

A STUDY ON EMPLOYEE MORALE WITH REFERENCE TO MICRO CONCEPT TOOLS PVT. LTD.

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Abstract- Employee morale is a critical factor influencing productivity, engagement, and overall organizational success. This study aims to evaluate the levels of morale among employees at Micro Concept Tools Pvt. Ltd., identifying key influencing factors. Using descriptive research design and statistical tools like chi-square and ANOVA, the study finds that while most employees are satisfied with compensation and environment, issues like communication and career growth require attention. The paper recommends structured engagement and recognition programs to enhance morale.

Keywords: Employee Morale, Motivation, HRM, Satisfaction, Workplace Culture

I. INTRODUCTION

In today's competitive business landscape, understanding and managing employee morale is more critical than ever. Employee morale directly impacts productivity, job satisfaction, and retention rates, which are essential for organizational success.

Morale is an important part of organizational climate. It is a vital ingredient of organizational success because it reflects the attitudes and sentiments of organizational members towards the organization, its objectives and policies.

Morale is a collection of employee's feelings, attitudes and sentiments towards their jobs, superiors and organization. It reflects a state of mind of people. Mayo defined morale as – 'the maintenance of cooperative living.'

II. LITERATURE REVIEW

1. Nishtha sharma, Bhumika Motwani,(2024), Impact of workplace inclusivity on employee morale and performance, it will lead us to theoretical foundation of how an inclusive environment in an organization can impact the personnel morale and performance .
2. Hariharan ,(2024), this study about a study on

employee morale with respect to satisfaction level offered by flashkart. The morale has a direct impact on employee's well-being performance efficient and quality of work.

3. Lienstitu,(2023), This study about the employee morale; exploring its impact on organizational success, low morale can cause various issues, such as increased absenteeism and high turnover rates. conversely, high morale can make employees more willing to work, foster loyalty to the organization, and boost their interest in their job and the company.

III. RESEARCH METHODOLOGY

Research Design is defined as the "arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure".

The research design followed for the study is descriptive type of research. It is typically concerned with determining the frequency with which something occurs or how two variables vary together. Descriptive research studies are those studies which are concerned with the characteristics of a particular individual, or of a group.

Sampling

Sampling refers to the method of selecting a small pattern of data from large population for the purpose of carrying out an investigation. The selected pattern is termed as sample which is a small and manageable version of large set of data. Sampling is most widely used in statistical testing where size of population is too large such that it is impossible to include each individual observation in test. In the study probability simple random sampling are used.

Population:

The Employees of micro concept tools Pvt. Ltd. constitute the work place of the study. The employees of the company are 260 and it forms the work place for the present study.

Sample size:

Number of the sampling units selected from the population is called the size of the sample.

Sample of 200 respondents were obtained from the population.

Sampling Techniques:

The techniques adopted in the present study is probability sampling, which is also known as chance sampling. Under this sampling design, every item of the frame has an equal chance of inclusion in the sample. Under probability sampling, simple random sampling is used for this study.

Hypothesis:

It is a statement about the population parameter. In other words, a hypothesis is a conclusion which is tentatively drawn on logical basis.

H0: There is no significant difference between two attributes (NULL HYPOTHESIS)

H1: There is a significant difference between two attributes (ALTERNATE HYPOTHESIS)

Data collection:

The researcher makes sincere attempts to overall meet the respondents individually, the researcher explained each question to overall facilitate good understanding and genuine responses. They feel free in answering the questionnaire and lot of the respondents showed keen interest to overall answer their views about the organization.

Sources of data collection:**Primary data:**

Primary data are collected from the employees of micro concept tools Pvt.

Ltd. by circulating a structured questionnaire among them.

Secondary data:

Secondary data are obtained from company profile, internet, various other documents, scope need and other reports of the company.

STATISTICAL TOOLS:

SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE):

The following statistical tools were used in this study:

o Chi- square

o ANOVA

IV. DATA ANALYSIS AND INTERPRETATION**2.1 Table showing opinion of respondents on overall management of the organization**

S.N O.	OPINION	NO. OF THE RESPOND ENTS	% OF THE RESPOND ENTS
1	HIGHLY SATISFIED	45	22.5%
2	SATISFIED	134	67.5%
3	NEUTRAL	16	16%
4	DISSATISFIED	3	1.5%
5	HIGHLY DISSATISFIED	2	1%
	TOTAL	200	100%

From the above table shows that the data is 22.5% of the respondents are highly satisfied with the organizations overall management, 67.5% of the respondents are satisfied with the organizations overall management, 16% of the respondents are neutral with the organizations overall management, 1.5% of the respondents are dissatisfied with the organizations overall management, and 1% of the respondents are highly dissatisfied with the organizations overall management.

