

**A STUDY ON ORGANIZATIONAL DEVELOPMENT WITH SPECIAL
REFERENCE TO SREE VINAYAGA HI-TECH RIVETS, CHENNAI**

Submitted in partial fulfilment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

PRIYA DHARSHINI.S

Register No.41410242



DEPARTMENT OF BUSINESS ADMINISTRATION

SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade “A” by NAAC | 12B Status by UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

MAY - 2023



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BONAFIED CERTIFICATE

This is to certify that this Project Report is the bonafide work of **S.PRIYA DHARSHINI 41410236** who carried out the project entitled "**A STUDY ON ORGANIZATIONAL DEVELOPMENT WITH SPECIAL REFERENCE TO SREE VINAYAGA HI-TECH RIVETS, CHENNAI**" under my supervision from January 2023 to March 2023.

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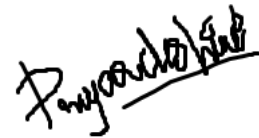
External Examiner

DECLARATION

I **PRIYA DHARSHINI.S (41410242)** hereby declare that the Project Report entitled “**A STUDY ON ORGANIZATIONAL DEVELOPMENT WITH SPECIAL REFERENCE TO SREE VINAYAGA HI-TECH RIVETS, CHENNAI**” done by me under the guidance of **DR. BLESSIE PATHMU** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

DATE: 05.05.2023

PLACE: CHENNAI

A handwritten signature in black ink, appearing to read 'Priya Dharshini.S', written in a cursive style.

PRIYA DHARSHINI.S

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to the Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I sincerely thank **Dr. G. Bhuvaneswari, MBA., Ph.D., Dean - School of Management Studies**, and **Dr. A. Palani, M.Com., Ph.D., Head of the Department, Dept. of Business Administration** for providing me with necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR. BLESSIE PATHMU, B.Com., MBA., Ph.D.**, for her valuable guidance, suggestions, and constant encouragement paved the way for my project work's successful completion.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

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30/03/2023

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TO WHOM-SO-EVER IT MAY CONCERN

SUB: MBA PROJECT COMPLETION

We hereby confirm the below student pursuing the Final year MBA in Sathyabama Institute of Science and Technology, Chennai, has successfully completed the HR Project in our concern titled "A Study on Organizational Development with special Reference to Sree Vinayaga Hi-Tech Rivets, Chennai" from 10/01/2023 to 30/03/2023

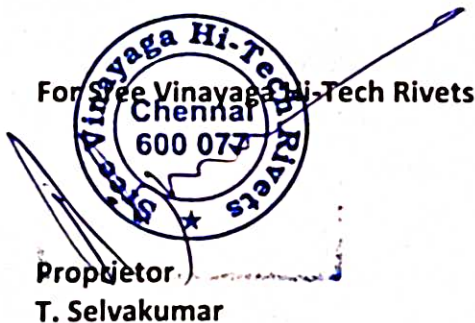
NAME: S. Priya dharshini

REG NO: 41410242

During the tenure with us, her conduct & Behavior was observed to be good.

We wish success for in all the future endeavors.

For Sree Vinayaga Hi-Tech Rivets
Chennai
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Proprietor
T. Selvakumar

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ABSTRACT

“A STUDY ON ORGANIZATIONAL DEVELOPMENT WITH SPECIAL REFERENCE TO SREE VINAYAGA HI-TECH RIVETS, CHENNAI” The primary objective of the study is to study and analyse the Organizational Development in Sree Vinayaga Hi-Tech Rivets. The methodology followed by the researcher is to conduct descriptive research. A questionnaire was designed to obtain the necessary data from the respondents. A questionnaire was issued to 120 respondents.

The study focuses on the employee's organizational development offered by the Sree Vinayaga Hi-Tech Rivets. It explores the benefits of employees organizational who have obtained from the Sree Vinayaga Hi-Tech Rivets. Organizational development is a complex process of acquiring the knowledge, skills and attitude necessary for an individual to make work as a meaningful productive and satisfying part of life to the employees. The organizational development process requires continues planned activities including organizational awareness, exploration, decision making and educational planning. These activities are designed to maximize the capabilities of all learners to explore, to analyse option, to understand one's own interest and abilities, to select educational preparation for, gain entry to and to succeed in organizational choices throughout the life. The specific activity categories of organizational development are organizational pathways, comprehensive guidance and counselling, organizational awareness/exploration, organizational assessment and education development plans.

The data was analysed by using statistical tools like Chi-square for analyses and interpretation of the data. The collected data was analysed, tabulated and interpreted. Based on the response received, researcher analysed the various factors related to product performance and consumer behaviour.

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CHAPTER - I

1.1 INTRODUCTION

ORGANIZATIONAL DEVELOPMENT

Organizational development is the lifelong process of managing progression in learning and work. The quality of this process significantly determines the nature and quality of individuals' lives: the kind of people they become, the sense of purpose they have, the income at their disposal. It also determines the social and economic contribution they make to the communities and societies of which they are part.

ORGANIZATIONAL DEVELOPMENT BECOMING MORE IMPORTANT

The traditional concept of 'organizational' was progression up an ordered hierarchy within an organization or profession. The notion was that people 'chose' a organizational, which then unfolded in an orderly way. It was an elitist concept: some had a organizational; many only had a job; some did not even have that. For some time now, however, this traditional concept has been fragmenting. The space of change, driven by technology and globalization, means that organizations are constantly exposed to change. They are therefore less willing to make long-term commitments to individuals; where they do, it is in exchange for flexibility about the roles and tasks the individuals will perform. Increasingly, therefore, security lies not in employment but in employability. Individuals who want to maintain their employability have to be willing to regularly learn new skills. So organizational are now increasingly seen not as being 'chosen' but as being constructed, through the series of choices about learning and work that people make throughout their lives. Organizational development in this sense need not be confined to the few: it can, and must, be made accessible to all.

ORGANIZATIONAL DEVELOPMENT MATTER FOR PUBLIC POLICY

Organizational development is not only a private good, of value to individuals: it is also a public good, of value to the country as a whole. This is true in three respects. First, it is important for effective learning. If individuals make decisions about what they are to learn in a well-informed and well-thought-through way, linked to their interests, their capacities and their aspirations, and informed realistically about the opportunities to which the learning can lead, then they are likely to be more successful learners, and the huge sums of public money invested in education and training systems are likely to yield much higher returns. Second, it is important for an effective labour market. If people find jobs and organizational paths which utilize their potential and meet their own goals, they are likely to be more motivated and therefore more productive, enhancing national prosperity. Third, organizational development has an important contribution to make to social equity, supporting equal opportunities and promoting social inclusion. It can raise the aspirations of disadvantaged groups and give them access to opportunities that might otherwise have been denied to them.

RELATIONSHIP OF ORGANIZATIONAL DEVELOPMENT TO LIFELONG LEARNING

Organizational development is crucial to the success of lifelong learning policies. Governments regularly state that such policies need to be significantly driven by individuals. The reason is simple: schooling can be designed as a system, but lifelong learning cannot. It needs to embrace many forms of learning, in many different settings. It is the individual who must provide the sense of impetus, of coherence and of continuity. This places organizational development centre stage. It means that if, as many governments believe, lifelong learning is crucial to their country's economic competitiveness and social wellbeing, then their country's future is significantly dependent on the quality of the decisions and transitions made by individual

SUPPORTS DO INDIVIDUALS NEED TO MANAGE THEIR ORGANIZATIONAL DEVELOPMENT

If individuals are to manage their organizational development effectively, they need support, in three forms:

- Help in developing their organizational management skills.
- High-quality information on the opportunities opens to them.
- Personal support in reviewing the options and converting information into personal action.

ORGANIZATIONAL MANAGEMENT SKILLS

Organizational management skills include the skills of understanding one's own strengths and weaknesses, and needs and wants; of being able to identify relevant opportunities, and access information on them; of being able to take organizational-related decisions; and of being able to present one effectively in order to gain access to courses or jobs. Recent OECD work on human capital¹ suggests that these organizational management skills may play an important role in economic growth. It points out that less than half of earnings variation in OECD countries can be accounted for by educational qualifications and readily measurable skills. It argues that a significant part of the remainder may be explained by people's ability to build, and to manage, their skills. These 'meta-skills' include organizational management skills.

ROLE OF ORGANIZATIONAL INFORMATION

Good-quality organizational information is essential for good-quality organizational development. It needs to include information on education and training opportunities, on occupations and their characteristics, and on labour market supply and demand. It also needs to include information on the occupational implications of educational decisions, and on the learning pathways that lead to particular occupational destinations.

In addition, it needs to include information on how these opportunities relate to the characteristics and preferences of individuals, so that individuals can identify opportunities appropriate to them. Information and communication technologies need to be harnessed creatively in order to improve the quality, interconnectedness and accessibility of such information.

FORMS OF PERSONAL SUPPORT ARE NEEDED

Information is necessary for good-quality organizational development, but it is not sufficient. If individuals are to be able to find the information they need, to understand this information and relate it to their personal needs and circumstances, and then to convert it into personal action, many will need some form of personal support. Some of this personal support can be provided by family and friends, or by teachers and tutors or managers and supervisors. But it is important that people also have access to individual advice and guidance, offered in a variety of locations by competent and accredited practitioners who are:

- Skilled in the professional techniques of organizational guidance.
- Knowledgeable about learning opportunities and labour markets.
- Impartial, and able in an untrammelled way to serve the individual needs.

Such services may be provided on an individual or group Basis; they may be face-to-face or at a distance (including Helplines and web-based services).

ORGANIZATIONAL GUIDANCE

Organizational guidance, as defined by OECD2, covers services intended to assist individuals, of any age and at any point throughout their lives, to make educational, training and occupational choices and to manage their organizational. The services include organizational information (in print, ICT-based and other forms), assessment and self-assessment tools, counselling interviews, organizational education and

organizational management programmes, taster programmes, work search programmes, and transition services. They therefore cover all three of the forms of support outlined above.

ORGANIZATIONAL GUIDANCE TO BE PROVIDED

The OECD Organizational Guidance Policy Review³ indicates that the development of organizational management skills is an important task for schools. It needs to be embedded in the curriculum in the form of organizational education programmes, with a strong experiential component (work experience etc.). Profiling and portfolio arrangements also have an important contribution make to this task.

International experience demonstrates, however, that guidance programmes provided totally by schools tend to be remote from the labour market and subordinated to personal and study guidance. The OECD review accordingly concludes that school guidance needs to be supported and supplemented by specialized external organizational guidance agencies that visit the school on a regular basis. Denmark, which traditionally has had an education-based guidance system, is currently setting up new external services in the light of this recommendation.

Beyond school, the OECD review indicates that a variety of services are needed: some targeted at particular groups; some offering more universal access. These include services in universities and colleges, in training and work-based learning institutions, in public employment services, in the voluntary/community sector, and in the private sector, plus services offered by employers. Some of these may be free to users; some may be on a charged basis. Attention is however needed to ensuring co-ordination so that these diverse services are well publicized, are quality-assured to robust standards, and are as seamless as possible from the viewpoint of the individual

1.2 INDUSTRY PROFILE

MARKET SIZE

The Indian machine tool production and consumption were estimated at Rs. 6,602 crore (US\$ 879.38 million) and Rs. 12,036 crore (US\$ 1.6 billion) respectively, in FY22.

Market size of textile machinery stood at Rs. 35,000 crores (US\$ 5.4 billion) in 2022. Textile industry exports stood at Rs. 3,307 crores in 2020-21, as against Rs 2,556 crores achieved during 2019-20.

The boiler industry's market size stood at US\$ 146 million in 2019 and is expected to grow at a CAGR of 6% to reach US\$ 194 million by 2025. Export of boilers stood at US\$ 106.53 million between April and November 2020, with around 72 million units exported.

The market size of high voltage switchgear (including panels) and low voltage switchgear (including panels) stood at Rs. 4,793 crore (US\$ 679.95 million).

In 2022, between April and December, India exported engineering goods worth US\$ 81.8 billion compared with the US\$ 52.9 billion recorded in the same period in 2020.

