

INCENTIVES AND MOTIVATION MEASURES AMONG THE EMPLOYEES IN PERAMPALUR SUGAR MILLS-A STUDY

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ABSTARCT

Thus motivation is a human psychological characteristic that contributes to person's degree of commitments. It includes those factors that cause and sustain human behaviours in a particularly is the management process of influencing people. Behaviours based on his knowledge of "what makes people like". Motivation is a complex issue and it implies that wants or motives of a person will condition his behaviors. Thus motivate Jon reversers to the drives, desires, needs, wishes, and similar forces to do something and is conditional by these actions and willingness or desire ability in achieving personal or organizational goals.

KEY WORD: Incentives,Motivation,Organisational culture,perception

INTRODUCTION

In the past management was concerned mainly with the full and proper utilization of the physical factors of production like raw material and machines today of all the 5M's in management i.e., the management of men, materials, machines, methods and money the most important "M" is men or human resources, in all human activities such as industry agriculture trade, Commerce, politics or government, men is the source of action and also the target of action, the management involves multiphase issues like employees, motivation Job satisfaction, personality of an individual in organizational Culture and inter-group relationship. The major problem in an organization is the varied performance of the people in a given situation.

On the one hand the individual values, attitudes, habits emotions and beliefs act as storing systems. On motivational process affecting the job performance. On the other, the organizational climate with its variable conditions affects the job satisfaction and motivation and thus results in high or low performance. Thus managers today are concerned with satisfying the employee in their jobs and now to sustain their motivation in a given organizational climate. So as to achieve the goals of organization. Thus the approach the management of human resources is undergoing a revolutionary

change and it is in acknowledgement of this fact that, it is people and not money, machines and materials that must run and organization.

Success of an organization to a very great extent depends upon its people. The importance of human factors in any type of business or Manufacturing endeavor cannot be under tic mated every organization depends for its effective functioning not only on material and financial resources but on human beings is both the means and end of economic development Machines do not run business, but people do methods, Procedures, rules, regulation and latest techniques sky high buildings do not deliver the goods without right people to translate them in to meaning full actions.

Motivation is the function of interaction between the needs in the individual and the incentives in the environment as he perceives them. In the study of human motivation incentives play a particularly important role an incentive is an object or situation having value for the individual it can activate and guide behaviours. It may also arouse a motive that is determine in the individual incentive motivation is the essentially manipulation of an incentives object in the presence of an appropriate organism's state. Incentives may be monetary such as a wage incentive scheme; they can also be non-financial, such as status reorganization, job content, and peer group approval etc.

OBJECTIVES OF THE STUDY:

1. The study is based on the following objectives:
2. To examine the general profile of the workers of the company.
3. To enquire in to the incentives and motivational measures provided by the company.
4. To identify the perception and attitudes of the workers towards their job and work environment.
5. To comment on the general working conditions and offers solutions to improve the satisfaction level of the workers.

STATEMENT OF THE PROBLEM:

Human resources practices capitalized focus on the individual motivational dimensions of the employees the human capital approach the belief that human capital beings are the most important asset of an organization is well grounded in the philosophy that a reward system is balanced menu of monetary and non-Monetary incentives that the employees to give their best to the organization organizations always are complex systems involving inter personal

interaction. It relates to structure technology, people or task interpersonal interaction between the held in the individual and the incentives in the environment. Thus human motivation incentives play a particular important role in motivating the people. The researchers have undertaken the present study.

PERIOD OF THE STUDY:

The study covers a period of one year from 2019 to 2020 know the incentives and motivation measures among the employees in perampalur sugar mills.

METHODOLOGY USED:

This study undertaken is a survey method. The sample a respondent has been chosen from a single unites those Perambalur Sugar mills Limited.

1. Unit at the Study's:

The researcher has conducted the study in the Perambalur sugar mills ltd.

2. Design:

Research design is perches and simile the trance work or plan for a study that guides the collection and analysis of the data. The research design indicates the methods of research, i.e., method of information gathering in to the methods of sampling.

3. Data Collection:

The necessary information of this project was collected through the primary and secondary collection.

The primary data were collected through a structured questionnaire which included two parts. Part I collected information personal back ground of the respondent. Part II has question on effectiveness in Perambalur sugar mills ltd.

There were measured on a 4 Point Scat. The mean score for each question and each factor was collected.

Thus secondary data were collected from company's profile, reports and similar previous studies were referred for conceptual study.