2.2 Table showings the opinion of the respondents on satisfaction level of the work life balance

S.N O.	OPINION	NO. OF THE RESPOND ENTS	% OF THE RESPOND ENTS
1	HIGHLY SATISFIED	4 5	22.5%
2	SATISFIED	13 4	67.5%
3	NEUTRAL	1 6	16%
4	DISSATISFIED	3	1.5%

5	HIGHLY DISSATISFIED	2	1%
	TOTAL	200	100%

INTERPRETATION:

From the above table shows that the data is 22.5% of the respondents are highly satisfied ,67.5% of the respondents are satisfied, 16% of the respondents are neutral, 1.5% of the respondents are dissatisfied, 1% of the respondents are highly dissatisfied on work life balance.

2.3 Table showings the satisfaction of the respondents on their current role and responsibility in the organization

S.N O.	OPINION	NO. OF THE RESPONDENTS	% OF THE RESPONDENTS
1	HIGHLY SATISFIED	19	9.5%
2	SATISFIED	165	82.5%
3	NEUTRAL	12	6%
4	DISSATISFIED	2	1%
5	HIGHLY DISSATISFIED	2	1%
	TOTAL	200	100%

INTERPRETATION:

From the above table shows that the data is 9.5% of the respondents are highly satisfied ,82.5% of the respondents are satisfied, 6% of the respondents are neutral, 1% of the respondents are dissatisfied, 1% of the respondents are highly dissatisfied with their current role and responsibility in the organization.

V. STATSTICAL TOOLS

CHI SQUARE TEST DIFFERENCE BETWEEN AGE AND FLEXIBILITY IN WORK SCHEDULE

NULL HYPOTHESIS:

There is no significant association between age of the respondents and flexibility in work schedule.

ALTERNATE HYPOTHESIS:

There is significant association between age of the respondents and flexibility in work schedule.

STATSTICAL TOOLS

Chi square was used in the above hypothesis.

Table no. 2.21: Table show difference between age and flexibility in work schedule

How old are you?

	Observed N	Expected N	Residual
20-30	103	50.3	52.8
30-40	56	50.3	5.8
40-50	38	50.3	-12.2
Above 50	4	50.3	-46.2
Total	201		

Rate the flexibility that you have in your work schedule?

	Observed N	Expected N	Residual
Dissatisfied	4	40.2	-36.2
Highly dissatisfied	1	40.2	-39.2
Highly satisfied	14	40.2	-26.2
Neutral	49	40.2	8.8
Satisfied	133	40.2	92.8
Total	201		

Test Statistics

	How old are you?	Rate the flexibility that you have in your work schedule ?
Chi-Square	101.587 ^a	304.050 ^b
Df	3	4
Asymp. Sig.	.000	.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 50.3.

b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 40.2.

INTERPRETATION

From the above table, $P=0.001 \leq 0.01$ hence the null hypothesis is rejected and alternate hypothesis is accepted.

RESULT

Hence it is concluded that there is significant association between age of the respondents and flexibility in work schedule.

ONE WAY ANOVA VARIANCE BETWEEN LEVEL OF EDUCATION AND CURRENT ROLE AND RESPONSIBILITY IN THE ORGANIZATION

NULL HYPOTHESIS

There is no variance between level of education and satisfaction with current role and responsibility in the organization.

ALTERNATE HYPOTHESIS

There is variance between level of education and satisfaction with current role and responsibility in the organization.

STATISTICAL TOOLS

One way anova was used in the above hypothesis.

Table showings variance between education and current role and responsibility in the organization

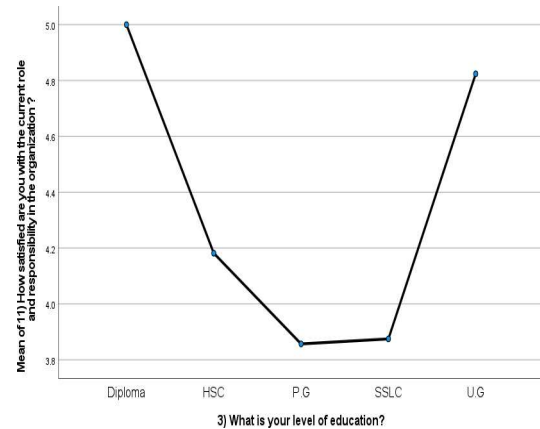
ANOVA					
How satisfied are you with the current role and responsibility in the organization?					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	28.411	4	7.103	15.605	.000
Within Groups	89.211	196	.455		
Total	117.622	200			

How satisfied are you with the current role and responsibility in the organization?

