# International Journal of Research Publication and Reviews

# Discipline and its Management Among Employees

*Jeffrina Mary J*

**PG Student, Sacred Heart College (Autonomous )**

## ABSTRACT

Employee discipline is a critical aspect of organizational management, influencing overall productivity, workplace culture, and employee satisfaction. This research explores the multifaceted factors that impact employee discipline and investigates the strategies and methods adopted by organizations to maintain a disciplined workforce. The research delves into the strategies and methods implemented by organizations to foster and sustain employee discipline. These may encompass proactive measures such as effective communication, employee engagement initiatives, and the development of clear policies and procedures. Reactive approaches, such as corrective action plans and performance improvement programs, are also explored. The research aims to provide organizations with actionable insights into building and maintaining a disciplined workforce in dynamic and challenging environments. Ultimately, understanding the factors influencing employee discipline and the efficacy of different strategies empowers organizations to tailor their approaches to the unique needs of their workforce, fostering a culture of accountability, responsibility, and sustained high performance.

Keywords: Discipline, Productivity, Strategies, Performance involvement, Discipline workforce, Challenging environment, Accountability, Empower, Approaches

## INTRODUCTION

In the dynamic landscape of contemporary workplaces, the concept of employee discipline is integral to the successful functioning of organizations. Employee discipline extends beyond a mere set of rules and regulations; it embodies the collective behaviors, attitudes, and adherence to organizational norms that shape a productive and harmonious work environment. Understanding the factors that influence employee discipline is crucial for organizations seeking to optimize their workforce and maintain a positive workplace culture. This research endeavors to explore the multifaceted dimensions of factors influencing employee discipline. By delving into the intricate interplay between organizational dynamics, leadership practices, communication channels, and external forces, we aim to provide a comprehensive understanding of the diverse elements shaping employee behavior within the workplace. This research focuses on unraveling the strategies and methods employed by organizations to keep their employees disciplined. Recognizing that employee discipline is not a one-size-fits-all approach, organizations must tailor their methods to the unique dynamics of their workforce, industry, and organizational culture. Effective communication, employee engagement initiatives, and the formulation of clear policies and procedures are just a few examples of proactive strategies organizations utilize to instill and maintain discipline. Additionally, organizations often employ reactive measures such as corrective action plans and performance improvement programs to address issues when they arise. This study aims to explore the diverse landscape of strategies and methods organizations use to cultivate discipline within their workforce.

## INTERNATIONAL REVIEW

**Singh Yugendra (1973)** carried out research on "A guide to disciplinary proceedings for the executive in industry". This article review is a" welcome strive" to set out the" correct procedure" for taking movement in opposition to worker who is guilty of" misconduct" meriting punishment under status orders the writer has adopted a practical technique to the challenge of" disciplinary court cases", a critical aspect of labor-management relations. Regulation regarding labor-control family members has been in a state of flux in particular after independence. Labor courts, tribunals, high Courts and the ideally suited court have been continually engaged to structure the labor members of the family. Three the writer is careful to statement at the outset that" these notes have been prepared keeping in view the standards hitherto enunciated" four by means of those choices- makers. The introductory bankruptcy throws some mild on the disciplinary elements regarding maintenance of peace and appropriate order inside the enterprise. Every time a worker is responsible of misconduct an exact procedure must be followed, in order to award the punishment. Thereafter, it is indicated that the economic Tribunals awl empowered to study justifiability or otherwise of the action taken. It is talked about that the tribunal at the same time as enquiring into the alleged dismissal has no longer to act".

**Dhillon Amritta, Iversan Vegard, Torsvik Gaute(2021)** have done their research on "Employee referral, social proximity and worker discipline: Theory and suggestive evidence from India". The analysis plans a new plan to support a clarification for reason employers congregate regulatory center insiders for the enlisting of current group. In background accompany unfinished contract, we display means of what place of task insiders can assist employers tackle recruit field challenges at a decrease price. A key idea is that the association can use sanctions opposite to the referee to maintain the new employee

following. This model calls that employers will use present stick of importance and accompanying assembled generosity in the firm as referees because a fore mentioned group of employees have a private stake in their choice of recruit. The model furthermore envisions a powerful publicity with the referee and the recruit to guarantee that the recruit internalizes the costs to the referee of belonging to individual conductor or underperformance.