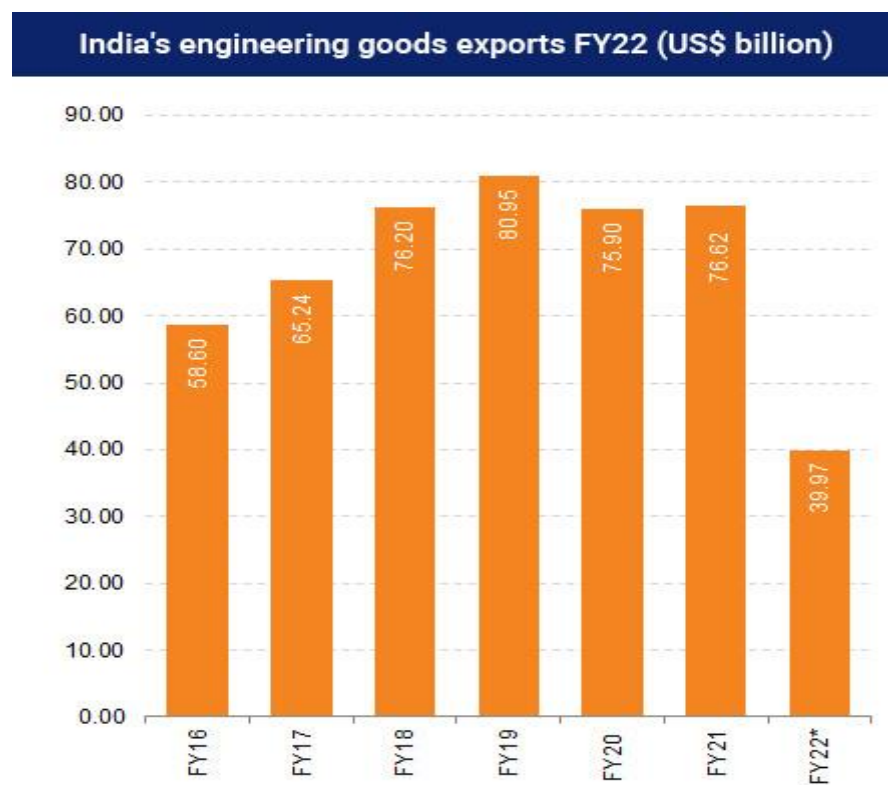
In December 2022, exports of engineering goods from India stood at US\$ 9.7 billion, a 37% YoY growth.

India exports engineering goods mostly to US and Europe, which account for over 60% of the total export. Engineering exports were recorded at US\$ 75.90 billion in April (FY20) and reached US\$ 60.25 billion in January (FY21).

The Index of Industrial Production (IIP) for the electrical equipment manufacturing industry stood at 111.3 in December 2022.

The Index of Industrial Production (IIP) for the electrical equipment industry stood at 92.0 in FY21.

According to the National Association of Software and Service Companies (Nasscom), India's share in the global engineering and research and development (ER&D) market is likely to expand at a CAGR of 12-13% to reach US\$ 63 billion by 2025.



INVESTMENTS

100% FDI is allowed through the automatic route, with major international players looking for growth opportunities to enter the Indian engineering sector. The engineering sector in India attracts immense interest from foreign players as it enjoys a comparative advantage in terms of manufacturing cost, technology, and innovation. The above, coupled with favourable regulatory policies and growth in the manufacturing sector, has allowed several foreign players to invest in India.

FDI inflow for miscellaneous mechanical and engineering industries stood at US\$ 3.88 billion between April 2000-December 2022 according to the data released by Department for Promotion of Industry and Internal Trade (DPIIT).

In the recent past, there have been many major investments and developments in the Indian engineering and design sector:

- With 100% FDI allowed through the automatic route, major international players such as Cummins, GE, ABB and Alfa Laval have entered the Indian engineering sector due to growth opportunities.
- In February 2022, Microsoft India and Larsen & Toubro (L&T) signed a Memorandum of Understanding (MoU) to build a regulated sector cloud product. The two businesses will collaborate with a select group of significant customers in regulated industries to design architectures and roadmaps to help them achieve their digital transformation goals and transition traditional datacenters to hybrid cloud architecture.
- In September 2022, Bharat Fritz Werner India, a leading machine tool manufacturer in the subcontinent, announced that it is entering the metal additive manufacturing area.

- In September 2022, Larsen & Toubro (L&T) announced that it will participate in the Expo 2020, Dubai to be held from October 5, 2022, to March 31, 2022, as part of the Indian pavilion. L&T plans to demonstrate its capabilities in hydrocarbon engineering, and businesses such as water-effluent treatment, power transmission and distribution.
- In August 2022, Bharat Heavy Electricals secured its largest-ever order worth Rs. 10,800 crore (US\$ 1.45 billion) from the Nuclear Power Corporation of India Limited (NPCIL) for the EPC of a turbine island for 6 units of 700 MW.
- The Auto Component Manufacturers Association (ACMA) expects auto component revenue to increase by 20-30% in the next fiscal year due to demand from OEMs and increase in export. The association expects the Indian auto component export to grow up to US\$ 30 billion over the next five years.
- In June 2022, auto component manufacturer Minda Industries announced acquisition of a 51% stake in Harita Fehrer Ltd. for Rs. 115 crore (US\$ 15.80 million).
- In May 2022, TVS Motor Company announced that it sold one lakh units of 'NTORQ 125' scooter in the international market.
- In April 2022, Tata Power, in collaboration with Hitachi ABB Power Grids and Cargill, commissioned India's largest natural ester-filled 110/33/22 kV, 125 MVA power transformer in the Mumbai Transmission network at the Bandra-Kurla Complex receiving station.
- In March 2022, Hitachi ABB Power Grids Ltd. bagged order worth Rs. 160 crore (US\$ 21.66 million) to supply transformers to the Indian Railways.
- In January 2022, Tesla, the electric car maker, set up a R&D centre in Bengaluru and registered its subsidiary as Tesla India Motors and Energy Private Limited.

1.3 COMPANY PROFILE

OVERVIEW:

The Company “**Sree Vinayaga Hi Tech Rivets**” is a manufacturer of high-quality screws and bolts for a wide range of industries. Established in 1997 and registered under companies Act 1956, With over 25 years of experience in the industry.

They have built a reputation for delivering Quality Products that meet the highest standards of reliability. In Initial Stage, the Concern is started in small level and latterly they developed their business with new industries and had a healthy business relationship. Now, they are a Medium Scale Business entitled as Manufacturer of Automotive & Non-Automotive Cold Forged Fasteners.

PRODUCTS AND SERVICE:

The product line includes a wide range of screws and bolts, including machine screws, wooden screws, hex bolts, carriage bolts, Steel rivets, Rod and many more. they offer a variety of materials, including stainless steel, brass, and carbon steel, and they can customize their products to meet a specific requirement. they also provide value-added services such as plating, coating, and packaging to ensure that their products are ready to use upon delivery.

QUALITY AND COMPLIANCE:

At Sree Vinayaga Hi Tech Rivets, quality is their top priority. they have a strict quality control process that ensures that all of their products meet or exceed industry standards. they are IATF 16949 certified, and the products are tested for strength, durability, and corrosion resistance. They also comply with all applicable regulations and standards.

INDUSTRIES SERVED:

The products are used in a wide range of industries, including automotive, electronics, furniture, and more. They work with companies of all sizes, from small startups to large multinational corporations, and they have the expertise and experience to meet the unique needs of each industry.

CUSTOMER SERVICE:

At Sree Vinayaga Hi Tech Rivets, they believe that customer service is just as important as the quality of our products. Their knowledgeable and friendly team is dedicated to providing exceptional customer service, from the initial inquiry to the final delivery. They offer fast turnaround times, competitive pricing, and flexible payment and shipping options to ensure that their customers are completely satisfied with their experience.

INFRASTRUCTURE

COLD FORGING:

Cold Forging is a process of giving pressure in normal temperature, the solid was coined and the material's crystal structure undergoes Changes becomes harden, more resistant and to preferred size.

THREAD ROLLING:

As per customer preference, the Rivets are intended Thread rolling Process by machines, where the Rivets are placed and threads was formed

TRIMMING:

Trimming process are done to fulfill the customer specified Shaped-size on Head part by trimming machines.

PLATING:

They used to overcoat the screws with zinc and qualified chemicals as per customer specifications

TOOLING ROOM:

Here, the dies are modified for specified shape to bring out clear output.

PRODUCT PROFILE

- 30A/F Hex Bolt
- Ø24 Flat Pin
- M18 Pin
- Ø12X220 Hanger Rod
- M24 Ball Stud
- M12 Foot Screw
- M12 Carriage Bolt
- Chip Board Screw
- Coach Screw
- SP Washers and Nuts.

1.4 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:

- To evaluate the opportunity for organizational development among the executives in Sree Vinayaga Hi-Tech Rivets.

SECONDARY OBJECTIVES:

- To identify the current employee's organizational growth in the organization.
- To find out the importance of management attitude towards the employees' organizational development at Sree Vinayaga Hi-Tech Rivets.
- To find out the various factors that affects the levels of training impact in the organization.
- To identify the employee initiative towards the growth of the organization.
- To identify the relationship between employees and organization.

1.5 SCOPE OF THE STUDY

The study focuses on the employee's organizational development offered by the Sree Vinayaga Hi-Tech Rivets. It explores the benefits of employees organizational who have obtained from the Sree Vinayaga Hi-Tech Rivets. Organizational development is a complex process of acquiring the knowledge, skills and attitude necessary for an individual to make work as a meaningful productive and satisfying part of life to the employees. The organizational development process requires continues planned activities including organizational awareness, exploration, decision making and educational planning. These activities are designed to maximize the capabilities of all learners to explore, to analyze option, to understand one's own interest and abilities, to select educational preparation for, gain entry to and to succeed in organizational choices throughout the life. The specific activity categories of organizational development are organizational pathways, comprehensive guidance and counseling, organizational awareness/exploration, organizational assessment and education development plans.

1.6 NEED OF THE STUDY

- To know the employees job performance in the organization & their organizational opportunities.
- To know the importance of the organizational counseling among the employees,
- The training & development activities are how far useful to the employee's organizational development in the organization.
- To identify the individuals to take advantage of future organizational opportunities.
- To study how the employees are utilizing the organizational path in the organization.

1.7 LIMITATION OF STUDY

- Time constraint is the main limitation of the study.
- Many employees were not interested to take part in survey because of fear of top management.
- Personal bias cannot be excluded from the study.

CHAPTER - II

REVIEW OF LITRATURE

Keller & Aiken (2017) Discusses about some stereotypes which are prevalent about change management. They based their research on John Kotter research which was published in 1995. They basically identified some of the mistake which managers in all the organizations make then they are administrating change in the organization. The concluded that what motivate you as a person might not motivate most of the employees in the organization. so special attention should be given to the things that motivate the employees. Secondly, they identified that the leaders/ managers who are bringing about the change should not believe that they are “the change” and just because the manager/ leader is influential you cannot guarantee effective change within the organization. They also went on to point out that good intentions of the managers are not enough to ensure that the change management will be effective. Employees all need some kind of monetary reward to ensure maximum compliance.

Blood good & Salisbury (2017) review about that organizations can implement change and gain and maintain a complete advantage but this cannot be achieved by knowledge creation alone. Knowledge transfer and knowledge protection is equally important. The authors have used the Resource-Based View (RBV) to explain how both types of information i.e., explicit and tacit can help in the change process and how they can be transferred to achieve long-term benefit. In the paper they identified knowledge creation as a process which is based on creativity and a shared knowledge between a group of people which can be used to make new products as well as management strategies. The authors went on to stress that it is not just creating knowledge. It would be of no use if other can get that information from your company easily or it can be altered. So the protection of the knowledge is equally important for a business to remain competitive. To ensure its safety security and legal measure should be used.

Choi & Lee (2018) reports on that knowledge creation is very important to insure a persistent positive financial growth. The authors basically classify the knowledge creation management strategies into either human or system oriented. They used empirical data to prove the link between the mode of knowledge creation and its management strategies. The authors concluded that proper grouping of the mode of knowledge being used and the strategies involved is essential to achieve the desired financial improvement. For example, if the mode of knowledge creation is socialization it should be aligned with the human strategy in order for it to be effective. It also found out knowledge creation strategies different with different types of departments that are taken into account. This research also gives us guidelines for future research which includes a comparative analysis between the service and the manufacturing sector. This study basically shows how qualitative variables can be measured quantitatively.

