margins in market, contributing to the strong financial position of the company.

Key Words: Financial Statements of Natchi Apparel Ltd.

Introduction:

Financial statements refer to formal and original statements prepared by a business concerns to disclose its financial information. The transactions affecting the business are recorded in the books and shown in the financial statements at the same values. Accountants always take some facts as accepted or postulates. In other words, business transactions are recorded on certain assumptions such as 'going concern', 'stable value of rupees' etc., these are reflected in the financial statements. The objectives of financial statement are to provide information about the financial position, performance and changes in financial position of the enterprise that is useful to a wide range of users in making economic decisions.

Financial Statements May be Used By Users for Different Purposes:

- Owners and managers require financial statements to make important business decisions that affect its continued.
- Financial analysis is then performed on these statements to provide management with a more detailed understanding of the figures.
- These statements are also used as part of management's annual report to the stockholders.
- Employees also need these reports in making collective bargaining agreements with the management, in the case of labor unions or for individuals in discussing their compensation, promotion and rankings.
- Financial institutions use them to decide whether to grant a company with fresh working capital or extend debt securities (such as long-term bank loan or debentures) to finance expansion and other significant expenditures.

Financial Statement Analysis:

"Analysis and interpretation of financial statements are an attempt to determine the significance and meaning of the financial statement data so that forecast may be made of the prospects for future earnings, ability to pay interest and debt maturities (both current and long term) and probability of a sound dividend policy." - Kennedy & Muller

Tools for Financial Statement Analysis:

- The history of financial statement analysis is traced back to the beginning of 20th century. The analysis was started in western countries for the use of credit analysis. Till 1914, the financial institutions used

THE EFFECT OF TRAINING AND DEVELOPMENT ON EMPLOYEE PERFORMANCE IN EID PARRY (INDIA) LIMITED: AN ANALYTICAL STUDY

V.GOGUL, V.TAMILSELVI, B.VELMURUGAN

Abstract— Employees are the most valuable asset of an organization, so to enhance their performance it is necessary to pay attention to their learning. Training and development programs help organizations to build a skilled and competent workforce in order to maintain a high level of competency and to survive in a dynamic business environment. This study was conducted with the aim to investigate the effectiveness of training and development on employee performance at Eid Parry Limited. The research employed descriptive analysis. Primary data was collected through distributing questionnaires to 120 employees, who were selected through the random sampling technique. Findings reveal that overall training and development has significant impact on employee's performance. It helps the organization in reducing employee turnover, increasing the productivity of employees, and contributing to higher financial returns for the organization. The study suggests that there is a need for improvisation in identifying the area where training needs have actually generated and salary structure should be revised at a regular interval of time.

Keywords: Training, Development, Employee performance, Organization.

I. INTRODUCTION

Training and development are a part of an organization's subsystem that focuses on improving individual and group of employees. Training is the method of improving an employee's skill, knowledge, and abilities in order for them to perform a specific job. Employee development refers to their overall development. It is a process by which managers and executives develop experience

and competency in their current job, as well as the ability to perform future tasks.

1) IMPORTANCE OF TRAINING

It is important for organizations to provide ongoing training and development programs for their workers in order to continue to improve. Since the business environment and competition are constantly evolving, it is important to continue studying and acquiring new skills.

2) METHODS OF TRAINING:

1) On-the-job training method

a) Job rotation: In this method, an employee is given the opportunity to work on a variety of jobs, each with its own set of responsibilities, without incurring any additional cost.

b) Job instruction: An employee is guided by a trainer or supervisor who advises him/her on the exact steps to complete the job in this form of training.

c) Coaching: In every organization, both practical and theoretical development of employees is needed. Most organizations opt for this method of training. In this method, the organization assigns a coach to the employees who will train them. He also receives regular feedback from the trainer.

d) Committee assignments: Under this method of training, the company hosts a meeting or seminar for employees who are given real-life problems to solve. As a result, all the staff of the organization develops teamwork, leadership skills, and so on.

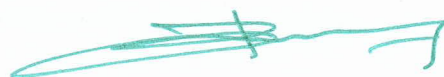
2) Off-the-job training method

a) Vestibule training method: For manual workers, the vestibule training method is well-known. If organizations begin to train workers in the factory or at the workplace, there is a risk of mishap happening with the machinery in the factory.

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NATIVE SPARROW SOFTWARE SOLUTIONS LLP, MADURAI: A FINANCIAL ANALYSIS AND RECOMMENDATIONS

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ABSTRACT

The software industry of India has evolved on the basis of increasing its place in the value chain and providing tailor made solutions to the respective customers. Customer satisfaction can also be included in the list of reasons. The NASSCOM has announced in 2018 that the future of Indian software companies is very bright in the next decade if the industry keeps on growing at the rate 11% CAGR, which is exactly the current rate of growth. This present study will evaluate the financial results of the selected 20 companies for the period of 10 years i.e. 2010 to 2019 and try to find the dependency of operating profit and inconsistency (if any) in the financial performance of the selected companies.

Keywords: Company, Liquidity, Profitability, Solvency, Textile.

ABOUT THE COMPANY

Native Sparrow is an Indian multinational provider of consulting, software products and solutions. We enable our clients to outperform the competition and stay ahead of the innovation curve. We help enterprises transform and thrive in a changing world through strategic consulting, operational leadership and the co-creation of breakthrough solutions, including those in mobility, sustainability, big data and cloud computing. From the beginning we have been a company focused on bringing to life great ideas and enterprise solutions that drive progress for our clients. For the past 6 years, we have been envisioning, designing and delivering custom software for our clients' toughest challenges. When innovation is critical, and failure is not an option, our track record says it all.

INTRODUCTION

Finance is the art and science of managing money. Finance is regarded as the life blood of a business enterprise. In general, finance may be defined as the activity concerned with planning, raising, controlling and administering of the funds used in the business. Financial Management is concerned with the duties of the financial managers in the business firm.

Financial Management is concerned with the management decisions that results in the acquisition and financing of long term and short term credits of the firm. As such it deals with

149

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EMPLOYEE TURNOVER IN LAKS TEX PRIVATE LIMITED, KARUR, TAMILNADU, INDIA: ANALYTICAL STUDY

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ABSTRACT

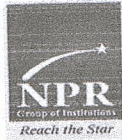
When the job market improves, many employees who have had few options will be looking for new alternatives. Employee turnover can be expensive, disruptive, and damaging to organizational success. Despite the importance of successfully managing turnover, many retention management efforts are based on misleading or incomplete data, generic best practices that don't translate, or managerial gut instinct at odds with research evidence. This book culminates volumes of academic research on employee turnover into a practical guide to managing retention. Turnover fictions are dispelled and replaced by research-based facts. Keys to diagnosing and managing employee turnover are presented such that readers can effectively manage employee retention ...Employee turnover is one of the topical issues worldwide. The impact of factors affecting employee turnover varies occasionally and new factors are considered. Many countries have examined various factors that affect employee turnover. The main objective of this research is to consider psychographics and socio-demographic factors in one study and analyse the impact on employee turnover. A Probit regression model through the stepwise technique was used to analyse the collected data. Using ventures in Sri Lanka as a case study, this study demonstrates that employee turnover occurs in different stages and independent factors impact differently in each stage. The study population was professionals who have been a key part of Sri Lankan startups, which involved 230 respondents. Data analysis was performed through a forward stepwise technique through STATA. The results verified that job satisfaction and co-worker support negatively impact employee turnover, whereas leader member exchange positively impacts employee turnover. This study also proved a significant positive relationship between male employees in their thirties and high employee turnover. This study's findings help to identify the areas management should focus on to minimise employee turnover to retain experienced and skilled employee.



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REDEFINED AND IMPORTANCE OF ORGANIZATIONAL CULTURE : ANALYTICAL STUDY AT JM FRICTECH INDIA PVT LTD,KANCHEEPURAM

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ABSTRACT

This paper focuses on the defining organizational culture and sheds the light on the important studies on the topic. It sheds the light on the organizational culture. This paper also throw light on the definition, importance and elements of Organizational Culture. In current scenario organizational culture is increasingly understood as a company asset that can be used to increase business performance and job performance. while important, organizational culture is a slippery concept to concretely define. This paper deals with the historical development and foundational understandings of the term organizational culture.

Keywords: organizational culture, organizational culture and leadership, organizational culture change.

INTRODUCTION

The word culture has been derived from idea of cultivation which means the patterns of development. This pattern differs from country to country and society to society. The field of organizational behaviour and the related discipline of management science began investigating organizations in terms of culture as early as the 1930s. Hawthorne studies at the Western Electric Company marked the first systematic attempt to use a concept of culture to understand the work environment. Organizational Culture is a Human Resource Management concept which is used to improve the general culture within a company and organization. The culture creates good working relationships and promotes ethical communication between employees. It also help employees in making decisions in the situations where there are no formal rules or policies, situations that haven't been experienced yet. Brice (2009) also stated that an organization's cultural norms strongly affect all who are involved in the organization. Organizational culture includes an organization's expectations, experiences, philosophy, values that hold it together and is expressed in its self-image, inner workings, interactions with the outside world as well as future expectations. It is moral and ethical norms that have been developed in an organization and are considered valid. For example how power and information flow in organization and how committed employees are towards collective objective. It affects the organization's productivity, performance and provides guidelines on customer care and service, product quality and safety, attendance and punctuality, concern for the environment. Each organization has its own

144

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A STUDY ON STRESS MANAGEMENT OF EMPLOYEE ON STERLING HOLIDAYS, KODAIKANAL

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ABSTRACT

Stress is the emotional and physical strain caused by our response to pressure from outside the world. It is a dynamic condition in which an individual is confronted with an opportunity, constraint, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and unimportant. Stress is also often typified by a lack of control over conditions at work. Stress is the physical and mental response of the body to demands made upon it. It is the result of our reaction to outside events, not necessarily the events themselves. Stress is the anticipated and unavoidable element of life due to unavoidable element of life due to ever increasing complexities and competitiveness in living standards. The speed of change in humankind today is certainly overwhelming and breathtaking. In the fast changing world of today, no individuals are free from stress nor is any profession stress free. It is just not enough to treat the causes but the consequences of stress on physical, emotion and behaviors areas also require due attention.

Keywords: signs of stress, causes of stress, physical & mental response.

INTRODUCTION

Stress is a normal physical response to events that makes one feel upset in some way or the other. In today's modern world, life is so full of hassles, deadlines and demand that stress has become a mode of life. People usually think of stress as a negative experience. According biological

point of view, stress can be a neutral, negative or positive experience. It is not always bad and it can help individuals to perform well under pressure. But a person constantly running in the emergency mode is sure to harm one's mind and body. It is thus essential to balance and manage stress in

A STUDY ON EMPLOYEE SAFETY HEALTH AND WELFARE MEASURES IN SNS AUTOMOBILES IN MADURAI

S.JOE ARUN RAJ, V.TAMILSELVI, DR.B.VELMURUGAN

Abstract— The activity related Health and Safety Act accommodate the wellbeing, security and welfare of people in a vocation, and all people lawfully present at working environments and related issue, work environment and work surroundings that is sheltered, without wellbeing dangers and adequate as respects luxuries and arrangements for the specialist's prosperity at work ought to be keep up. Laborers ought to be all around educated of any dangers and going to happen threat identified with new innovation and they ought to contribute in the demand and audit of security and wellbeing measures. Tenant should likewise guarantee legitimate cleanliness, ventilation, lighting, seepage of floor, sterile accommodation, maintain a strategic distance from blockage and control air contamination, commotion and vibration at the working environment. Each tenant is required to build up a security and wellbeing board of trustees at the work environment in concurrence with controls recommended under the law. Preparatory and guarded moves ought to be made after appropriate hazard assessment (at any rate once every year) to guarantee that all synthetics, hardware, gear, apparatuses and process are sheltered and without hazard to wellbeing and conform to the provisions of security and wellbeing supplies in this Act.