4. Sample size:

This refers to the number of items selected from the total population, to constitute a sample. The sample size take is 50 from the total population of 355

have been considered for the study.

LIMITATION OF THE STUDY:

The study suffers from the following limitations.

1. The study was being confirmed only among the employees of Perambalur sugar mills limited. Was not conducted among executives Supervisors and other staff.
2. This study is purely based on the perception of the respondents who were not well educated.
3. Study was continued to a single unit and hence the finding limited application.

COMPANY PROFILE

INTRODUCTION:

1. LOCATION AND ORIGIN:

Perambalur Sugar Mills Ltd is a subsidiary unit of Tamilnadu Sugar Corporation Ltd. It is situated in EraiyurVillage about 20 kms away from Perambalur on Trichy – Chennai National Highways in an extent of 133 acres of land. This is an agro-based industry. Sugarcane being the raw material crushing operation will be going on for about six months every year and the remaining period will be unitized for overhauling of the machinery. The factory had its maiden crushing during 1977-78 season with an installed capacity of 1250 tonnes of cane per day.

2. EXPANSION:

The Installed capacity of the mill was expanded during 1980-90 from 1250 TCD to 3000 TCD and crushing at expanded capacity was started on 06.11.1990. The loans received from financial institutions for expansion have been fully repaid.

3. AREA OF OPERATION OF THE MILLS:

<i>Taluk</i>	<i>District</i>
1. Perambalur	Perambalur
2. Veppanthattai	Perambalur
3. Kunnam	Perambalur
4.Senthurai	Aiyalur
5. Athur, Thalaivasal, and Gangavalli	Salem
6. Kallakurichi (52 Villages)	Villupuram

4. ADMINISTRATION:

The mill is being administered by the Board of Directors of Perambalur Sugar Mills Ltd at unit level; the Executive Administration is being carried out by the Chief Executive subject to the control and supervision of the Chairman and Managing Directors, Perambalur Sugar Mills Ltd.

The following departments are functioning in the Mills.

- a. Administration
- b. Accounts
- c. Cane
- d. Engineering
- e. Manufacturing

DIVISIONAL OFFICES:

1. Eraiyur.
2. V.Kalathur.
3. Labbaikudikadu.
4. Agaramseegur
5. Puduvettakudi
6. Thamoraipoondi
7. Perambalur
8. Krishnapuram.

ESTABLISHMENT

S. No.	Particulars	P	S	T	P	S	T
1	Common	31	-	31	36	3	39
2	Supervisor A	-	-	-	01	-	01
3	Supervisor B	02	-	02	03	-	03
4	Supervisor C	11	-	11	17	-	17
5	Clerical I	07	-	07	06	-	06
6	Clerical II	-	-	-	01	-	01
7	Clerical III	60	05	65	61	06	67
8	Clerical IV	26	21	47	26	13	39

9	Highly skilled	12	-	12	19	-	19
10	Skilled A	05	-	05	10	-	10
11	Skilled B	34	12	46	45	13	58
12	Semi skilled	39	27	66	27	87	114
13	Unskilled	34	33	67	12	83	95
Total		261	98	359	264	205	469

P - Permanent

S - Seasonal

T - Total

SUGAR POLICY

❖ SUGAR SEASON

One sugar season is 12 months from October to September. The actual crushing will depend upon the availability of sugarcane, which will normally be about 6 months in a year.

❖ STATE ADVISED PRICE

The state Government announces can price every year over and above the statutory minimum price fixed by the Government of India and this price is known as state advised price. The state advised price for 1998-99 for this mills were Rs. 702.50 linked to 8.5% recovery.

❖ SALE OF SUGAR

As per the existing sugar policy (Dual control) every sugar producer shall sell 40% of their production as levy sugar to the public distribution system through the civil supplier corporation / Food corporation of India and the balance 60% shall be sold in the open market under the sugar control order, 1966 the sale and dispatch of sugar (both levy and flue) is regulated by the monthly release orders issued by the directorate of sugar Government of India. The quantity released for a month under free sale should be sold and dispatched before end of that month.

TABLE: 4.1

DEPARTMENTS OF EMPLOYEES

S. No.	Departments	No. of Respondents	Percentage (%)
1	Administration	14	28
2	Accounting	12	24
3	Care	10	20
4	Engineering	06	12
5	Manufacturing	08	16
TOTAL		50	100

SOURCE:primary source

INFERENCE:

The above table shows that the most of the 28% responses were working in administration department and 12% responds were between engineering department.

