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A Study on Employee Discipline with Reference to Hero Motors Corp. Pvt. Ltd Hyderabad

Narmeta Mamatha¹, Dr. M. Nagabhaskar²

¹II MBA, Department of MBA, Malla Reddy Engineering College, Email: mammu0242@gmail.com

²Associate Professor, Department Of MBA, Malla Reddy Engineering College [Autonomous], Hyderabad,

E-Mail: Drmuppuri@gmail.Com

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ABSTRACT

Employee discipline at organizational level has been conceived to be an important aspect of successful change implementation programmes in modern organizations. In order to benefit from the efficiency that appropriate management of change offers in structured organizations, the study of management has ascribed importance to the study of Employee discipline as a management concept. This study has attempted to review existing literature on the subject. The study presented a conceptual analysis of the concept of change and the principles developed by practitioners for the management of change.

KEY WORDS: Adherence to set rules, regulations, and policies, Work recognition, handling of grievances and conflicts.

1. INTRODUCTION:

What exactly is employee discipline? According to the business dictionary, **employee discipline** is defined as the regulations or conditions that are imposed on employees by management in order to either correct or prevent behaviors that are detrimental to an organization. The purpose of employee discipline is not to embarrass or degrade an employee. The purpose is to ensure that an employee performs in a manner that is deemed acceptable by the organization. Does this mean that employee discipline is nothing more than being threatened with being fired? Of course it doesn't. Employee discipline is much more than that.

The Principle

The concept of employee discipline was brought up in the early 1900s. It was during that period that **Henri Fayol**, a noted French management theorist, proposed the 14 principles that he felt were essential to effective management. Discipline was one of those principles. Fayol believed that a disciplined employee was one that not only was sincere about his work, but also had faith in the policies and procedures of an organization. He also believed that a disciplined employee would fulfill the orders given to him and respect management.

In Fayol's opinion, discipline in the workplace was a necessity for an organization to prosper. Without it, an organization would certainly fail. Though Fayol was an avid supporter of the discipline concept, he did not believe that discipline should mimic bullying. Instead, he felt that employee discipline should be handled in a fair and just manner and should apply equally to everyone.

1.1 NEED OF THE STUDY

People have always been central to organizations, but their strategic importance is growing in today's knowledge-based industries. An organization success increasingly depends on the knowledge, skill and abilities of employees, particularly as they help establish a set of core competencies that distinguish and organization from its competitors. With appropriate HR policies and practices an organization can hire, develop and utilize best brains in the market place.

1.2 SCOPE OF THE STUDY

- 1) Due to non availability of time, large sample size is not taken.
- 2) The lack of cooperation from some respondents.
- 3) Some of the respondents are not interested in giving more information due to their personnel bias or busy in work schedule.

1.3 OBJECTIVE OF THE STUDY

- To study the employees discipline towards HR functions in the organization.
- To offer feasible ways and means to improve the employee morale and satisfaction in the organization.
- To examine the employee's discipline and its effect on organization performance.
- To identify the major cause for employees undisciplined.

2. REVIEW OF LITERATURE

1. Dr. V. Mohana Sundaram, N. Saranya (2013) in his article "Employee discipline" Organizations are made up of people and functions through people without people organization cannot exist. The resource of men, money, material and machinery are collected, coordinated and utilized through people in the organization. It is through the combined efforts of people that materials and monetary resources are effectively utilized for the attainment of common objectives and goals without united human efforts no organization can achieve its goals.

2. Zulkiflee Bin Daud, Khulida Kirana Yahya (2011) in his research paper "The Influence of Heads of Department Personalities on the Selection of Grievance Handling Styles" Grievance management is an important topic in the area of industrial relations. Research on grievance management is burgeoning, and yet the understanding of its antecedents and consequences remains rather unclear. This research discusses the styles in handling grievances among heads of department at a telecommunication headquarters and branches located in Peninsular Malaysia and the determinant of personalities in selecting the appropriate style.