KEY WORDS: Health, Safety and Welfare, Worker's wellbeing

1. INTRODUCTION

A developing concern is comprised of individuals are the most fundamental piece of big business in delivering great and the general population do benefit, offering of the item and make benefit. Subsequently no business undertaking can exist without individuals and

associations nature of work and its viability relies on the worker who establish its workforce. Of the considerable number of variables of generation, human factor is by a wide margin the most essential the production lines act (1948) lays imperative on the working condition with respect to different issue identifying with the wellbeing, security and welfare of the laborers.

- To ensure specialists, unwary and in addition careless from mishaps.
- To secure shape the representative condition conducive to their wellbeing, wellbeing and welfare

1) EMPLOYEES HEALTH

The prosperity of the worker in the modern foundation is influenced coincidentally and by sick wellbeing physical and also mental. Wellbeing is riches for worker, understanding these representatives give an expansive number of wellbeing administration to their representative. Wellbeing assurance is lawful necessity as well segment 11 to 20 of the industrial facilities act, 1948 manage the soundness of laborer. Worker wellbeing a few measurements, for example, physical wellbeing, mental, clamor control, and employment push.

2) EMPLOYEE SAFETY

Thousands of employee die every day in factories due to accident. Accidents are partial or total, temporary or permanent. Safety, in simple term, means freedom from the occurrence or risk of injury or loss. manufacturing or employee safety refers to the defense of workers from the danger of industrial misfortune an accident, then, is an unintentional an unrestrained event in which an act or reaction of an object, a person or a radiation results in personal injury.

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A STUDY OF JOB SATISFACTION AND ITS EFFECT ON THE PERFORMANCE OF
EMPLOYEES WORKING IN BHARGAVE RUBBER PRIVATE LIMITED, MADURAI

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ABSTRACT

Human Resource Management is getting more important in the business nowadays, because people and their knowledge are the most important aspects affecting the productivity of the company. One of the main aspects of Human Resource Management is the measurement of employee satisfaction. Companies have to make sure that employee satisfaction is high among the workers, which is a precondition for increasing productivity, responsiveness, quality, and customer service. Satisfaction is a measure of how happy employees are with their job and working environment. It is a key factor when measuring the organizational success. The purpose of this study is to observe the relationship between employee satisfaction and organizational success to attain profits. In this research paper various variables responsible for employee satisfaction has been discussed such as Organization development factors, Job security factors, Work task factors, Policies of compensation and benefit factor and opportunities which give satisfaction to employees such as Promotion and career development leadership, job satisfaction, motivation, rewards and cultural differences also has been described. This paper also deals the various ways by which one can improve employee satisfaction. The data was collected through self-administrated questionnaire which contains multiple choice questions and open-ended questions. In conclusion, it seems reasonable to believe that understanding of employee role is extremely important as it appears key factor in the success of modern organization.

Keywords: Employee satisfaction, Human Resource Management, compensation, Organization development.

INTRODUCTION

Job is one of the important elements of people's life. Their living style and their social lives depend on their jobs. Therefore, it is necessary for every organization to have satisfied workforce. Nowadays, private sector plays significant role in uplifting the economy of Pakistan. They are not only providing good services but are also providing job opportunities to a large group of people. Keeping in view the contribution of private sector in the society and the significant role of job satisfaction in order to improve the employees' performance, the aim of

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VOLUME 19 ISSUE 06 JUNE 2023

58-63

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A STUDY ON EMPLOYEE TALENT MANAGEMENT ALAGENDRA SPINNING MILL PRIVATE LIMITED MADURAI DISTRICT: AN ANALYTICAL STUDY

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Abstract:

These days organization's talent is its primary source of competitive advantage. Performance of organization depends upon performance of its employees. If employees of an organization possess unique competence, that will differentiate them from their competitors. In this competitive environment retention of talented workforce is a major task for HR managers along with acquisition. Talent management is a very complex and critical task. Right Talent acquisition makes organization strategy more strong. The current global economic situation has increased overall job-seekers in employment market worldwide, but there is still notable talent shortage in different sectors and different countries, this leads to increase the problem of "Talent Mismatch." As today's corporate world requires a person with multitasking skill, talent acquisition is becoming very difficult. As a result, finding the "right" person for a particular job is becoming more challenging. Not only acquisition even retention of talented workforce has become greatest challenge for organization. Today's changing landscape of business requires its HR to act more strategically to build employee engagement which is a great tool for talent management. Talent Management focuses on how individuals enter, move up across or out of the organization. Talent Management will succeed with the support of strong organization structure.

About Alagendra Spinning Mill:

Welcome to the traditional world of Alagendra Textiles Limited. We have created our own wonderful universe of yarns with exclusive count range of 100% cotton carded yarn. Alagendra textiles Limited was incorporated in the year 1997 and has registered office in Madurai and factory at Theni. The company has been working profitably since inception with its team of dedicated staff whose striving effort has placed the company on the top. The principal activity of the company is to manufacture hank & cone of 20s, 30s and 40s single and double 100 % cotton ring spun yarn. The Company aims to increase its global market presence by diversifying into value added areas of superfine carded yarns. Expansion in capacity is in progress. We offer strong and long continuous length of yarns which helps to create eye catchy textiles and designer fabrics. We are also an importer of raw cotton, procured mainly from established suppliers based in many parts of the world. Cotton (*Gossypium Hirsutum*) is a natural fiber of great economic importance as a raw material for the textile industry. The word cotton is derived from the Arabic word 'Qun' which was often used by the Arab traders. Archaeologists have found that in Egypt cotton was used to make textile fabrics at least 7000 years ago. Successful cultivation of cotton requires a long growing season, plenty of water and sunshine, with dry weather for the harvest. In general these conditions are met in warm sub-tropical latitudes in the northern and southern hemisphere.

Purpose of Talent Management:

Talent management is a key succession planning tool that provides an integrated means of identifying, selecting, developing, and retaining top talent within our organization which is required for long term planning. Talent management provides a means of Accelerating the development of employees by identifying opportunities for career growth & development within the organization. Identifying internal talent pools and transferring knowledge to others within the organization.

Benefits of Talent Management:

- Talent management is integral to modern businesses and is one of crucial management functions in an organization. Here we have listed down the benefits that talent management has to offer
- It helps the organization fulfil its vision with the help of efficient and promising talented people.
- Talent management also assists the organizations to build a talent pool comprising a list of talented people to meet future exigencies.
- It makes the organizations more competitive and progressive



133
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EMPLOYEE JOB SATISFACTION TOWARDS JM FRICTECH INDIA PVT LTD, CHENNAI, TAMILNADU, INDIA: AN ANALYTICAL STUDY

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Cite This Article: M. Meenakumari, D. Kumaresan & Dr. B. Velmurugan, "Employee Job Satisfaction Towards JM Fricttech India Pvt Ltd, Chennai, Tamilnadu, India: An Analytical Study", International Journal of Applied and Advanced Scientific Research, Volume 8, Issue 1, Page Number 52-56, 2023.

Abstract:

The paper has been done in JM Fricttech India Pvt Ltd, Chennai, Tamilnadu. The main objective of the study is concerned with studying the impact of employee job satisfaction at the organizational performance, and to know whether they are satisfied with the services or not. The data has been collected from the employees at JM Fricttech India Pvt Ltd, Chennai region. Those collected data were analyzed with the statistical tool of descriptive analysis and percentage analysis and interpreted. This study has individually observed the employees at JM Fricttech India Pvt Ltd and study of employee job satisfaction has been provided with suggestions with the consideration of findings.

About JM Fricttech India Pvt Ltd:

JM Fricttech India Pvt Ltd (JMI), Established in 2008 as a joint Venture between M/s Jammying Fricttech Co Ltd - Korea and NTC Engineering Services Pvt Ltd - India. Design, Develop, Test and Manufacture of Wet Brake & Wet Clutch System with its actuation parts (both Mechanical & Hydraulic Brake Parts). JMI is the most preferred supplier to all Tractor OEMs in India, and we also supply to Construction & Material handling equipment's segments. JMI exports to various OEMs in South America, China and other parts of the world. JMI believes in self-contained facilities with High Precision CNC Controlled Machines and SPMs to ensure the products as per specification.

- Capabilities of Design, Develop, Test & Manufacture the Wet Brake & Clutch System from "One Roof".
- Friction Material (paper, carbon, Kevlar etc.) chosen from its widest range suitable to the application.
- Products are manufactured with "on line" Checking / testing features keeping the criticality of the final product.
- Brake and Clutch are critical for functioning of the end product/ equipment. JMI ensures defect free part with inbuilt "Poke Yoke" System in assembly. Integrated global experience in these part.
- Accredited with ISO 9001:2008 / ISO, 14001:2004 / BS-OHSAS, 18001:2007 Certified Organization.

Significance of the Study:

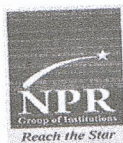
Employees' satisfaction is the individual employee general attitude towards the job. It is also an employee cognitive and affective evaluation of his or her job. According to New Cranny, Smith and Stone (1992), Employee job satisfaction is defined as the combination of affective reactions to the differential perceptions of what he/she wants to receive compared with what he/she actually receives.

Measuring Job Satisfaction:

There are many methods for measuring job satisfaction. By far, the most common method for collecting data regarding employee job satisfaction is the Likert scale (named after Rensis Likert). Other less common methods of for gauging job satisfaction include: Yes/No questions, True/False questions, point systems, checklist, forced choice answers. The Job Descriptive Index (JDI), created by Smith, Kendall, & Hulin (1969), job satisfaction that has been widely used. It measures one's satisfaction in five facets: pay, promotions and opportunities, coworkers, supervision, and the work itself. The scale is simple, participants answer either yes, no, or decide in response to whether given statements accurately describe one job. The Job in General Index is an overall measurement of job satisfaction. It was an improvement to the job Descriptive Index because the JDI focused too much on individual facets and not enough on work satisfaction in general.

Relative Factors Involved in Job Satisfaction:

- Nature of work
- Working Environment
- Working hours
- Job security
- Responsibility given for the job
- Relationship with colleagues
- Relationship with supervisors
- Safety measures
- Grievance handling
- Wage rate system

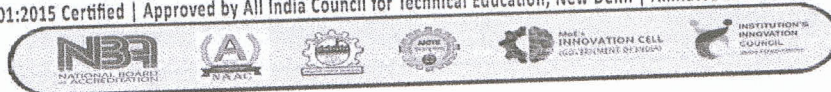


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PERFORMANCE APPRAISAL PRACTICES IN HOSPITALITY MHIHC, MADURAI: AN EXPLORATORY STUDY

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ABSTRACT

The purpose of this study is to explore performance measurement practices in the context of Meenakshi Mission Hospital and Research Center, Madurai. Performance appraisal (PA) is increasingly becoming a part of strategic approach to integrate HR activities and business policies. PA refers to all those procedures that are used to evaluate the personality, the performance, and the potential of its group members. Performance appraisal is a powerful tool to provide management valuable information regarding the quality of its human resource. Performance appraisal is a key decisive factor of success in service (hospitality) organizations. The reason being that in the service sector there is no tangible output. The service is produced and consumed/sold at the same moment. So, the chances of rejecting or controlling the quality of the service - in contrast to industries producing tangible goods - before it reaches the hands of consumers is very limited. The intangibility of services in hospitality industry, poses a number of problems for the measurement of quality and customer satisfaction. Performance appraisal thus becomes all the more critically important in service industries than in other type of industries. In this paper, we propose a framework for the selection of appraisal methods and compare some performance appraisal methods in order to facilitate the selection process for organizations. The value of this framework lies in its use. Organisations can evaluate their performance appraisal method with respect to the key features of it, before implementing any method as well as expending extra costs.

