A Study on Employee Attitude in Shoe Company

A.Kalaiarasi[#1], D.Koteeswari[*2]

[#1]PG Scholar, Master of Business Administration, Sri Balaji Chockalingam Engineering College, Anna University, Chennai
kalaicse96@gmail.com

[*2] Assistant Professor, Master of Business Administration, Sri Balaji Chockalingam Engineering College, Anna University, Chennai
eswarikotti1977@gmail.com

Abstract— Attitudes are evaluative statements either favourable or unfavourable about objects, people or events. They reflect how we feel about something. Attitudes are subjective attributes of peoples. They can be regarded as consensus in the sense that they are formed on the basis of rational consideration or statically existence. Thus, people may vary along a number of multiple dimensions. In organization, attitudes are important for the behavioural component. If workers believe, for example, that supervisor, auditors, however time and motions engineers are all in conspiracy to make employee work harder for the same or less money, it makes sense to them to understand how this attitudes formed, their relationship to actual job behaviour and how they might have changed. For an organization the attitudes held by its members about its practises are important, such attitudes .Organizational members, as employees may develop attitudes about various respect of organizational functioning like their salary, promotion possibilities and so on.

Keywords: *Attitude, Behavioural component.*

I. INTRODUCTION

Any organization to develop and achieve high growth, attitudes of the employees working in the organization should be very positive and high morale. When the morality and the attitudes of all theemployees are very high. It is the sure that the organization will remain important because they are the mechanism through which most people express their feelings. In general attitudes are an "individual way of looking at something"

Effects of employee attitudes:

Attitudes are reasonably good predicators of behaviour. They provide clues to an employee's behavioural intentions or inclinations to act in a certain way. Positive job attitudes help predict negative behaviours.

II. REVIEW OF LITERATURE

JOHN W NEWSTORN (Year 2007). An attitude is a tendency to react positively or negatively in regard to an object. For example a person who has a positive attitude towards the religion is likely to enjoy going to worship services, believe that the religious institutions foster morality and May, therefore, contribute financially also. An attitude is always directed towards some object, such as the temple, school, etc**.**

FRED LITHANS (Year 2005) Theterm attitude frequently is used in describing people and explaining their behaviour. More precisely, and attitude can be defines as a persistent tendency to feel and behave in a particular way toward some object,, attitude can be characterized by three ways, first, they tend to persist unless something is done to change them. Second, attitude can fall anywhere along a continuum from very unfavourable. Third attitude is directed toward some object about which a person has feelings and beliefs**.**

Erez, 1994; House, 1995; Triandis, 1994. In conditions of other influence on employee attitudes, it is a small, but rising figure of research based on the power of customs or nation on employee manners and job satisfaction. It is a continued globalization of organization to have new challenges for HR practitioners. The employee can better understand and guide from available explore on cross-culture organizational and human resources issues

According to Hofsede (1980, 1985),his cross-culture work data on employee attitude is in 67 countries. He found four dimensions such as individualism-collectivism, uncertainty avoidance, versus risk taking, power distance and masculinity/femininity. The four

dimensions of understanding cross-culture differences is a useful frame work in employee attitude. It is also recognizing the value cultural causes of employee attitude. Moreover, current analyses have exposed that country/culture is not only strong a predictor of employee attitudes but also a person has job in different **type (Saari, 2000; Saari&Erez, 2002; Saari& Schneider, 2001).** [3] examined the development and refinement of possible mathematical models for the intellectual system of career guidance. Mathematical modeling of knowledge expression in the career guidance system, Combined method of eliminating uncertainties, Chris-Naylor method in the expert information system of career guidance, Shortliff and Buchanan model in the expert information system of career guidance and DempsterSchafer in the expert information system of career guidance method has been studied. The algorithms of the above methods have been developed. The set of hypotheses in the expert system is the basic structure of the system that determines the set of possible decisions of the expert system. This set, which is crucial in decision-making, should be sufficiently complete to describe all the possible consequences of situations that arise in the subject area. Therefore, it is important to improve the mathematical models of the intellectual system of career guidance.