3. Sonika Sharma, Niti Sharma (2011) in his research paper entitled "Listening Skills: A Pre-Requisite for Grievance Handling" The ability to be an active listener is too often taken for granted. HR professionals play vital role in the organization. They inject a feeling of confidence and belief among the staff members by listening and solving their issues and concerns. Employee disciplines are essentially human problems, real or imaginary.

4. Lawrence Nurse, Dwayne Devenish (2007) in his working paper entitled "Grievance Management and its Links to Workplace Justice" The Purpose of this paper is to explore the influence of workers demographic characteristics on their perceptions of procedural justice form grievance management. A related aim is to determine whether procedural justice perceptions have an impact on perceptions of distributive justice.

3. RESEARCH METHODOLOGY

The basic principle in the research has been adopted in the overall methodology. The following methodology has been used for meeting the requirements,

3.1 Sources of data:

Primary data It contains original information gathered for a specific purpose. The first hand information has been collected through administering the questionnaire by direct contact method and through informal meetings and observations.

Secondary data It contains information that already exists have been collected for another purpose, the second hand information has been collected through company previous records, annual reports, journals industrial magazines, brochures, internet.

3.2 Sample Technique: A convenience sampling method is obtained by selecting "convenient population unit".

3.3 Sample Size: 50

3.4 LIMITATIONS OF THE STUDY

- Disciplinary issues in many organization lead to conflict and many other problems.
- It will finally affect the outcome of employees overall it may lead to poor management.
- To avoid this organization should frame a rules and policies to be followed by all the fellow employees working in an organization.

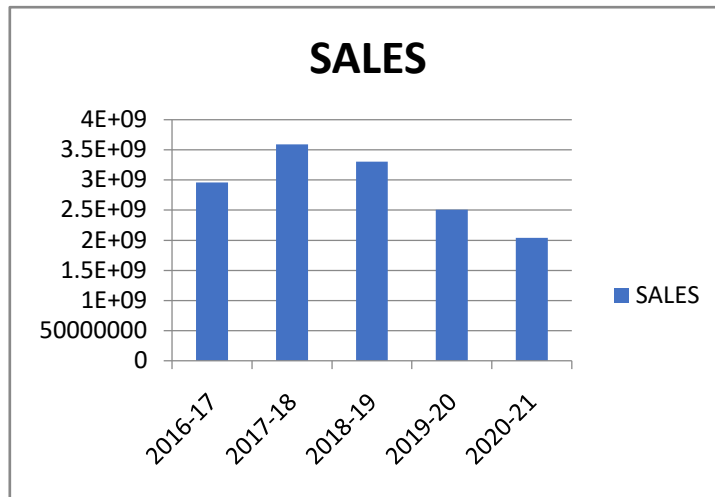
4. DATA ANALYSIS AND INTERPRETATION:

Data analysis has done through bar charts. The responses of employees through the survey was modelled through the bar diagrams using the percentages.

