

A STUDY ON EMPLOYEE RECOGNITION IN ANITHAA WEAVING MILL PRIVATE LIMITED AT TIRUCHENGODE

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ABSTRACT

This study titled "**A Study on Employee Recognition in Anithaa Weaving Mill Private Limited at Tiruchengode**" examines the nature and effectiveness of employee recognition practices in the weaving mill industry. Employee recognition plays a vital role in motivating employees, improving productivity, and retaining talent within an organization. The primary objective of the study is to examine the current recognition practices at Anithaa Weaving Mill Private Limited and to offer suggestions to improve the same.

The study is based on descriptive research design. Primary data was collected through a structured questionnaire administered to **150 employees** of Anithaa Weaving Mill Private Limited using random sampling technique. Secondary data was gathered from books, journals, and websites. Statistical tools such as **Simple Percentage Analysis, Chi-**

Square Test, Correlation, and ANOVA were used for data analysis and interpretation.

The findings of the study reveal that the majority of respondents (30%) belong to the age group of 25–30 years, and 59.3% are male. Most employees prefer to be recognized by their immediate supervisor (35.3%) for consistent job performance (34.7%). A significant majority (30.7%) reported that recognition is communicated inconsistently in the organization, highlighting a key area for improvement. About 48% of respondents indicated that awards are easily and accurately redeemed and fulfilled, and 44% consider formal recognition to be very important. The correlation analysis revealed a strong positive relationship between experience and income ($r = 0.909$, $p < 0.001$), and the ANOVA results confirmed a statistically significant difference in experience levels across income groups ($F = 268.18$, $p < 0.001$).

1.2 STATEMENT OF THE PROBLEM

Recognition helps employees see that their industry values them and their contributions to the success of their team and the weaving mill industry overall. This is particularly key when organizations grow or change. It helps employees build a sense of security in their value to the company, motivating them to continue great work. Workplace recognition motivates, provides a sense of accomplishment and makes employees feel valued for their work. Recognition not only boosts individual employee engagement, but it also has been found to increase productivity and loyalty to the company, leading to higher retention

1.3 OBJECTIVES OF THE STUDY

- To examine the nature of employee recognition in Anithaa Weaving Mill Private Limited at Tiruchengode
- To offer suggestions to management of weaving mill industry to improve the practice of giving recognition to employees.
- To provide timely recognition to employees in a non-monetary award based on the significance of the contribution
- To improve the employee productivity and quality of work in the industry
- To determine the mediating role of perceived organization support between the relationship of recognition and job performance.

1.4 SCOPE OF THE STUDY

- The scope of the study analysis and evaluate current best practices at the manufacturing industries.
- To develop flexible, well-defined options for recognizing and rewarding individuals and teams.

- To Develop and recommend an implementation strategy to educate and encourage the practice of rewarding and recognizing employees.
- To understand the characteristics of effective recognition in the management as well as coworkers relations.
- To follow recognition program best practices to the human resource development.
- Recognition programmes need to be easy to use, engaging and able to support your objectives. Imagine a Peer-to-Peer recognition programme that provides employees with an exciting platform to recognise one another.

1.5 LIMITATIONS OF THE STUDY

- As the respondents were busy with their work, it was difficult for the researcher to meet the respondents and gain information fully.
- The study was limited to a short period in 3 months.
- The data depends totally on the respondent's view, which may be biased.
- In this study the sample size is 150.

2. RESEARCH METHODOLOGY

Research Methodology is a systematic way to solve a research problem; it includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them.

RESEARCH DESIGN

“A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure”. The research design adopted for the studies is descriptive design. The researcher

has to describe the present situation in order to know the behaviour of the consumers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

POPULATION

The aggregate elementary units in the survey are referred to as the population. Here it covers the 150 employees of Anithaa Weaving Mill Private Limited.

Sample Size

The study based only on the employee engage. Total number of sample taken for the study is 150 respondents.

SAMPLING UNIT:

Sampling unit is in Tiruchengode.

SAMPLE DESIGN

Random sampling techniques were used for the study

METHOD OF COLLECTION

Primary data:

Primary data means data which is fresh collected data. Primary data mainly been collected through personal interviews, surveys etc.

Secondary data:

Secondary data means the data that are already available. Generally speaking secondary data is collected by some organizations or agencies which have already been processed when the researcher utilizes secondary data; the process of secondary data collection and analysis is called desk research.

STATISTICAL TOOLS USED

SIMPLE PERCENTAGE ANALYSIS

This method is used to compare two or more series of data, to describe the relationship or the distribution of two or more series of data.

