

A Study on Organization Development In Employee Perception With Reference to OHM Energy (Chennai)

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ABSTRACT - Worker observation is a need to fulfill their association and what are the challenges looked in their association it will just a capable of on association representative needs to conduct is a method for dependable of association

KEYWORDS: *employee, perception, behavior*

I. INTRODUCTION

A worker actualizes exhibition framework apportion rewards, give improvement guidance to acquire points of view , judges about occupations , association earlier investigations uncover representative huge elements worker fulfillment of employment .A great observation will make a positive working ,while a negative.

These discernments rely upon a director's activity practices towards. On the off chance that, the are seen as out of line, along these lines advantages can reduce instead of upgrade uplifting demeanor execution. fortifies the connections between desire agreeable result through a superior what the and by what method can accomplish . also the energies of/work bunch objective &objectives duty objectives result feeling of proprietorship or restrictive right accomplished through

II. REVIEW OF LITERATURE

BERELSON STERINER 1964 – 88 employee can be complex process by which people select ,organize ,and interpret sensory stimulation into a meaningful and coherent picture of the world”.

ANDERSON AND PAINE (1975) “The preceding discussion has suggested that from employee positive attitude suggestion the relationship between performance”.

ASHFORD AND COLLEAGUES(1989) “An empirical study of employee perception has shown evidence for a positive relationship between job insecurity and intention to quit”.

FASOLO AND DAVIS- LEMASTRO(1990) “Has demonstrated that employee’s perception organization support is related to various attitude and behaviors”.

CONNAWAY(1992) “Studied job satisfaction of academic related to faculty status for particular in organization development”.

III. RESEARCH METHODOLOGY

- Total population - 1000
- Sampling size - 50
- Sampling techniques - simple random sampling
- Primary data : collected from ohm energy sys pvt ltd Chennai
- Secondary data: journals, articles ,magazines.

3.1 RESEARCH OBJECTIVES

- To know a employee perception towards organization .

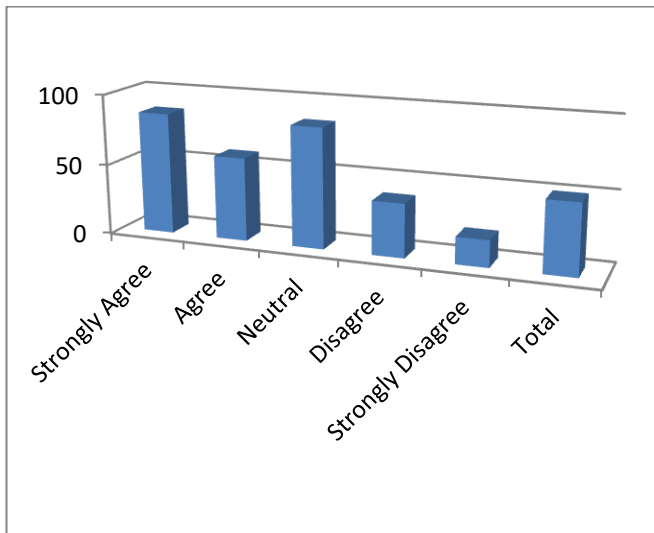
IV. DATA ANALYSIS AND INTERPRETATION

LIKERT SCALE

TABLE 4.1

PERCEPTION OF THE STATEMENT- EMPLOYEE PERCEPTION TOWARDS ORGANISATION

PERCEPTION	LIKERT SCALE	LIKERT SCALING
Strongly Agree	86	71.66
Agree	59	39.33
Neutral	85	42.5
Disagree	38	12.66
Strongly Disagree	19	3.16
Total	50	169.31/50
	EMPLOYEE PERCEPTION TOWARDS ORGANISATION	3.38



INTERPRETATION:

Based on these likert scaling most of the respondents 3% Neutral that morale and motivation of the employee.

V. CONCLUSION

The present paper study showed employee perception paper corporation for various levels of organization .employee is bigger challenge for organization is need to continuously motivate their capabilities and engage them in their employee to enhance their organization employee perception.

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