4.1.1. Do you feel proud to employee discipline work for HERO MOTOCORP PVT LTD?

A. Yes B. No C. Not either

OPINION	RESPONSE
YES	95%
NO	0%
NOT EITHER	5%

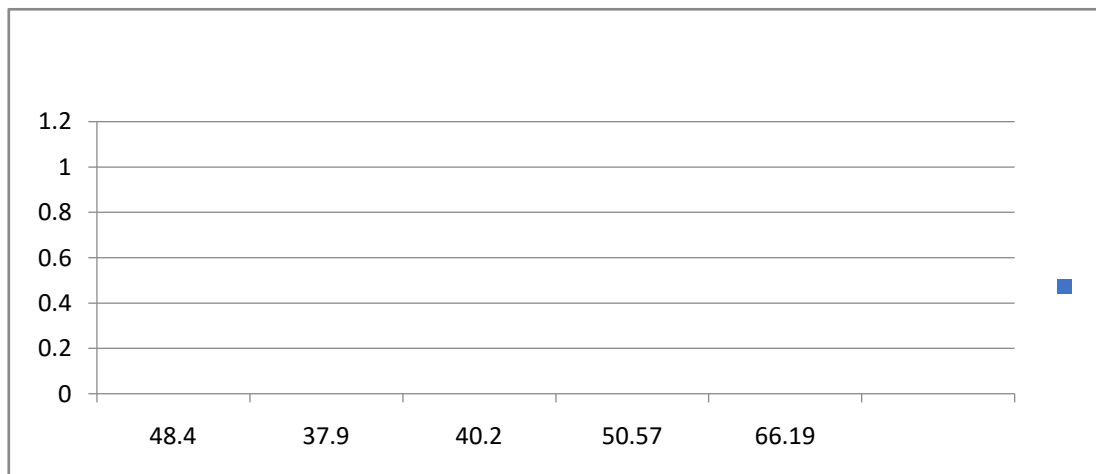


Interpretation: 95% of employees are proud to employee discipline work for HERO MOTOCORP PVT LTD and 5% are neutral and reason being they are valued in the organization. The ideas are respected and implemented when they are suitable to solve a particular issue.

4.1.2. Do you feel that employee discipline gives you formal feedback on your performance?

A. Yes B. No C. Not either

OPINION	RESPONSE
YES	74%
NO	15%
NOT EITHER	11%

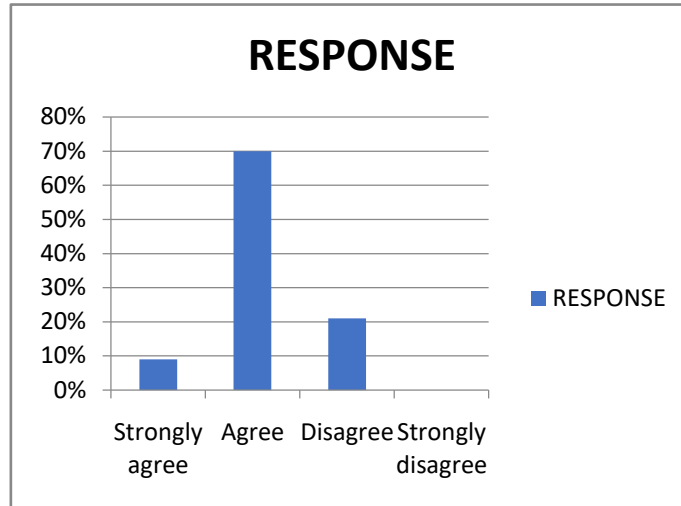


Interpretation: 74% of employees feels yes that employee discipline will give feedback.15%employees feels that management will not give feedback. 11% employees feels not either of them.

4.1.3. Do you feel that managers think employee discipline problem as their own?

A. Strongly agree B. Agree C. Disagree D. strongly disagree

OPINION	RESPONSE
Strongly agree	9%
Agree	70%
Disagree	21%
Strongly disagree	0%

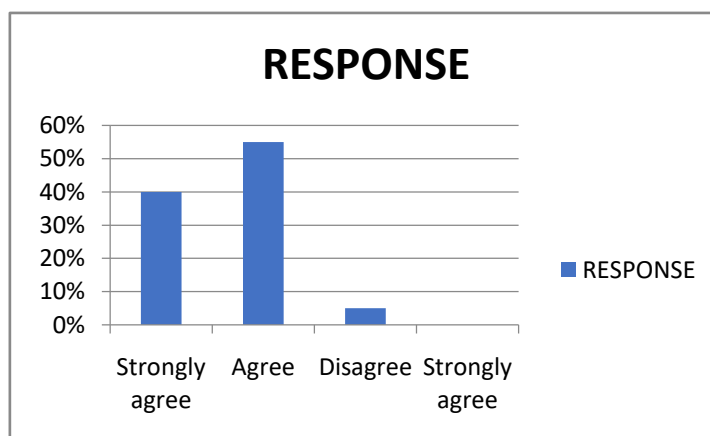


Interpretation: 9% of employees strongly agree that their employee discipline managers do give importance to their problems. 70% just agreed and 21% disagreed. It shows that managers are responsible towards their employees.