Percentage analysis test is done to find out the percentage of the response of the response of the respondent. In this tool various percentage are identified in the analysis and they are presented by the way of Bar Diagrams in order to have better understanding of the analysis.

$$\text{Simple percentage} = \frac{\text{No. of respondents}}{\text{Total No. of respondents}} \times 100$$

CHI- SQUARE ANALYSIS

Chi-square was done to find out one way analysis between socio demographic variable and various dimensions of the programme.

$$\chi^2 = \frac{(O - E)^2}{E}$$

Where, O – Observed value, E – Expected value

In general the expected frequency for any cell can be calculated from the following equation.

$$E = \frac{RT \times CT}{N}$$

The calculated value of chi-square is compared with the table value of χ^2 given degrees of freedom of a certain specified level of significance. If at the stated level of the calculated value of χ^2 the difference between theory and observation is considered to be significant. Otherwise it is not significant.

CORRELATION

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation coefficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction. Alternatively, perfect negative correlation means that if one security moves in either direction the security that is perfectly negatively correlated will move in the opposite direction. If the correlation is 0, the movements of the securities are said to have no correlation; they are completely random.

$$\frac{\sum XY}{\sqrt{(\sum X^2) (\sum Y^2)}}$$

ANOVA

Examination of change, or ANOVA, is a solid measurable method that is utilized to show contrast between at least two methods or parts through importance tests. It likewise shows us an approach to make numerous examinations of a few populace implies. The Anova test is performed by looking at two sorts of variety, the variety between the example implies, just as the variety inside every one of the examples. Beneath referenced recipe addresses one way Anova test measurements:

$$F = \frac{MST}{MSE}$$

F = Anova Coefficient

MST = Mean sum of squares due to treatment

MSE = Mean sum of squares due to error

CHI-SQUARE ANALYSIS

NULL HYPOTHESIS

HO: There is no significance between the Educational Qualification and supervisor/organization welcomes new ideas from you.

ALTERNATIVE HYPOTHESIS

H1: There is significance between the Educational Qualification and supervisor/organization welcomes new ideas from you.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Educational Qualifications * Managers/supervisor	150	100.0%	0	.0%	150	100.0%

Educational Qualifications * Managers/supervisor Cross tabulation

Count		Managers/supervisor				Total
		Not Important	Somewhat Important	Very Important	Not Sure	
Educational Qualifications	SSLC	14	0	0	0	14
	Diploma	4	32	0	0	36
	Degree	0	17	28	0	45
	Post Graduate	0	0	29	8	37
	Above PG	0	0	0	18	18
Total		18	49	57	26	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.966E2 ^a	12	.000
Likelihood Ratio	263.993	12	.000
N of Valid Cases	150		

a. 7 cells (35.0%) have expected count less than 5. The minimum expected count is 1.68.

Symmetric Measures

	Value
Measure of Agreement Kappa	. ^a
N of Valid Cases	150

a. Kappa statistics cannot be computed. They require a symmetric 2-way table in which the values of the first variable match the values of the second variable.

RESULT

The Pearson Chi-Square test indicates a statistically significant association between the variables (chi-square = 296.6, df = 12, $p < .001$), suggesting that the observed relationship is not due to chance. However, the result should be interpreted with caution because 35% of the cells have expected counts less than 5, which violates the standard assumption for a robust Chi-Square analysis.

TABLE NO 4.26 CORRELATION

The table shows that the relationship between Experience and income

Descriptive Statistics

	Mean	Std. Deviation	N
Experience	3.31	1.597	150
Income	2.96	.962	150

Correlations

		Experience	Income
Experience	Pearson Correlation	1	.909**
	Sig. (2-tailed)		.000
	N	150	150
Income	Pearson Correlation	.909**	1

	Sig. (2-tailed)	.000	
	N	150	150

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

NON PARAMETRIC CORRELATIONS

Correlations

			Experience	Income
Kendall's tau_b	Experience	Correlation Coefficient	1.000	.863**
		Sig. (2-tailed)	.	.000
		N	150	150
	Income	Correlation Coefficient	.863**	1.000
		Sig. (2-tailed)	.000	.
		N	150	150
Spearman's rho	Experience	Correlation Coefficient	1.000	.927**
		Sig. (2-tailed)	.	.000
		N	150	150
	Income	Correlation Coefficient	.927**	1.000
		Sig. (2-tailed)	.000	.
		N	150	150

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

RESULT

The Pearson correlation analysis reveals a very strong, statistically significant positive relationship between Experience and Income ($r = .909$, $p < .001$, $N = 150$), indicating that as years of experience increase, income levels tend to rise substantially.

ANOVA

NULL HYPOTHESIS

H₀: There is no significant relationship between experience and income

ALTERNATIVE HYPOTHESIS

H₁: There is a significant relationship between experience and income

Experience	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum	Between - Component Variance
					Lower Bound	Upper Bound			
Below Rs.5000	9	1.00	.000	.000	1.00	1.00	1	1	
Rs.5000- Rs.10000	45	1.78	.420	.063	1.65	1.90	1	2	
Rs.10000- Rs.15000	39	3.10	.680	.109	2.88	3.32	2	4	
Above Rs.15000	57	5.02	.767	.102	4.81	5.22	4	6	
Total	150	3.31	1.597	.130	3.05	3.56	1	6	
Mod Fixed el Effects			.632	.052	3.20	3.41			
Random Effects				.971	.22	6.40			3.076