Keywords: Performance appraisal, employee appraisal, Performance Review, performance evaluation, Career Development Discussion, Hospitality Industry.

INTRODUCTION

In today's competitive business world, it is well recognised that organizations can only compete with their rivals by innovating. Organizations can be innovative if they manage their human resources well. In this respect performance appraisal (PA) serves a good role. Performance appraisal is a formal and systematic process of identifying, observing, measuring, recording and developing the job-relevant strengths and weaknesses of employees. Performance appraisal is a systematic way of evaluating the standard of a worker's performance on his job and the potential for development. There arises a critical basic need for any organization to evaluate its employee's performance continually to ascertain their improvement and to know

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VOLUME 19 ISSUE 06 JUNE 2023

64-69



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LABOUR WELFARE MEASURES IN AMBIKA COTTON MILLS, DINDIGUL

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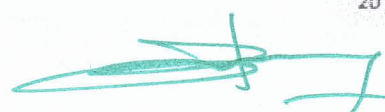
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ABSTRACT

Initially, humanitarianism or social awareness motivated labour welfare activities. Driven by the desire for greater efficiency and output from workers, and with a view to attracting better workers, employers offer extra incentives in the form of labour welfare schemes. Such schemes also make it possible for employers to persuade workers to accept mechanization. Labour Welfare provides the provision of welfare facilities for the integrated development of an individual personality, social, psychological and cultural development facilities such as Housing, Transporting, Educational, Medical benefits, Rest and recreation, co-operative Societies, paid holidays, Sick leave, Social Insurance scheme, provident fund, gratuity schemes, pension, legal and financial advice would insists among the workers. A sense of all the tasks of management managing the human component is the central and most important tasks, because all these depends on how well it is done when employees are kept satisfied with good and conducive working conditions, the management becomes easy as the employees agree to co-operative with the organization. Hence welfare measure occupies the pivotal role in the personal management. So every employee should clearly and completely know about the welfare measures provided by their respective organization. Only when the employees are known fully about the different kinds of welfare measures they can judge the adequacy of the measure, so it is very important to have a good study about the welfare measures that exist in an organization.

Keywords: Labour, Welfare, Motivation, Facilities, Incentives.



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NETWORK CLOTHING LIMITED, TIRUPUR: PAYROLL MANagementsystem

**M.MUTHU KRISHNAN, Dr.K.BINITH MUTHU KRISHNAN,
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Abstract— The financial framework is the backbone of any organization's Human Resources program. The arrangement needs to be addressed by salary calculation according to organizational guidelines. A few organizations are doing physical statistics right now there are a few instant access points which is a monthly fee in addition. This would not make sense in all cases. Especially in Software organizations or legally binding representatives of any organization, employee compensation depends on the days he or she has worked. Proposed request including managing Attendees, leave management, timing, and organizational plan for the final salary calculation. The system frame counts the number. For days, the representative is in office, including the dates of his confirmed leaves. The real problem with maintaining a separate website of a firm whose principal purpose is to remove salary-slips from its co-workers periodically working in multiple departments of the firm, and to keep records of every single department, co-workers of different ranks, their appointments and communication details. Therefore, performing all these tasks becomes difficult for the human resource manager every month. Therefore, in ordinance to conquer the difficulties of the firm the current system automatically performs all the functions of the organization.

I. INTRODUCTION

Payroll management system encompasses all the tasks involved in paying an organization's employees. It typically involves keeping track of hours worked and ensuring that employees receive the appropriate amount of pay. It also includes calculating taxes and social security, as well as ensuring that they are properly withheld and

processed. Depending on the company in question, a full range of other deductions may be calculated, withheld, and processed as part of payroll administration. Additionally, the processing of contractor payments may fall under the umbrella of payroll administration. The specific tasks involved in payroll administration tend to vary according to the needs of each unique company or organization. For example, some companies have workers that receive commissions in addition to salaries. In these companies, including commissions in employee salaries is a part of payroll administration. For some companies, it also involves assigning exempt or non-exempt status to workers, adding bonuses into paychecks, calculating overtime payments, and adhering to applicable employment laws.

Handling payroll-related problems are part of payroll administration as well. If an employee is paid an incorrect amount or a direct deposit fails to go through, both things are payroll administration issues. Likewise, tax filing and deduction errors are payroll administration matters as well. Payroll administration can be very simple, involving the payment of just a handful of employees, or very complicated, involving payroll for thousands of employees and contractors. In some, very small companies, payroll may be handled by the owner of the company or an employee. However, other companies may have many employees to pay and keep track of necessitating a well-planned, efficient payroll administration system. Some companies choose to handle payroll administration in-house, often creating a separate department just for the handling of payroll. Often, such organizations purchase software to streamline payroll-related tasks. Some companies even have special software designed for them, creating a payroll system that is tailored to their unique requirements. Many companies decide to outsource payroll

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REMUNERATION AND EMPLOYEE PERFORMANCE IN JAGAN INDUSTRIAL TREDERS, MADURAI

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ABSTRACT

The study investigates the impact of remuneration and employee performance in Jagan Industrial Treders. A total of 150 employees took part in the study, in which 108 (72%) were males while 42 (28%) were female. The descriptive research design was adopted. The questionnaire format was employed for data collection, which was made into several sections and 150 copies were distributed for data collection. Both the descriptive and inferential statistics were adopted for data analysis. Specifically, the Statistical Packages for Social Sciences (SPSS) version 20.0 was utilized for data analysis. The result revealed that there is a significant relationship between remuneration scheme and employee performance in Global Communications Limited and also there is a significant problem affecting the payment scheme and the performance of employees in Global Communications Limited. The study recommended that organizations like Global communication limited should use more work-related remunerations rewards design to motivate their employees. This design will improve the performance of the job with more opportunities for employees to move up the promotional ladder and achieve the satisfaction of their basic and psychological needs.

Keywords: Remuneration, Pay Scheme, Employee performance, Employee, GLO.

ABOUT JAGAN INDUSTRIAL TREDERS

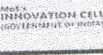
Jagan Industrial Trader is a vibrant power electronics manufacturing company specializing in Heating applications and Industrial Power Supplies. We pride ourselves in offering state of the art Heating equipment's and Industrial Power Supplies at attractive prices, thus opening new avenues for Induction Heating technology applications. We follow ethical business policies and transparency in our transactions with every organization or individual. We offer to our team members a positive work atmosphere that nurtures technical excellence, spirit of sincerity and commitment. As a result of such stringent quality control measures we ensure that our equipments provide years of trouble-free service and earn for us lots of good will from our customers. Their commitment to quality products not only ensures high reliability and availability of the equipment for our customers but also save us from



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A STUDY ON EMPLOYEE ABSENTEEISM: STUDY AT SENTHIL PLASTIC CONTAINERS VIRUDHUNAGAR

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Abstract:

The article entitled on worker's absenteeism is expected to decide the workers condition, compensation, amenities provided, participation, inspiration strategies and advancements. The motivation behind this article is to audit on issues of workers. Absenteeism is a type of withdrawal conduct apart from turnover. Workers not going to work when scheduled can be a significant issue for disassociations and turnover. This article intends to identify and distinguish the most well-known reasons for employee absence on management cost. Worker absence is a serious issue for the executives since it includes significant importance. Absenteeism is one of the widest spread deterrents to usefulness, productivity and seriousness. Workers badgering by employers or the board is one of the justifications behind absenteeism. The reactions might be affected by isolated inclination Workers not going to work when listed can be a significant issue of the disassociation. The article comprises of objectives, constraints, research approach, findings, thoughts and conclusion. The data required for the examination has been accumulated from essential and auxiliary information.

Key Words: Absenteeism, Turnover, Workers, Employers, Causes Of Employee Absenteeism

Introduction:

Absenteeism is defined as the failure of the worker to report for work when he is scheduled to work. A worker is expected to work when the employer has work available for him and the worker is aware of it. Authorized absence is also treated as absence while presence even for a part of the shift is treated as presence for the whole shift. Absence on account of strikes, lockout, layoff, weekly rests or suspension is not taken into account. Thus, it relates to only voluntary absence due to personal reasons of the individual concerned. Absenteeism rates given in the report represent percentage of man days lost due to absence to the corresponding total man days scheduled to work. The man days scheduled to work is arrived at by adding the man day's actually worked and the man days lost on account of absence of the workers due to some reason or the other.

A worker who reports for any part of a shift is to be considered as present. An employee is considered scheduled to work when the employer has work for him there is no reason to expect well in advance that the employee will not be available for work at the specific time. An employee on regularly scheduled vacation is, therefore, not to be considered as employer-ordered layoff. On the other hand an employee who requests time off at other than a regular vacation period should be considered as absent from scheduled work until he returns, or until it is determined that the absence will be such duration that his name is removed from the list of active employees. After this date he should be considered as neither scheduled to work nor absent.

Similarly, an employee who quits without notice should be considered as absent from scheduled work until his name is dropped from the active list, but preferably this period should not exceed one week in either case. If a strike is in progress, workers on strike should be considered as neither scheduled to work nor absent, since data on time is lost because strikes are collected under the head of man days lost on account of industrial dispute.

The Reasons for Absenteeism:

The phenomenon of absenteeism has been explained in various ways. The atmosphere prevailing in a plant, therefore, affects His attitude to his work, and either persuades him to attend regularly or keeps him away. Irritating uncertainty, irregularity, and confusion in the factory are likely to be important cause of absenteeism. The attitude and practice of the management also contribute to absenteeism.

Causes of Absenteeism:

- Maladjustment with factory conditions
- Social religious ceremonies
- Unsatisfactory housing conditions
- Industrial fatigue
- Unhealthy working conditions



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EMPLOYEES STRESS MANAGEMENT IN JM FRICTECH INDIA PVT LTD, CHENNAI, TAMILNADU: AN ANALYTICAL STUDY

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Abstract:

Stress is a frustrating condition where it contains an excess of work and an overload which reduces the concentration, mentality and the normal working condition of any students. This study examines the impact of stress on students' and stress management among students. The main objectives were to ascertain or identify the extent to which stress affects students' academic success, health and general lifestyle, as well as to inquire about the effects of existing stress in students. A quantitative method was used in gathering and analyzing the data. For this purpose, questionnaires were distributed to students, who consisted of Post Graduate qualification. In addition it investigated in most satisfying event of an employee in the job, why employees stay and leave the organization. Data were collected through a field survey using a questionnaire from the employee groups, namely Professionals, Managers and Non-managers from organizations covering JM Frictech India Pvt Ltd.

About Us JM Frictech India Pvt Ltd:

JM Frictech India Pvt Ltd (JMI), Established in 2008 as a joint Venture between M/s Jimmying Frictech Co Ltd - Korea and NTC Engineering Services Pvt Ltd - India. Design, Develop, Test and Manufacture of Wet Brake & Wet Clutch System with its actuation parts (both Mechanical & Hydraulic Brake Parts). JMI is the most preferred supplier to all Tractor OEM's in India and we also supply to Construction & Material handling equipment's segments. JMI exports to various OEM's in South America, China and other parts of the world.