4.1.4. Do you feel employee discipline that your jobs are challenging and exciting?

A. Strongly agree B. Agree C. Disagree D. Strongly disagree

OPINION	RESPONSE
Strongly agree	40%
Agree	55%
Disagree	5%
Strongly agree	0%

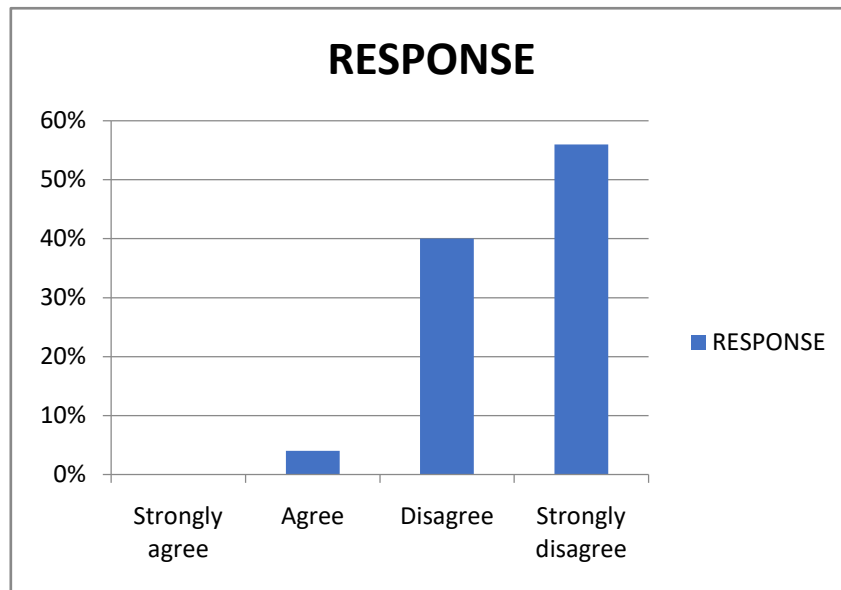


Interpretation: 40% employees strongly agrees, 55% employees agrees and 5% don't agree that their jobs are challenging. This makes employee acquire new skills in order to overcome their barriers that are encountered while performing their job.

4.1.5. If you are employee discipline offered high salaried job and facilities in other organization without job satisfaction will you accept it?

A. Strongly agree B. Agree C. Disagree D. strongly disagree

OPINION	RESPONSE
Strongly agree	0%
Agree	4%
Disagree	40%
Strongly disagree	56%

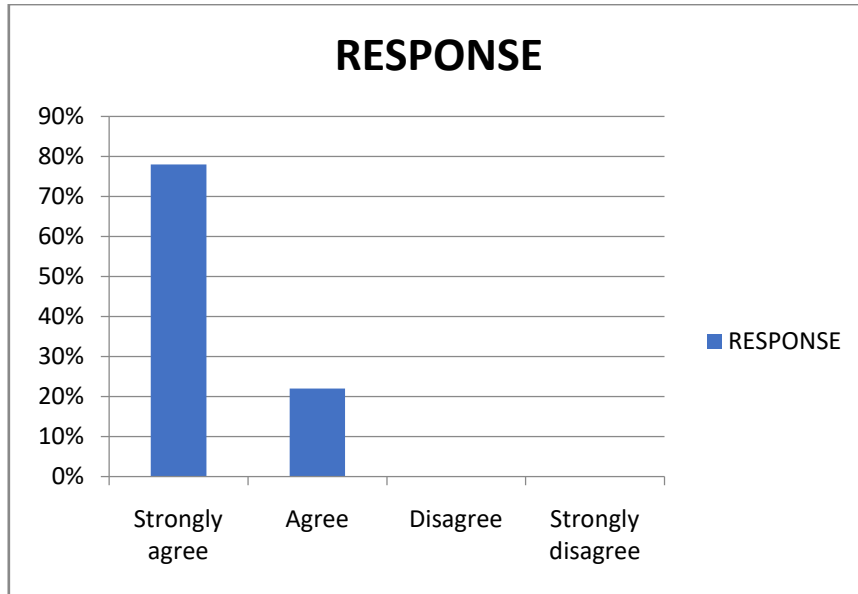


Interpretation: 4% employees agreed, 40% disagreed, 56% employees strongly agreed. It is clear that employees are more likely to work with job satisfaction.

