



A STUDY ON WORK COMMITMENT AMONG THE EMPLOYEES IN INDIAN MULTINATIONAL MOTORCYCLE SUPPLY CHAIN SOLUTIONS LTD, HOSUR

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Abstract: Employees are considered the most valuable assets of organizations, contributing significantly to their resources alongside money and materials. Organizational productivity and growth heavily depend on the effective management and commitment of employees. This research investigates the levels of employee work commitment, which is defined as the association between an employee and their work (Loscoco, 1989). It explores how different factors such as interest in work, salary, job skills, loyalty, peer group influence, welfare, workplace conditions, and perceptions of management affect this commitment. The study highlights that mere numbers of employees do not guarantee organizational success; rather, it is the quality of their commitment that drives productivity and profitability. Organizational commitment, which reflects the degree of an employee's involvement and support towards the organization (Meyer & Allen, 1997), is crucial for achieving these goals. This research aims to identify both the promoting and hindering factors of work commitment among employees. Understanding these dynamics will help recognize the root causes of poor commitment levels and provide solutions to enhance employee engagement and organizational performance.

KEYWORDS: Job satisfaction, Workplace commitment, peer group influence, management practices.

CHAPTER - I

1.1 INTRODUCTION

Employees are considered to be the most valuable things of the organizations and also, they are considered one of the important resources of money, man and materials. The most of the organizations are working based on the employees and getting works from them. Today, the work can be change from each organization and employees can differ from each organization. But the management of the organization can handle the employees and directing towards the works. Most of the employees are working for running their life and fulfilling personnel needs. In the organization, the works can differ from each employee based on their knowledge, qualifications, competencies, capabilities and experiences.

The research problem will help to understand the employee's work commitment levels based on their interest on work, salary, job skills, loyalty, influence of peer groups, welfare, workplace, and mentality about management. So, it will give the overall understanding of the employee's mindset. Then find out the affecting factors and promoting factors of work commitment. The status of the research will give the solution and recognize the basis cause for the poor commitment levels of employees in the organization.

STATEMENT OF THE PROBLEM

This study needs to find out the affecting factors of work commitment levels among employees. In the organization, employees have different levels of work commitment, work interest, behavior, payment, skill, loyalty, influence of peer groups, welfare measures, workplace, and mentality about management and authorities. These concepts varied from each employee, so based on these ideas how the employees are contributing their energy, commitment and loyalty towards the work and how much interest and aim for their job improvement in the organization. And also, the organization has different age groups of employees in the workforce.

- What are the work commitment levels of employees?
- Does the industry have any motivation towards the employees?
- How the Employees Work commitment does are ensured by the industry?

SCOPE OF THE STUDY

The geographical area is the industrial area in which the research is done in directly to the employees. The quantitative method is being needed by the researcher. The data is will be collected in the form of questionnaire. The study consists of the organizational culture to enhance of the employee satisfaction of the employee to increase the levels of commitments. this study is more effective to solve problems facing in the organization. The study creates the valve of the future develop from core findings by using strategical method. The sample size is 100.

OBJECTIVES OF THE STUDY

To study the employees' attitude towards the work.

To analyze the work engagement level of the employees.

In this study the researcher has adopted the survey method. In this method, collecting and analyzing the data are basic steps. The survey method gathers data from a relatively large number of cases at a particular time. The researcher selected the Descriptive Design for this research.

Statistical tools for analysis of data were employed to consolidate, classify and analyze the data concerning the selected objectives of the study. Chi-Square Test Statistical calculations have been made making extensive use of Microsoft Excel and SPSS software packages.

MEASURING EMPLOYEES WORK COMMITMENT

According to Meyer and Allen (1997) model the employee's commitment level has measured by the assessing commitment of employees through the four variables. The first variable is the needs of employees. The employees look for different things from their management. Somewhat job security, economic strength and career growth. The extent to which organization fulfils the respective needs affecting commitment. The second variable is the extent to which the personnel are attracted in the direction of option outside the

current agency robust appeal closer to the outside reduces the commitment of personnel to the employer. The third variable is the extent to which the employee's involvement, interest, care and concern about their work. The fourth and final measure is unsureness. It occurs when the employees are not clear about their tasks, roles, responsibilities and job.

The following steps to develop work commitment

Step 1. Emerging Ownership

The management makes its employees feel the ownership and belong to the organization. Employees should sense that organization assets, productivity, resources, profit and loss. They can participate in every level of activities with the valuable contributions.

Step 2. Participation

The organization does not meet its goals without the participation of employees. In each stage of organization' activities participation of workers needed such as communication, decision- making process, delivering messages, suggestions and feedbacks.

Step 3. Leadership

The characteristic of leadership doesn't only belong to management and supervisors it also for each employee in the organization. The leadership should bring confidence, teamwork and guidance in the right way.

Step 4. Human Resource Practices

The human resource policies give the best practices, motivate and guidelines for the commitment. It doesn't only for the obligation but it also for training, career development, performance, rewards and recognitions.