III.DATA ANALYSIS AND INTERPRETATION

GENDER OF THE RESPONDENTS

AGE OF THE RESPONDENTS
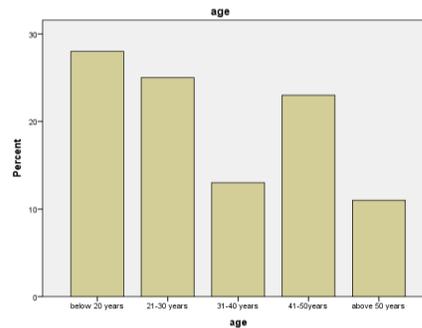
EDUCATIONAL QUALIFICATION
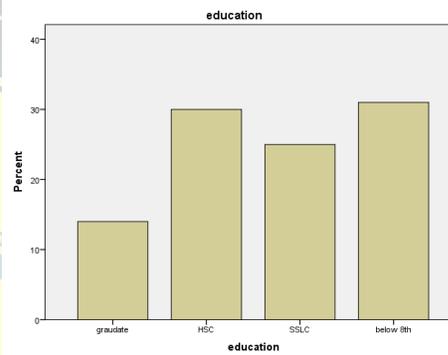
WORK RELATED PROBLEM SOLVING
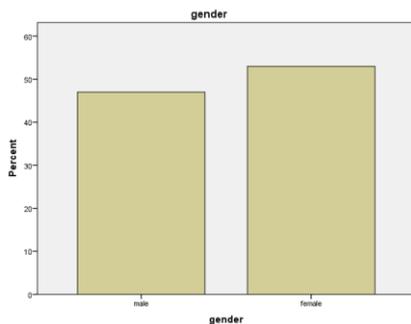
	Factors	Frequency	Percent
	strongly agree	44	44.0
	Agree	25	25.0
	Neutral	20	20.0
Valid	Disagree	5	5.0
	strongly disagree	6	6.0
	Total	100	100.0

COMFORTABLE WORK ENVIRONMENT

Factors		Frequency	Percent
	strongly agree	39	39.0
	Agree	27	27.0
	Neutral	11	11.0
Valid	Disagree	6	6.0
	strongly disagree	17	17.0
	Total	100	100.0

Factors		Frequency	Percent
	yes	70	70.0
	no	29	29.0
Valid	not applicable	1	1.0
	Total	100	100.0

HR DEPARTMENTS LISTENS TO THE SUGGESTIONS

Factors		Frequency	Percent
	strongly agree	40	40.0
	agree	39	39.0
	neutral	10	10.0
Valid	disagree	5	5.0
	strongly disagree	6	6.0
	Total	100	100.0

MANAGEMENT FOLLOW THE CULTURE OF RESPECT

Factors		Frequency	Percent
	strongly agree	34	34.0
	Agree	10	10.0
	Neutral	40	40.0
Valid	Disagree	10	10.0
	strongly disagree	6	6.0
	Total	100	100.0

Factors		Frequency	Percent
	strongly agree	23	23.0
	agree	29	29.0
	neutral	26	26.0
Valid	disagree	18	18.0
	strongly disagree	4	4.0
	Total	100	100.0

Factors		Frequency	Percent
	strongly agree	32	32.0
	Agree	37	37.0
Valid	Neutral	25	25.0
	Disagree	3	3.0
	strongly disagree	3	3.0
	Total	100	100.0

PROCESS AND PRODUCTIVITY

EMPLOYEES ARE TREATED FAIRLY

Factors		Frequency	Percent
	strongly agree	9	9.0
	agree	20	20.0
Valid	neutral	51	51.0
	disagree	10	10.0
	strongly disagree	10	10.0
	Total	100	100.0

CHALLENGING JOB

Factors		Frequency	Percent
	strongly agree	49	49.0
	agree	19	19.0
Valid	neutral	16	16.0
	disagree	10	10.0
	strongly disagree	6	6.0
	Total	100	100.0

WORK STRESS

Factors		Frequency	Percent
	yes	45	45.0
Valid	no	54	54.0
	not applicable	1	1.0
	Total	100	100.0

IV.CONCLUSION

The employees working in the organization is flexible and changes them according to the work condition. The employees conflicts are managed by the organization in a constructive manner. The efficiency workers are encouraged with promotion and good remuneration. The objectives of the organization leally defined by the employees. The job given to the employees in such that improves quality to the workers the employees in an organization should not be given any potential threads by employees the company should

inspire and guides the employees for achievements of goal of the organization. The management guides and directs the employees to vital accomplishments of the enterprises goal. They introduce the subordinates to work with confidence and zeal. The management also stimulate to strive and willing to attend the organization objectives

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