4.1.6. Do you think improvement is a part of employee discipline?

A. Strongly agree B. Agree C. Disagree D. strongly disagree

OPINION	RESPONSE
Strongly agree	78%
Agree	22%
Disagree	0%
Strongly disagree	0%

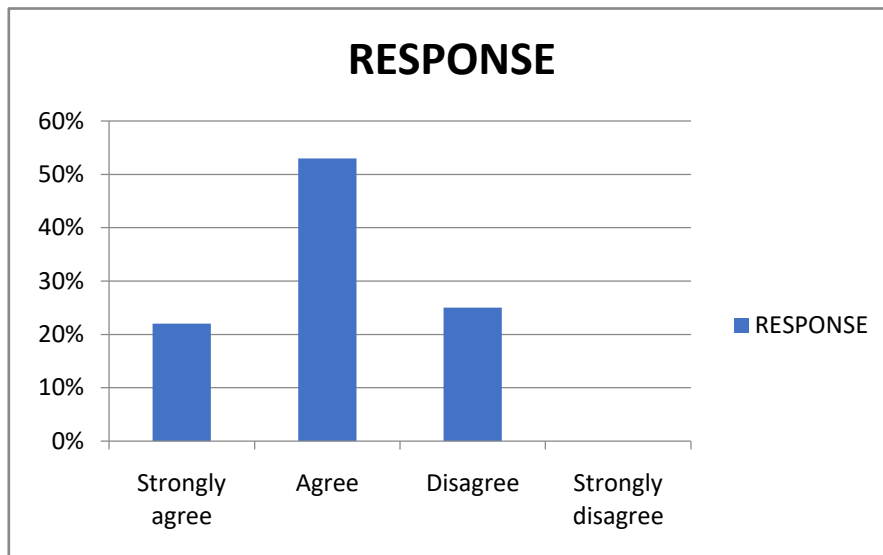


Interpretation: 22% agreed and 78% employees strongly believe that improvement leads to employee involvement.

4.1.7. Are you employee discipline satisfied with the decisions implemented in the department?

A. Strongly agree B. Agree C. Disagree D. Strongly disagree

OPINION	RESPONSE
Strongly agree	22%
Agree	53%
Disagree	25%
Strongly disagree	0%

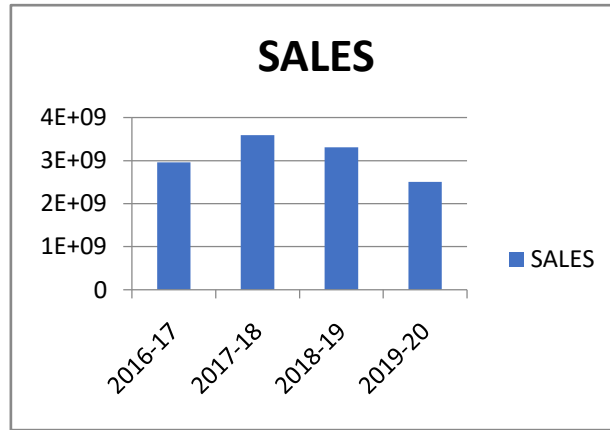


Interpretation: 22% strongly agreed, 53% employees agreed that they are satisfied with the decisions implemented in the department, only minimum number of employees are not satisfied with the decisions implemented in the department.

4.1.8. Do you employee discipline feel that your supervisors guide you when you needed?

A. Strongly agree B. Agree C. Disagree D. Strongly disagree

OPINION	RESPONSE
Strongly agree	23%
Agree	60%
Disagree	10%
Strongly disagree	7%

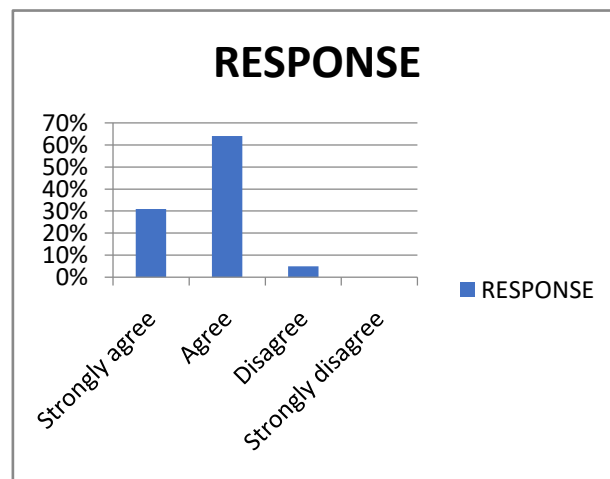


Interpretation: 23% strongly agreed and 60% employees do agree that their higher authorities guide them when needed. This makes employee understand their roles in a better way.