FIGURE - 4.1

DEPARTMENTS WISE DISTRIBUTION

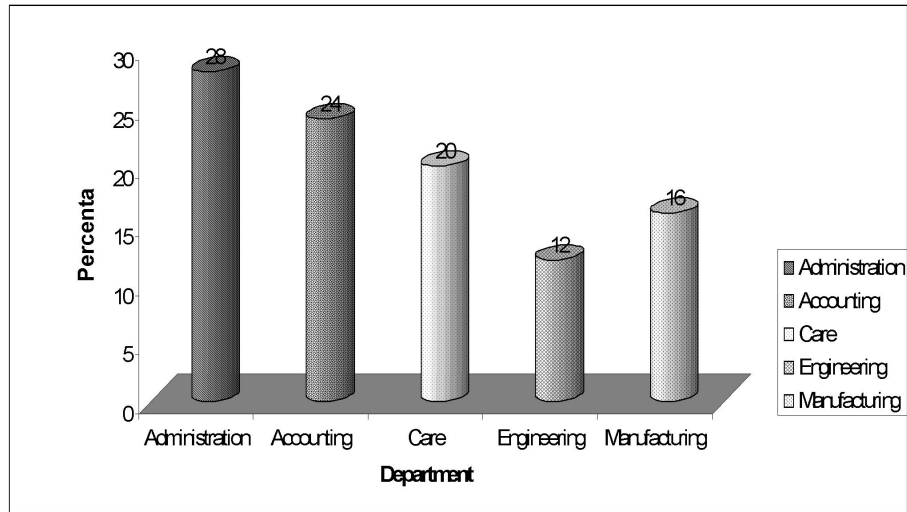


TABLE:4.2

**LEVEL OF SATISFACTION ABOUT THE FRINGE
BENEFITS**

S. No.	Level of Satisfaction	No. of Respondents	Percentage (%)
1	Strongly Agree	10	20
2	Agree	16	32
3	Disagree	14	28
4	Strongly Disagree	10	20
TOTAL		50	100

SOURCE:primary source

INFERENCE:

The above table inference that the most of the 52% respondents are agree that the fringe benefits provided by the organization and 20% respondents are strongly disagree that the fringe benefits provided by the organization.

FIGURE - 4.2

THE FRINGE BENIFITS

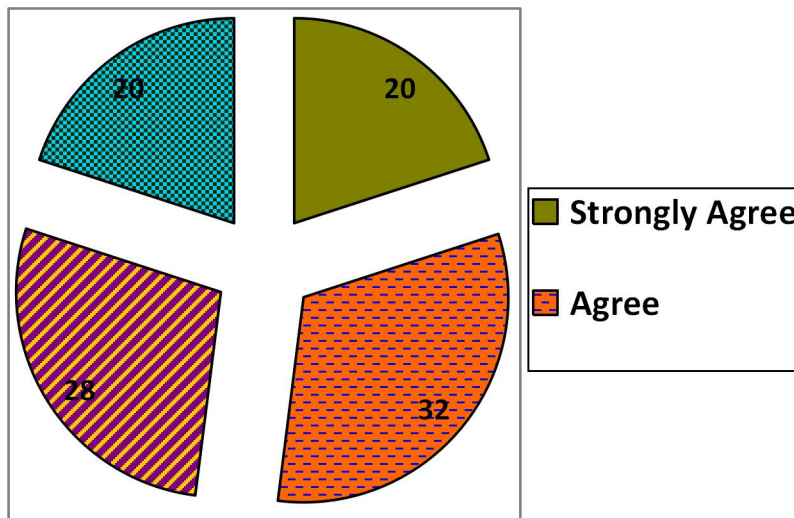


TABLE: 4.3

OPINIONS ABOUT PROMOTION OPPORTUNITY

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)

1	Strongly Agree	03	06
2	Agree	16	32
3	Disagree	11	22
4	Strongly Disagree	20	40
TOTAL		50	100

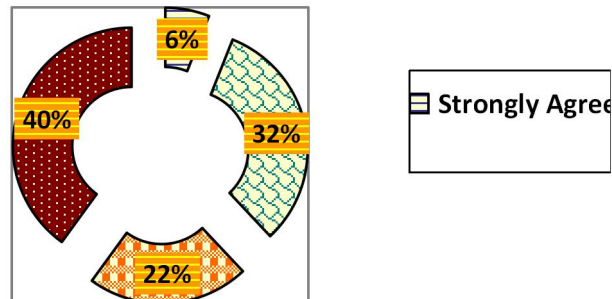
SOURCE:primary source

INFERENCE:

The above table clearly reflect that the most of the 40%respondents are strongly agree that thepromotionopportunity and 22%respondentes were between the disagree.