**Lee Heejin, Libenan Jonathan (2002),** carried out their research on "A new time discipline". The main of purpose this research was, For the most element, we live beneath a regime of temporality that has its origins in the early to mid-eighteenth century (Thompson 1967), but there is evidence that is converting. Even past the real studies of individuals who seal overseas contracts over their mobile phones, the digital working surroundings provide us with the possibility to experiment with new sorts of time area. New systems together with the digital office, digital groups, and virtual companies require new operating styles and offer possibilities for the emergence of recent time disciplines. These emerging bureaucracies are represented here by means of digital work environments in which units of human beings from different locations, temporal locations and once in a while exclusive business work together, basically by using interacting electronically. The primary section presents how time disciplines are considered in control and why time disciplines and their modifications are critical in dealing with employees in modern companies.

**Oley Roen F, Saerang David PE, Pandowo Merinda (2019),** carried out research on "Analyzing the effect of work discipline and Employee Morale on Employee performance"- Pt bank sulutugo. This study explained about, Work field may be interpreted wherein the worker himself can accurate the shortage of conduct and make sure compliance with organization guidelines which have been hooked up. In standard worker field should be forced which include the discharge of caution letters, even though letters or real termination. Consequently, to enhance performance, personnel must be able to comply with regulations which include usually coming to work on the proper time and nicely get dressed within the office in order that employees can work successfully. This research objective to investigate the impact of employee discipline and worker confidence on employee performance in organization. Public on this research are all employee at financial institution. The end result of this research suggests that the work subject and employee morale have a tremendous effect to employee overall performance.

## AIM OF THE STUDY

To study Discipline and its Management among employees.

## OBJECTIVES

1.  To know the factors influencing employee's discipline

2.  To know the strategies/methods used by the management to keep their employees disciplined

**Table 1**

**Receiving regular reminders about the disciplinary system**

| Receiving regular reminders about the disciplinary system | Freque ncy | Perce nt |
|---|---|---|
| Strongly disagree | 3 | 4.9 |
| Disagree | 14 | 23.0 |
| Agree | 27 | 44.3 |
| Strongly agree | 17 | 27.9 |
| **Total** | **61** | **100.0** |

From the above table it states that less than three fourth (72.2) of the respondents were receiving regular reminders about the disciplinary system. It also found that more than one fourth (27.9) of the respondents were not receiving regular reminders about the disciplinary system. Receiving regular reminders about the disciplinary system gives a proper outline of the disciplinary process of the organization. So it can be inferred that majority of the respondents were receiving regular reminders about the disciplinary system.

**Work experience and maintain a positive work ethics**

Work requires experience, which is crucial. The person will be more likely to receive promotions and a high income if they have more years of experience; otherwise, their performance and outlook will become static maintaining a positive work ethic in an organization is crucial for fostering a healthy and productive workplace culture. So the researcher chooses these two variables to test the association between them using chi square.

Table 2

**Chi Square between working experience of the respondents and maintain a positive work ethic**

| Working experience | Maintain a positive work ethics | | | | Total |
| --- | --- | --- | --- | --- | --- |
| | Strongly disagree | Disagree | Agree | Strongly agree | |
| **Below 3 Years of experience** | 1(2.8%) 100.0% | 9(25.0%) 81.8% | 18(50.0%) 60.0% | 8(22.2%) 42.1% | **36(100.0%)** **59.0%** |
| **Above three years of experience** | 0(0.0%) 0.0% | 2(8.0%) 18.2% | 12(48.0%) 40.0% | 11(44.0%) 57.9% | **25(100.0%)** **41.0%** |
| **Total** | **1(1.6%)** **100.0%** | **11(18.0%)** **100.0%** | **30(49.2%)** **100.0%** | **19(31.1%)** **100.0%** | **61(100.0%)** **100.0%** |

From the above chi square table it was evident that less than three fourth (72.2) of the respondents who has below three years of experience have said that they were maintaining a positive work ethics at the workplace and a vast majority (92.0) of the respondents who has above three years of experience have said that they were maintaining a positive work ethics at the workplace and manage time. So it can be interpreted that all the respondents were maintaining a positive work ethics at the work place and in specific those respondents who has above three years of experience were maintaining a positive work ethic at work place.

