



A Study on How Organization Can Utilize Employee's Potentiality through Mandatory Counselling

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ABSTRACT:

This research study has been done to see the awareness level of respondents about organizational counselling, its impact on productivity of organization, in maintaining relation between employee-employee, employer-employee and employer-employer. Researcher feels that choosing this area as a study they can help future researchers to get idea about how important organizational counselling is and what would be the responses from the respondents.

Key words: Perception, potentiality, counselling

Introduction

Strebler (2004) defined poor performance as a situation „where an employee's behaviour or performance might fall below the required standard“.

Poor performance is an issue to managers and employees in a work organization. It is of concern to senior managers because it is a measure of how effective the organisation is led. It is an emotive issue, which according to Strebler (2004 Effective work performance is the production of valid results in a work organization. It is when employees produce the expected results that may lead to productivity in the) can be quite personal, since productivity and the working climate are affected. Poor performance can be exhibited by way of: failure to perform the duties of the position or to perform them to the standard required; non-compliance with workplace policies, rules or procedures; unacceptable

behaviour in the workplace; and disruptive or negative behaviour that impacts on co-workers

Review Papers

Social Efficacy theory indicates that growing the Social Efficacy of employees will improve motivation and overall performance. The essential idea at the back of this thought is that inspiration and execution are chosen by means of how a sensation people trust they can be (Bandura, 2002). This is exceptionally helpful in the regulatory focus since bosses can increment 11 and enhance Social Efficacy standards of their workers by utilizing aggregating at the four number one assets of general execution comes about, vicarious reports, verbal influence, and enthusiastic excitement (Bandura, 2002) Utilizing the assets of Social Efficacy can upgrade representative's endeavour, perseverance, objective setting, and general execution on one of a kind errands.

Applying vicarious stories may be as simple as a waitress shadowing another skilled server or an apprentice mastering his alternate. Verbal persuasion can be utilized by showing reward for an activity nicely achieved or by giving fine comments on a particular assignment. Verbal persuasion may be used at any time and calls for almost no attempt. Redmond (2010) has proven that high Social Efficacy individuals persist longer within the face of difficulty and are extraordinarily resilient in the face of failure; are normally extra content with their paintings and lives; set higher dreams for themselves; are greater committed to their desires (Redmond, 2010). The Social Cognitive Theory consists of 4 processes of aim consciousness: self-statement, self-evaluation, self-response and self-efficacy. Each issue is interrelated and influences motivation

Research Methodology

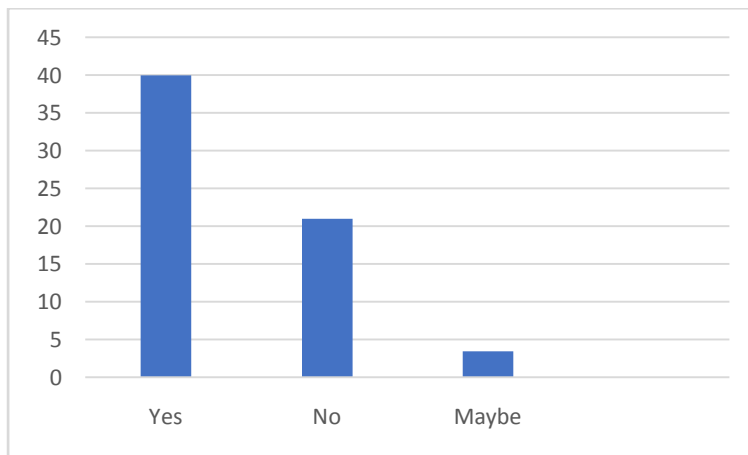
The universe considered for this study is the employees of different organizations of Vadodara city and its nearby areas. This study is exploratory in nature considering its objectives and scope of the study. Convenient sampling method is adopted in order to collect the data. Responses has been taken from 66 sample size from an organization. Primary and secondary tool of data collection have been used to collect the data for the study.