Van de Ven & Poole (2018) Review of literature gives a theoretical overview of how development and change management basically occur. The article classifies four types' development theories namely; life- cycle theory, teleological theory, dialectical theory and evolutionary theory. The authors were of the opinion that these basic theories can be used to explain how change occurs in the organization. To explain that they developed a framework with these four theories and classified companies based on the mode and unit of change at various levels of organizational development. The conclusion they drew from their research was that as the organization grew in size the motors of change also get more complex because comes into play at once.

Rofferyparks (2018) Organizational Development is a planned, holistic approach to improving organizational effectiveness - one that aligns strategy, people and processes and essentially it uncovers the talents and spirit of people in organizations.

Worren & Moore (2018) Review of literature explored about how over the years people have moved from organizational development to a more holistic view which is change management. According to this article the tools used in change management and organizational development are the same but the rationale behind it is different. For example, attitude surveys are used in both. In organizational development it was used to gauge job satisfaction and the climate of the organization but in change management it is part of a strategy driven and holistic change program. This article basically uses research of various other people to give us a complete picture of what change management is all about. According to them as now the scale of businesses is increasing and so is the need for having specialized firms to administer change. They talked about interventionist and integrative strategies. Interventionist strategies are used in organizational development where as integrative strategies are used in change management.

Mr. H. Schien (2018) Review of literature on the term organizational/HR planning originated from an organizational counselor intending to convey two rather novel notions first that the time had arrived when we could and needed to assume greater personal autonomy over our individual futures, and personalities. Perhaps the major change in the organizational life planning is the nature of when, where, and how we choose development was primarily an event based and help to hazard task. The conventional wisdom was that we could make our organizational choice about the time we graduated from high school and then stick with it.

Barbara white (2018) Reports on an investigation into the life span development of women who have achieved eminence within commerce, industry and public life. Presents results based on in-depth interviews with 48 highly successful women. Investigates the internal dynamics of women organizational. Derives a stage model of the organizational development of successful women from an integration of data on work histories and non-work family issues. Depicts schematically the amount of identity invested in each life role over time and the extent of the interaction between these roles over the life span.

Matthew J. Miller, Andrew E. Kerlow – Myers (2018) The purpose of the present study was to highlight the importance of acculturation as an explanatory variable in organizational development and to provide an empirical review of acculturation research in the organizational development literature. Acculturation is a cultural variable that has been linked to a number of important organizational development outcomes for racially, ethnically, and culturally diverse populations. A review of 26 empirical acculturation studies in the organizational development literature revealed a number of positive trends such as an increase in the attention to acculturation within the literature and an improvement in the way the construct is conceptualized.

Daniel C. Feldman (2019) The human resource management research on downsizing has focused on the short-term impact on laid-off workers and survivors, the long term, systematic impact of downsizing on organizational development activities and employees' organizational development opportunities has received much less attention. This article argues that the rationale for downsizing the workforce, the goal of the downsizing and the rate, size and scope of the downsizing differ dramatically across organizations shrinking their workforces.

Thomas N. Garavan, Michael Coolahan (2019) Review of literature on organizational mobility and considers its implication for organizational development practices within organizations. Focuses on individualistic & organizational perspectives & identifies a range of factors which facilitate or inhibit the mobility process. identifies a range of organizational development implication including changing notions about what constitutes an organizational, the need to take into account business issues & the move towards joint organizational planning.

Reynolds (2020) discusses that OD is the term used to describe the activities that take place to increase the organization's effectiveness.

Reynolds (2019) Discussion states that an effective organization is the one that is designed so it achieves its business goals. In order to achieve increased and sustainable business results, organizations need to execute strategy and engage employees. Definitions of organizational effectiveness have tended to emphasize on concepts linked to effectiveness. Early researchers have focused on bureaucratic, non-bureaucratic, accounting and transactions as a way of improving an organization's performance.

Kimberly S. McDonald , Linda M. Hite(2020) discussion on the nature of work, organizations, and organizational has evolved significantly in the past decade. In the wake of these changes, organizational-development research and implementation have languished. This article addresses this dearth of discourse and practice from the perspective of human resource development (HRD). The authors suggest a framework for reintegrating organizational development into the HRD function and offer specific learning activities better suited to the needs of individuals and organizations in this turbulent environment. Recommendations for future action are provided.

Arnold B. Bakker (2020) review of literature of this paper is first, to test the validity of a new scale measuring the construct of meaning-making, defined as the ability to integrate challenging or ambiguous situations into a framework of personal meaning using conscious, value-based reflection. Second, to explore whether meaning-making is distinct from other personal resources (self-efficacy, optimism, mastery, meaning in life), and coping (positive reinterpretation, acceptance). Third, to explore whether meaning-making facilitates work engagement, willingness to change, and performance during organizational change.

Cameron (2021) this framework was developed empirically after submitting a comprehensive list of the criteria which had been used in assessments of organizational effectiveness up to 1980 to a multidimensional scaling procedure. This followed after studies based on such models grounded on goal, resource dependence, internal congruence, strategic constituencies and human relation model.

CHAPTER - III

RESEARCH METHODOLOGY

3.1 RESEARCH METHODOLOGY AND DESIGN

Research means a systematic and scientific search for pertinent information on a specific topic. Research comprises defining and redefining problems, formulating hypothesis or suggested solutions, collection, organizing and evaluating data; making deductions and reaching conclusion; and at last, carefully testing the conclusions to determine whether they fit the formulating hypothesis.

In this study descriptive research design is used for testing. Descriptive research includes surveys and fact-finding enquires of different kinds. The major purpose of descriptive research is description of the state of affairs, as it exists at present. The main characteristic of this method is that the researcher has no control over the variables; he can only report what has happened or what is happening. The methods of research utilized in descriptive research are survey methods of all kinds, including comparative and correlation methods.

The research instrument used in the study is a 'structured questionnaire'. These are questionnaires in which there are definite, concrete, and predetermined questions relating to the aspect, for which the researcher collects data. They are presented with exactly the same wordings and in the same order to all the respondents.

The structured questionnaire that was framed and designed consists of open ended, close ended, rating and ranking, multiple-choice dichotomous questions.

3.2 DATA COLLECTION

The two types of data used for the purpose of the study are:

- Primary data
- Secondary data

PRIMARY DATA

Primary data means which is collected for the first time through issuing of questionnaire to the employees.

SECONDARY DATA

Secondary data means which is collected through websites, and personal discussion with company manager.

3.3 SAMPLING PROCEDURE

Convenience sampling has been used in this study. Convenience sampling is used for selection of homogeneous sample for the study. It refers to selecting a sample of study objects on convenience. It is a non-probability sampling. Thus, research study may include study objects, which are conveniently located. Research findings based on convenient sampling however, cannot be generalized.

SAMPLE SIZE

A sample size of 120 is taken.

3.4 PERIOD OF THE STUDY

During the period the following steps were taken.

- Objectives were set and questionnaire was finalized.
- Data were collected and recorded
- Data were analyzed and interpreted
- Report was generated

3.5 TOOLS USED IN THE ANALYSIS

Data has been codified, tabulated and arrangement in a scientific manner statistical analysis. The term statistical refer to a measured value based on sample data. The various statistical techniques used are:

PERCENTAGE

It is a special kind of ratio, which is useful in making comparison between two or more series of data. It is also used to describe relationship between the variables.

ANALYSIS USING KARL PEARSON'S CORRELATION:

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables. The Pearson product-moment correlation coefficient is a measure of the strength and direction of association that exists between two variables measured on at least an interval scale. It is denoted by the symbol r .

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

CHI- SQUARE TEST I – (χ^2)

A chi-squared test, also referred to as chi-square test or χ^2 test, is any statistical hypothesis test in which the sampling distribution of the test statistic is a chi-squared distribution when the null hypothesis is true, or any in which this is asymptotically true, meaning that the sampling distribution (if the null hypothesis is true) can be made to approximate a chi-squared distribution as closely as desired by making the sample size large enough. 35 The χ^2 test was first used by Karl Pearson in the year 1900. The quantity χ^2 describes the magnitude of the discrepancy between theory and observation. It is calculated using:

$$\chi^2 = \sum [(O_i - E_i)^2 / E_i] \text{ with } (n - 1) \text{ degrees of freedom.}$$

Where, O_i refers to the observed frequency & E_i to the expected frequencies. χ^2 was used as a test of independence and goodness of fit.

ONE WAY ANOVA

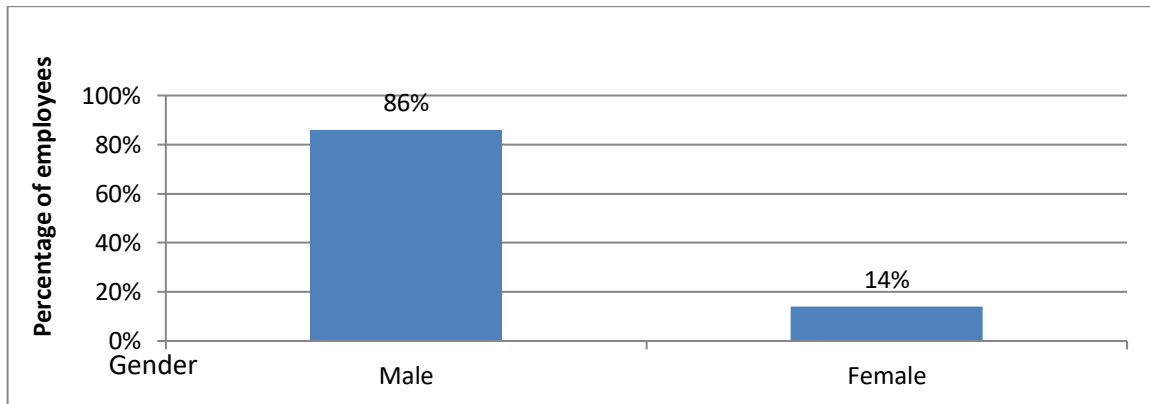
The ANOVA tests the null hypothesis that samples in two or more groups are drawn from populations with the same mean values. To do this, two estimates are made of the population variance. The ANOVA produces an F-statistic, the ratio of the variance calculated among the means to the variance within the samples. If the group means are drawn from populations with the same mean values, the variance between the group means should be lower than the variance of the samples, following the central limit theorem. A higher ratio therefore implies that the samples were drawn from populations with different mean values.

CHAPTER - IV
DATA ANALYSIS AND INFERENCE
4.1 PERCENTAGE ANALYSIS

TABLE NO: 4.1.1 GENDER OF EMPLOYEES IN THE ORGANIZATION

Gender	Number of respondents	Percentage
Male	103	86%
Female	17	14%
Total	120	100%

CHART: 4.1.1 GENDER OF EMPLOYEES IN THE ORGANIZATION



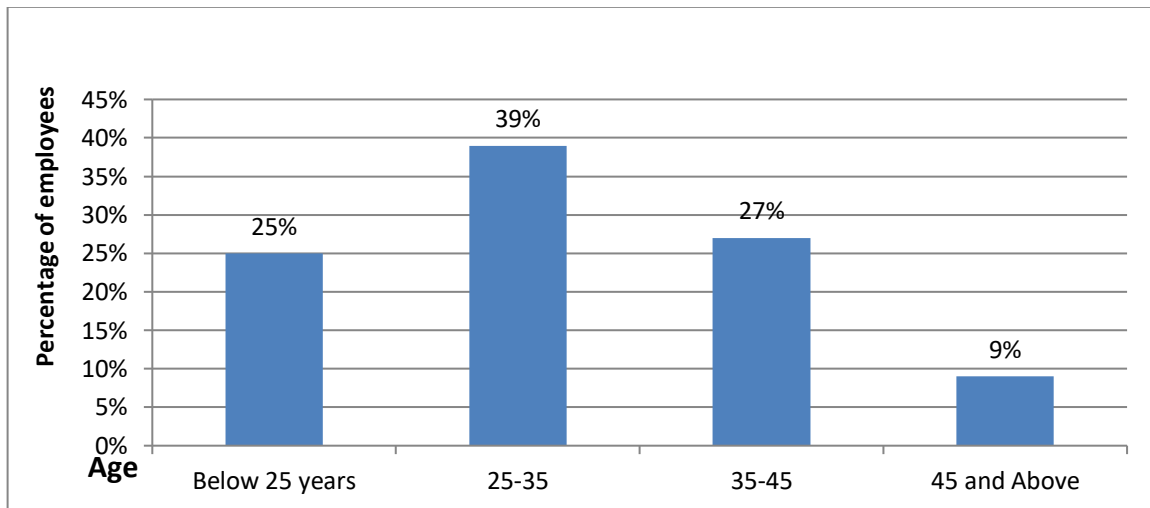
INFERENCE:

86% of employees are male in the organization and 14% of the employees are female in the organization.