FIGURE - 4.3

PROMOTION



OPPORTUNITY

TRABLE: 4.4

OPINIONS ABOUT MANAGEMENT ENCOURAGE EMPLOYEES

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)
--------	-----------------------	----------------	----------------

1	Strongly Agree	06	12
2	Agree	19	38
3	Disagree	13	26
4	Strongly Disagree	12	16
TOTAL		50	100

SOURCE:primary source

INFERENCE:

The above table clearly reflect that most of the 50% respondents are agree that the opinions about management encourage employees and 16% respondents were between the strongly disagree.

FIGURE-4.4

MANAGEMENT ENCOURAGE EMPLOYEES

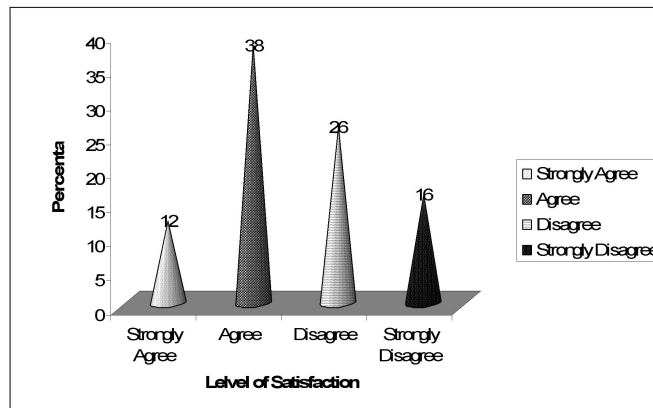


TABLE: 4. 5

OPINIONS ABOUT ADEQUATE VENTILATION AND LIGHTING FACILITY

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)
--------	-----------------------	----------------	----------------

1	Strongly Agree	08	16
2	Agree	34	68
3	Disagree	04	08
4	Strongly Disagree	04	08
TOTAL		50	100

SOURCE:primary source

INFERENCE:

The above table clearly reflect that most of the 84% respondents are agree that theadequate ventilation and lighting facility available and 8%respondentswere between the disagree.

FIGURE- 4.5

VENTILATION AND LIGHTING FACILITY

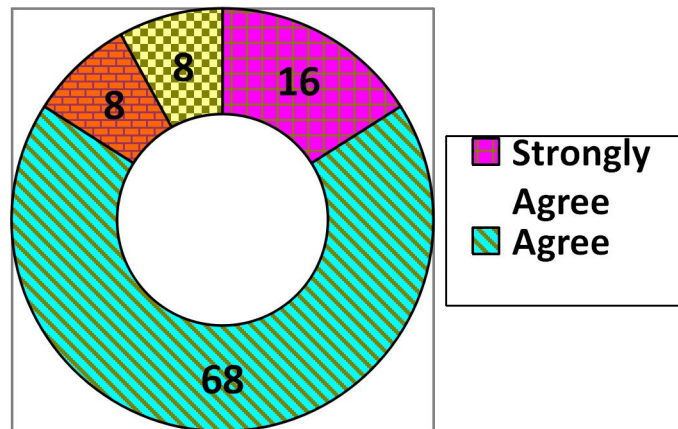


TABLE: 4. 6

OPINIONS ABOUT INCENTIVE AND WAGES AT PAYMENT

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)
--------	-----------------------	----------------	----------------

1	Strongly Agree	10	20
2	Agree	10	20
3	Disagree	24	48
4	Strongly Disagree	06	12
TOTAL		50	100

SOURCE:primary source

INFERENCE:

The above table clearly reflect that most of the 48% respondents are disagree that the incentive and wages at payment and 40% respondents were between the agree.

