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"A study on Employee Perception Titan Company Limited"

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Abstract: The study entitled "Employee perception Titan company Limited" Employees' perceptions in the workplace, with a focus on how they view their work environment, their job duties, and their interactions with colleagues and superiors. The research explores various factors that influence employees' perceptions, such as organizational culture, communication, job Employees' perception of their work environment can significantly impact their motivation, job satisfaction, and overall well-being. In today's dynamic and fast-paced workplaces, it is essential for managers and leaders to understand employees' perceptions and their impact on organizational outcomes. This study aims to explore the factors that influence employees' perceptions, including the role of organizational culture, communication, job satisfaction, and motivation satisfaction, and motivation. The study also investigates the impact of these perceptions on employee engagement, productivity, and retention. The findings of this study have implications for managers and leaders who seek to create a positive work environment and improve employee satisfaction and performance.

1. INTRODUCTION

Employees are the backbone of any organization, and their perceptions of their work environment can significantly impact organizational outcomes. Employees' perceptions refer to their subjective interpretations and evaluations of their work environment, including their job duties, interactions with colleagues and superiors, and organizational culture. These perceptions can influence their motivation, job satisfaction, engagement, and overall well-being. Managers and leaders who understand employees' perceptions and their impact on organizational outcomes can create a positive work environment that fosters employee satisfaction, engagement, and performance. However, understanding employees' perceptions can be challenging, as they are shaped by multiple factors, including organizational culture, communication, job satisfaction, and motivation**.**

2. OBJECTIVES OF THE STUDY

To know the level of employee satisfaction based on the perception. To know what the employees perceive about the management. To know about the interpersonal relationship among the workers. To identify various other factors influencing employee perception.

Scope of The Study

Employees' perceptions in the workplace, focusing on the factors that influence their perceptions and their impact on organizational outcomes. The study will cover a range of topics related to employees' perceptions, including their job duties, interactions with colleagues and superiors, organizational culture, communication, job satisfaction, and motivation.

Review:

Dereje misfit, m. w. (2020) The concept of Organizational Culture (OC) which refers to the pattern of values, norms, beliefs, attitudes and assumptions may not be articulated through verbal language. However, it shapes the way people behave and the way things get done in an organization. Paired t-test and multiple linear regression analysis were used to assess the relationship between organizational culture and job satisfaction and the results were presented using tables and charts.

Bhavana Raina, d. a. (2019) A Study of Employee's Perception of Human Resource Practices and Work Engagement. Questionnaires were given to employees working in hotels in-front of the house and at - back of the house at different

levels in different hotels. 425 responses have been obtained after sending 600 questionnaires with a response rate of 71%. After data cleaning, 418 useful samples have been used for data analysis purpose different levels in different departments was taken.

MADANAT, H. G. (2018) level of effectiveness of human resource management practices and its impact on employees' satisfaction A questionnaire was developed and administered to 540 employees in the banking sector of Jordan out of which 406 were returned to test research hypotheses. The findings revealed a high level of effectiveness of all HRM practices combined and for four individual practices (HR planning, staffing, training & development and performance appraisal); while, a medium level of compensation effectiveness was yielded. It has been found that employees' satisfaction level was medium. A strong positive relationship has been identified between the effectiveness of HRM and employees' satisfaction.

Farndale and Sanders Citation (2017) challenge this approach and propose that the effects of employee perceptions of HR strength may depend on the cultural values across nations. Building a contingency perspective, they theorize HR strength could be more effective when aligned with certain cultural values of employees. This issue needs to be theoretically and empirically considered in different cross-national contexts.

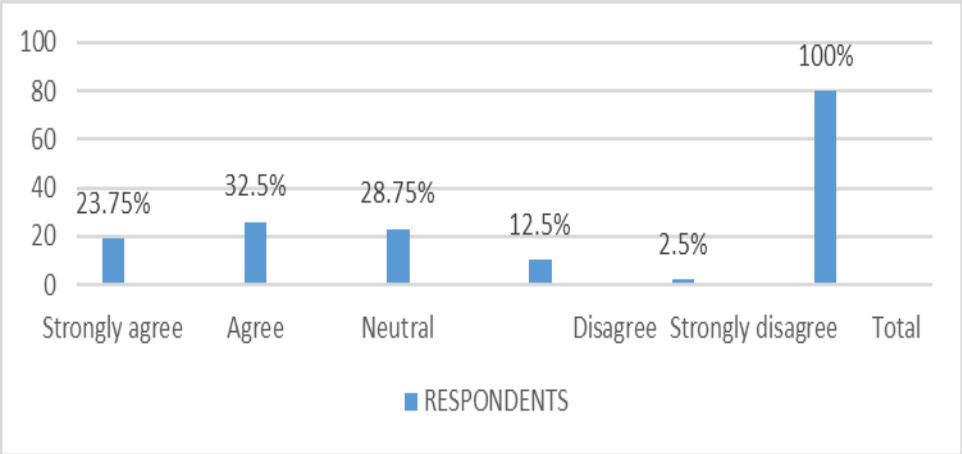
3. RESEARCH METHODOLOGY

Employees' perception can involve several approaches depending on the research question and the specific context of the organization. One common approach is to conduct surveys that ask employees to provide feedback on their perceptions of various aspects of the workplace, such as their job satisfaction, organizational culture, communication effectiveness, and leadership. Surveys can be administered online, on paper, or through interviews. Another approach is to conduct focus groups or individual interviews with employees to gain a more in-depth understanding of their perceptions and experiences. This approach can provide rich qualitative data that can be used to develop a more nuanced understanding of the factors that shape employees' perceptions.