TABLE NO: 4.1.2 AGE –WISE CLASSFICATION OF EMPLOYEES

Age group	Number of respondents	Percentage
Below 25 years	30	25%
25-35	47	39%
35-45	32	27%
45 and above	11	9%
Total	120	100%

CHART NO: 4.1.2 AGE –WISE CLASSFICATION OF EMPLOYEES



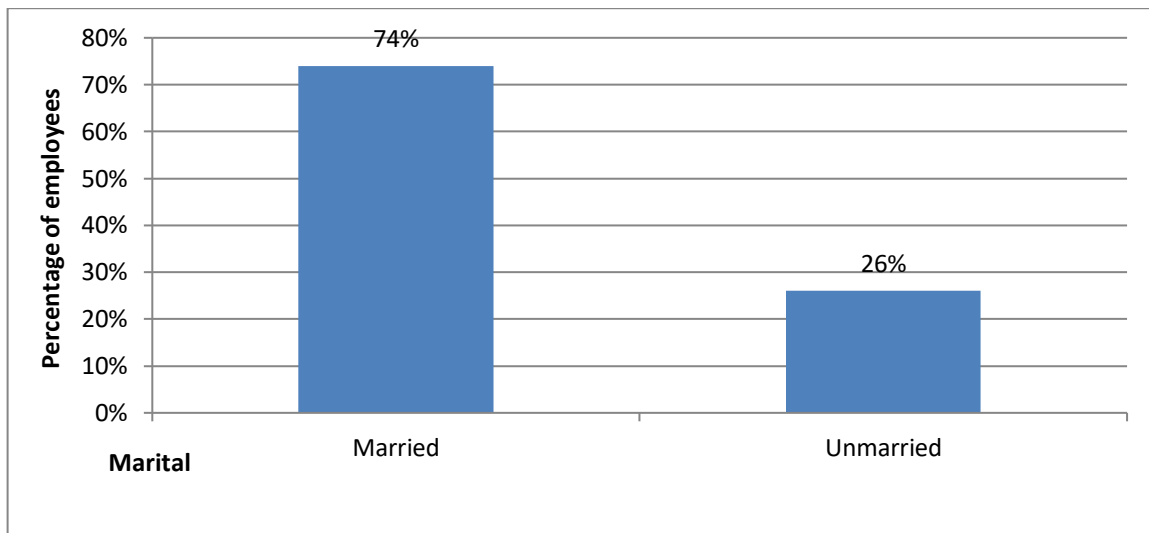
INFERENCE:

39% of the employees are in the age group of 25-35, 27% of the employees are in the age group of 35-45, 25% of employees are below 25 years and 9% of the employees are above 45 and above.

TABLE NO: 4.1.3 MARITAL STATUS OF THE EMPLOYEES

Status	Number of respondents	Percentage
Married	89	74%
Unmarried	31	26%
Total	120	100%

CHART NO: 4.1.3 MARITAL STATUS OF THE EMPLOYEES



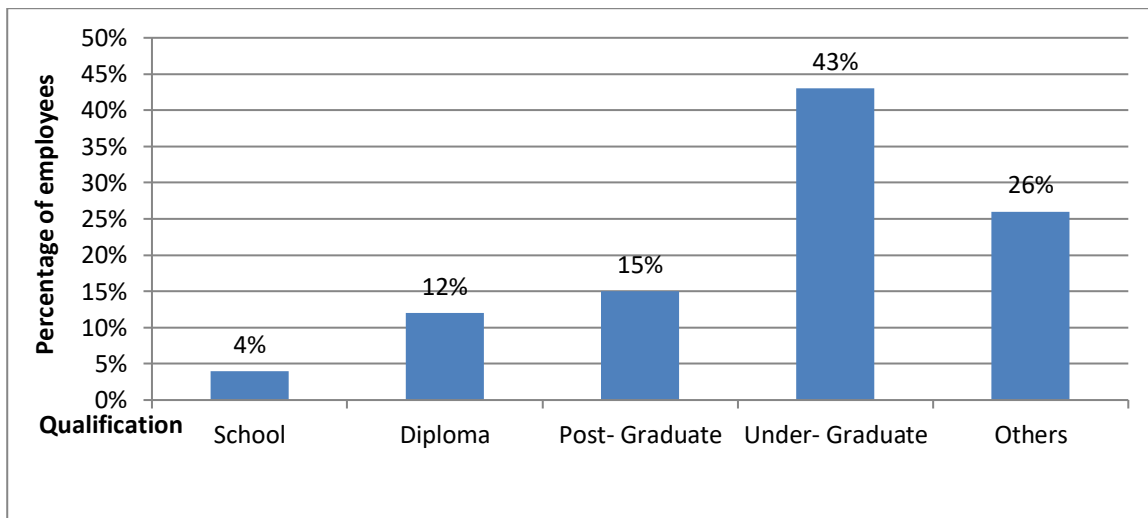
INFERENCE:

74% of the employees are married and 26% of them are unmarried.

TABLE NO: 4.1.4 EMPLOYEES BASED ON QUALIFICATION

Qualification	Number of respondents	Percentage
School	3	4%
Diploma	14	12%
Post- Graduate	18	15%
Under- Graduate	53	43%
Others	32	26%
Total	120	100%

CHART NO: 4.1.4 EMPLOYEES BASED ON QUALIFICATION



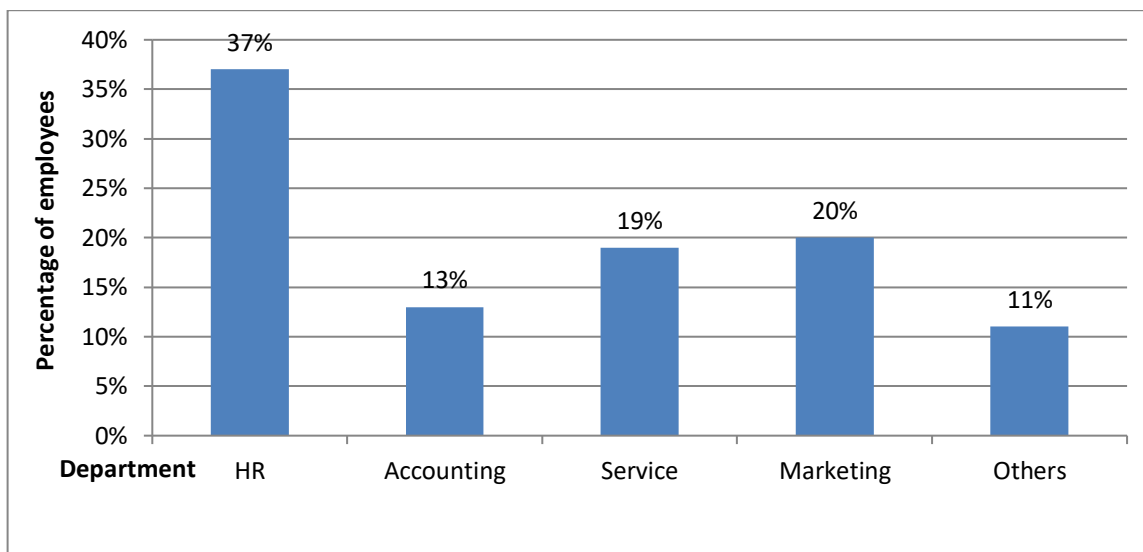
INFERENCE:

43% of the employees are under graduate, 26% of the employees belong to the others category, 15% of the employees is post graduate, 12% of the employees belong to diploma, and 4% of the employee belong to school.

TABLE NO: 4.1.5 DEPARTMENT WISE EMPLOYEES

DEPARTMENT	Number of respondents	Percentage
HR	44	37%
Accounting	16	13%
Service	23	19%
Marketing	24	20%
Others	13	11%
Total	120	100%

CHART NO: 4.1.5 DEPARTMENT WISE EMPLOYEES



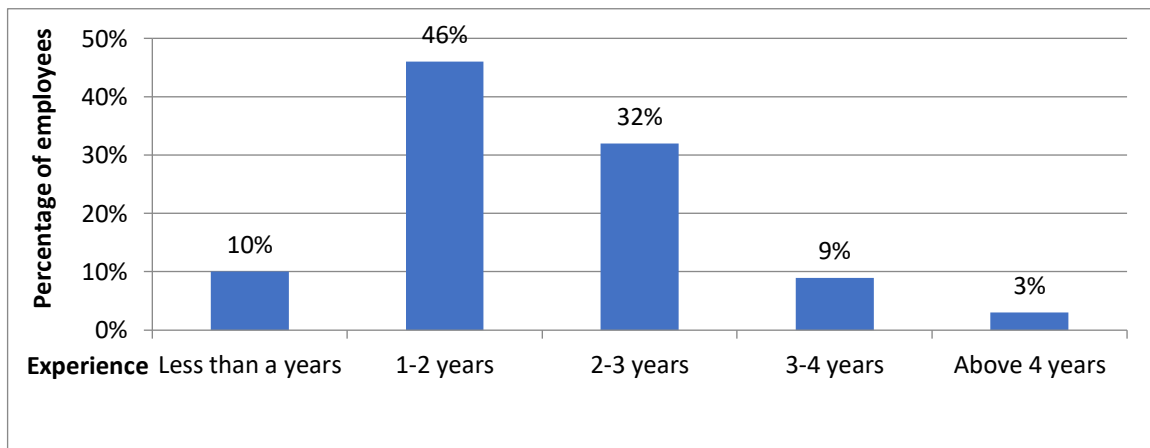
INFERENCE:

37% of the employees are under HR department, 20% of the employees are under marketing department, 19% under service department, 13% of the employees are under accounting, 11% of the employees under others.

TABLE NO: 4.1.6 EXPERIENCE – WISE EMPLOYEES

Experience	Number of respondents	Percentage
Less than a year	12	10%
1-2 years	54	46%
2-3 years	39	32%
3-4 years	11	9%
Above 4 years	4	3%
Total	120	100%

CHART NO: 4.1.6 EXPERIENCE – WISE EMPLOYEES



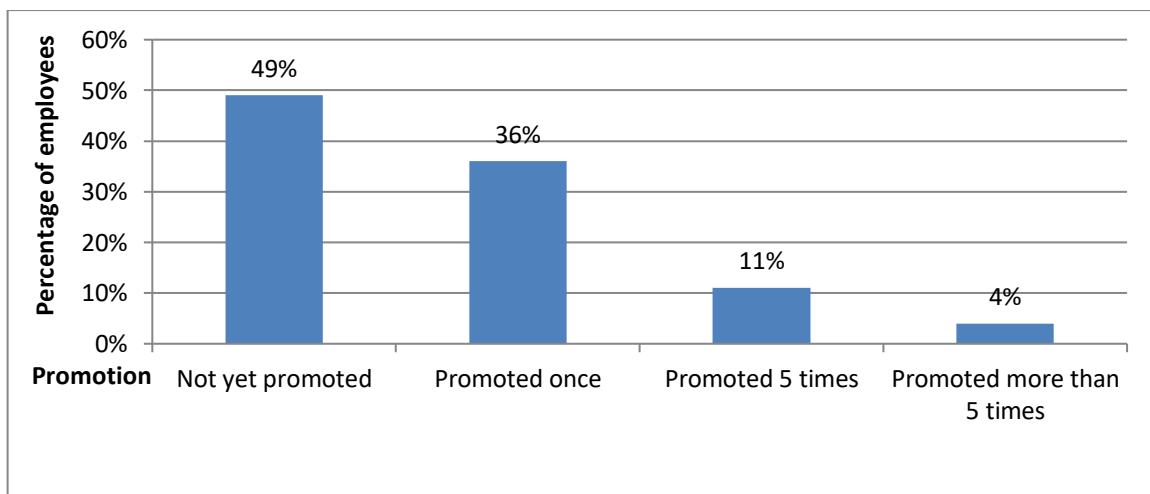
INFERENCE:

46% of the employees are having experience of 1-2 years, 32% of the employees are having experience of 2-3 years, 10% of the employees are having an experience of less than a year, 9% of the employees having the experience of 3-4 years and 3% of the employees with the experience above 4 years.