FIGUER- 4.6

INCENTIVE AND WAGES AT PAYMENT

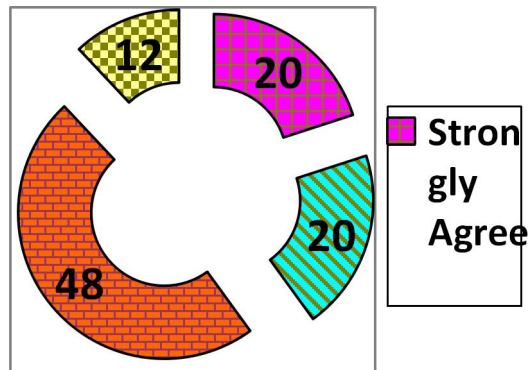


TABLE: 4. 7

LEVEL OF SATISFACTION AT JOB SECURITY

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)
--------	-----------------------	----------------	----------------

1	Strongly Agree	09	18
2	Agree	10	20
3	Disagree	15	30
4	Strongly Disagree	16	32
TOTAL		50	100

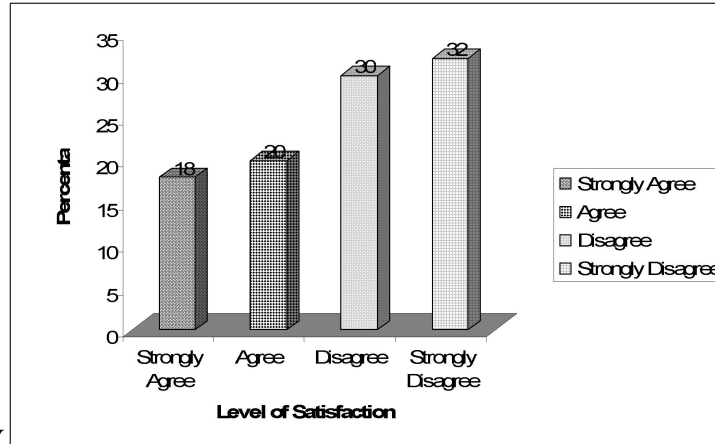
SOURCE:primary source

INFERENCE:

The above table clearly reflect that the 38% respondents are strongly agree level of satisfaction at job security and 30% respondents were disagree the job security.

FIGURE- 4.7

SATISFACTION AT JOB



SECURITY

TABLE: 4.8

LEVEL OF SATISFACTION – CANTEEN FACILITIES

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)
--------	-----------------------	----------------	----------------

1	Strongly Agree	10	20
2	Agree	26	52
3	Disagree	10	20
4	Strongly Disagree	04	08
TOTAL		50	100

SOURCE:primary source

INFERENCE:

The above table clearly reflect that most of the 72% respondents are agree that the canteen facilities and 8%respondents were between the strangely disagree the canteen facility.

FIGURE-4.8

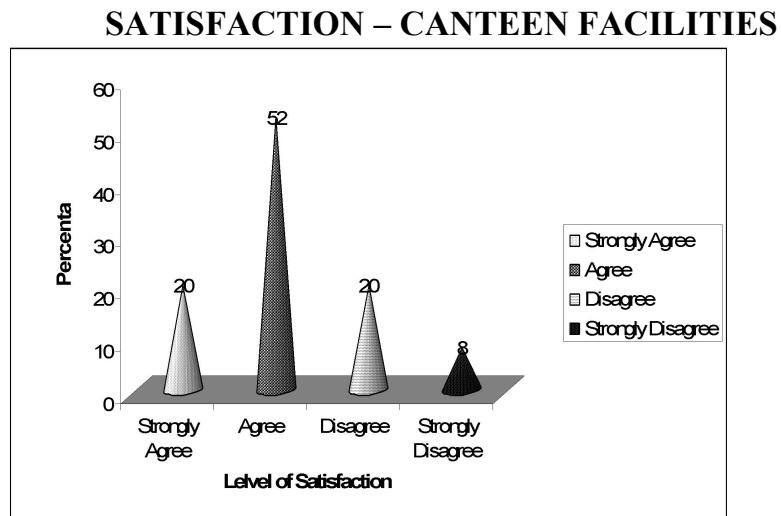


TABLE:4. 9

LEVEL OF SATISFACTION – LATRINE & URINAL FACILITIES

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)
--------	-----------------------	----------------	----------------