CHI - SQUARE TEST

Age * Are you working only for earnings

Crosstab

Count

| Are you working only for earnings | | Total | | | | | |
|-----------------------------------|----------|-------------------|----|----------|----|----------------|----|
| | | Strongly Disagree | | Disagree | | NeutralAgree | |
| | | | | | | Strongly Agree | |
| Age | Below 20 | 0 | 4 | 7 | 6 | 1 | 18 |
| 21-30 | 3 | 6 | 19 | 10 | 6 | 44 | |
| 31-40 | 2 | 4 | 10 | 8 | 3 | 27 | |
| Above 40 | 1 | 2 | 3 | 4 | 1 | 11 | |
| Total | 6 | 16 | 39 | 28 | 11 | 100 | |

Chi-Square Tests

| Value | Df | Asymp. Sig. (2-sided) |
|--------------------|--------|-----------------------|
| Pearson Chi-Square | 4.371a | 12 .976 |
| Likelihood Ratio | 5.505 | 12 .939 |

Linear-by-Linear Association .008 1 .930

N of Valid Cases 100

INTERPRETATION

The significance level is 0.05.

H0 – There is no significant relationship between age of the respondents and factors affecting work commitment.

H1 – There is significant relationship between age of the respondents and factors affecting work commitment.

The above table shows the level of significant is 0.976 which is more than 0.05 ($P > 0.05$). So, the null hypothesis (H0) is accepted. There is no significant relationship between age of the respondents and factors affecting work commitment.

Age * Do you obey with organizations policy

Crosstab

Count

| | | Do you obey with organizations policy | | | | | Total |
|-------|----------|---------------------------------------|---------|-------|----------------|--|-------|
| | | Disagree | Neutral | Agree | Strongly Agree | | |
| Age | Below 20 | 0 | 8 | 6 | 4 | | 18 |
| | 21-30 | 2 | 10 | 25 | 7 | | 44 |
| | 31-40 | 1 | 9 | 10 | 7 | | 27 |
| | Above 40 | 0 | 2 | 7 | 2 | | 11 |
| Total | | 3 | 29 | 48 | 20 | | 100 |

Chi-Square Tests

| Value | Df | Asymp. Sig. (2- sided) |
|------------------------------|----------|------------------------|
| Pearson Chi-Square | 7.622a 9 | .573 |
| Likelihood Ratio | 8.389 9 | .495 |
| Linear-by-Linear Association | .459 1 | .498 |
| N of Valid Cases | 100 | |

INTERPRETATION

The significance level is 0.05.

H0 – There is no significant relationship between age of the respondents and factors affecting work commitment.

H1 – There is significant relationship between age of the respondents and factors affecting work commitment.

The above table shows the level of significant is 0.573 which is more than 0.05 ($P > 0.05$). So, the null hypothesis (H_0) is accepted. There is no significant relationship between age of the respondents and factors affecting work commitment.

Age * Do you understand critical thinking help to increase your valuable knowledge at work

Crosstab

Count

Do you understand critical thinking help to increase your valuable knowledge at work Total

Strongly Disagree Disagree Neutral Agree Strongly Agree

| | | | | | | | |
|----------|----------|---|----|----|----|-----|----|
| Age | Below 20 | 1 | 0 | 4 | 10 | 3 | 18 |
| 21-30 | 0 | 3 | 9 | 24 | 8 | 44 | |
| 31-40 | 0 | 1 | 11 | 10 | 5 | 27 | |
| Above 40 | 0 | 1 | 4 | 3 | 3 | 11 | |
| Total | 1 | 5 | 28 | 47 | 19 | 100 | |

Chi-Square Tests

| | | |
|------------------------------|---------|------------------------|
| Value | Df | Asymp. Sig. (2- sided) |
| Pearson Chi-Square | 11.916a | 12 .452 |
| Likelihood Ratio | 11.609 | 12 .478 |
| Linear-by-Linear Association | .177 | 1 .674 |
| N of Valid Cases | 100 | |

INTERPRETATION

The significance level is 0.05.

H_0 – There is no significant relationship between age of the respondents and factors affecting work commitment.

H_1 – There is significant relationship between age of the respondents and factors affecting work commitment.

The above table shows the level of significant is 0.452 which is more than 0.05 ($P > 0.05$). So, the null hypothesis (H_0) is accepted. There is no significant relationship between age of the respondents and factors affecting work commitment.

Age * Is any political activities influence your work commitment

Crosstab

Count

Is any political activities influence your work commitment Total

Strongly Disagree Disagree Neutral Agree Strongly Agree

| | | | | | | | |
|----------|----------|----|----|----|----|-----|----|
| Age | Below 20 | 0 | 3 | 1 | 11 | 3 | 18 |
| 21-30 | 3 | 11 | 11 | 14 | 5 | 44 | |
| 31-40 | 4 | 0 | 4 | 12 | 7 | 27 | |
| Above 40 | 2 | 0 | 3 | 3 | 3 | 11 | |
| Total | 9 | 14 | 19 | 40 | 18 | 100 | |

Chi-Square Tests

| | | |
|------------------------------|---------|------------------------|
| Value | Df | Asymp. Sig. (2- sided) |
| Pearson Chi-Square | 22.186a | 12 .035 |
| Likelihood Ratio | 28.380 | 12 .005 |
| Linear-by-Linear Association | .001 | 1 .973 |
| N of Valid Cases | 100 | |

INTERPRETATION

The significance level is 0.05.