Manufacturing Facility:

JMI believes in self-contained facilities with High Precision CNC Controlled Machines and SPM's to ensure the products as per specification.

- Capabilities of Design, Develop, Test & Manufacture the Wet Brake & Clutch System from "One Roof".
- Friction Material (paper, carbon, Kevlar etc.) chosen from its widest range suitable to the application.
- Products are manufactured with "on line" Checking / testing features keeping the criticality of the final product.
- Brake and Clutch are critical for functioning of the end product/ equipment. JMI ensures defect free part with inbuilt "Poke Yoke" System in assembly. Integrated global experience in these part.
- Accredited with ISO 9001:2008 / ISO 14001:2004 / BS-OHSAS, 18001:2007 Certified Organization.
- Quality is the way of life at JMI and we benchmark with global quality & standard.

Review of Literature:

Mathew (2017) Stress has a variety of meaning to people in the workplace. To the production manager in a industry, it may be the tension of missing the shipping date of a large order for a major customer. To the business executive, it may be frustration associated with the inability to acquire sufficient short-term loans from banks to cover the operating needs, and so on.

D'Souza (2017) Today's leaders not only live and work at a faster pace but also must also deal with uncertainty and change. They need effective methods for coping with the kind of stress that affects anyone in leadership positions. People popularly identify managing directors or chief executive officers as those most susceptible to stress and disease. However, people at all levels of management find themselves exposed to comparable pressures.

Jha (2017) in his study on jobs stress and employee strain in India executives explains the pattern of stress and strain in three work groups, namely production, personnel and data processing divisions in an organisation. Results indicated that job future ambiguity had negative effect on job satisfaction in all the three groups. The pattern of stress in the three groups was different among different levels of management. Among different levels of managers, the middle level managers had more role ambiguity than others did.



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A STUDY ON IMPACT OF EMPLOYEE COMPENSATION ON EMPLOYEE COMMITMENT : QUALITY KNITWEAR COMPANY, MADURAI

R.SABARINATHAN, D.KUMARESAN, Dr.B.VELMURUGAN

Abstract— Compensation is a fundamental component in attracting and maintaining the best employees and establish that an organization have the competitive limit in the increasingly competitive globe. Compensation refers to the reward of any Service or works provide by an individual to any firm or organisation. The study deals with the influence of compensation or the organisation commitment of administration staff. The study includes three dimensions of organisation commitment namely affective commitment, continuous commitment, and normative commitment. The data was collected from 120 administration staff in the manufacturing industry. Regression analysis was used to analyse the data. The results prove that the compensation predicts affective commitment, normative commitment and continuous commitment.

Keywords: Employee Compensation, Affective commitment, Continuous commitment, and Normative Commitment.

I. INTRODUCTION

1) ABOUT THE COMPANY

Established in 1992, Quality Knit Wears Private Limited is a leading manufacturer and exporter of a wide range of high quality knitted garments situated in Madurai, 170 kms south east of Tirupur, knitwear hub of India. The company entered the new millennium, carrying with it a reputation as the quality supplier of best knitwear and related products. The product line of Quality Knit Wears Private Limited ranges from Under garments, Shorts, T-Shirts, Night wear, Casual wear and other value added garments, as per specification of the customers. The company has manufacturing facility

at Madurai and Tirupur. Moreover a new factory with state of the art of machinery in garment making and finishing is coming up at Madurai Integrated Textile Park, situated at Vadipatti nearby Madurai. Quality Knit Wears Private Limited has always been on the forefront when it comes to assimilating new technologies and machinery into their existing facilities. They are capable to customize the products on various parameters and meet specifications of the customer. The Company is supported by dedicated team of managerial, technical and supervisory personnel in its entire endeavor.

2) INTRODUCTION

Compensation refers to the benefit the employees receive in exchange for their work. It is composed of the base wage or salary and incentives or bonuses and benefit. Compensation is a fundamental factor in attracting and retaining the best employees in the organisation.

Every employees need to be compensated for their efforts based on volume of predication. Compensation refers to all forms of financial rewards received by employees. Compensation dissatisfaction can lead to absenteeism, turnover, low performance, job dissatisfaction, strikes and grievances. Employee compensation may influence employee commitment. The commitment of employees towards organization improves the organization effectiveness. Organisation gives compensation in order to fulfil requirement of employee, so it makes the employee feel that organization is concerned for the employee. By three ways employees are committed to the organisation. They are affective commitment, continuance commitment and normative commitment. Affective commitment refers to an employee is emotionally attachment to the

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EMPLOYEE JOB SATISFACTION TOWARDS SPS CHILLING

CENTER: AN ANALYTICAL STUDY

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Abstract:

The study examines different aspects of job satisfaction like culture, leadership communication, commitment, job content, training, rewards and recognition opportunities, teamwork, superior subordinate relationship and delegation, at SPS Chilling Center. The research done is descriptive study involving survey and enquiry. The tools used for the data collection are questionnaires interviews and observations. The sampling design used is random sampling Sample of 100 employees from study population of 210 was taken. The secondary was collected from the company's manuals, employee handbook, BTPS intranet and website. The research was carried out for a period of 2 months. The analysis was carried on a software SPSS and stated satisfaction level of different parameters. The overall job satisfaction showed people were satisfied with their current job but still measures should to be taken to improve the satisfaction level.

Key Words: Job Satisfaction, Job Content, Teamwork, Commitment.

About SPS Chilling Center:

Registered in 2016 India SPS Chilling Center has gained immense expertise in supplying & trading of Air chiller etc. The supplier company is located in Dindigul, Tamil Nadu and is one of the leading sellers of listed products. Buy Air chiller in bulk from us for the best quality products and service.

Significance of the Study:

Attitudes are evaluative statements either favorable or unfavorable - concerning objects, people or events. They reflect how one feels about something. Work Attitudes are the feelings and beliefs that largely determine how employees will perceive their environment, commit themselves to intended actions, and ultimately behave. Job Satisfaction is one of the many work related attitudes individuals hold like Job Involvement, Organizational Commitment, etc. Job Satisfaction thus is a set of favorable or unfavorable feelings and emotions with which employees view their work. A person with high level of job satisfaction holds positive feelings about the job, while a person who is dissatisfied with his/ her job holds negative feelings about the job. Job satisfaction is an important concern for both the employee as well as the employer as it has an impact on many organizational behaviours. The employees satisfaction is conducted to provide the information needed to improve various factors like productivity loyalty and job satisfaction. With the employee's views, organizations can identify the root causes and create improvements. Organization just needs to discover what motivates the people, what drives loyalty and what genuinely makes the employees happy and employee remain satisfied only when they know their issues are being addressed.

Measuring Job Satisfaction:

There are many methods for measuring job satisfaction. By far, the most common method for collecting data regarding employee job satisfaction is the Likert scale (named after Rensis Likert). Other less common methods of for gauging job satisfaction include: Yes/No questions, True/False questions, point systems, checklist, forced choice answers. The Job Descriptive Index (JDI), created by Smith, Kendall, & Hulin (1969), job satisfaction that has been widely used. It measures one's satisfaction in five facets: pay, promotions and opportunities, coworkers, supervision, and the work itself. The scale is simple, participants answer either yes, no, or decide in response to whether given statements accurately describe one job. The Job in General Index is an overall measurement of job satisfaction. It was an improvement to the job Descriptive Index because the JDI focused too much on individual facets and not enough on work satisfaction in general.

Relative Factors Involved in Job Satisfaction:

- Nature of work
- Working Environment
- Working hours
- Job security
- Responsibility given for the job
- Relationship with colleagues
- Relationship with supervisors
- Safety measures
- Grievance handling
- Wage rate system
- Incentives
- Canteen facilities



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EMPLOYEE SATISFACTION TOWARDS VICKY'S HI-STYLE FURNITURE, DINDIGUL DISTRICT, TAMIL NADU, INDIA: AN ANALYTICAL STUDY

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Abstract:

The Project has been done in Vicky's Hi-style Furniture. The title of the project is "A Study on Employee Satisfaction". The main objective of the study is to find out the overall satisfaction level of employees in the company. In the company I have studied thoroughly the working method and functions of the Human Resource department individually. The collected data was analyzed by using relevant tools such as Percentage analysis, Chi Square test, and Correlation analysis. It reflects the thoughts of the researcher in the form of findings, suggestions and conclusions. In the appendix various supporting information have been incorporated for an easy understanding of the readers.

About Vicky's Hi-Style Furniture:

Vicky's the brand from the House of Hi - Style products. Hi Style Products in Sithayankottai, Dindigul is known to satisfactorily cater to the demands of its customer base. It stands located at 9-1-EE/1, Sedapatti, Dindigul Road, Ganapathi Street, Sithayankottai - 624708. Sedapatti is a prominent landmark in the area and this establishment is in close proximity to the same. The business strives to make for a positive experience through its offerings. The prominent name in south India, manufacturing furniture for more than 25 years stands for quality, strength and durable for your wallets. Is well equipped with German, Turkey and Taiwan machinery, which enable high technology production manufacturing capability.

The production facilities are placed in well equipped production shops having a total covered area of more than 53,800 s.q.ft. The production capacity is around 1400 sq.m/ day. Brand Vicky's is launched in 2014 from the house of HI-STYLE Products, the company that has its manufacturing base in central part of Tamilnadu. The total space used for manufacturing purpose is 100,000 square meter and the storage space amounts to 25,000 square meters. Strict adherence to quality has enabled us to stand on the top in the industry since our inception. We use only E2, E1, E0, Grade particle boards that gives more life span to the furniture, stringent checking process takes place on various stages to deliver products of superior quality.

As business grow larger, so does the organization therefore, the entire business is divided into functions under each process. At the outset, all the processes which are strictly documented are operating processes which transform inputs to outputs. As business grow larger, so does the organization therefore, the entire business is divided into functions under each process. At the outset, all the processes which are strictly documented are operating processes which transform inputs to outputs. Customer centricity is at the core of Hi Style Products in Sithayankottai, Dindigul and it is this belief that has led the business to build long-term relationships. Ensuring a positive customer experience, making available goods and/or services that are of top-notch quality is given prime importance. India's leading B2B market place, Jd Mart ensures engaging in business activities is a seamless process for small and medium enterprises as well as large businesses. In a wake to enable these businesses to reach their audience, this portal lets them showcase their offerings in terms of the products and/or services through a digital catalogue. This business has a wide range of product offerings and the product/catalogue list includes Bed, Dining Table, Antique Drawing Table, Dressing Table, Furniture etc.

Employee Satisfaction:

- At the root of a lot of stress, anxiety, and frustration that many employees feel are unrealistic expectations from the organization.
- Recognizing your employees is one of the easiest and cheapest ways to increase job satisfaction.
- The lack of communication is the source of a lot of frustration in the workplace. Knowledge is power, so there's no reason why you shouldn't want to empower your employees with as much as available.
- Employees want feedback vigorously and aren't as sensitive as you might think. There is no need to be rude with your feedback, but if you are straightforward and honest, employees will respect that.