1	Strongly Agree	10	20
2	Agree	16	32
3	Disagree	14	28
4	Strongly Disagree	10	20
TOTAL		50	100

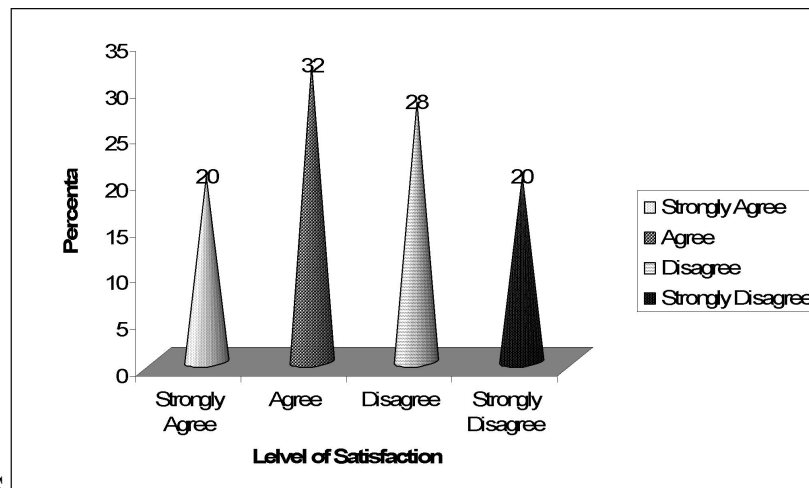
SOURCE:primary source

INFERENCE:

The above table clearly inference that most of the 52% respondents are agree that the latrine urinal facilities and 20% respondents were between the strongly disagree the latrine urinal facilities.

FIGURE: 4.9

SATISFACTION – LATRIN & URINAL



FACILITIES

TABLE: 4. 10

LEVEL OF SATISFACTION IN DRINKING WATER

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)
--------	-----------------------	----------------	----------------

1	Strongly Agree	16	32
2	Agree	16	32
3	Disagree	13	26
4	Strongly Disagree	05	10
TOTAL		50	100

SOURCE:primary source

INFERENCE:

The above table clearly inference that most of the 64% respondents are agree that the drinking water and 10% respondents were between the strongly disagree the drinking water.

FIGURE-4.10

SATISFACTION IN DRINKING WATER

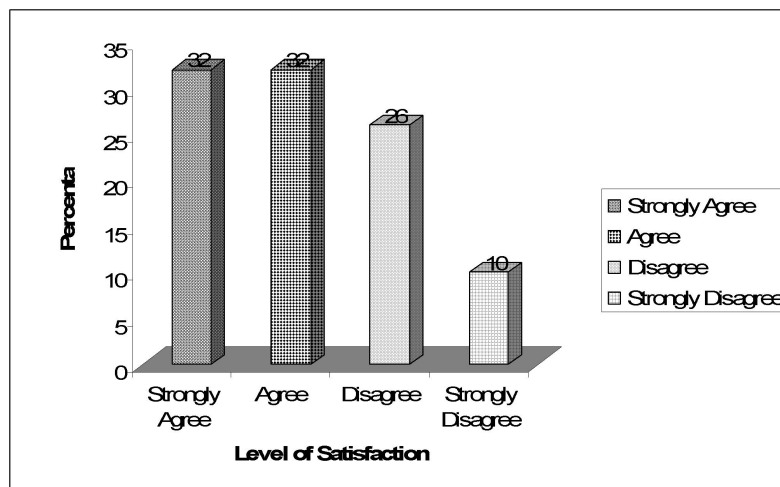


TABLE: 4. 11

LEVEL OF SATISFACTION IN SHELTER & REST ROOMS

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)
--------	-----------------------	----------------	----------------

1	Strongly Agree	10	20
2	Agree	16	32
3	Disagree	06	12
4	Strongly Disagree	18	36
TOTAL		50	100

SOURCE:primary source

INFERENCE:

The above table clearly inference that most of the 52% respondents are agree that the shelter restrooms and 12% respondents were between the disagree.

FIGURE-4.11

SHELTER & REST ROOMS

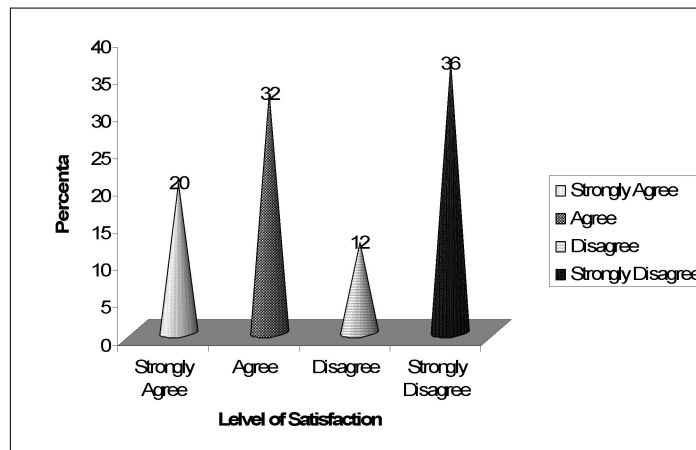


TABLE: 4. 12

LEVEL OF SATISFACTION IN FIRST AID BOX FACILITIES

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)
--------	-----------------------	----------------	----------------

