

A Study on the “Needs of Employees” with Special Reference to Peekay Medieqip Private Limited in Thanjavur

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Abstract: *These needs become wants when they are directed specify objects that might satisfied the need. A need means a physiological are psychological deficiency that makes certain outcomes appear attractive. A need is anything an individual requires are wants. This paper to study the needs of employees in the organisation, to find out the workers satisfaction towards the needs of the organisation, and identify the employees satisfaction of motivation program. To collect the information from Peekay Medieqip Private Limited, Thanjavur and find that more employees are satisfied the allowances, P.F. and gratuity provided by the concern and also satisfied the bonus and promotion policy of the concern. Every individual as group of individual join as an organization to fulfill certain personal needs. The needs should be satisfied to increase the employee’s satisfaction as well as production of the organization.*

Keywords: Needs, Employees satisfaction, Environment, Satisfaction

1. Introduction

Needs are the basic human requirement. People need food, air, water, clothing, to survive. People also have strong needs for recreation, education and entertainment. These needs become wants when they are directed specify objects that might satisfied the need. A need means a physiological are psychological deficiency that makes certain outcomes appear attractive. A need is anything an individual requires are wants. An ability to understand and influence behavior postdates a knowledge of the needs of man. A need is a back or deficit of something within the system or organism. Needs are not as simple as they one often considered to be one has to handle many problems simultaneously. Immediate needs of hunger, thirst, sleep, shelter as well as long range personal goals of job scarify. Needs are interpreted in terms of positive and negative incentives and one’s perception of environment in other to produce a certain action or response. Needs drive urges sentiments expectation emotion wants or motives are often used interchangeably.

Definition of needs

Maslow’s theory

According to Maslow “the concept of need hierarchy the satisfaction of physiological needs which are the most fundamental result in the safety needs becoming more potent and felt by the individual concerned. Once these are fulfilled, the need for belonging becomes upper most, and man’s behaviour will be directed towards securing a respected place in his group.

Type of needs

There are many needs which an individual many have and there are various way in which these may be classified.

- 1) Primary needs
- 2) Secondary needs
- 3) General needs

Primary needs

These needs are inform needs, which develop within one self as a result of the psychological and emotional make up or an individual and the requirement of the body the needs are vital for the very preservation of a human being and for the maintenance of his efficiency at a particular time if they are not satisfied.

Secondary needs

Safety needs

These needs refer to the avoidance of danger deprivation and harm from the physical environment. Man needs protection against the attack of an enemy or of a wild animal protective clothing and warmth financial security against the hazards of human life.

Social needs

These needs may not be us immediate or physical but they emerge early in the life and play a vital role. These are the needs one acquires learns or adapt though experience with one’s parents, friends, members of one’s group, and these are mostly culturally determined.

General needs

General needs are denoted as under, which are required by every human to survive in the world.

- Competence
- Curiosity
- Manipulation
- Affection, etc.

Other Needs of employees

- Freedom
- Targets
- Mission
- Expectations
- Connection

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- Consistency
- Future
- Training
- Promotions and Transfer

Need Hierarchy

The behaviour of an individual at a particular moment is usually determined by his strongest need. Psychologist claim that needs have a certain priority. As the more basic needs are satisfied, an individual seeks to satisfy the higher needs. If his basic needs are not effort to satisfy the higher needs should be postponed.

- Psychological needs
- Safety needs
- Esteem needs
- Social needs
- Self actualization needs

Objectives of the Study

- To know the needs of employees in the organisation.
- To find out the workers satisfaction towards the needs of the organisation.
- To identify the satisfaction level of present salary provided to them.
- To identify the employees satisfaction of motivation program.
- To analysis the incentives in the organisation.

Primary Data

The research had used questionnaire which was self development so as to measure the needs of employees the questionnaire is considered heart of a survey operation.

Secondary Data

The secondary data are collected from the company records, journals, and magazines.