Review of Literature:

Allen and Meyer, 1996; Karmisch, 2003 - Organization commitment can be defined as affiliation of employees to the organization and involvement in it. In general there are three dimensions of commitment



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QUALITY OF WORK LIFE - A STUDY AT MANGAL AND MANGAL JEWELLERY

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ABSTRACT

The main objective or the purpose of this research is to investigate and identify the significance of work environment towards the performance and also to study the effectiveness of the QWL in the organization. Methods/Analysis: In order to meet the stated objectives a structured questionnaire was framed and data was collected using convenience sampling from 123 employees of the steel manufacturing organization in Chennai, and to study the significant association chi-square was used by the researcher. Findings: QWL of the employees of this steel company can be improved by conducting some more training classes for the employees who are falling in the category of more than 3 to 4 years of experience and >4 years of experience which would boost their self-confidence and help them attain their level of satisfaction. Similarly the organization can give some more security to the employees falling in the category of 41 and above so that they feel quite secure in the hand of organization and they can give their paramount performance. Novelty/Improvement: This empirical article on Quality of Work life - A Study's structured questionnaire can be applied as an Employee opinion Survey taken in once in 6 months on knowing the quality of work life. By doing this survey organizations can get to know the quality of work life of the employees and take necessary steps to improve the QWL among all the Employees. It also helps the employers to know that their employees who are working in their organization are happily working leading to good QWL which will boost up their performance to come happily daily to their work place.

Key Words: Human behavior, Quality of work Life, Employee performance.

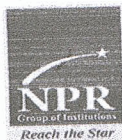
INTRODUCTION

Human behaviour is the concern for all. Parents are really worried about the behaviour of their children, teachers complain about the lack of interest in the students, and the employers are vinegary about the lack of devotion from their employees. The enigma remains still moot why people behave as they do. When the reputed firm's highly paid employees go on strike in some other form of clash the typical reaction of the organization is at chagrin. The assumption is that when an employee is well remunerated for his time and labour he is supposed to be stimulated to carry out responsibilities entrusted to him or her and he should be happy with his job but the traditional methods of motivating the employees have become ineffective.




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A STUDY ON EMPLOYEE RETENTION STRATEGIES AND ITS IMPACT ON SNP DAIRY MILK, MADURAI

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ABSTRACT

This study analysis the relationship between decision-making and job satisfaction between employees in the organization, this study was shown in the form of research on positivism. The study accepted the structure of descriptive research. A sample of 82 Employee was selected, and a questionnaire prepared to collect survey data was distributed. To study the impact on employee decision making programs and satisfaction level among SNP Dairy and Agro products, the study was conducted in Data collected by questionnaire and descriptive analysis and, hypothesis test was conducted. The outcomes indicate that the level of job satisfaction for employees of SNP Dairy Milk, Madurai is growing in proportion to the increase in their level of partaking in decision-making.

Keyword: Decision making, job satisfaction, Employee, Organisation.

INTRODUCTION

Retention means the length of period employees stay in the organization, as divergent to employee benefits, which is the proportion of employees leaving your organization. Employers rate total maintenance and departmental holding and retention by rank or title. Employee satisfaction is a reliable way of retaining employees. When employers performs that support good working relationships, employee satisfaction is enhanced since employees often believe that the company is using their abilities and appreciating their services and commitment. On the other hand, high job satisfaction often consequences in higher levels of employee retention. Final metrics can show how long employees stay in their positions before they go to another department or company. The retention rate is very helpful in making successive programs based on, in part, the extent of time an employee usually resides in each role in a company's ascent. Employee satisfaction means that employees are fully involved in their work and feel that the company values their efforts and hard work. But if they don't feel like in their work or how things are done, this develops a common reason why employees leave. While employees go to other jobs looking for a high pay, the main reason for profit in most circumstances is dissatisfaction. This affects the employee and the employer, too.

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A STUDY ON EMPLOYEE SATISFACTION TOWARDS WELFARE MEASURES: WITH REFERENCE TO AKR INDUSTRY

P.RAJKUMAR, D.KUMARESAN, DR.B.VELMURUGAN

Abstract — Welfare is the measure of promoting the employee's efficiency in an organization. The various welfare measures provided by an organization will have immediate impact on the satisfaction level of employees working in an organization and overall efficiency of employees and thereby contributing to the higher productivity. One of the main purposes of employee welfare measures is to improve the employee life and to keep them happy and contented. Welfare measures may be both statutory and non-statutory, which includes housing, canteen, education, medical and laws require the employer to extend certain benefits to employees in addition to wages or salaries. In the present study an attempt has been made to study the employee satisfaction towards the welfare facilities at AKR Industry, Trichy which helps to retain the employees working in an organization that leads to success of an organization. In this study, I used Descriptive research design. Totally 120 employees from various departments has been selected as respondents to fill the questionnaire for this study. Findings of this study are only related to the employees of AKR Industry.

I. INTRODUCTION

Employee welfare is a broad area of social welfare both conceptually and operationally. It includes a broad field of state of well-being, happiness, satisfaction, conservation, and human resources development which helps to motivation of employee. Every Organizations provide welfare facilities to their employees to keep their level of motivation high. It is necessary to secure the cooperation of employee force to increase the production and to earn higher profits. The cooperation of employee force is possible only

when they are fully satisfied with their employer and welfare measures provided by an organisation.

The employee welfare schemes can be categorized into two viz. statutory and non-statutory welfare schemes. The statutory schemes are those facilities that are compulsory to provide by every organization to all employees as compliance to the laws governing employee health and safety. These include: canteen facilities, drinking water, proper and sufficient lighting, facilities for sitting, changing rooms, first aid appliances, latrines and urinals, rest rooms. Non statutory welfare facilities may include personal health care, flexitime, employee assistance programs, harassment policy, employee referral scheme, med-claim insurance scheme. The non-statutory schemes vary from organization to organization and from industry to industry. The welfare measures play an important role in every employee, because without welfare measures, they cannot work effectively in the organization. If people do not want to work, it is impossible for every organization to attain its goals. The different welfare measures which are provided by the employer to the employees will have a quick impact on the health, physical, mental efficiency alertness, morale and overall efficiency of the worker, which contributes to the higher productivity.

II. REVIEW OF LITERATURE

Sabarirajan et.al. (2010), in his article he found that 15% of the employees are highly satisfied with their welfare measures, 22 % of the employees are satisfied with their welfare measures, 39 % of the employees are average with their welfare measures, and 16% of them are in highly dissatisfied level. Welfare measures plays greater role in every employee satisfaction which results in higher quality of work life. His study throws light on the

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IMPACT OF EMPLOYEE MORALE ON ORGANIZATIONAL SUCCESS: A STUDY AT SURYA OILS & EXTRACTIONS PVT LTD KALLAKURICHI

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ABSTRACT

Morale is an Employee's Attitude toward his or her Job, Employer, and Colleagues. Employee Morale as the psychological state with respect to Satisfaction, confidence and resolve; the attitude of an individual or group of employees, resulting in courage, devotion and discipline, level of fulfillment one has with intrinsic work aspects, such as variety and challenge, feedback and learning. morale is essentially an in general attitude of an individual or group towards all aspects of their work like the company, the job, the supervisors, fellow workers, working conditions to which they must take pride and devote towards their effective time in Business Methodology used for this is study is descriptive in nature and structured questionnaire was used which has been distributed to 100 employees. convenience sampling method was used to survey the employee morale. The result from the study explains that the morale is the psychological factor which results in positive behavior of the employees and the positive behavior results effective performance, to drive their organizations to peak performance managers and supervisors must put out front the human face of their organization.

Keywords: Attitude, DHF, Employee, Engagement, Morale, Organisation.

INTRODUCTION

The present universe of competitiveness each business needs his/her representative ought to procure possesses compensation in which his/her work would be valued and makes them having a place. Employee's dedication emerges from once Morale goes about as critical enthusiastic perspective of a man whose efficiency improvement is straightforwardly identified with the resolve of the workers which can be either being sure or negative contingent upon their feelings, state of mind and viewpoint towards once organization. Since workers having positive spirit results in a superior execution, uncover low rate of truancy, and high efficiency and have a tendency to act in a reliable way that is the principle motivation behind why each association is endeavoring to keep up positive confidence among its representatives. Employee's connecting with themselves in a negative confidence have a tendency to carry on and act contrarily which hampers hierarchical adequacy and it is apparent that its solitary representatives with being sure at work and life will results in higher profitability.

98

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PATIENT RELATIONSHIP MANAGEMENT: A CRM APPROACH TO PANDIAN MULTISPECIALITY HOSPITAL, MADURAI

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Abstract:

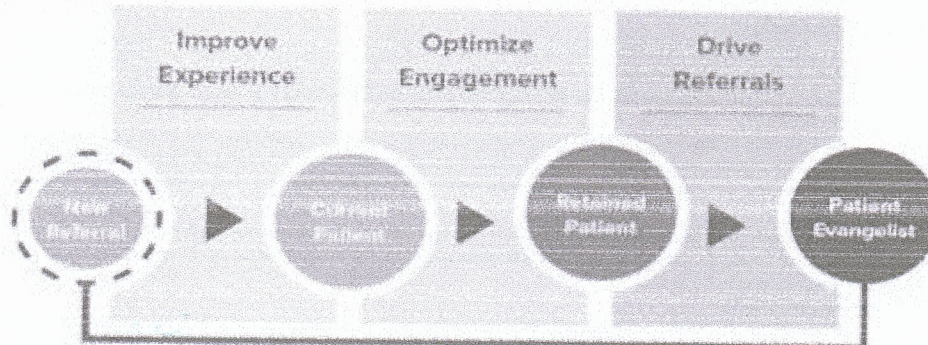
In the business world, customer relationship management is used to retain customer loyalty in order to increase revenue. Healthcare organizations can build the same kind of relationship with patients, and it can also offer more tangible benefits. The first benefit is by using the same hospital a patient's treatment history should be relatively well known by the organization. Oftentimes, different hospitals use different patient information systems which are not always compatible with each other. If a patient keeps changing the hospital, his or her medical record can be scattered around various sites. Ideally, if the patient is treated by the same physician in every visit, that physician will get more familiar with the patient, which could improve treatment. The most tangible benefit, however, is time. If the patient goes to the same physician every time, there is no need for long check-ups at the beginning of each visit.

Key Words: CRM; Patient Communication; Patient Satisfaction; Compliance; Counseling

About SPS Chilling Center:

Pandian Multispeciality Hospital (S. R. Trust), in pursuit of medical excellence, has been delivering world-class treatment and care, at an affordable cost. With over 700 beds, Pandian Multispeciality Hospital has grown to be a multi-specialty hospital, touching lives in and around Madurai. We extend the traditional Indian hospitality to international patients, combining it with our cutting edge technology, clinical excellence and compassion to deliver quality health care to all patients every single day. We have shouldered social responsibility and have pioneered several charity initiatives. We have fostered an environment in which every person is motivated to continually improve the efficiency and effectiveness in the management of health care services. S.R. Trust is a non-profit organization registered under the Indian Trust Act (May 9, 1985). It was Mr. Lal Beer, an American Christian Missionary, who taught Dr. S. Pandian the valuable lessons of ethics, ideals and values to develop into a moral person in life. This beacon of light guides Pandian Multispeciality Hospital even today.