1	Strongly Agree	08	16
2	Agree	13	26
3	Disagree	17	34
4	Strongly Disagree	12	24
TOTAL		50	100

SOURCE:primary source

INFERENCE:

The above table clearly inference that the most of the 42% respondents are agree that the first aid box facility and 24%respondenes were between strangly disagree.

FIGURE- 4.12

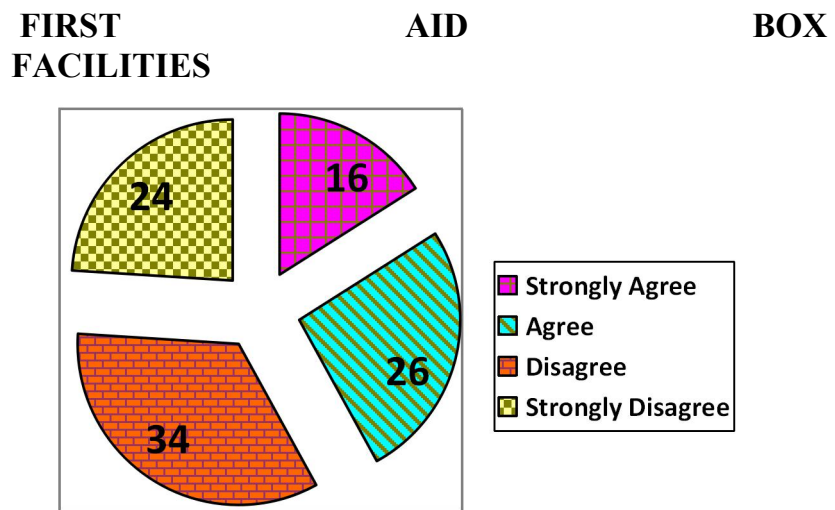


TABLE: 4.13

LEVEL OF SATISFACTION ABOUT THE RETIREMENT BENEFITS

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)
--------	-----------------------	----------------	----------------

1	Strongly Agree	14	28
2	Agree	08	16
3	Disagree	10	20
4	Strongly Disagree	18	36
TOTAL		50	100

SOURCE:primary source

INFERENCE:

The above table clearly inference that the most of the 44% respondents are agree that the retirement benefits and 20% respondents were between disagree the retirement benefits.

FIGURE-4.13

THE RETIREMENT BENEFITS



TABLE: 4.14

OPINIONS ABOUT FACTORY PERTLY GOOD PLACE TO WORK

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)
--------	-----------------------	----------------	----------------

1	Strongly Agree	08	16
2	Agree	22	44
3	Disagree	12	24
4	Strongly Disagree	08	16
TOTAL		50	100

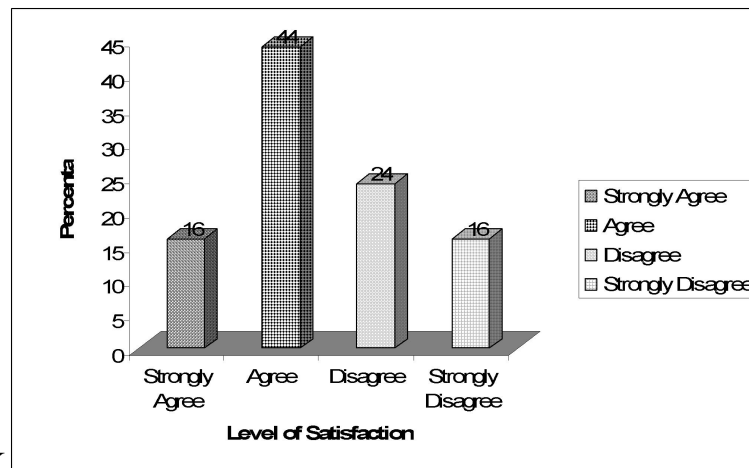
SOURCE:primary source

INFERENCE:

The above table clearly inference that the most of the 60% respondents are agree that the factory pertly good place to work and 16%respondents were between strangly disagree.