4.1.9. Do you employee discipline feel that your ideas are implemented in your organization?

A. Strongly agree B. Agree C. Disagree D. Strongly disagree

OPINION	RESPONSE
Strongly agree	31%
Agree	64%
Disagree	5%
Strongly disagree	0%

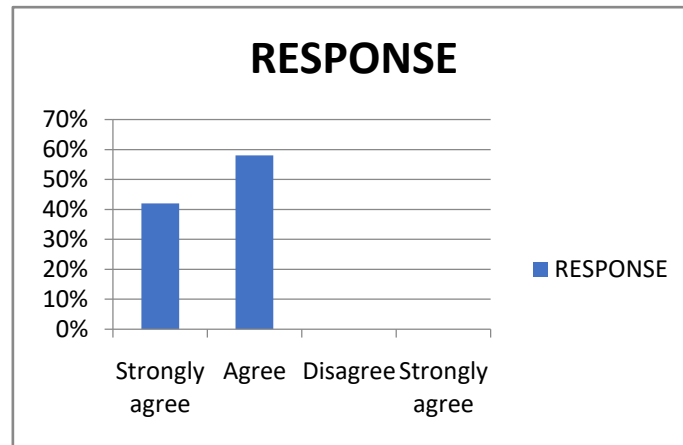


Interpretation: 31% employees strongly agreed and 64% of the employees agree that their ideas are implemented in the organization.

4.1.10. Do you have employee discipline opportunities at work to learn?

A. Strongly agree B. Agree C. Disagree D. strongly disagree

OPINION	RESPONSE
Strongly agree	42%
Agree	58%
Disagree	0%
Strongly agree	0%



Interpretation: 42% employees strongly agreed and 58% employees agreed that they could find sufficient number of opportunities at workplace to improve.

5. FINDINGS:

- The employee discipline has to be periodically reviewed and a proper Feedback has to be given.
- As technology is upgraded in the organization, immediate training programmes should be implemented so that the employees work along with the latest technology.
- Stress Management workshops can be conducted to decrease stress level in Employees especially among the working women.
- Organization structure hierarchy has to be maintained.
- Communication barriers are to be reduced and a platform where employees can suggest their innovative ideas should be provided.
- Measures to increase the Quality of work life of the employee discipline have to be implemented.
- Encourage positive health & wellness among employees.
- Clarify goals and responsibilities of employees.
- Let your Employees focus on what they do best.

5.1 SUGGESTIONS:

With reference to my present study I would like to say that, the employee discipline activities at **HERO MOTOCORP PVT LT** Dare up to the mark, further I suggest there must be gaming activities for the employees as well as they must be appreciated for the same.

Recognition is the need of human so does the employees at **HERO MOTOCORP PVT LTD**. The recognitions such as birthday celebration, extracurricular activities like painting, poem writing, Paper cutting should be noticed by **HERO MOTOCORP PVT LTD**.

For which the employees will be emotionally attached to the organization. Moreover in these events the employees family member should be involved which will create a familiar environment in the organization.

CONCLUSION:

Employees strongly agree that they can improve themselves in terms of skills and abilities, when they are engaged to their work. Continuous training programs do improve the quality of work where the organization has taken initiatives to encourage employees to take part in various training programs. It can be concluded that the best ideas received from employees are implemented in the organization that increase the organization performance. This makes employee strive hard for organizational growth as their ideas are valued. The best ideas and initiatives implemented in the organization do improve their products and services. The roles they are fulfilling are challenging enough which enhances their own performance as well as organization growth.

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