1. Division of respondent about who are happy with the work they are doing:

Table 1-Division of respondents on the basis of their satisfaction regarding their work

Options	Frequency	Percentage
Yes	40	60.61%
No	21	31.82%
Maybe	5	7.57%

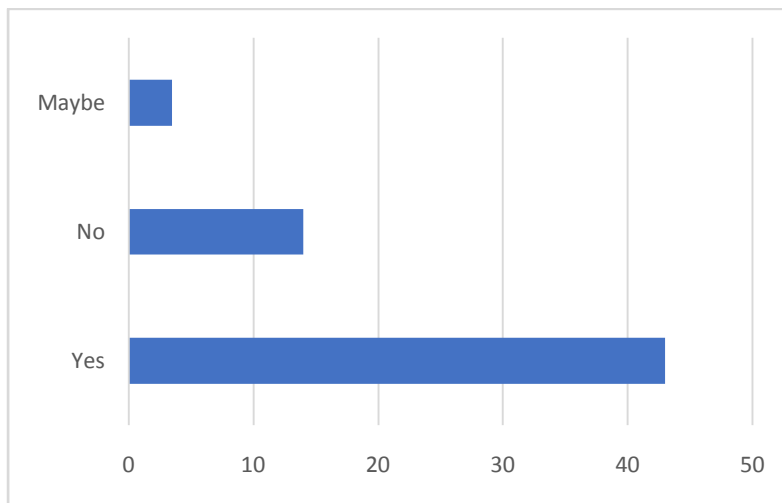
Fig. 1- Division of respondents on the basis of their satisfaction regarding their work



2. Division of respondents on the basis of do they want changes at their workplace

Table 2- How many respondents wants changes at their workplace

Options	Frequency	Percentage
Yes	43	65.15%
No	14	21.21%
Maybe	9	13.64%

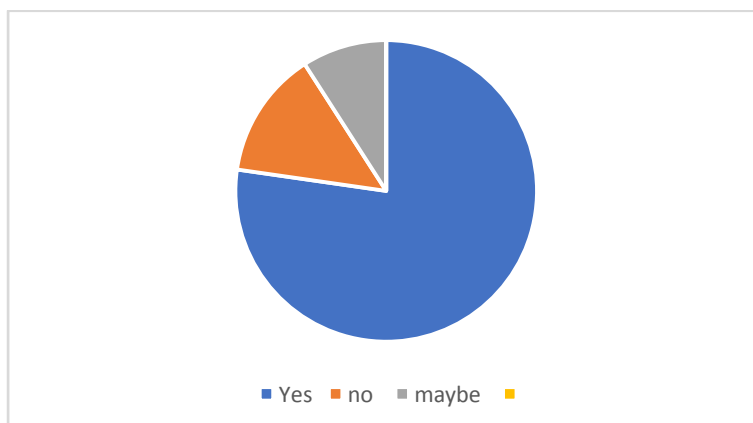
Fig 2- - How many respondents wants changes at their workplace

3 .Division of respondents on the basis of their opinion regarding if they can help the organization to improve their working condition

Table 3- Opinion about do respondent can or can't help organization to improve working condition.

Options	Frequency	Percentage
Yes	51	77.94%
No	9	13.24%
Maybe	6	8.82%

Fig 3- Opinion about do respondent can or can't help organization to improve working condition.