4. DATA ANALYSIS

TABLES 5.8. Wages and salary in the organization is satisfactory

PARTICULAR	RESPONDENTS	PERCENTAGE
Strongly agree	19	23.75%
Agree	26	32.5%
Neutral	23	28.75%
Disagree	10	12.5%
Strongly disagree	2	2.5%
Total	80	100

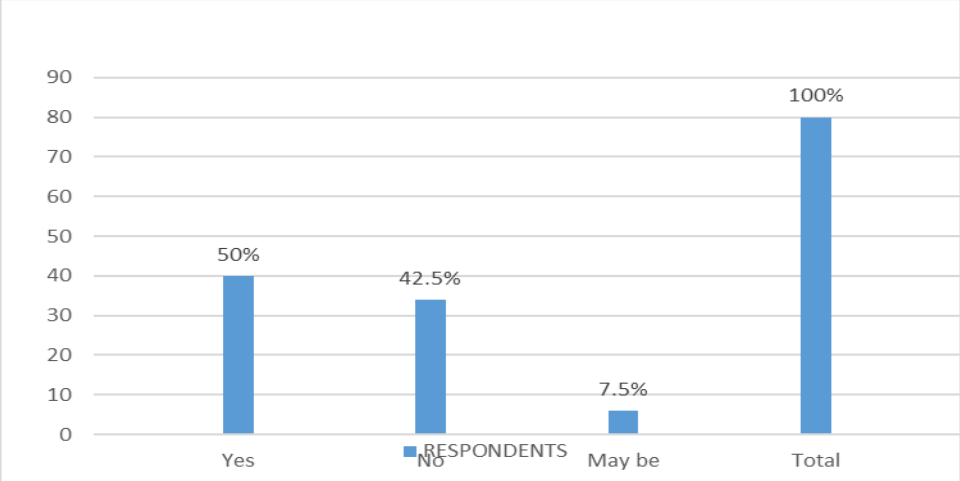


Interpretation

From the above chart shows that out of 80 responses 23.75% are the strongly agree i.e., 19 employees, 32.5% are the Agree i.e., 26 employees, 23% are the Neutral i.e., 28.75 employees, 12.5% are the Disagree i.e., 10 employees and 2.5% are the strongly disagree i.e., 2 employees

All The Employees in The Company Treated Equally

PARTICULAR	RESPONDENTS	PERCENTAGE
Yes	40	50%
No	34	42.5%
May be	6	7.5%
Total	80	100



INTERPRETATION:

From the above chart shows that out of 80 responses 50% are the Yes i.e., 40 employees, 42.5% are the No i.e., 34 employees and 7.5% are the Maybe i.e., 6 employees

F-Test Two-Sample of variances:

	All employee program launched by HR in the last 6 month have achieved its objective?	***Gender***
Mean	1.949367089	1.41772152
Variance	0.715352158	0.24634859
Observations	79	79
df	78	78
F	2.903820817	
P(F<=f) one-tail	2.23526E-06	
F Critical one-tail	1.454651333	

Interpretation

There was a statistically significant difference between gender and employees are willing to take new challenges as demonstrated by F-test C value (1.45) P value (2.23).

Findings

The overall satisfaction level of Titan limited company of employees is satisfied in their work. The average answer given by employee's adequate growth opportunities are available in the organization was Agree. When asked cultural context is dependent upon the titan limited company internal and external environment was Neutral.

Suggestions

Expanding into new markets could help to increase the company's customer base and boost growth. Leveraging technology to improve its operations and enhance the customer experience is another suggestion that could benefit the company. Enhancing customer engagement through social media campaigns, loyalty programs, and personalized offerings is another way to build brand loyalty and increase customer retention. Diversifying product offerings to cater to a wider range of customer needs could also be beneficial for the company**.**

5. CONCLUSION

Employee perception is crucial for creating a positive work environment and improving job satisfaction, motivation, and performance. By conducting research and gathering data, we can gain valuable insights into employee's attitudes, beliefs, and feelings towards their works, colleagues, and organization. This information can helps organization identify areas of improvement and implement targeted interventions to address issues and enhances employees' well-being and productivity. Overall, by prioritizing employee's perception and creating a supportive and inclusive workplace that can drive business success.

REFERENCES

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