Table 1: Distribution of Respondents Regarding Allowances Providing to the Employees by the Employer

S.No	Allowances	No. of Respondents	Percentage
1	Highly Satisfied	18	18
2	Satisfied	42	42
3	Moderately	26	26
4	Dissatisfied	14	14
	Total	100	100

Source: Primary Data

Inference:

The above table shows that 42% of respondents are highly satisfied and 14% of the respondents are dissatisfied in allowances of the company.

Table 2: Classification of Respondents by their Increment and Leave Salary

S.No	Increment and leave salary	No. of Respondents	Percentage
1	Highly satisfied	29	26
2	Satisfied	47	43
3	Dissatisfied	84	31
	Total	110	100

Source: Primary Data

Inference:

From the above table it is found that 43% of the respondents are in the category of satisfied with the increment and leave salary and 31% of the respondents are in the category of dissatisfied with the increment & leave salary.

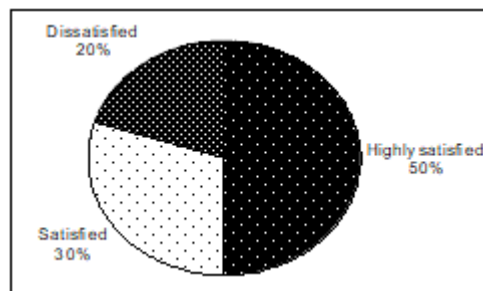


Chart 2: Classification of Respondents by their Increment and Leave Salary

Table 3: Classification of Respondents by their Allowances

S.No	Allowances	No. of Respondents	Percentage
1	Highly satisfied	31	28
2	Satisfied	72	66
3	Dissatisfied	07	06
	Total	110	100

Source: Primary Data

Inference:

From the above table it is found that 66% of the respondents are in the category of satisfied with the allowances provided by the company and 6% of the respondents are in the category of dissatisfied with the allowances provided by the company. The company given allowances to the employees according to the profit of the company.

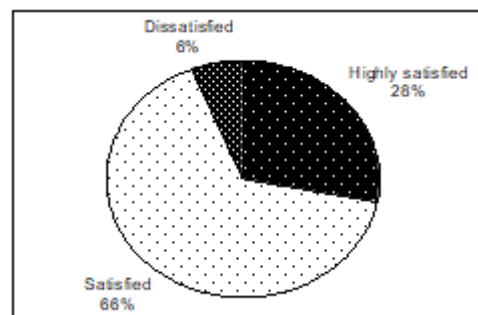


Chart 3: Classification of Respondents by their Allowances

Table 4: Classification of Respondents by their Provident Fund, Gratuity and Pension Plan

S.No	PF, Gratuity and pension plan	No. of Respondents	Percentage
1	Highly satisfied	12	11
2	Satisfied	88	80
3	Dissatisfied	10	09
	Total	110	100

Source: Primary Data

Inference:

From the above table it is found that 80% of the respondents are in the category of satisfied with the organisation's P.F, Gratuity and pension plan and 9% of the respondents are in the category of dissatisfied the above plan.

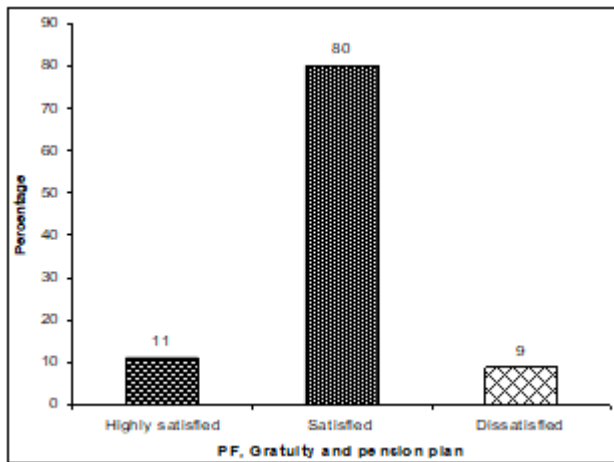


Chart 4: Classification of Respondents by their Provident Fund, Gratuity and Pension Plan

Table 5: Classification of Respondents by their Transfer and Promotion Policies

S.No	Transfer and promotion policies	No. of Respondents	Percentage
1	Highly satisfied	29	26
2	Satisfied	66	60
3	Dissatisfied	15	14
	Total	110	100

Source: Primary Data

Inference:

From the above table it is found that 60% of the respondents are in the category of satisfaction with the company's transfer and promotion policies and 14% of the respondents

are in the category of dissatisfied with the company's transfer and promotion policies.