H0 – There is no significant relationship between age of the respondents and factors affecting work commitment.

H1 – There is significant relationship between age of the respondents and factors affecting work commitment.

The above table shows the level of significant is 0.035 which is less than 0.05 ($P \leq 0.05$). So, the hypothesis (H1) is accepted. There is significant relationship between age of the respondents and factors affecting work commitment.

Age * Poor communication with employer leads to poor work commitment

Crosstab

Count

| Poor communication with employer leads to poor work commitment | | | | | | | Total | |
|--|----------|-------------------|----|----------|----|---------|----------|----------------|
| | | Strongly Disagree | | Disagree | | Neutral | Disagree | Strongly Agree |
| Age | Below 20 | 1 | 0 | 8 | 6 | 3 | 18 | |
| 21-30 | 1 | 2 | 10 | 21 | 10 | 44 | | |
| 31-40 | 0 | 0 | 8 | 14 | 5 | 27 | | |
| Above 40 | 0 | 1 | 1 | 5 | 4 | 11 | | |
| Total | 2 | 3 | 27 | 46 | 22 | 100 | | |

Chi-Square Tests

| | | |
|-------|----|-----------------------|
| Value | Df | Asymp. Sig. (2-sided) |
|-------|----|-----------------------|

| | | | |
|------------------------------|---------|----|------|
| Pearson Chi-Square | 10.959a | 12 | .532 |
| Likelihood Ratio | 12.216 | 12 | .428 |
| Linear-by-Linear Association | 2.467 | 1 | .116 |
| N of Valid Cases | 100 | | |

INTERPRETATION

The significant level is 0.05.

H0 – There is no significant relationship between age of the respondents and factors affecting work commitment.

H1 – There is significant relationship between age of the respondents and factors affecting work commitment.

The above table shows the level of significant is 0.532 which is more than 0.05 ($P > 0.05$). So, the null hypothesis (H0) is accepted. There is no significant relationship between age of the respondents and factors affecting work commitment.

FINDINGS

Majority 44% of the respondents are between '21 to 30 years' of age group.

Majority 68% of the respondents are Male only

Majority 56% of the respondents are 'Married' only.

Most of the 36% of the respondents' monthly income is between 'Rs.16000 to Rs.20000'.

Maximum 45% of the respondents are qualified with 'ITI & Diploma' level.

Most of the employees had experience. Below 5 years is majority 54% of employees.

EMPLOYEES' ATTITUDE TOWARDS THE WORK

Majority 47% of the respondents' committed themselves for the reason of Need of employment.

Majority 43.4% of the respondents involves in the 'teamwork'

Majority 29.3% of the respondents involves in the 'communication skill'

Majority 31.9% of the respondents thinks that is 'Financial Assistance'

The majority 92% of respondents are committed for the reason of get Optimistic at their work.

The majority of the respondent rated 5 (42% of respondents) for their positive outlook about towards the work.

The majority of the respondent rated 4 (35% of respondents) for the Organization's positive contribution towards the society.

The majority 85% of respondents are feel challenging works provided at work will improve your efficiency.

The majority 48% of respondents are feel 'Somewhat' is have conflicts with your colleagues and authorities on the time of work.

The majority 35% of respondents are feel 'Somewhat' is the management help you in your challenging situation at work.

The majority 37% of respondents are feel 'Always' is that the organization help you to develop your skill.

The majority 37% of respondents are feel 'Somewhat' is that the organization gives importance to take your suggestions about work.

WORK ENGAGEMENT LEVEL OF THE EMPLOYEES

The majority 39% of the respondents 'Agree' that they aware of their roles and responsibilities.

The majority 46% of the respondents 'Agree' that they feel gaining energy from work that helps to increase the work efficiency.

The majority 45% of the respondents 'Agree' that they feel to understand an individual progression in team, leads to more credibility of team.

The majority 41% of the respondents 'Agree' that they feel to co-ordination in work leads to reduce work related stress.

The majority 45% of the respondents 'Agree' that they feel to think flexibility of work increase more productivity.

CHI – SQUARE

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SUGGESTION

The corporation will encourage employees to participate in the organizational activities and team sprit towards the establishment. The establishment will make sure the comfortableness with employee's work. Employees should improve friendliness with their workforce it will help to increase the job satisfaction level of employees. The corporation will improve employee's obligation towards authorities and organizational customs. Employees should improve their performance, work presentation and self-involvement.

CONCLUSION

A condition of passionate and scholarly inclusion that employees have in an association stimulates a more projecting. Organization concern has a major spot in the investigation of organization conduct. This is

a section because of the unlimited number of works that have discovered connection between level of commitment, attitudes and practices in the working environment.

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