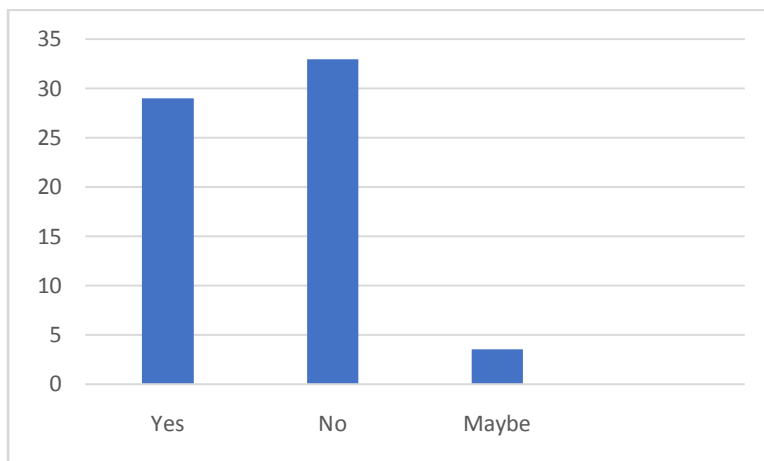


4. Division of respondents on the basis of the opinion about their superior

Table 4 - Division of respondents on the basis of opinion about their superiors.

Options	Frequency	Percentage
Yes	29	43.08%
No	33	50.77%
Maybe	4	6.15%

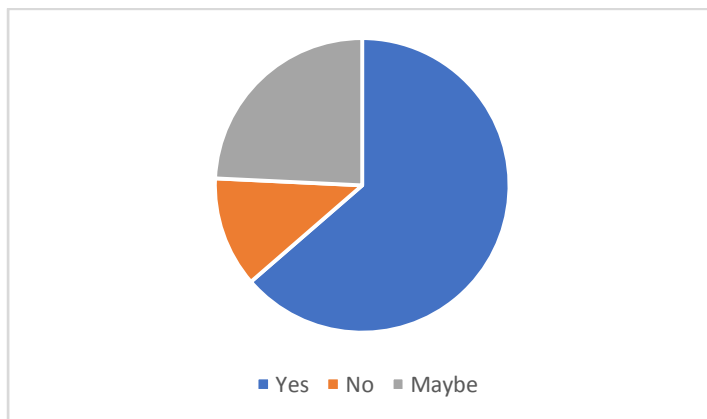
Fig 4- Division of respondents on the basis of opinion about their superiors.



5. Division on the basis of respondent's opinion about installation of amenities at workplace

Table 5- Thoughts of respondents about installation of new amenities at their workplace

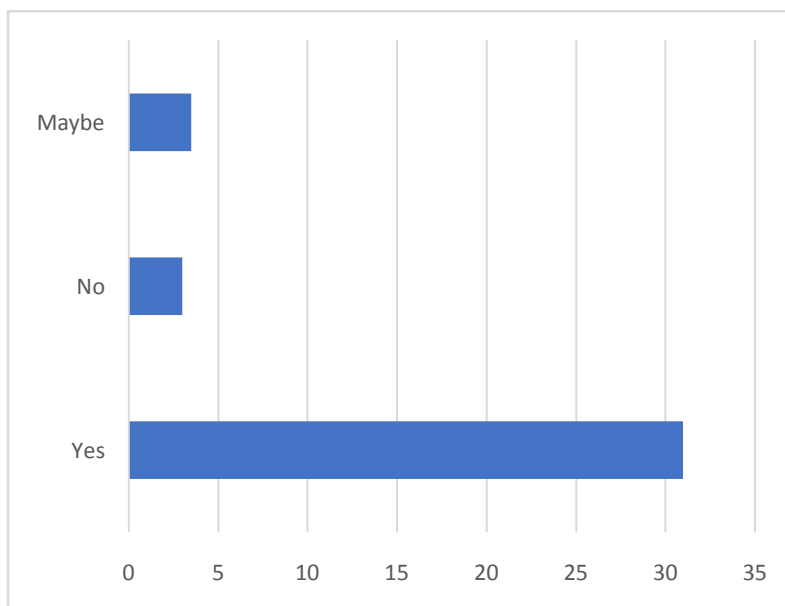
Options	Frequency	Percentage
Yes	42	64.18%
No	8	11.94%
Maybe	16	23.88%

Fig 5- Thoughts of respondents about installation of new amenities at their workplace