Introduction:

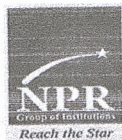


A PRM application also can provide better care for patients by allowing hospitals a better understanding of patients' needs and want through improved communication via follow-up systems. Understanding how the treatment has worked is crucial for physicians. By letting the physicians know, how satisfied the patients are, physicians can have a better understanding on how the treatments and operations they perform are working. Thus, having better patient relationships and better patient loyalty benefits both the



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A STUDY ON PERFORMANCE MANAGEMENT SYSTEM TOWARDS SIVARAJ SPINNING MILLS, DINDIGUL DISTRICT: ANALYTICAL STUDY

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Abstract:

Performance management is important to management because they determine the behavior of workers in the organization. The commonly held opinion is that "A satisfied worker is a productive worker". A satisfied work force will create a pleasant atmosphere within the organization to perform well, hence performance management has become a major topic for research studies. The specific problem addressed in this study is to examine the impact on performance. It considered which rewards determine the performance of an employee. It also considered influence of age, gender, and experience of employees on level of job satisfaction. In addition, it investigated in most satisfying event of an employee in the job, why employees stay and leave the organization. Data were collected through a field survey using a questionnaire from the employee groups, namely Professionals Managers and Non-managers from organizations covering sivaraj spinning mills. The analysis data revealed that there exists positive correlation between job satisfaction and performance of employees.

Company Profile:

Sivaraj spinning mills is a distinguished member of the group of companies under Sri Shanmugavel Mills Group, a leading name in the Indian textile industry with 15 manufacturing units spread across Tamil Nadu, as well as diversified interests in steel fabrication, wind farming and education. We with over three decades of experience in textile industry, still leverage on robust research to leave remarkable foot-prints in the field of operation and be a domestic market leader across its four product portfolios: Yarn, Woven fabric, Knitted fabric and Readymade garments.

Renowned Business House:

Sivaraj Spinning Mills is a unique organization with operations that begin at the cotton fields of India and end with an in-house readymade garments brand. With headquarters based in Coimbatore, state-of-the-art manufacturing factories in Dindigul & Tirupur, and offices in Gunnur, Bengaluru, Mumbai, Ahmedabad and Ludhiana. We boast a loyal fan following that includes the top business houses of India and exports to more than 60 countries worldwide

Perfection in Quality:

By understanding the ever-changing trends of the market, we offer our clients with excellent quality products that are well in accordance to fashion. Since inception, we have deployed relentless efforts not only to deliver the best quality but also to provide uncompromised services that meet and exceed customer expectations

Spectacular Growth:

With dedicated team of inspired professionals having extensive experience, we've grown from a small scale entrepreneurship to one of India's most respected conglomerate. By embracing the latest developments in textile manufacturing & by doing continuous investments in plant & machinery for capacity enhancement, we target to double our revenues within the next two years. Our commitment to do business responsibly have enabled us to grow manifold and gain a repate. Over the years, we have created lasting value for all our stakeholders, put enduring smiles on the faces of Sivaraj Spinning Mills shareholders, customers, employees, and the society at large.

Our Philosophy Vision:

Our aim is to be the most preferred brand globally and trusted partner for our clients to procure quality yarns, fabrics in the textile business, determined to meet customer needs by being flexible, agile, and dynamic.

Mission:

To constantly focus on innovation, create a premium brand experience vital to stand out amongst other brands.



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EMPLOYEES WELFARE FACILITIES TOWARDS VIMS HOSPITAL, SALEM – 636308, TAMILNADU, INDIA: AN ANALYTICAL STUDY

SANTHOSH KUMAR S., P.T.J.K.LILIAN, DR.B.VELMURUGAN

Abstract — 'Welfare' is a broad concept referring to a state of living of an individual or a group, in a desirable relationship with the total environment-ecological, economic and social. The term 'welfare' includes both the social and economic contents of welfare. Social welfare is primarily concerned with the solution of various problems of the weaker sections of society like prevention of destitution and poverty. It aims at social development by such means as social legislation, social reform, social service, social work, and social action. The goal of social welfare is to fulfil the social, financial, health, and recreational requirements of all individuals in a society. Friedlander defines social welfare as "the organized system of social services and institutions designed to aid individuals and groups to attain satisfying standards of life and health, and personal and social relationships which permit them to develop their full capacities and to promote their well-being in harmony with the needs of their families and the community. The object of economic welfare is to promote economic development by increasing production and productivity and through equitable distribution. Pigou defined economic welfare as "that part of social welfare that can be brought directly or indirectly into relation with the measuring rod of money." According to him, "the economic welfare of a community of a given size is likely to be greater, the larger is the share that accrues to the poor," he admitted that economic welfare was not the index of total welfare. Labour welfare is a part of social welfare, conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources.

Keywords: Industrial Relation, Employee Relation, Working Condition.

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1. INTRODUCTION (ABOUT VIMS HOSPITAL, SALEM)

VIMS Hospital is a tertiary care hospital established in 2004 by Late Dr. A. Shanmugasundaram (Founder & Chairman). Dr. A. Shanmugasundaram was an obelphlanthropist, educationist and dynamic individual with an attitude to always achieve the very best. From his humble beginnings in a small village in Tamilnadu, he achieved great success. A Health Care Provider of Patient Centric Approach with an Empathy Touch. Vinayaka Mission Super Speciality Hospitals (VIMS Hospitals) is 210 bedded tertiary care hospitals with over 50 full time consultants in all super specialty departments. Our hospital has complete healthcare ecosystem with related components of education/training and research, pursuing innovations that make health care more affordable.

VIMS Hospitals is the most trusted hospital for the Bengali and International patients, most of the West Bengal patients are visiting our hospital and patients from the region of North East of India, Andaman & Nicobar Islands, and International Patients from Nigeria, Bangladesh are benefited with our health care system. For all Western and International patients, we have a separate concerned team like translators, PRO's, Tour & Travel desk coordinators.

VIMS have established its name in multiple specialties such as:

- a) Cardiac Center—By pass operation, heart transplant, valve repair, further more.
- b) Orthopaedics—Hip and Knee Replacement and complex deformity correction.
- c) Multi Organ Transplant Center— Liver and Kidney.



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A STUDY ON EMPLOYEE ABSENTEEISM: STUDY AT SRI VINAYAGA CONTAINERS, DINDIGUL

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ABSTRACT

The article report entitles A Study Of Employee Absenteeism is intended to determine the workers condition, salary, facilities, attendance program, training programme, motivation techniques and promotions. The article consists of objectives, limitations, company profile, research methodology, findings, suggestions, and conclusions. The information needed for the research has been gathered from primary and secondary data. The response given by the workers of the company is analyzed and interpreted using different types of statistical tools which are percentage analysis, Chi square, weighted average method. To increase the productivity and increase growth of the organization. The sample size of the article is 120 from the population of 656. The questionnaire method as survey is used as a tool for collecting the primary data. The questionnaire has been designed by the researcher according to the objective of the study. Percentage analysis, Chi-square and weighted average are used as tools for data analysis

INTRODUCTION

Absenteeism is defined as the failure of the worker to report for work when he is 'scheduled to work. A worker is expected to work when the employer has work available for him and the worker is aware of it. Authorized absence is also treated as absence while presence even for a part of the shift is treated as presence for the whole shift. Absence on account of strikes, lockout, layoff, weekly rests or suspension is not taken into account. Thus, it relates to only voluntary absence due to personal reasons of the individual concerned. Absenteeism rates given in the report represent percentage of man days lost due to absence to the corresponding total man days scheduled to work. The man days scheduled to work is arrived at by adding the man day's actually worked and the man days lost on account of absence of the workers due to some reason or the other.

A worker who reports for any part of a shift is to be considered as present. An employee is considered scheduled to work when the employer has work for him there is no reason to expect well in advance that the employee will not be available for work at the specific time. An employee on regularly scheduled vacation is, therefore, not to be considered as employer-ordered layoff. On the other hand an employee who requests time off at other than a regular vacation period should be considered as absent from scheduled work until he returns, or until it is determined that the absence will be such duration that his name is removed from the list of active employees. After this date he

140

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JOB SATISFACTION AND ITS EFFECT OF EMPLOYEES IN ROOTS INDUSTRIES INDIA, COIMBATORE

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Abstract:

The study examines different aspects of job satisfaction like culture, leadership communication, commitment, job content, training, rewards and recognition opportunities, teamwork, superior subordinate relationship and delegation, at Roots Industries, Coimbatore. The research done is descriptive study involving survey and enquiry. The tools used for the data collection are questionnaires interviews and observations. The sampling design used is random sampling Sample of 103 employees from study population of 248 was taken. The secondary was collected from the company's manuals, employee handbook, intranet and website. The research was carried out for a period of 4 months. The analysis was carried on a software SPSS and stated satisfaction level of different parameters. The overall job satisfaction showed people were satisfied with their current job but still measures should be taken to improve the satisfaction level.

Key Words: Job Satisfaction, Job Content, Teamwork, Commitment

Introduction:

Attitudes are evaluative statements - either favourable or unfavourable - concerning objects, people or events. They reflect how one feels about something. Work Attitudes are the feelings and beliefs that largely determine how employees will perceive their environment, commit themselves to intended actions, and ultimately behave. Job Satisfaction is one of the many work related attitudes individuals hold like Job Involvement, Organizational Commitment, etc. Job Satisfaction thus is a set of favourable or unfavourable feelings and emotions with which employees view their work. A person with high level of job satisfaction holds positive feelings about the job, while a person who is dissatisfied with his/her job holds negative feelings about the job. Job satisfaction is an important concern for both the employee as well as the employer as it has an impact on many organizational behaviours. The employees satisfaction is conducted to provide the information needed to improve various factors like productivity loyalty and job satisfaction. With the employee's views, organizations can identify the root causes and create improvements. Organization just needs to discover what motivates the people, what drives loyalty and what genuinely makes the employees happy and employee remain satisfied only when they know their issues are being addressed.

Significance of the Study:

Roots Industries India Ltd. is a leading manufacturer of HORNS in India and the 11th largest Horn Manufacturing Company in the world. Headquartered in Coimbatore - India, ROOTS has been a dominant player in the manufacture of Horns and other products like Castings and Industrial Cleaning Machines. Since its establishment in 1970, ROOTS has had a vision and commitment to produce and deliver quality products adhering to International Standards. With a strong innovative base and commitment to Quality, Roots Industries India Limited has occupied a key position in both international and domestic market as suppliers to leading OEMs and after market. Similar to products, Roots has leading edge over competitors on strong quality system base. Now, RIL is the first Indian Company and first horn manufacturing company in the world to get ISO/TS16949 certification based on effective implementation of QS 9000 and VDA 6.1 system requirement earlier. RIL has entered into technical collaboration with Robert Bosch, SA to further enhance the technical competence. Roots' vision is to become a world-class company manufacturing world-class product, excelling in human relation. Roots Industries India Ltd electric horns currently holding 60% of the Indian Market Share. They are suppliers to leading automobile manufacturers such as Volkswagen, Toyota, Mercedes-Benz, Skoda, Navistar, Harley Davidson, Tata Motors, etc., are also the exclusive suppliers of the specialty horns to defense. Their export market covers above 40 countries, which include United States, Japan, Germany, Russia, China, Italy and Africa, now the Roots has expanded and concentrated on industrial cleaning machines.

Roots Groups promoted by Mr. K. Ramasamy, A Master Degree holder in Automobile Engineering from Lincoln Technical Institute, USA, has its corporate office at Coimbatore in South India extending the philosophy of quality to all spheres of its activity in the market leader in India for flagship product automobile





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A STUDY ON EMPLOYEE RETENTION AS A TOOL FOR IMPROVING ORGANIZATIONAL EFFECTIVENESS: ANALYTICAL STUDY AT VAIGAI AGRO PRODUCT LIMITED

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Cite This Article: M. Saravanan, P. T. J. K. Lilian & Dr. B. Velmurugan, "A Study on Employee Retention as a Tool for Improving Organizational Effectiveness: Analytical Study at Vaigai Agro Product Limited", International Journal of Interdisciplinary Research in Arts and Humanities, Volume 8, Issue 1, Page Number 78-82, 2023.

