



A Study on Employee Morale - Almipl Solar (P) Ltd

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ABSTRACT

Employee morale has become important part of employees for job satisfaction. An employee that is satisfied and motivated at workplace usually tend to have a higher morale. On the contrary, employees who are not happy in their workplace, who constantly complain and crib about the various attributes in an organization, like employee policies, workplace culture, facilities at work etc. tend to have a low employee morale. The study is about the employee's motivation and satisfaction towards the job. Where the employee morale is increased through the welfare programmed. A sample size of 150 employees. In this study, analysis tools used to study about the employee's factors in morale and job satisfaction.

Key Words: Employee morale, Job satisfaction

INTRODUCTION

Employee morale is defined as the attitude, Satisfaction and overall outlook of employees during their association with an organization or a business. An employee that is satisfied and motivated at workplace usually tend to have a higher morale than their counterparts. Employee engagement and employee satisfaction play an important role for employees to be happy in their workplace.

COMPANY PROFILE

Almipl is the top sun-oriented establishment organization and a main imaginative and customized sun-based energy arrangements supplier. It gives the sun-oriented capacity to private and business edifices and organizations in metropolitan urban communities and provincial towns.

REVIEW OF LITERATURE

Suganya devi.P (2018), "A Study On Employee Morale With Special Reference To Butterfly Gandhimathi Appliance Pvt Ltd" in her research she finds the management should treated all equally ,and should maintain the goals and responsibilities to all, management should appreciate the extra talents.

Saranyaanand (2018), "The Effect Of Human Resource Policies On Employee Morale In Dr. Reddy's, Hyderabad", More and more companies are shifting their focus towards building

satisfied and content set of employees by empowering them and developing them with the types of HR Policies they are implementing. HR Policies, the codified definitions established by companies to support every department and its employees, include several components (to know about the how HR policies develop employee morale"

RESEARCH METHODOLOGY

In this study, Descriptive Research Design is used in research topic. In this project, study is about employee morale. Population of this study will be that employee morale in Almipl solar (P) Ltd. The method of sampling adopted to conduct survey is Convenience Sampling Method. Multiple choice questions and Likert's scale questions. Sample Size of 150 employees. The period of study is carried out from January 2024 to March 2024 which is three months of study. Analytical tools used for the study are Correlation, ANOVA, Independent T-test.

Objective of the study

- To identify the factor influencing employee morale.
- To analysis employee morale and work life balance.

- To develop suggestion for increasing employee morale.

DATA ANALYSIS

PERCENTAGE ANALYSIS

Showing factors most influencing Job Satisfaction wise classification of respondents.

Particulars	No. of Respondents	Percentage
Promotion	52	34.67%
Motivation	35	23.33%
Job Security	30	20.00%
Personal Factors	22	14.67%
Other	11	7.33%
Total	150	100.00%

Inference

From the above table it is interpreted that 34.67% are promotion respondents, 23.33% are motivation respondents, 20.00% are job security respondents, 14.67% are personal factor respondents, 7.33% are other respondents.

Showing Work Interference with personal life wise classification of respondents.

Particulars	No. of Respondents	Percentage
Strongly Agree	37	24.67%
Agree	51	34.00%
Neither Agree or Disagree	38	25.33%
Disagree	20	13.33%
Strongly Disagree	4	2.67%
Total	150	100.00%

Inference:

From the above table it is interpreted that 24.67% are Strongly Agree respondents, 34.00% are Agree respondents, 25.33% are Neither Agree or Disagree respondents, 13.33% are Disagree respondents and 2.67% are Strongly Disagree respondents.

Showing career growth and development opportunities at this organization wise classification of respondents

Particulars	No. of Respondents	Percentage
Yes	94	62.67%
No	30	20.00%
Maybe	26	17.33%
Total	150	100.00%

Inference:

From the above table it is interpreted that career growth and development opportunities at this organization 62.67% of yes respondents, 20.00% of respondent as No, 17.33% of respondents as may be.

Showing Job satisfaction increase your Morale wise classification of respondents

Particulars	No. of Respondents	Percentage
Yes	84	56.00%
No	36	24.00%
Maybe	30	20.00%
Total	150	100.00%

Inference:

From the above table it is interpreted that 56.00% of employee feel Job satisfaction increase your Morale, and 24.00% of employee didn't feel job satisfaction increase your Morale and 20% employee are says May be

Correlation analysis

H0 (Null Hypothesis): There is no significant relation between Gender and Secure do you feel in your Current Job.

H1 (Alternate Hypothesis): There is a significant relation between Gender and Secure do you feel in your Current Job

Correlations			
		Gender	Secure do you feel in your Current Job
Gender	Pearson Correlation	1	.180 [*]
	Sig. (2-tailed)		0.027
	N	150	150
Secure do you feel in your Current Job	Pearson Correlation	.180 [*]	1
	Sig. (2-tailed)	0.027	
	N	150	150

Inference

The p-value is 0.027 which is lesser than the alpha value (0.05), hence alternate hypothesis (H1) is accepted. Therefore, there is a significant relation between Gender and Secure do you feel in your Current job.

ANOVA

H0 (Null Hypothesis): There is no significant difference between Age and Personal Attributes increase Morale.

H1 (Alternate Hypothesis): There is a significant difference between Age and Personal Attributes increase Morale.

Personal Attributes increase Morale					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	21.212	3	7.071	3.740	.013
Within Groups	276.048	146	1.891		
Total	297.260	149			

Inference:

The p-value is 0.013 which is lesser than the alpha value (0.05), hence alternate hypothesis (H1) is accepted. Therefore, there is a significant difference between Age and Personal Attributes increase Morale.

T-TEST

H0 (Null Hypothesis): There is no significant difference between Gender and Satisfaction level with your Current Salary.

H1 (Alternate Hypothesis): There is a significant difference between Gender and Satisfaction level with your Current Salary.

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower		Upper
Satisfaction level with your Current Salary	Equal variances assumed	6.935	.009	1.602	148	.111	.219	.137	-.051	.489
	Equal variances not assumed			1.672	72.200	.099	.219	.131	-.042	.480

Inference:

The p-value is 0.099 which is greater than the alpha value (0.05), hence null hypothesis (H0) is accepted. Therefore, there is no significant difference between Gender and Satisfaction level with your Current Salary.

Findings

- It is found that 34.67% of the majority respondents of promotion is factors most influencing Job Satisfaction.
- It is found that 34.00% of the majority respondents are agree Work Interference with personal life.
- It is found that 62.67% of the majority respondents have told yes for career growth and development opportunities at this organization.
- It is found that 56.00% of the majority respondents have told yes for Job satisfaction increase your Morale.

Suggestions

- communicate with employees in every situation even employee didn't perform.
- Hear employee feedbacks to get innovative ideas and get engaged with employee
- Motivate management by employee in making business decisions.
- Create an effective incentive program to employee, to develop the employee satisfaction.
- Use social media to praise employees, motivate the employee in social stage will feel the employee more energetic.
- Management should inculcate the habit of motivating employees through appreciation for good performance and significant achievement recorded.
- Employee morale is primary constituent of any business enterprise. Hence, employers should strive to increase high work effort, creativity and initiative by raising the morale of the employees.

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