TABLE NO: 4.1.7 PROMOTION ATTAINED BY EMPLOYEES

Promoted period	Number of respondents	Percentage
Not yet promoted	59	49%
Promoted once	43	36%
Promoted 5 times	14	11%
Promoted more than 5 times	4	4%
Total	120	100%

CHART NO: 4.1.7 PROMOTION ATTAINED BY EMPLOYEES



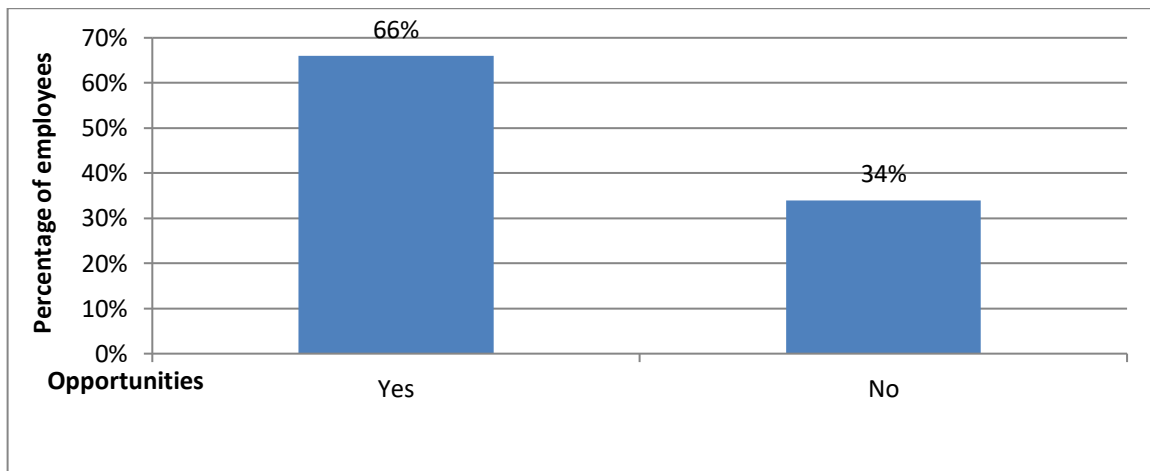
INFERENCE:

49% of the employees are not yet promoted, 36% of the employees are promoted once and 11% of employees are promoted 5 times and 4% of the employees promoted more than 5 times.

TABLE NO: 4.1.8
ORGANIZATIONAL OPPORTUNITIES THAT ARE AVAILED AT WORK PLACE

Opportunity	Number of respondents	Percentage
Yes	79	66%
No	41	34%
Total	120	100%

CHART NO: 4.1.8
ORGANIZATIONAL OPPORTUNITIES THAT ARE AVAILED AT WORK PLACE



INFERENCE:

66% of the Employees accept that they have enough organizational opportunity in their organization and 34% of the Employees disagree with their organizational opportunities in organization.

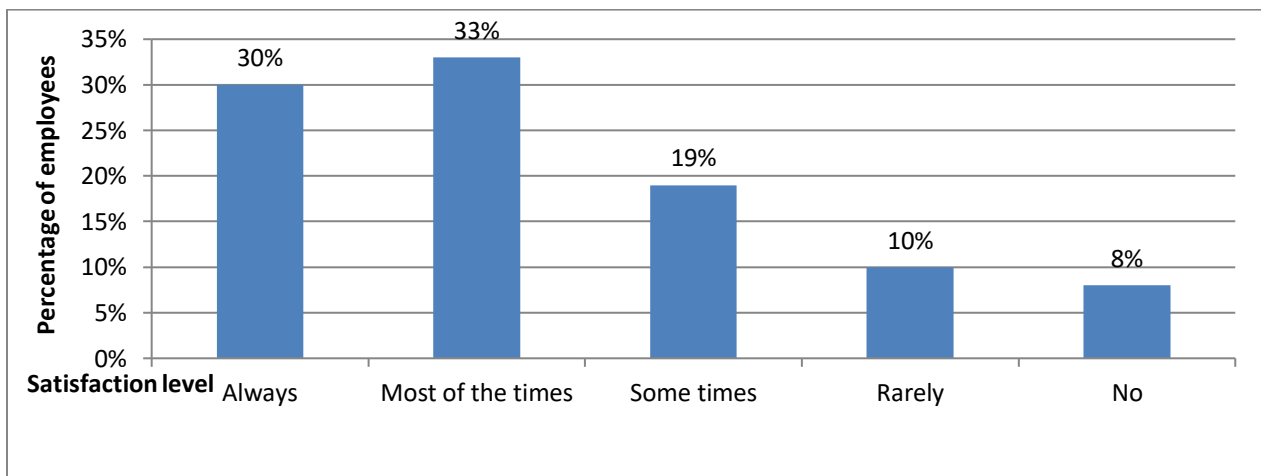
TABLE NO: 4.1.9

**SATISFACTION LEVEL OF MOTIVATION GIVEN BY HRD PROFESSIONALS & TOP
AUTHORITY TO IMPROVE ORGANIZATIONAL OPPORTUNITIES**

Opinion	Number of respondents	Percentage
Always	36	30%
Most of the times	40	33%
Some times	23	19%
Rarely	12	10%
No	9	8%
Total	120	100%

CHART NO: 4.1.9

**SATISFACTION LEVEL OF MOTIVATION GIVEN BY HRD PROFESSIONALS & TOP
AUTHORITY TO IMPROVE ORGANIZATIONAL OPPORTUNITIES**



INFERENCE:

33% of the employees agreed that top authority motivating employees most of the times to improve their organizational opportunity, 30% of the employees with always, 19% of the employees with Sometimes, 10% of the employees with rarely and 8% with No.

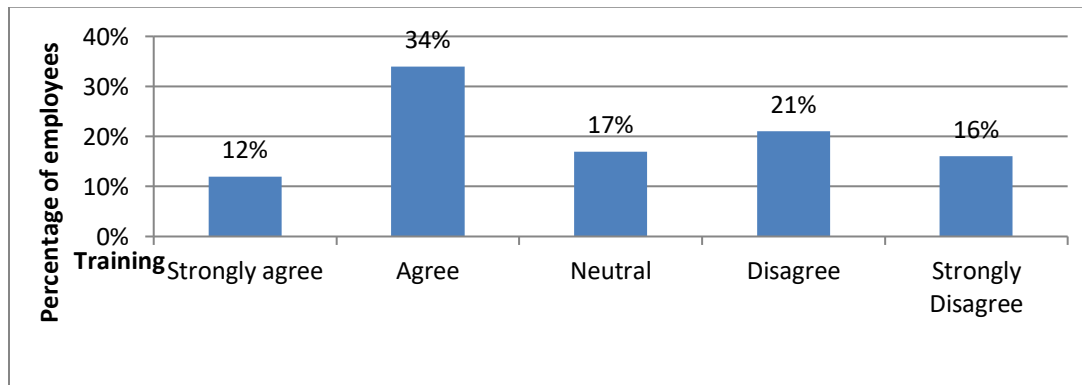
TABLE NO: 4.1.10

**“IS COMPANY OFFER’S ADEQUATE TRAINING TO MEET THE REQUIREMENTS
OF THEIR JOBS”**

Opinion	Number of respondents	Percentage
Strongly agree	13	12%
Agree	41	34%
Neutral	21	17%
Disagree	26	21%
Strongly Disagree	19	16%
Total	120	100%

CHART NO: 4.1.10

**“IS COMPANY OFFER’S ADEQUATE TRAINING TO MEET THE REQUIREMENTS
OF THEIR JOBS”**



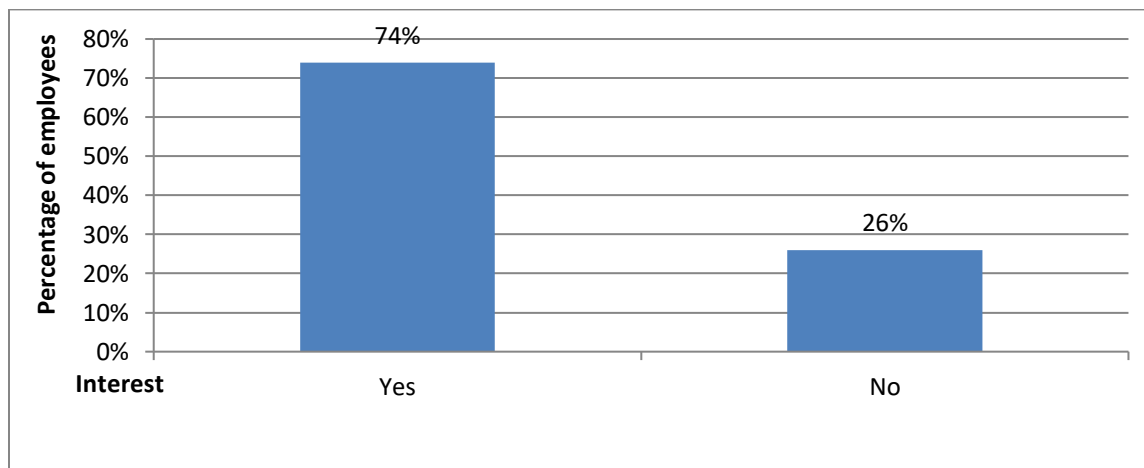
INFERENCE:

34% of the employees agreed that they have adequate training to meet their job requirement and 21% of the employees disagree, 17% of the employee with neutral, 16% of the employee with strongly disagree, 12% with strongly agree.

TABLE NO: 4.1.11
IS COMPANY FACILITATE LEARNING IN THEIR OWN
EMPLOYEE INTEREST

Opportunity	Number of respondents	Percentage
Yes	89	74%
No	31	26%
Total	120	100%

CHART NO: 4.1.11
IS COMPANY FACILITATE LEARNING IN THEIR OWN
EMPLOYEE INTEREST



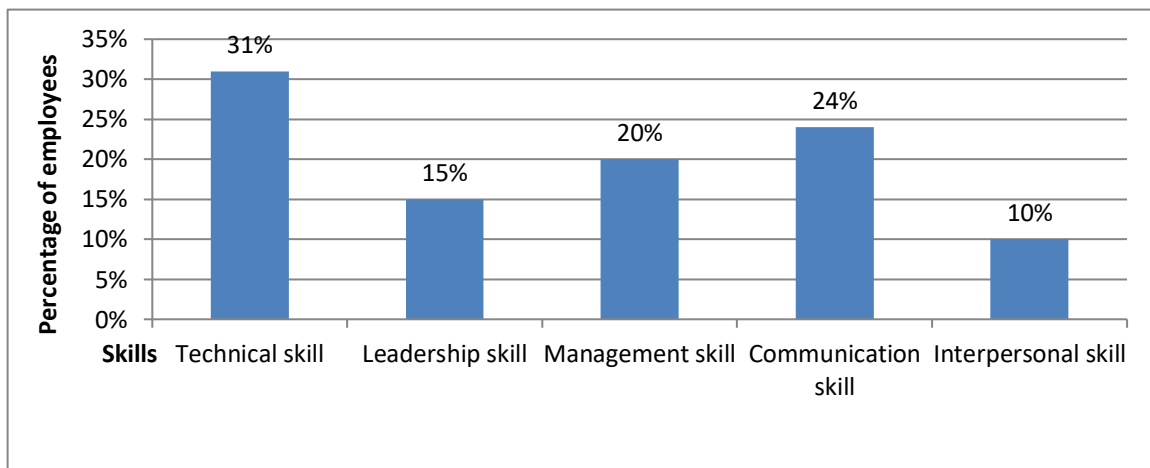
INFERENCE:

74% of the employees are accepting that company facilitating to learn on their own interest and 26% of the employees are not accepting that company facilitating to learn on their own interest.