Duncan^{a,b}

		Subset for alpha = 0.05	
What is your level of education?	N	1	2
P.G	21	3.86	
SSLC	8	3.88	
HSC	11	4.18	

U.G	125		4.82
Diploma	36		5.00
Sig.		.192	.452



Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 16.705.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I

error levels are not guaranteed.

INTERPRETATION

As the table shows that $P=0.001 \leq 0.01$, hence the null hypothesis is rejected and alternate hypothesis is accepted.

RESULT

Hence it is concluded that there is variance between level of education and satisfaction with current role and responsibility in the organization.

VI. RESULTS

- It is found that 67.5% of the majority respondents are satisfied with the overall management of the organization.
- It is found that 67.5% of the majority respondents are satisfied with the level of the work life balance.
- It is found that 82.5% of the majority respondents are satisfied with the current role and responsibility.

- It is found that 100% of the majority respondents are satisfied with the organization conduct career development program.
- It is found that 66% of the majority respondents are satisfied with flexibility in their work schedule in their organization.

VII. CONCLUSION

The study indicates mixed of negative and positive feelings about employee morale at Micro concept tools. Some feel engaged and satisfied, feeling valued and motivated in their role, while others feel disconnected and unhappy. To fix this, there are areas of concern, such as work-life balance and workload manageability, there are also aspects like safety and professional growth opportunities that require attention. Improving communication, recognition, employee retention and support can enhance overall employee morale and productivity, keep employees longer, increase overall job satisfaction and a more positive overall work environment. Addressing employee morale is essential for achieving long-term success.

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APPENDIX

- 1) How old are you
 - o 20-30
 - o 30-40
 - o 40-50
 - o Above 50

- 2) What is your gender identity?

- o Male
- o Female

- 3) What is your level of education?

- o SSLC
- o HSC
- o U.G
- o P.G
- o Diploma

- 4) What is your marital status?

- o Married
- o Unmarried

- 5) How many years of experience you hold in the field?

- o 0-2 years
- o 2-5 years
- o 5-10 years

- 6) What is the designation in the firm?

- o Labor
- o Junior operator
- o Senior operator
- o Engineer
- o Supervisor

- 7) What is your shift for work (mostly allotted)?

- o Day shift
- o Night shift

- 8) What is your income level (monthly)?

- o 15000-25000
- o 25000-35000
- o 35000-45000
- o Above 45000

- 9) How satisfied you are with the overall management?

- o Highly satisfied
- o Satisfied
- o Neutral
- o Dissatisfied
- o Highly dissatisfied

- 10) How well do you feel you can balance your work and

personal life?

- ☐ Highly satisfied
 - ☐ Satisfied
 - ☐ Neutral
 - ☐ Dissatisfied
 - ☐ Highly dissatisfied
- 11) How satisfied are you with the current role and responsibility in the organization?
- ☐ Highly satisfied
 - ☐ Satisfied
 - ☐ Neutral
 - ☐ Dissatisfied
 - ☐ Highly dissatisfied
- 12) Is the organization conducts any career development programs?
- ☐ Yes
 - ☐ No
- 13) Rate the flexibility that you have in your work schedule?
- ☐ Highly satisfied
 - ☐ Satisfied
 - ☐ Neutral
 - ☐ Dissatisfied
 - ☐ Highly dissatisfied
- 14) How satisfied your recognition you receive in your work place?
- ☐ Highly satisfied
 - ☐ Satisfied
 - ☐ Neutral
 - ☐ Dissatisfied
 - ☐ Highly dissatisfied
- 15) How satisfied you're with the company's rewards and recognition?
- ☐ Highly satisfied
 - ☐ Satisfied
 - ☐ Neutral
 - ☐ Dissatisfied
 - ☐ Highly dissatisfied
- 16) Can you access the resource you need to perform your job effectively?
- ☐ Yes
 - ☐ No
- 17) Do you feel your job utilizes your skills and talent effectively?
- ☐ Yes
 - ☐ No
- 18) How satisfied you're with the physical work environment?
- ☐ Highly satisfied
 - ☐ Satisfied
 - ☐ Neutral
 - ☐ Dissatisfied
 - ☐ Highly dissatisfied
- 19) How do you feel your workspace support your productivity?
- ☐ Very effectively
 - ☐ Effective
 - ☐ Neutral
 - ☐ Ineffective
 - ☐ Very ineffective
- 20) How satisfied are you with the company career development programs?
- ☐ Highly satisfied
 - ☐ Satisfied
 - ☐ Neutral
 - ☐ Dissatisfied
 - ☐ Highly dissatisfied