FIGURE- 4.14

FACTORY PERTLY GOOD PLACE TO



WORK

TABLE: 4. 15

OPINIONS ABOUT THE WORKING ENVIRONMENT

S. No.	Level of Satisfaction	No. of Workers	Percentage (%)
--------	-----------------------	----------------	----------------

1	Strongly Agree	06	12
2	Agree	24	48
3	Disagree	14	28
4	Strongly Disagree	06	12
TOTAL		50	100

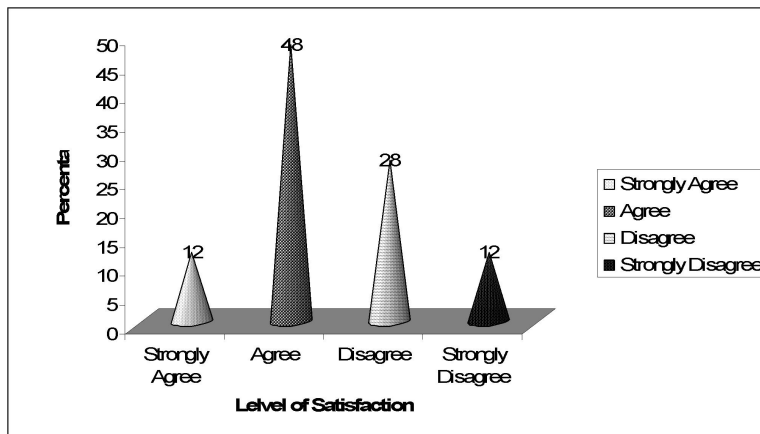
SOURCE:primary source

INFERENCE:

The above table clearly inference that the most of the 60% respondents are agree that the working environment and 12%respondents were between strangly disagree.

FIGURE-4.15

THE WORKING ENVIRONMENT



CHAPTER- V

FINDING, SUGGESTION AND CONCLUSION

FINDINGS:

- Most of them 28% responses were working in administration department.

- Most of them 30% respondents were experience between above 20years.
- Mostly52% respondents are agree that the fringe benefits provided by the Organization.
- Mostly 40%respondents are strongly agree that thepromotionOpportunity.
- Mostly50% respondents are agree that the opinions about management. Encourage employees.
- Mostly 84% respondents are agree that theadequate ventilation andLighting facility available.
- Majority of the 48% respondents are disagree that theincentive and wages at Payment.
- Majority of the 38% respondents are strongly agree level of satisfaction at job Security.
- Majority of the 72% respondents are agree that the canteen facilities.
- Majority of the 52% respondents are agree that the latrine urinal facilities.
- Majority of the 64% respondents are agree that the drinking water facilities.
- Majority of the 52% respondents are agree that the shelter restrooms.
- Majority of the 42% respondents are agree that the first aid box facility.
- Majority of the 44% respondents are agree that the retirement benefits.
- Majority of the 60% respondents are agree that the factory pertly good place to Work.
- Majority of the 60% respondents are agree that like the working environment.

SUGGESTIONS OF THE STUDY

The organization can improve the communication between management and worker so that the organization policy and administration will be transparent to the worker. Then the worker will feel that the organization recognizes their presence so that the workers will accept any new changes for the organization development.

The organization can improve the worker status in the society by providing fringe benefits, holidays, sick leave, educational allowance, washing allowance, nightshift allowance etc.,

The supervisor may improve their interpersonal relationship with the worker by appreciating, praising and given credit to the work done.

The organization can take steps to improve the educational qualification by encouraging and providing financial support to the interested workers for their higher education it will improve the level of morale, loyalty and motivation of the worker.

The organization can arrange special training programmed for team building and team work to supervisors and workers so that it will support to build good relationship between them.

CONCLUSION

Motivation plays an important role in every business organization. The manager has to maintain healthy relationship with subordinates in order to achieve the common goal. Findings of the study clearly tell that most of the workers are positively motivated to achieve common goal.

In the organization, the existing hygiene factors namely company policy and administration, technical supervisor, interpersonal relationship with supervisor, peers and subordinates and working condition are highly satisfactory to the workers. The organization has to improve on the factors like salary, job security personal life and status.

The existing motivating factors such as achievement, recognition, advancement, the work itself, possibility of personal growth and responsibility are excellent in the organization and this motivates the workers to achieve the common goal.

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