Abstract:

Human sources are those who make the group of workers of a company. It's also recognized via manpower, skills, labour, employees, etc. Human Resource department of a business enterprise performs human useful resource control. It entails various elements of the employment consisting of compliance with labour regulation and employment standards, management of worker benefits, and various other sports related to recruitment and choice of the employee. Worker retention is regarding the efforts with the aid of which employers try and retain the personnel in their team of workers. Retention turns into the strategies in place of the final results. Preserving the worker for long duration of time is known as retention. Retention strategies of the organization need to have the capacity to attract and hold their staff. Organizational effectiveness refers to a company's ability to achieve the goals it sets out to achieve. It's far the performance of the organization, group or an organization to fulfill its goal. Six Sigma is a methodology that makes a specialty of improving the overall efficiency of a business process.

Introduction:

Long-term health and success of any organization depends upon the retention of key employees. To a great extent customer satisfaction, organizational performance in terms of increased sales, satisfied colleagues and reporting staff, effective succession planning etc., is dependent upon the ability to retain the best employees in any organization. Encouraging employees to remain in the organization for a long period of time can be termed as employee retention. It is a process in which the employees are encouraged to remain with the organization for the maximum period of time or until the completion of the project.

Models of Employees' Retention:

There are three important models on employee retention, one of them is a) Zinger Model and the other is 2) ERC's Retention Model. 3) Integrated System for Retaining Employees. A brief explanation of these models is follows:

Zinger Model:

Employee retention is the art and science of engaging people in authentic and recognized connections to strategy, roles, performance, organization, community, relationship, customers, development, energy, and well-being as companies leverage, sustain, and transform their work connections into results.

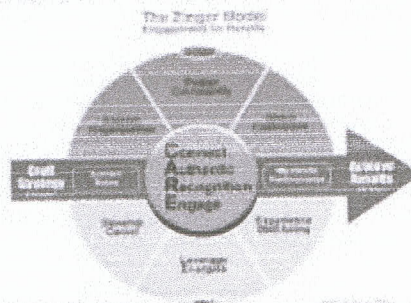


Figure 1: Zinger Model

According to the Zinger Model, employee retention is directed towards achieving results of the organization that the department, team, or individual wants to achieve. To achieve results, companies need to craft a strategy to get there. A central key of employee retention is connection. In some cases connection is

FACTORS INFLUENCING EMPLOYEE MOTIVATION: A STUDY AT ANU FOODS INDUSTRIES, MADURAI

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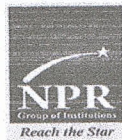
ABSTRACT

Motivation is the set of forces that make employees willing to behave in an organization. It is a crucial function of management or human resource management. The study's objectives are to determine employees' motivating factors as well as to identify employees' general attitudes towards existing motivational factors. The qualitative research method was used. Primary data were collected adopting focus group discussion, observation, and interviews. Administrative and unranked employees of Anu food industry, Madurai were selected for study by applying the case study method. Thematic analysis of data was applied. The most important motivating factor for both temporary administrative and unranked employees (helpers in office) was job security followed by pay and overtime remuneration. Administrative employees, to great extent, need intrinsic reward particularly recognition, responsibility, promotion, and fairness whereas unranked permanent employees also, to some extent, were influenced by intrinsic factors such as recognition, equality, fairness. A different motivating factor may apply to different levels of employees in terms of their needs and desires. The general attitude of the research participants regarding motivation seems to be poor. So, both extrinsic and extrinsic factors should be improved.

Keywords: extrinsic - intrinsic - motivating factors - rewards.

INTRODUCTION

Motivation is one of the significant parts of management function. Decenzo and Robbins (2005) define HRM as a process consisting of four functions-acquisition, development, motivation, and maintenance of human resources. Motivation is concerned with the preparing function of employees. Human asset is the most important and valuable asset for any kind of organization. Motivated employees can adapt to rapidly changing technological advancements. These employees play a crucial role in enhancing both individual and organizational performance and productivity through their capability and commitment because they are generally more creative and productive at work. Without motivation, employees in the organization no management or organization can achieve its objective. Therefore, motivated personnel are invaluable property of an undertaking. There is a high relationship between employee motivation



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IMPACT OF TRAINING AND DEVELOPMENT OF YOE ELECTRONIC INDIA PRIVATE LIMITED, CHINAIYAN CHATRAM, KANCHIPURAM, TAMILNADU

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Abstract:

Education as a training and development definition; in the behaviour of the individual through his own life it is the process of bringing about desired changes. Teaching, planned and planned education carried out in a certain place and in a time period called the programmatic part. Based on these definitions, my concept of education is more we can say that it is comprehensive. Development in the organization to increase the performance of the employee. Made by the management during the period from the start of the it includes all efforts related to activities. Training and development in organizations or businesses involving employees activities have a number of purposes. These; to achieve high efficiency at an affordable cost, to increase the quality of goods and services for production, to prevent waste of materials, raw materials and energy, to help the organization in effective time management, to increase the level of organizational commitment by providing motivation and job satisfaction of employees can be counted as increasing and strengthening the corporate culture. In this study, the training and development function in human resources management is mentioned.

Key Words: Training and Development, Human Resource Management, Training, Development

Introduction:

The purpose of training and development programs organizational capabilities. When the organization invests in improving the Knowledge and skills of its employees, the investment is returned in the form of more productive and effective employees training and development programs may be focused on individual performance or team performance. The creation and implementation of Training and management development programs should be based on training and Management development needs identified by training needs analysis so that time and Money invested in training and management development linked to the mission on core Honiness of the organization Investing in human resources through training and management Improves individual employee capabilities and organization capabilities. But if an organization invests in improving the knowledge and skills of its Employees, there should be some benefit to the organization how the organization should Measure the effect. As measures of training program success Kirkpatrick (1959) suggested using 4 criteria. All organizations must manage four resources. Investment in better equipment may speed up production or Reduce waste information is power. Data about products, prices and customers are Essential to every business investment in training and development of employees can make them more productive or more effective in their jobs, directly contributing to the bottom line.

Training and Development Process:

Training and development is a continuous process as the skills, knowledge and quality of work needs constant improvement. Since businesses are changing rapidly, it is critical that companies focus on training their employees after constantly monitoring them & developing their overall personality. Employee training and development implies a program in which specific knowledge, skills and abilities are imparted to the employees, with the aim of raising their performance level, in their existing roles, as well as providing them learning opportunities, to further their growth.

Company Profile:

Yoe Electronic Private Limited is a private incorporated on 15 January 2009. It is classified as Non-Govt Company and is registered at Registrar of Companies, Chennai. It's Authorized share capital is Rs. 90,000,000 and it's paid up capital is Rs. 88,618,688. It is involved in Manufacture of Electronic valves and tubes and other electronic components. Annual General Meeting (AGM) was last held on 17 September 2021 and as per records from Ministry of Corporate Affairs (MCA), its balance sheet was last filed on 31 March 2021. Corporate Identification Number is (CIN) U32109TN2009PTC092730 and its registration number is



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EMPLOYEE WORK LIFE BALANCE TOWARDS PANASONIC APPLIANCE INDIA LTD, CHENNAI, TAMILNADU, INDIA : ANALYTICAL STUDY

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ABSTRACT

The Project has been done in Panasonic appliances India Ltd. The title of the project is "A Study on Employees work life balance in Panasonic appliances India Ltd, Chennai". The main objective of the study is to find out the Employees performance and overall Work life balance in both of Family and Company. In the company I have studied thoroughly the working method and functions of the HR department individually. The collected data was analyzed by using relevant tools such as Percentage analysis and chi-square test using SPSS software. This study has individually observed the employees at Panasonic appliance India Ltd Chennai and study of employee work life balance has been provided with suggestions with the consideration of findings.

ABOUT PANASONIC APPLIANCE

The Company was incorporated as a public limited company on 9th September 1988 in the name of Indo Matsushita Appliances Company Limited. The Company was promoted as a joint venture by Mr.P.Obul Reddy a leading Industrialist in Chennai, Tamil Nadu in Technical and Financial Collaboration with Matsushita Electric Industrial Co. Ltd. Japan (now known as Panasonic Corporation). The Company has come out with a public issue during the year 1990 and the shares of the Company are listed in the Bombay Stock Exchange Ltd (BSE) and Madras Stock Exchange Ltd.

The Company started manufacturing of Electric Rice Cookers during the year 1990 and marketed the same in the brand name of "National Nippo". The Company has been considered as the pioneer in the field of manufacturing and marketing of Electric Rice Cookers in India and is the market leader in this segment. The Electric Rice Cooker manufactured by the Company has a unique feature in which it has an in-built auto-thermostat which will cut off the heater once the cooking is completed and thereafter keep it warm for a long time. The Company expanded its products line by introduction of

RECRUITMENT AND SELECTION PROCESS IN ROYAL ENFIELD,73, THADICOMBU ROAD,DINDIGUL DISTRICT, TAMILNADU, INDIA: AN ANALYTICAL STUDY

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ABSTRACT

The Essential of selection are first, the nature of selection, whether faulty and safe and second, the policy of the company and the aptitude of the management and third, the length of the probationary or the trial period. The different types of selection test are ability test, aptitude test, personality test, graphology test, medical tests, and genetic screening. The final decision has to be made from the pool of the individual who pass the test, interviews, and the reference checks and also the HR manager plays the crucial role in the final selection process.

"Recruitment" is a process of discover the sources of the manpower to meet the recruitment of the staffing, scheduling and the employ effective measure for the attracting that manpower in definition of recruitment is it is the process of finding and attracting capabilities of applicant for employment the process begins when new recruits and sought and ends when their applicants are submitted.

The process of recruitment involves planning, strategy developing, searching screening and control the sources of the recruitment are categories as internal and the external sources

ABOUT ROYAL ENFIELD

Royal Enfield is a motorcycle manufacturing company based in Chennai, India. Originally, a confluence of the British Motorcycle company, Royal Enfield and indigenous Madras Motors, it is now a subsidiary of Eicher Motors Limited, an Indian automaker. Along with its flagship motorcycle Royal Enfield Bullet, the enterprise is notable for its Mid-premium motorcycles with the characteristic thumping engine sounds and high capacity engines. Royal Enfield motorcycles made in England were being sold in India from 1949. In 1955, the Indian government looked for a suitable motorcycle for its police and army, for patrolling the country's border. The Bullet was chosen as the most suitable bike for the job. The Indian government order 800350cc model Bullets. In 1955, the Redditch company partnered with Madras Motors in India to form 'Enfield India' to assemble, under licence, the 350cc Royal Enfield Bullet motorcycle in Madras (now called



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IMPACT OF EMOTIONAL INTELLIGENCE OF WOMEN LEADERSHIP TOWARDS INDELTA'S TRADE LINK, DINDIGUL, TAMILNADU: ANALYTICAL STUDY

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ABSTRACT

Women make up half of the world's population, but they continue to face inequalities in every field, whether in government or non-government organizations, and particularly in leadership because men believe women cannot be good leaders or managers, whereas men agree for women to work at home because men believe women are only good for domestic work. However, the number of female leaders is still low when compared to male leaders. Nowadays the percentage of women in leadership positions is increasing and advancing towards gender parity. We endeavored to examine by mean so fliterturere view the impact of Emotional Intelligence (EI) on women's leadership since we found that EI is a key factor in predicting effective leadership traits. We also found there is a social perception that women tend to be seen as more emotional and empathic than men. We review the definitions of leadership and EI and explore the link between EI, leadership and women. Several leadership scholars and psychologists argue that EI is an important foundation for leadership effectiveness. When it comes to learning EI, men and women have the same opportunities to acquire a great EI through reflection and experience. The purpose of this study is to explore the relationship between emotional intelligence (EI) and leadership styles (transformational and transactional). This paper concludes that although Indian business are dominated by men were women do not have proportionate representation, skill the Indian women are better off than their counter parts in other regions of the world when it comes to holding higher positions in the corporate hierarchy. However, we highlight the necessity for increasing the number of women in leadership positions by enhancing and supporting women's leadership competencies.