6. Division of respondents on the basis of how helpful their suggestion regarding installation of new amenities will be for the organization

Table 6- Respondent's thoughts on their opinion being helpful to the organization

Options	Frequency	Percentage
Yes	31	57.97%
No	3	4.35%
Maybe	26	37.68%

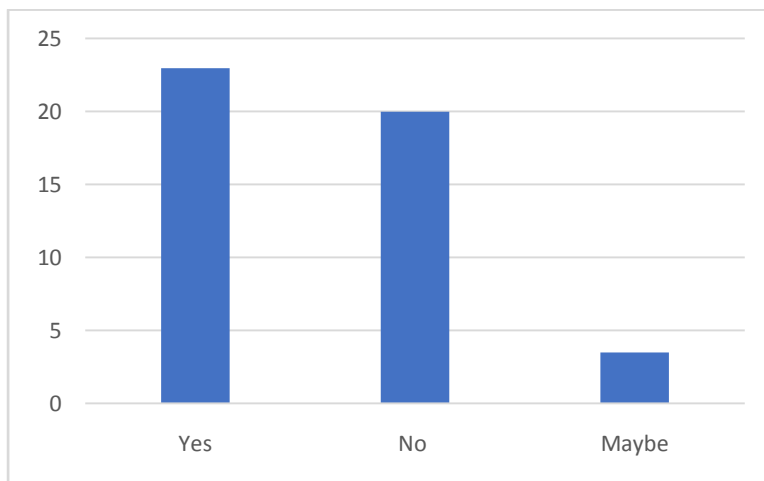
Fig 6- Respondent's thoughts on their opinion being helpful to the organization

7. Division of respondents on the basis of their concern about job security

Table 7- Are respondents concerned about their job security?

Options	Frequency	Percentage
Yes	23	34.33%
No	20	29.85%
Maybe	24	35.82%

Fig 7- Are respondents concerned about their job security?

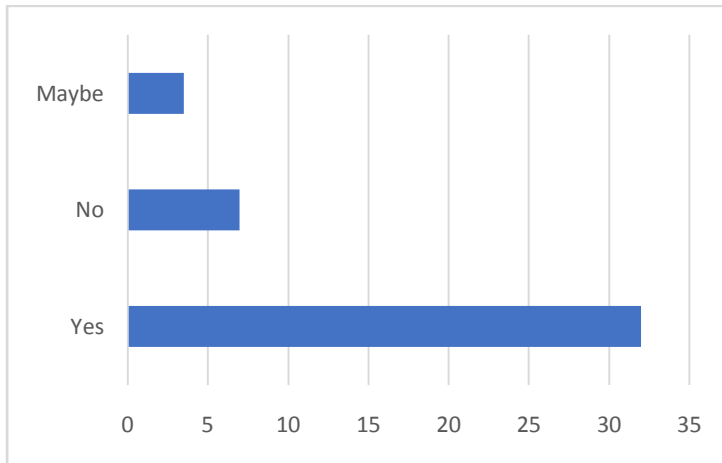


8. Division of respondents on the basis of respondent's opinion about involvement of higher authorities in problems faced by employees

Table 8- Views on higher authority should be concerned about employee's problems or not

Options	Frequency	Percentage
Yes	32	48.48%
No	7	10.6%
Maybe	37	40.91%

Fig 8: Views on higher authority should be concerned about employee's problems or not