TABLE NO: 4.1.12
SKILLS THAT ENHANCE ORGANIZATIONAL DEVELOPMENT IN THE
ORGANIZATION

Option	Number of respondents	Percentage
Technical skill	37	31%
Leadership skill	18	15%
Management skill	24	20%
Communication skill	29	24%
Interpersonal skill	12	10%
Total	120	100%

FIGURE NO: 4.1.12
SKILLS THAT ENHANCE ORGANIZATIONAL DEVELOPMENT IN THE
ORGANIZATION



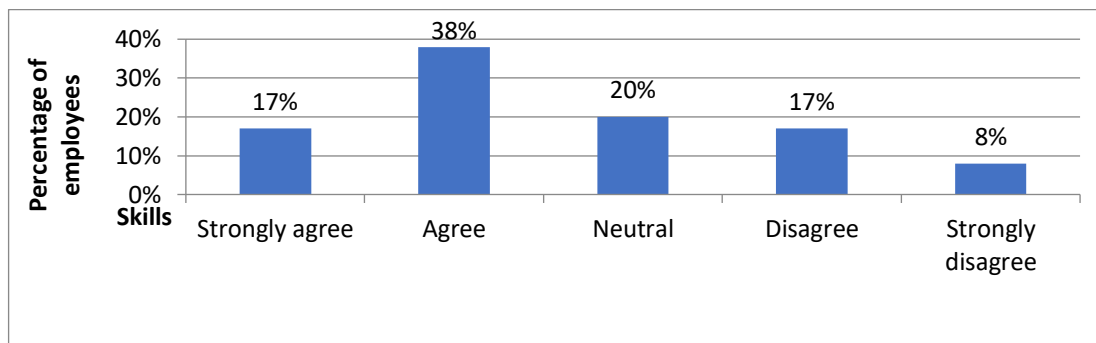
INFERENCE:

31% of the employees accepting that technical skill enhance mostly the organizational development and 24% with communication skill, 20% with management skill, 15% with leadership skill, 10% interpersonal skill.

TABLE NO: 4.1.13
IS SKILLS UTILIZED BY THE ORGANIZATION FROM EMPLOYEES

Opinion	Number of respondents	Percentage
Strongly agree	19	17%
Agree	47	38%
Neutral	24	20%
Disagree	19	17%
Strongly disagree	11	8%
Total	120	100%

CHART NO: 4.1.13
IS SKILLS UTILIZED BY THE ORGANIZATION FROM EMPLOYEES



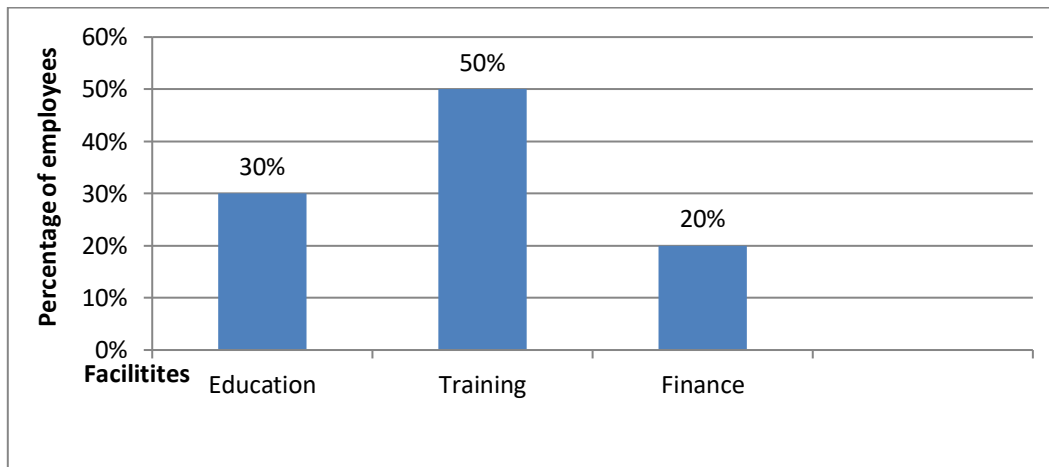
INFERENCE:

38% of the employees agreed that the organization effectively utilizing their skills and 20% with neutral, 17% with strongly agree, 17% with disagree and 8% with strongly disagree.

TABLE NO: 4.1.14
THE FACILITIES OFFERED ORGANIZATIONAL

Facilities	Number of respondents	Percentage
Education	37	30%
Training	59	50%
Finance	24	20%
Total	120	100%

CHART NO: 4.1.14
THE FACILITIES OFFERED ORGANIZATIONAL



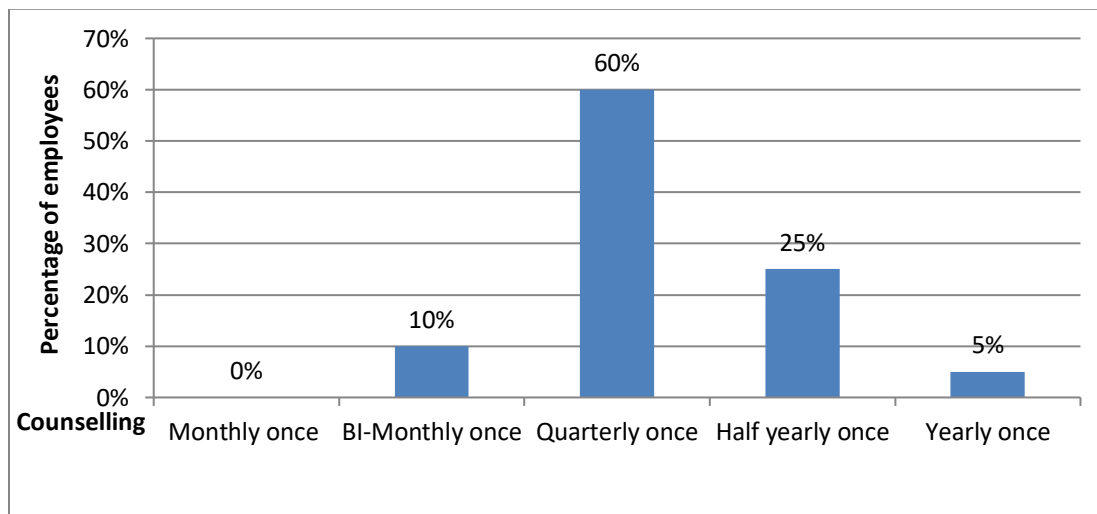
INFERENCE:

50% of the employees are agreed that the training facilities are offered to employees to furnish their job requirement, 30% with education facilities and 20% with finance facilities.

TABLE NO: 4.1.15
ORGANIZATIONAL COUNSELLING PROGRAM CONDUCTED IN SREE VINAYAGA
HI-TECH RIVETS

Time period	Number of respondents	Percentage
Monthly once	0	0%
Bi- monthly once	4	10%
Quarterly once	80	60%
Half yearly once	29	25%
Yearly once	7	5%
Total	120	100%

CHART NO: 4.1.15
ORGANIZATIONAL COUNSELLING PROGRAM CONDUCTED IN SREE VINAYAGA
HI-TECH RIVETS



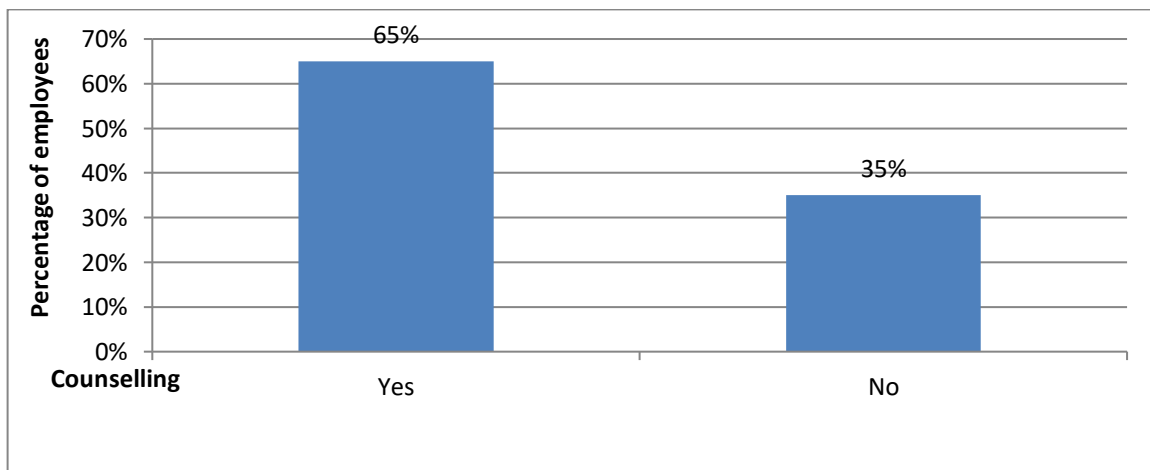
INFERENCE:

60% of the employees say organizational counseling program conducted quarterly once in Sree Vinayaga Hi-Tech Rivets and 25% with half yearly once, 10% with bi- monthly once, 5% with yearly once, 0% with monthly once.

TABLE NO: 4.1.16
ORGANIZATIONAL COUNSELLING PROGRAM TO DEVELOP ORGANIZATIONAL GOALS

Opinion	Number of respondents	Percentage
Yes	78	65%
No	42	35%
Total	120	100%

TABLE NO: 4.1.16
ORGANIZATIONAL COUNSELLING PROGRAM TO DEVELOP ORGANIZATIONAL GOALS



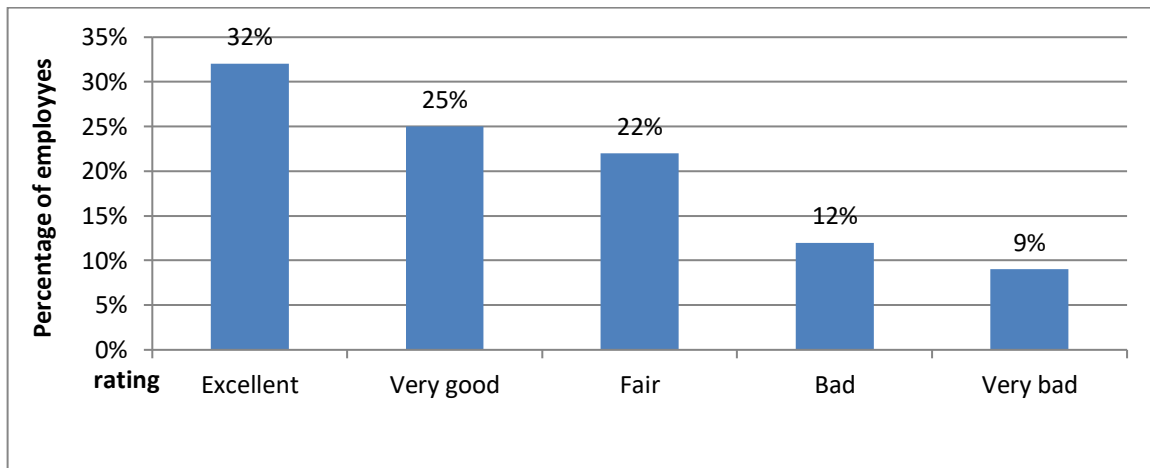
INFERENCE:

65% of the employees say yes that organizational counseling helps to develop their organizational goals and 35% of the employees saying no to the same.