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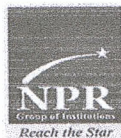
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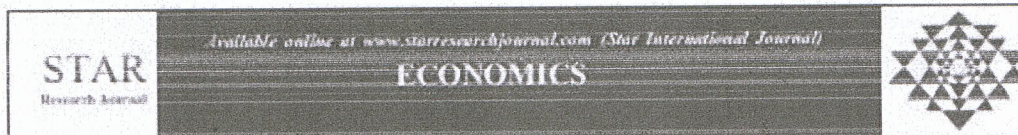
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OCCUPATIONAL STRESS AND JOB SATISFACTION AMONG WORKING WOMEN IN FEMINA SHOPPING MALL, TRICHY

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ABSTRACT

At present world facing, the new term 'Occupational Stress' it can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources or needs of the worker. Job stress can lead to poor health and even injury. The concept of Occupational stress is often confused with challenge, but these concepts are not the same. Challenge energizes us psychologically and physically and it motivates us to learn new skills and master our occupation. When a challenge is met, we feel relaxed and satisfied. Nowadays, the Education field is facing many challenges. It is an important issue not only for our students but our nation's development. In this context teachers are the most significant factor of the education process. It has a crucial role in individual's improvement. During the education, students gain the knowledge and skills, and teachers are the basic role models for their students. Teachers play a significant role in the development of countries, because they educate new generations. In this junction the research like to know the occupational stress of the Educational field especially women teachers society. In this title consists of reviews and concepts of the various studies. It helps to know types of stress and remedial measures used by the institutions.

Keywords: Occupation, Women, Education, Stress, etc.



 26

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WORKFORCE DIVERSITY: A KEY TO IMPROVE PRODUCTIVITY AT PREETHI HOSPITAL

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Abstract:

This paper describes about the employee's workforce diversity in terms of culture, age, gender, ethnicity, racial background and training in terms of its need, development and effectiveness. This study reveals when the organization has a good training for practicing workforce diversity, employees will enjoy all the positive benefits such as motivation, knowledge and skill transfer, creativity and better decision making. Hence employees are enhances the organization's growth. If workforce diversity and training is not handled correctly, the diverse workforce will badly effect organization growth. This research also aims to see the "how workforce diversity (cultural, age, gender, ethnicity), employee training and development influences on employee's performance in their workplace", in which Workforce Diversity, Training and Development consider as independent whereas dependent variable „Employee Performance". This research investigates the relationship between work force diversity (cultural, age, gender, and ethnicity), training development and employee performance in the IT Companies and also how work force diversity, training and development influences on employee performance among the IT companies employees. The data were analyzed using Statistical Package for Social Science (SPSS) software analysis revealed that workforce diversity, training and development had significantly related with performance of employees.

Key Words: Workforce Diversity, Training and Development, Employee Performance

Introduction:

Employees are major assets of any organization. These unique assets through effective training become imperative in order to maximize the job performance. Also position them to take on the challenges of the today's competitive business climate. In India, Bangalore is one of the most globally competitive cities; it attracts highly skilled and extremely innovative people to work here. Globalization and Internet have reduced the gap in the time to market scale. Thus hyper competition is almost unavoidable in every field. At the same time the technical challenge of industrial problems is getting more difficult as well as more complex. In Bangalore workforce has employees from different states, cultures, generations and genders. This multiculturalism has positioned for improving organizational performance. It is highly influenced by individual employee performance. Employee's performance is the behavior and attitude of an employee at work. The accomplishment of the industry depends on its employee performance. Therefore, upper management knows the significance of expense in training for the advantage of improving employee performance and also places them to get the challenges of the today's competitive business environment. One of the key factors of any organizations is its employees. Employee performance can also be influenced by workforce diversity, training and development of an individual employee. This research investigates the relationship between work force diversity (cultural, age, gender, and ethnicity), training development and employee performance in the work force diversity, training and development influences on employee performance among the employees.

Benefits of Managing Workforce Diversity:

- High level of Productivity
- Exchange of varieties of ideas and Team work
- Learning and growth
- Effective Communication
- Diverse Experience

Need of Training & Development in the Workplace:

- To make employees more effective and productive.
- To match the employee specification with job requirements of organizational needs.
- To cope with the technological advancements.
- To improve the quality of product / service.



87

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EMPLOYEE INVOLVEMENT TOWARDS KARUR GOLDLINE EXPORTS PVT LTD, KARUR DISTRICT TAMILNADU: ANALYTICAL STUDY

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Abstract:

The Project has been done in Karur Goldline Exports Pvt Ltd. The title of the project is "A Study on Employee Involvement towards Karur Goldline Exports Pvt Ltd, Karur". The main objective of the study is to find out the employees engagement towards the organization. The collected data was analyzed by using relevant tools such as percentage analysis, chi-square test, paired comparison t-test were found related to employee and factor related to employees involvement in Karur Goldline Exports Pvt Ltd - Karur. The First Chapter deals with introduction, importance, statement of the problem, the scope, objectives, limitations and Research methodology. The Second Chapter deals with Review of literature. The Third chapter deals with the Complete Profile of Organization. The fourth chapter deals with the analysis and data interpretation. The fifth chapter reflects the thoughts of the researcher in the form of findings, suggestions and conclusions. Various supporting information have been incorporated for an easy understanding of the readers.

Introduction about Employee Involvement towards Karur Goldline Exports:

Employee involvement means that every employee is regarded as a unique human being, not just a cog in a machine, and each employee is involved in helping the organization meet its goals. Each employee's input is solicited and valued by his/her management. Employees and management recognize that each employee is involved in running the business. Employee involvement is creating an environment in which people have an impact on decisions and actions that affect their jobs. Employee involvement is not the goal nor is it a tool, as practiced in many organizations. Rather, it is a management and leadership philosophy about how people are most enabled to contribute to continuous improvement and the on-going success of their work organization. My bias, from working with people for 40+ years, is to involve people as much as possible in all aspects of work decisions and planning. This involvement increases ownership and commitment, retains your best employees, and fosters an environment in which people choose to be motivated and contributing. How to involve employees in decision making and continuous improvement activities is the strategic aspect of involvement and can include such methods as suggestion systems, manufacturing cells, work teams, continuous improvement meetings, Kaizen (continuous improvement) events, corrective action processes, and periodic discussions with the supervisor. Intrinsic to most employee involvement processes is training in team effectiveness, communication, and problem solving; the development of reward and recognition systems; and frequently, the sharing of gains made through employee involvement efforts.

Impacts of Employee Involvement in the Workplace:

The impacts of employee involvement to an organization have numerous positive and negative outcomes. Managers must determine the most effective employee involvement strategy(s) by specific having clear and concise organizational goals. Managers from different organization at all levels must work effectively with their employees to carry out specific responsibilities while showing some degree of independence to the employee; however some managers train their employees to accept various responsibilities and duties assigned to them. Walter and supports this by stating "some organization present their employees with rewards, acknowledgment and recognition for performing tasks effectively and with high standards" (Walter, 2005). Listed below are factors that have been outlined by relevant researchers, scientists and doctors in this field that are potential positive and negative impacts of Employee Involvement to all stakeholders within an organization.

Positive Impacts:

Teamwork: McKenna has argued that "employee involvement or participation in the decision making process gives every employee an opportunity to express their opinions, and to share their experience knowledge with other employees or employers" (McKenna, 2002). This would improve the relationship between a manager and the employee; while it encourages a feel of teamwork among other employees. Expressing various views



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TRAINING NEED ANALYSIS IN DODLA DAIRY LTD, DINDIGUL: ANALYTICAL STUDY

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ABSTRACT

Employees are the most valuable asset of an organization, so to enhance their performance it is necessary to pay attention to their learning. Training and development programs help organizations to build a skilled and competent workforce in order to maintain a high level of competency and to survive in a dynamic business environment. This study was conducted with the aim to investigate the effectiveness of training and development on employee performance at Dodla Dairy Limited, Dindigul. The research employed descriptive analysis. Primary data was collected through distributing questionnaires to 150 employees, who were selected through the random sampling technique. Findings reveal that overall training and development has a significant impact on employee's performance. It helps the organization in reducing employee turnover, increasing the productivity of employees, and contributing to higher financial returns for the organization. The study suggests that there is a need for improvisation in identifying the area where training needs have actually generated and salary structure should be revised at a regular interval of time.

Keywords: Training, Development, Employee performance, Organization.

INTRODUCTION

Training and development are a part of an organization's subsystem that focuses on improving individual and group of employees. Training is the method of improving an employee's skill, knowledge, and abilities in order for them to perform a specific job. Employee development refers to their overall development. It is a process by which managers and executives develop experience and competency in their current job, as well as the ability to perform future tasks.

IMPORTANCE OF TRAINING

It is important for organizations to provide ongoing training and development programs for their workers in order to continue to improve. Since the business environment and competition are constantly evolving, it is important to continue studying and acquiring new skills.

9

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A STUDY OF JOB SATISFACTION AND ITS EFFECT J.K FENNER INDIA LTD MADURAI: AN ANALYTICAL STUDY

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ABSTRACT

The aim of the present research was to study the effect of job satisfaction on the performance of employees working in private sector organizations of Peshawar, Pakistan. For that purpose, one hundred and eighty employees were selected as a sample from private organizations of Peshawar. An equal number of employees, were selected through random sampling method from three types of organizations, viz., hospitals, banks, and universities. A Minnesota Satisfaction Questionnaire (MSQ-short form) developed by Weiss et al. (1967) and a self-constructed Performance Evaluation Form (PRF) were used as instruments for the study. Initially, the reliability statistics of both the instruments was calculated to know the significance of the scales. According to the findings of the study, the type of occupation has been shown significant correlation with job satisfaction. Similarly, the positive relationship of job satisfaction with performance of employees was also confirmed. Therefore, it is concluded from the study that satisfied employees were better in performance as compared to dissatisfied employees, thus contributing significant role in the uplifting of their organizations. As there are unstable economic and political conditions of Peshawar, it is therefore necessary for every organization to make their employees motivated and satisfied towards high performance by adopting different techniques and methods.

Keywords: Employee satisfaction, Human Resource Management, compensation, Organization development.

INTRODUCTION

Job is one of the important elements of people's life. Their living style and their social lives depend on their jobs. Therefore, it is necessary for every organization to have satisfied workforce. Nowadays, private sector plays significant role in uplifting the economy of Pakistan. They are not only providing good services but are also providing job opportunities to a large group of people. Keeping in view the contribution of private sector in the society and the significant role of job satisfaction in order to improve the employees' performance, the aim of the present study is to know the job satisfaction of employees and its relationship with the performance level.

134

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