



A Study on Effect of Supervision on Employee Performance

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Abstract

This research paper focuses on the study of effect of supervision on employee performance. The study aimed to investigate the effect on employee performance due to supervision. The research method used in the study included surveys to gather data from participants. The result of the study showed that a significant number of employees reported that supervision is effective and necessary to improve the performance of the employees. The paper concludes by suggesting that organization should take steps that helps the employee to give a magnificent contribution to the organization by improving their work performance and commitment towards the organization.

Keywords:

STUDY: an organized experiment in which many things are looked at measured and recorded in order to learn more about something

EFFECT: the result of a particular influence something that happens because of something else

SUPERVISION: it is the act of overseeing or watching over someone or something

EMPLOYEE: a worker hired by an employer to do a specific job

PERFORMANCE: the doing of an action for achieving a result

Introduction

Supervision began in 1580, supervising (processes, work, workers, etc.) in or during execution. Organizational performance consists of the actual performance or results of an organization measured against its intended outputs, goals and objectives. According to Richard et al. (2009) Supervision is the act of supervising the work or duties of another person who may not have full knowledge of the concept at hand Oversight means leadership in a professional, professional, or personal situation, not domination over others. In psychology, supervision refers to a system in which therapists are expected to organize other therapists for their own benefit or to discussion.

Therefore, all employee programs are aimed at human resource development and utilization, keeping in mind that motivated and satisfied employees are organizational assets that improve performance. In a practical sense, the three key ingredients that make up any company are money, people, and materials. Each of these elements is particularly important in any organization, but it is often the person or human element that is responsible for an organization's success.

Types of supervision:

Supervision is mainly divided into four types which is mainly implemented in the organization and they are as follows:

1. Autocratic or Authoritarian supervision
2. Laissez-faire or free-rein supervision
3. Democratic supervision
4. Bureaucratic supervision

Importance of supervision:

Supervision is important in an organization to achieve the organizational goal and objectives so various importance of supervision is as follows:

1. Issue of orders and Instructions:
2. Planning and Organizing the Work:
3. It is important at all levels
4. Vital link between worker and management
5. Motivating subordinates

Advantage of supervision:

Supervision have various advantages as they help the organization to increase production by providing proper channel to the employees and guidance to achieve organizational goals

1. Increase productivity
2. Retain employee
3. Nurture future leader
4. Implement effective leadership strategy
5. Better decision making

Disadvantage of supervision:

There are various disadvantages are also there in supervision in an organization they are as follows:

1. Position of the supervisor in supervision
2. Not enough authority in supervision
3. Labor union pressures in Supervision
4. Supervision is prone to criticism
5. Educational level of the supervisor

Review of literature

- **Saeed and Nosheen (2015)** examined employees' perception about the results of Supervision and distinguished certain salient forces which do injure the fruitful application of supervision. The study was descriptive in nature and sampled 120 employees at management stages of the manufacturing sector in Punjab area in Pakistan. The findings show that the selected employees were cognizant of the practicality and worth of the supervision. However, they did not have the knowledge of applying an efficient supervision. There were also significant differences in the employee perception about supervision at the organization. The study did not however again link supervision with employee productivity.
- **Avramović, (2010)** explained supervision practices as the efforts an organization takes to give direction towards tapping onto both internal and external resources that would serve the organization in the long term and bearing in mind the ever-changing business environment, meet the market needs and satisfy the expectations of the stakeholders. This in itself is a realization of contingency constructs because any management practice needs planning and execution for it to flourish. Some of the notable supervision practices that have a bearing on the internal and external workings of organizations include delegation, supervisor behavior and teamwork. Consequently, in this study contingency planning theory involves the preparing for the unexpected and planning for the unknown. The basic purpose of contingency planning theory is to minimize the adverse consequences of catastrophe and occurrences.
- **Dewhurst et al.(2010)**, There are other means to reward employees that do not just focus on financial compensation. Some of these include the praise that employees are able to acquire from their managers, the opportunity to take on important projects or tasks, and even leadership attention. The latter refers to the treatment of the employees by their managers in such a manner that employees are also considered to be as leaders as well. These three motivators constantly appear on most research studies and are excellent means to encourage the employee to work harder and produce better performance results.

- **Kasekende (2005)** , For senior supervisors and other junior supervisors whose actions have material impacts on the risk exposure of the Organisation, not less than 40 percent of their performance linked compensation shall be payable under deferral arrangements over a period of not less than three years. For the most senior management, no less than 50 percent, and where appropriate, up to 60 percent of their performance linked compensation shall be payable under deferral arrangements. Compensation payable under deferral arrangements shall vest no faster than on a pro rata basis.
- **McGregor (1989)** Supervision enables the overall achievement of organizational performance, he asserted that If you want to improve employee performance, think about your daily conversations with employees. No better opportunity exists to reinforce and help refer excellent employee performance. You discuss new projects, talk about overdue assignments, give updates about completed tasks, and more

Research Methodology

Research Methodology is the specific procedure or techniques used to identify, select, process and analyze information about a topic. This section will allow the reader to critically evaluate the study's overall validity, reliability and analysis.