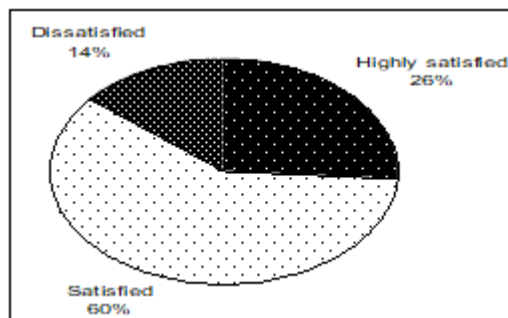


Chart 5: Classification of Respondents by their Transfer and Promotion Policies

Table 6: Classification of Respondents by their First Aid Facilities

S.No	First aid facilities	No. of Respondents	Percentage
1	Highly satisfied	33	30
2	Satisfied	60	55
3	Dissatisfied	17	15
	Total	110	100

Source: Primary Data

Inference:

From the above table it is found that 55% of the respondents are in the category of satisfied with the organisation's first aid facilities and 15% of the respondents are in the category of dissatisfied with the organisation's first aid facilities.

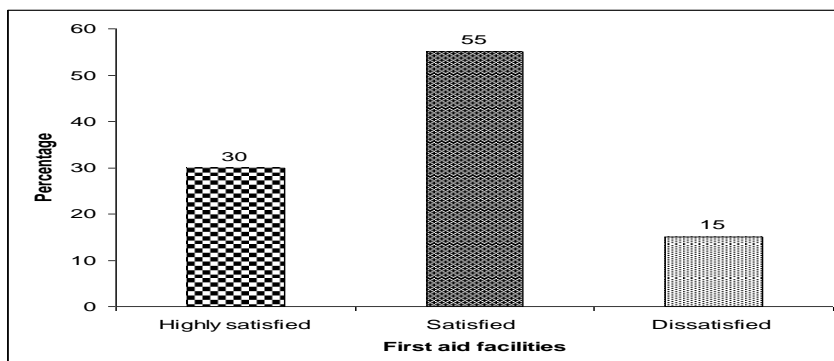


Chart 6: Classification of Respondents by their First Aid Facilities

The researcher collect the information from the respondents and find the following:

- Majority (42%) of the respondents are satisfied Allowances Providing To The Employees By The Employer
- Majority (43%) of the respondents are satisfied in increment and leave salary system
- Majority (66%) of the respondents are satisfied for allowances system
- Majority (80%) of the respondents are satisfied for PF, gratuity and pension plan
- Majority (60%) of the respondents are satisfied the transfer and promotion policies of the company
- 55% of the respondents are satisfied for first aid facilities provided by the company.

2. Suggestions

- The management can arrange the meeting for workers once in a month.
- Adequate steps can be taken to increase the level of understanding in between the workers.
- Quality of training material supplied by the company can be improve so that their level of understanding about the task with increase.
- The company may improve the ventilation facilities for workers in the work place.
- The organization must consult in the workers at the time of taking proper decision.
- The management should provide career opportunities to enhance the skills in present situation.
- To give preventive measures adopted to the employees

3. Conclusion

Need is anything an individual requires or wants. It is not only important to employees but also for every human being. The need should develop a good relation with the management and employees. From this study **Peekay Medieqip Private Limited, Thanjavur** helps the researcher to identify the basic needs of the employees. The organization have very good working environment and work culture.

Every individual as group of individual join as an organization to fulfill certain personal needs. The needs should be satisfied to increase the employee's satisfaction as well as production of the organization.

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