**Chi square test**

Pearson chi square: 5.318a Degree of freedom: 3 Level of significance: .150 experience and maintains a positive work ethics which the respondents receive in the work

From the above Chi Square test it was understood that there is no significant relationship between respondent's working experience and maintain a positive work ethics which the respondents receive in the work since the p value is greater than level of significant 0.05. Thus the Null Hypothesis is accepted and Research Hypothesis is rejected.

## RESEARCH DESIGN

The researcher has used descriptive type of a. 3 cells (37.5%) have expected count less than 5. The research design. The researcher followed minimum expected count is .41

**Hypothesis**

**Null hypothesis (H0)** there is no significant relation between working experience and maintains a positive work ethics which the respondents receive in the work

**Research hypothesis (H1)** there is a significant relation respondent's working this descriptive design to observe, analyze and present the research study. This design was used to obtain information systematically and to describe about the employee discipline. It is used to highlight the significance and characteristics of various parameters adopted in the study.

## UNIVERSE OF THE STUDY

The respondents/participants in the current study were the employees Luminous Power Technologies Private Limited. The total population of Luminous Power Technologies private Limited consists of

450 employees. 61 respondents were selected as sampling size for this study.

## SAMPLING TECHNIQUE

The researcher carried out a study using probability sampling under simple random sampling technique specified random numbers sampling technique was used for the data collection process.

**TOOLS FOR DATA COLLECTION**

The primary tool for data collection will be a structured questionnaire. The questionnaire divided into sections to collect information on demographics, employees self discipline disciplinary system, advantages of disciplinary system, factors influencing employee discipline, discipline strategies followed by the organization. The employee discipline scale used in the questionnaire validated and widely recognized instrument to ensure the reliability and comparability of results.

**SUGGESTIONS**

In fostering a culture of professionalism within the organization, employees are encouraged to embody key principles that contribute to a disciplined and respectful workplace environment. Central to this philosophy is the demonstration of professionalism in behavior, communication, and attire, promoting an atmosphere of mutual respect among colleagues, superiors, and subordinates. Punctuality is identified as a tangible manifestation of commitment and respect for others' time, aligning with established rules regarding attendance and leave policies to reinforce organizational discipline.

Effective communication is highlighted as an essential element, emphasizing the importance of maintaining clear and respectful interactions with both colleagues and disciplinary management. Addressing concerns or conflicts in a professional and direct manner becomes integral to the overall framework of disciplined workplace behavior. Furthermore, employees are encouraged to exercise self-discipline, managing their time efficiently, minimizing distractions, and maintaining focus on tasks at hand.

Consistent and professional behavior is emphasized as a cornerstone, irrespective of one's position or background. This commitment to treating all colleagues and superiors with respect contributes to the creation of a positive and disciplined work environment. To address interpersonal conflicts constructively, employees are urged to acquire and apply conflict resolution skills that foster cooperation and collaboration.

Avoiding the spread of gossip and refraining from engaging in negative discussions about colleagues are identified as crucial aspects of maintaining discipline within the organization. Recognizing that gossip can contribute to a toxic work environment, employees are called upon to uphold a positive and respectful workplace culture.

Lastly, employees are encouraged to support their colleagues facing challenges, whether personal or professional, through offering help and empathy. This support not only contributes to a more harmonious workplace but also strengthens the fabric of mutual respect and discipline. In essence, these principles collectively form a comprehensive framework for employees to contribute to a disciplined and professional organizational culture.

**CONCLUSION**

In conclusion, understanding and addressing these factors are crucial for fostering a disciplined workforce and creating a positive workplace culture. The comprehensive review of organizational strategies and methods employed to keep employees disciplined reveals a multifaceted approach that extends beyond mere enforcement. Strategies such as effective communication, employee engagement initiatives, and the formulation of clear policies and procedures emerge as proactive measures to instill discipline. Equally important are reactive approaches, including corrective action plans and performance improvement programs, which address issues when they arise, contributing to a culture of continuous improvement.

The international perspective reinforces the need for a culturally sensitive understanding of employee discipline, acknowledging the impact of diverse cultural dimensions and legal frameworks. This global insight emphasizes the importance of adaptive strategies that consider the unique contexts in which organizations operate.

Ultimately, this research provides valuable insights for organizational leaders, HR professionals, and researchers seeking to navigate the complex terrain of employee discipline in today's dynamic and diverse workplaces.