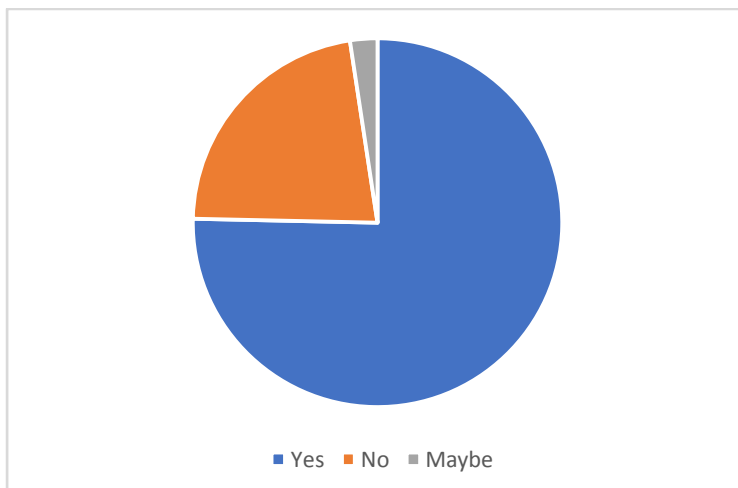


9. Division on the basis of availability of counsellor at workplace

Table 9- Availability of counsellor at the workplace

Options	Frequency	Percentage
Yes	44	66.67%
No	13	19.70%
Maybe	9	13.64%

Fig 9- Availability of counsellor at the workplace

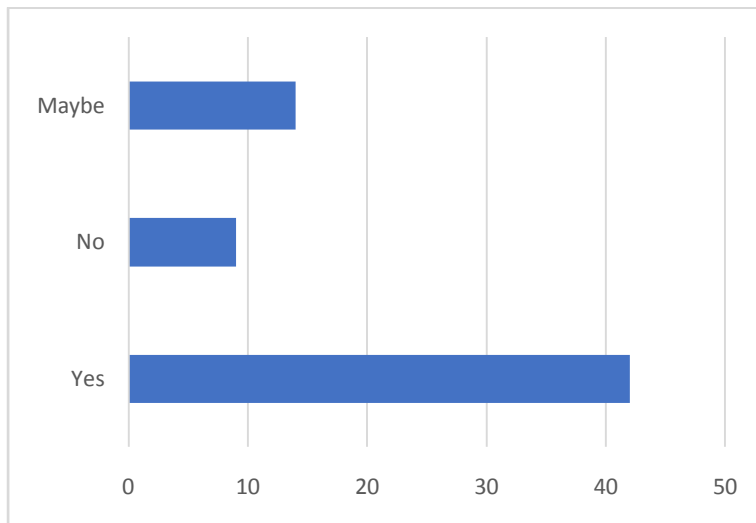


10. Division of respondents on the basis of their thoughts on counselling can help to improve potentiality of employees

Table 10- Thoughts on impact of counselling on potentiality of employees

Options	Frequency	Percentage
Yes	42	64.62%
No	9	13.85%
Maybe	14	21.54%

Fig 10- Thoughts on impact of counselling on potentiality of employees



Results and conclusion:

Result:

- 60.61% respondents are happy with the work they are doing
- 65.15% respondents want some changes at their workplace
- Out of all 77.94% respondents think that they can help their organization to improve its working condition
- 50.77% respondents are happy with the behaviour of their superior and there is very less difference between happy and unhappy respondent's ratio
- Out of all 64.18% respondents think that more or some kind of amenities should be installed at their work place

- 57.97% respondents think that their opinions would be helpful to the organization
- Out of 66(100%), 23(34.33%) respondents are concerned about their job security and doesn't prefer to share their problems with their superiors
- 32(48.48%) respondents think that higher authorities should be concerned about employee's problems
- Out of 66, 44(66.67%) respondents have counsellor at their workplace
- 64.62% respondents think that counselling can help to improve potentiality of employee
- Most of the respondents think that monthly counselling sessions should be conducted at the work place
- 98.48% respondents think that every organization should have their own counsellor

Conclusion:

Counselling program for employees must be mandate in any organisation/company in order to achieve the basic purpose of helping employees not only to understand and resolve their personal and work related issues, and further develop them potentially and emotionally, but also, it's a vital aspect for their performance appraisal which collectively plays a vital role in productivity of the organisation. Also, the manager must be unbiased, professional, experienced and qualified enough to carry out the duties of a counsellor

Reference:

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