Sample

The sample has been collected from employees working at Sardar Patel Hospital and from Mahindra Agriscience Limited the online questionnaire was mailed to each and every student personally and responses were received.

Objectives

1. To find out the impact of supervision which leads to dissatisfaction of job
2. To find out the impact of supervision on employee performance.
3. To find out the supervision positively influence the employee performance.

Universe of the study

Employees of Sardar Patel Hospital and Mahindra Agriscience Limited will be the universe or population of this study.

Sampling Size

30 employees are selected as sample size from our universe or population.

Tools for data collection

The data can be collected in form of **questionnaire** in which we can be able to ask them their opinions regarding impact of supervision on employee's performance.

Sampling method

Simple random sampling

In this sampling method all the employees have a equal chance to get into the survey whether its female employees or male employees.

Research design

The sample is collected from male and female employees between the age group of 25 - 50 working in hospital and company. That is Sardar Patel Hospital and Mahindra Agriscience Limited .Here the researcher's target was to get 30 respondents and as expected the researcher received 30 responses

Data analysis

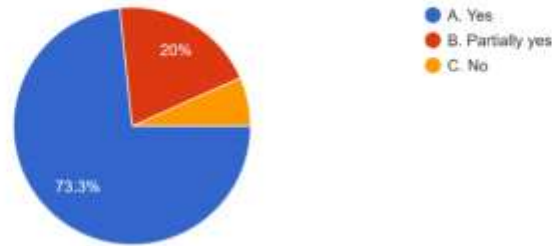
1. Upon asking that if they find any significance impact of supervision on employees performance 73.3% said yes to the statement and 20% employees are partially agreed to the statement and 6.7% employees said no to the statement.

No	Responses	Frequency	Percentage
1	Yes	22	73.3
2	Partially yes	6	20
3	No	2	6.7
	Total	30	100

From the above table it can be shown that (n=22) 73.3% employees said yes to the statement, (n=6) 20% said partially yes to the statement, (n=2) 6.7% employees said no to this statement

Therefore we can conclude that majority of responded that is 73.3% agreed that they find significance impact of supervision on employees performance

Do you find any significance impact of supervision on employees performance?
30 responses



Thus, the majority of respondent that is 73.3% said yes to the statement that supervision are effecting the employee performance.

1. Upon asking if supervision can increase employee performance 80% of employees strongly agrees to the statement and 20% of employees agreed to the statement

Table

No	Responses	Frequency	Percentage
1	Strongly agree	24	80
2	Agree	6	20
3	Disagree	0	0
		30	100

From the above table it can be shown that (n=24) 80% employees strongly agree to the statement, (n=6) 20% said partially agree to the statement, (n=0) 0% employees said no to this statement

Therefore we can conclude that majority of responded that is 80% agreed that supervision can increase employee performance

Do you think proper supervision can increase your performance?
30 responses

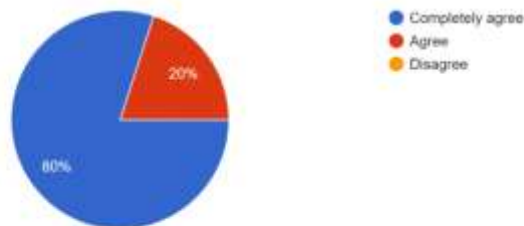


Fig :

Thus, the majority of respondent that is 80% completely completely agreed that supervision can improve employee performance

Findings

- Majority of responded are from the age group of 29 to 32 years and the most responded are male
- With the help of survey it can be find that the org is clearly conveys its mission to the employees and they have a clear communication from top to bottom level management and they also strongly agrees that they have all the tools and resources to do their jobs with that the org also provides actionable suggestions with the environment of teamwork.
- It has been also find that majority of employees didn't find any kind of distraction and their upper level management is also friendly with them with that majority of employee beliefs that supervision increases the performance in org.
- Majority of responded finds that supervision leads to job satisfaction and added to it their work is also being appreciated by the management and with that their management also helps them to improve their productivity.

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- It is also been find that employees are being satisfied with their roles and responsibilities and they didn't find any kind of distraction from the organization and also have less stress and work load.

Conclusion

Given previous findings and discussions related to supervision, u Employee performance, the following conclusions were drawn: Managers and other employees recognize that oversight is a rewarding process doing it regularly and effectively will improve your performance.

Employees need some kind of oversight where they can express and share their opinions, ideas opinions Viewpoints with managers allow managers to be seen as partners in improvement not compelling good performance.

The type of oversight implemented in an organization has a significant impact on employee motivation Employees that lead to good performance. When employees are not encouraged and coached. Developing their special skills through effective supervision can lower their motivation. Some employees do poorly due to a lack of regular and effective employee monitoring manager.

To improve supervision, supervisors must acquire the appropriate skills stakeholder awareness and teamwork. Monitoring is a key factor influencing employee performance branch. Most employees believe this is one of the factors that led to their good performance find good habits.

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