Test of Homogeneity of Variances

Experience

Levene Statistic	df1	df2	Sig.
7.238	3	146	.000

ANOVA

Experience	Sum of Squares	df	Mean Square	F	Sig.
Between (Combined) Groups	321.543	3	107.181	268.183	.000
Linear Unweighted Term	148.417	1	148.417	371.361	.000
Weighted Deviation	313.570	1	313.570	784.598	.000
	7.973	2	3.986	9.975	.000
Within Groups	58.350	146	.400		
Total	379.893	149			

HOMOGENEOUS

Experience

Income	N	Subset for alpha = 0.05			
		1	2	3	4
Tukey B ^a Below Rs.5000	9	1.00			

Rs.5000-Rs.10000	45	1.78	
Rs.10000-Rs.15000	39		3.10
Above Rs.15000	57		5.02

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 22.661.

RESULT

The ANOVA results indicate a highly significant difference in Experience between groups ($F(3, 146) = 268.18, p < .001$), with the linear term accounting for the vast majority of the variation. This suggests a strong, systematic progression in experience across the categorical groups being tested, as confirmed by the extremely low significance value.

5. FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- Majority 30.0% of the respondent's age group is 25-30 years.
- Majority 59.3% of the respondents are male.
- Majority 60.0% of the respondents are Married person.
- Majority 30.0% of the respondents Educational Qualification is Degree.
- Majority 28.0% of the respondents experience was 0-5 years.
- Majority 38.0% of the respondents are earned Above Rs.15000.
- Majority 30.7% of the respondents are selecting the Communicated inconsistently for frequently employees hear about recognition in your organization.
- Majority 35.3% of the respondents are selecting the immediate supervisor for Prefer to be recognized for your accomplishments.
- Majority 34.3% of the respondents are Consistent job performance about appreciate being recognized for by your manager or supervisors.
- Majority 30.7% of the respondents are selecting Personal note or card.
- Majority 40.0% of the respondents are selecting Private recognition.
- Majority 30.0% of the respondents are selecting One-on-one with a manager about earned recognition communicated.
- Majority 48.0% of the respondents are selecting Awards are easily and accurately redeemed and fulfilled about ease-of-use of your recognition program.
- Majority 30.0% of the respondents are selecting on an individual basis.
- Majority 30.0% of the respondents are selecting Awards about Features include in recognition program.
- Majority 34.0% of the respondents are selecting Always for Supervisor / organization welcome new ideas from you.
- Majority 32.7% of the respondents are selecting Always for supervisor/organization encourages new ideas.
- Majority 64.0% of the respondents recognized the Idea/ideas that got implemented.
- Majority 34.7% of the respondents are satisfied about the level of satisfaction with recognition/ reward you got.

20. Majority 40.0% of the respondents are Middle level position in your organization.
21. Majority 59.3% of the respondents agree with our company's/department's recognition program.
22. Majority 35.3% of the respondents are selecting the Improving safety.
23. Majority 44.0% of the respondents are Very Important about Formal recognition.
24. Majority 40.7% of the respondents are Very well about Special project and/or achievement.

5.2 SUGGESTIONS

- Management should view employee recognition as an important investment rather than one of the costly and non-essential practices that generate no significant benefit to the industry
- Management should give meaningful and valued recognition. This suggests that recognition should be tailored to each employee (or group of employees) based on their personal preferences and circumstances
- Management should evaluate recognition programs. The recognition programs must be continuously monitored and evaluated in order to keep them relevant, current and aligned with their goals and values
- Management should establish and maintain a strategic communication plan that communicates all aspects of the recognition strategy, including program objectives, recognition processes, events, celebrations, tools, and a contact person for program information
- Management should ensure that the recognition practices meet the expectations of the organisation as well as the needs of employees.
- Management should be able to provide well written policies or procedures on employee recognition that articulate the philosophy

and objectives for effective implementation of all recognition programs

- Management should be ready to give consistency, fairness and equality top priority when designing and implementing a recognition program and also ensure that the program is open to all employees

5.3 CONCLUSION

Most of the employees demand monetary benefit in rewards and recognition, organizations should adopt more financial incentives for rewarding the employees. There are countless ways to put employee recognition in the workplace into action; however, it all begins with company culture. A winning employee recognition program starts with having a company culture that advocates appreciation for top performers. This can be the foundation for solid staff engagement, continuous employee development, and retention strategy for the future.

It is evident from the study that a variety of factors influence employee motivation and satisfaction. It was also significant to discover that there is a direct and positive relationship between rewards and recognition and job satisfaction and motivation. Hence, if rewards and recognition offered to employees were to be alerted, then there would be a corresponding change in work motivation and satisfaction. The direct translation of this could be that the better the rewards and recognition, the higher the levels of motivation and satisfaction, and possibly therefore, the greater levels of performance and productivity. In the event of major inconsistencies, especially for emotional conflicts between performers and non-performers, the organization should make an effort to re-assess and rectify this situation. In the event that the organization does not re-assess the situation