TABLE NO: 4.1.17
ORGANIZATIONAL COUNSELLING RATING DONE BY EMPLOYEES

Opinion	Number of respondents	Percentage
Excellent	39	32%
Very good	29	25%
Fair	27	22%
Bad	14	12%
Very bad	11	9%
Total	120	100%

CHART NO: 4.1.17
ORGANIZATIONAL COUNSELLING RATING DONE BY EMPLOYEES



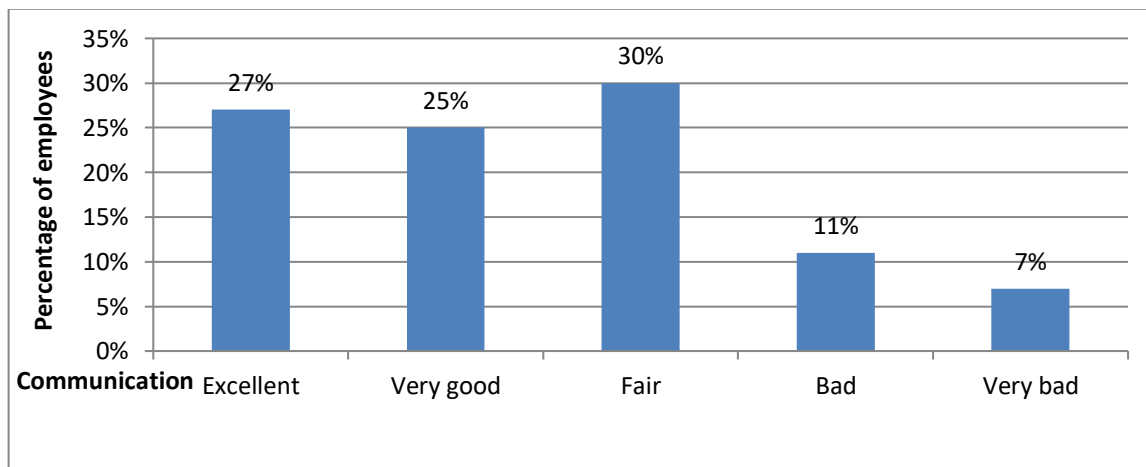
INFERENCE:

32% of the respondents feel that the organizational counseling is excellent, 25% of the respondents feel that the organizational counseling is very good, 22% of the respondents feel that the organizational counseling is Fair, 12% of the respondents feel that the organizational counseling is Bad and 9% of the respondents feel that the organizational counseling is very bad.

TABLE NO: 4.1.18
SUPERVISORS COMMUNICATION ABOUT VISION & MISSION POLICIES TO
GUIDE EMPLOYEES TO SET THEIR ORGANIZATIONAL GOALS

Opinion	Number of respondents	Percentage
Excellent	32	27%
Very good	31	25%
Fair	36	30%
Bad	13	11%
Very bad	8	7%
Total	120	100%

CHART NO: 4.1.18
SUPERVISORS COMMUNICATION ABOUT VISION & MISSION POLICIES TO
GUIDE EMPLOYEES TO SET THEIR ORGANIZATIONAL GOALS



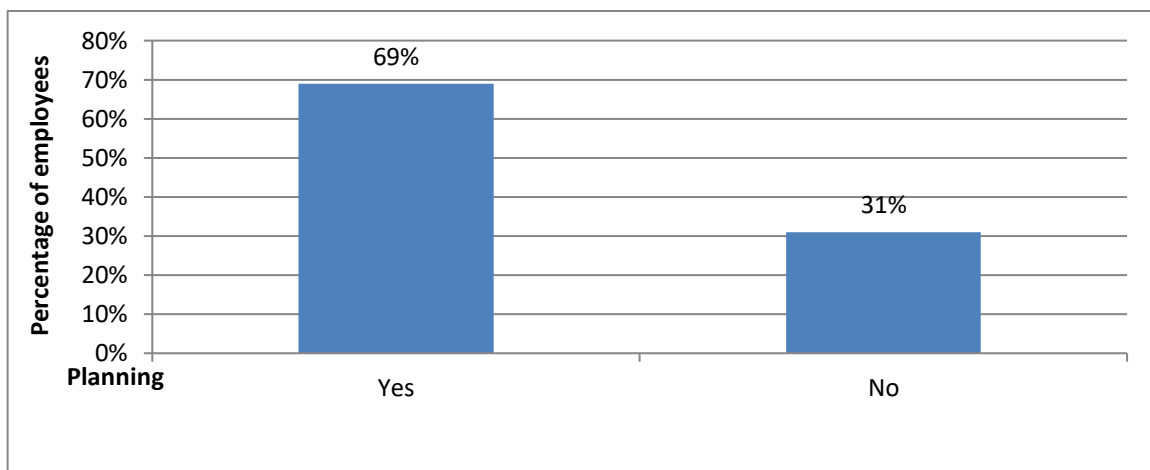
INFERENCE:

30% of the employees feel that the supervisor communicating fair about policies, 27% of the employees feel that the supervisor communicating excellent about policies, 25% of the employees feel that the supervisor communicating Excellent about policies, 11% of the employees feel that the supervisor communicating Bad about policies and 7% of the employees feel that the supervisor communicating very bad about policies.

TABLE NO: 4.1.19
EMPLOYEES AWARENESS ABOUT COMPANY PLANNING POLICIES

Options	Number of respondents	Percentage
Yes	83	69%
No	37	31%
Total	120	100%

CHART NO: 4.1.19
EMPLOYEES AWARENESS ABOUT COMPANY PLANNING POLICIES



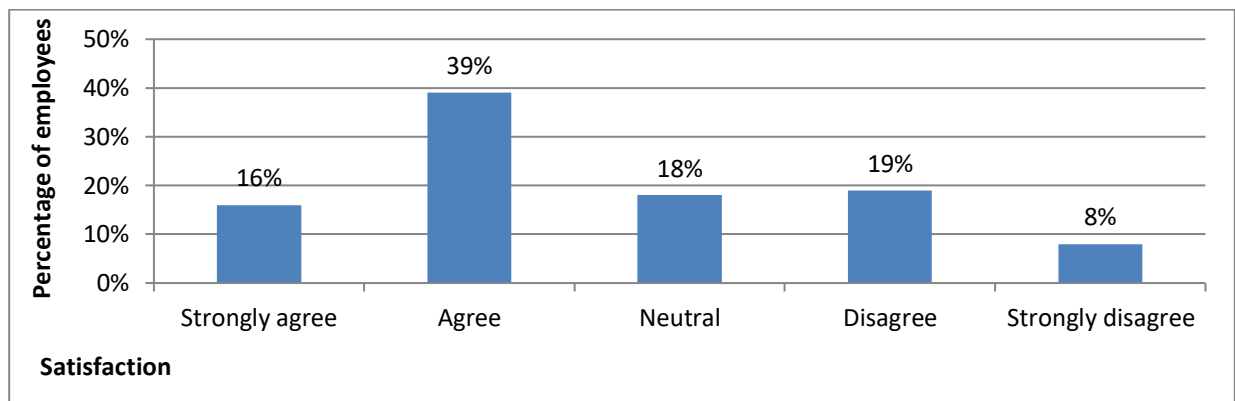
INFERENCE:

69% of the employees feel that employees are aware about company policies and 31% of the employees feel that employees are doesn't aware about company policies.

TABLE NO: 4.1.20
EMPLOYEES SATISFACTION ABOUT ORGANIZATIONAL PROSPECTIVES IN THE
COMPANY

Opinion	Number of respondents	Percentage
Strongly agree	19	16%
Agree	47	39%
Neutral	22	18%
Disagree	23	19%
Strongly disagree	9	8%
Total	120	100%

CHART NO: 4.1.20
EMPLOYEES SATISFACTION ABOUT ORGANIZATIONAL PROSPECTIVES IN THE
COMPANY



INFERENCE:

39% of the employees agreed that they satisfied about their organizational prospective in the organization, 19% of the employees disagree that they satisfied about their organizational prospective in the organization, 18% of the employees Neutral that they satisfied about their organizational prospective in the organization, 16% of the employees Strongly agree that they satisfied about their organizational prospective in the organization and 8% of the employees Strongly disagree that they satisfied about their organizational prospective in the organization.

4.2 STATISTICAL TOOLS AND ANALYSIS

CHI- SQUARE TEST I – (ψ^2)

Chi-square is the sum of the squared difference observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

Null hypothesis (Ho):

There is no relationship between the age –wise classification of respondents and the table shows organizational opportunities that are availed at work place.

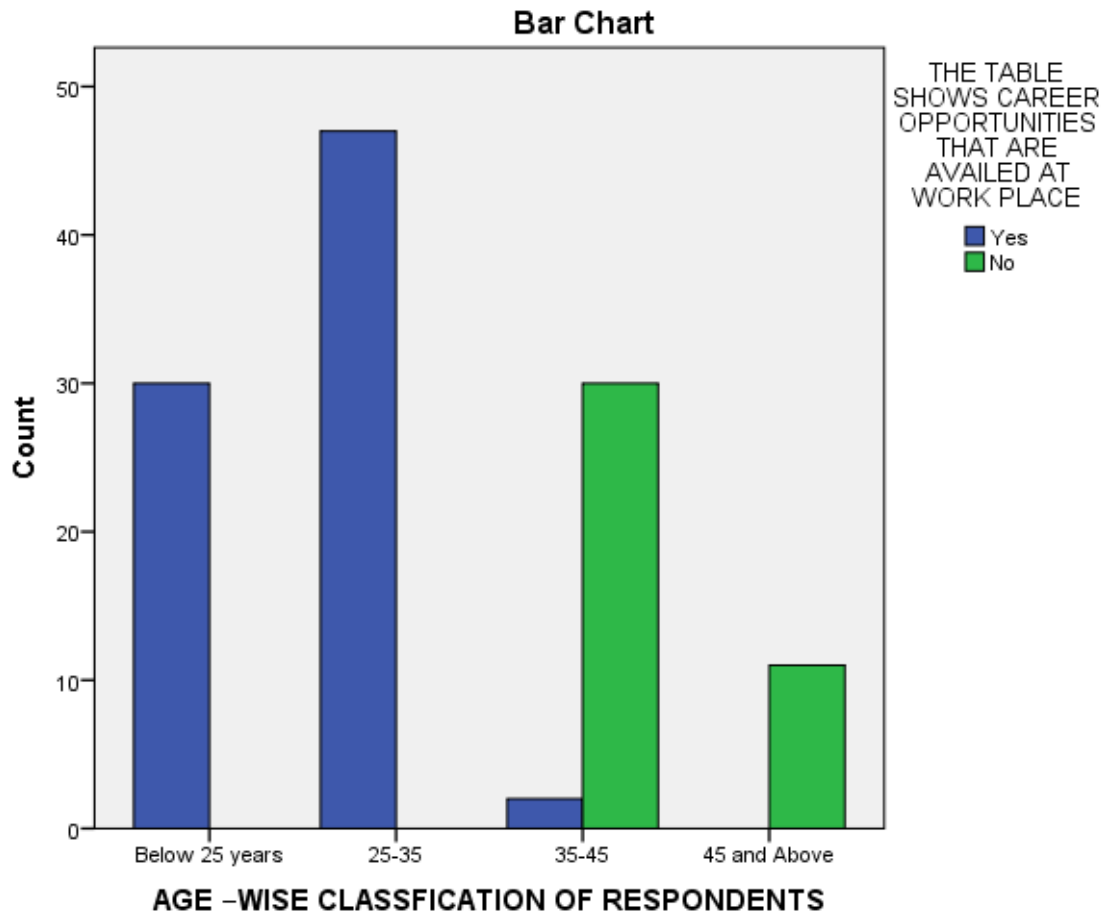
Alternate hypothesis (H1):

There is a relationship between the age –wise classification of respondents and the table shows organizational opportunities that are availed at work place.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	111.664 ^a	3	.000
Likelihood Ratio	139.150	3	.000
Linear-by-Linear Association	83.577	1	.000
N of Valid Cases	120		

a. 1 cells (12.5%) have expected count less than 5. The minimum expected count is 3.76.



Degree of Freedom= $(r-1) * (c-1)$

$$= 3 * 1 = 3$$

Calculated value = 111.664

Tabulated value = 7.815

$Z = Z_{cal} > Z_{tab}$

$$Z = 111.664 > 7.815$$

Hence, the Alternate hypothesis $[H_1]$ is accepted

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the age -wise classification of respondents and the table shows organizational opportunities that are availed at work place.

ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho):

There is no significance difference between the company offer's adequate training to meet the requirements of their jobs.

Alternate hypothesis (H1):

There is a significance difference between the company offer's adequate training to meet the requirements of their jobs.

Test of Homogeneity of Variances

DEPARTMENT WISE

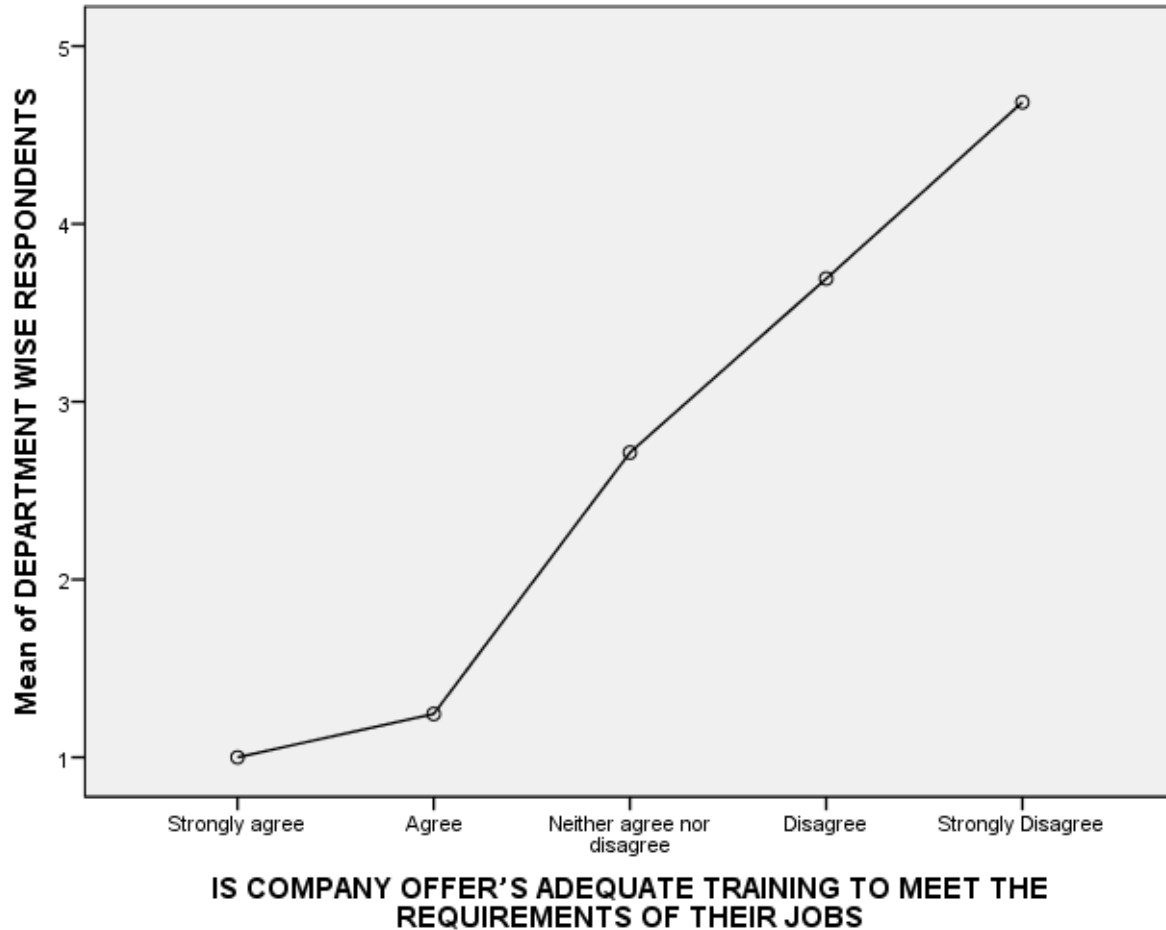
RESPONDENTS

Levene Statistic	df1	df2	Sig.
13.508	4	115	.000

ANOVA

DEPARTMENT WISE RESPONDENTS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	222.210	4	55.552	297.27 3	.000
Within Groups	21.490	115	.187		
Total	243.700	119			



Calculated value = 297.273

Tabulated value = 2.46

$F = F_{cal} > F_{tab} \quad F = 297.273 > 2.46$

Hence, the Alternate hypothesis [H1] is accepted.

INFERENCE:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance difference between the company offer's adequate training to meet the requirements of their jobs.

ANALYSIS USING KARL PEARSON'S CORRELATION

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Null hypothesis (H0):

There is negative relationship between the table shows organizational counselling rating done by employees.

Alternate hypothesis (H1):

There is positive relationship between the table shows organizational counselling rating done by employees.

Correlations

		THE TABLE SHOWS THE RESPONDENTS BASED ON ORGANIZATIONAL COUNSELLING PROGRAM CONDUCTED IN SREE VINAYAGA HI-TECH RIVETS	TABLE SHOWS ORGANIZATIONAL COUNSELLING RATING DONE BY EMPLOYEES
THE TABLE SHOWS THE RESPONDENTS BASED ON ORGANIZATIONAL COUNSELLING PROGRAM CONDUCTED IN SREE VINAYAGA HI-TECH RIVETS	Pearson Correlation Sig. (2-tailed) N	1 120	.825** .000 120
TABLE SHOWS ORGANIZATIONAL COUNSELLING RATING DONE BY EMPLOYEES	Pearson Correlation Sig. (2-tailed) N	.825** .000 120	1 120

** . Correlation is significant at the 0.01 level (2-tailed).

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

r= .825

INFERENCE:

Since r is positive, there is positive relationship between the table shows organizational counselling rating done by employees.

CHAPTER - V

FINDING, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- 86% of employees are male in the organization and 14% of the employees are female in the organization.
- Therefore 39% of the employees are in the age group of 25-35 and 9% of the employees are above 45 and above.
- Majority of that 74% of the employees are married and 26% of them are unmarried.
- The most of the response have 43% of the respondents who working in Sree Vinayaga Hi-Tech Rivets are Under graduates and 4% of the employee belong to school.
- 37% of the employees are under HR department and 11% of the employees under others.
- 46% of the employees are having experience of 1-2 years and 3% of the employees with the experience above 4 years.
- Therefore 49% of the employees are not yet promoted and 4% of the employees promoted more than 5 times.
- Majority of that 66% of the Employees accept that they have enough organizational opportunity in their organization and 34% of the Employees disagree with their organizational opportunities in organization.
- 33% of the employees agreed that top authority motivating employees most of the times to improve their organizational opportunity and 8% of the employees agreed that top authority motivating employees No to improve their organizational opportunity.
- Majority of that 34% of the employees agreed that they have adequate training to meet their job requirement and 12% of the employees Strongly agreed that they have adequate training to meet their job requirement.

- The most of the response have 74% of the employees are accepting that company facilitating to learn on their own interest and 26% of the employees are not accepting that company facilitating to learn on their own interest.
- Therefore 31% of the employees accepting that technical skill enhance mostly the organizational development and 10% of the employees stating that Interpersonal skill enhance mostly the organizational development.
- 38% of the employees agreed that the organization effectively utilizing their skills and 8% of the employees Strongly disagree that the organization effectively utilizing their skills.
- Majority of that 50% of the employees are agreed that the training facilities are offered to employees to furnish their job requirement and 20% of the employees are agreed that the Finance facilities are offered to employees to furnish their job requirement.
- The most of the response have 60% of the employees say organizational counseling program conducted quarterly once in Sree Vinayaga Hi-Tech Rivets and 5% of the employees say organizational counseling program conducted yearly once in Sree Vinayaga Hi-Tech Rivets.
- 65% of the employees say yes that organizational counseling helps to develop their organizational goals and 35% of the employees saying no to the same.
- Majority of that 32% of the respondents feel that the organizational counseling is excellent and 9% of the respondents feel that the organizational counseling is very bad.
- Therefore 30% of the employees feel that the supervisor communicating fair about policies and 7% of the employees feel that the supervisor communicating very bad about policies.
- The most of the response have 69% of the employees feel that employees are aware about company policies and 31% of the employees feel that employees are doesn't aware about company policies.

- Majority of that 39% of the employees agreed that they satisfied about their organizational prospective in the organization and 8% of the employees Strongly disagree that they satisfied about their organizational prospective in the organization.

5.2 SUGGESTIONS AND RECOMMENDATION:

The following suggestions and recommendation based on the comprehensive survey made by the researcher for a project titled “A Study on Organizational Development with special reference to Sree Vinayaga Hi-Tech Rivets.”

- The management should motivate employees, so as to stimulate employee initiation towards job in the organization.
- Communication & interpersonal skills should be developed along with technical skills, so that employee organizational opportunity will develop.
- Employee should actively participate in all organizational counseling program to enhance their opportunities toward organizational development.
- The interaction between management and employees should be improved.
- The management should improve the reward system.
- The organization should develop organizational counseling program specially that need to enhance the organizational opportunities to the employees.

5.3 CONCLUSION:

The study concentrated on the organizational development prospects with special reference to Sree Vinayaga Hi-Tech Rivets. This study has been conducted to find the factors that facilitate organizational development of employees and also find out the employees' self-interest towards organizational development program.

Organizational development involves managing your organizational either within or between organizations. It also includes learning new skills, and making improvements to help in organizational growth. Organizational development is ongoing, lifelong process to help you learn & achieve more in employees organizational.

It is concluded from the study that most of the respondents agree that they have good organizational development in the organization. The personnel policies of the organization facilitate employee's organizational development. Employees initiation will enhance the betterment of involvement in work as well as setting each other organizational goals. Better reward system will motivate employees to furnish their job with high quality. Most of the respondent agreed that organizational perspective and training conducted are good in Sree Vinayaga Hi-Tech Rivets.

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ANNEXURE - I

QUESTIONNAIRE

1. Name of the employee.....

2. Gender

☐ Male ☐ Female

3. Age (in years)

☐ Below 25 ☐ 25 to 35 ☐ 35 to 45 ☐ Above 45

4. Marital status

☐ Married ☐ Unmarried

5. Educational Qualification-

☐ School ☐ Diploma ☐ UG ☐ PG ☐ others

6. Department:

☐ HR ☐ Accounting ☐ Service ☐ Marketing ☐ others

7. Experience:

☐ Less than a year ☐ 1-2 Years ☐ 2-3 Years

☐ 3-4 Years ☐ More than 4 years

8. Designation:

9. In your Organizational how many times you were promoted to the next level?

☐ Not yet promoted ☐ Promoted once ☐ Promoted 5 times

☐ Promoted more than 5 times

10. Do you have good idea about organizational opportunities at work place?

☐Yes ☐No

11. Do the HRD professionals and Top authorities motivate employees to improve their organizational?

☐Always ☐Most of the times ☐Sometimes ☐rarely ☐No

12. How far do you agree with the statement "your company offers adequate training to meet the requirements of your job"?

☐Strongly agree ☐Agree ☐Neutral ☐Disagree ☐Strongly disagree

13. Does your company facilitate learning in your area of interest?

☐Yes ☐No

14. What are the key skills you posses to enhance organizational development in your organization?

☐Technical skills ☐Leadership skills ☐Management Skills ☐Communication Skills

☐Interpersonal Skills

15. How far you agree with the statement " your skills are effectively and efficiently used by the organization?

☐Strongly agree ☐Agree ☐Neutral ☐Disagree ☐Strongly disagree

16. What are the facilities offered by Sree Vinayaga Hi-Tech Rivets for employee's organizational development?

☐Education ☐Training ☐Financial

17. Do you have organizational counseling program conducted?

☐ Monthly once ☐ Bi- monthly ☐ Quarterly once ☐ Half yearly once ☐ Yearly once

18. Has organizational counseling help you to develop your organizational goals?

☐ Yes ☐ No

19. How would you rate your organizational counseling in the organization?

☐ Excellent ☐ Very good ☐ Fair ☐ Bad ☐ Very Bad

20. How would you rate your supervisor's communication about the vision and mission of the organization and his/her guidance to set your organizational goal?

☐ Excellent ☐ very good ☐ Fair ☐ Bad ☐ Very Bad

21. Are you aware of the succession planning policies of the company?

☐ Yes ☐ No

22. Overall how satisfied are you about the organizational prospects in the company you work?

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

23. Any Suggestions to Improve.....

.....

.....

ANNEXURE – II

RESEARCH SEARCH

A STUDY ON ORGANIZATIONAL DEVELOPMENT WITH SPECIAL REFERENCE TO SREE VINAYAGA HI-TECH RIVETS, CHENNAI

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ABSTRACT

“A study on organizational development with special reference to sree vinayaga hi-tech rivets, Chennai”
The primary objective of the study is to study and analyze the Organizational Development in Sree Vinayaga Hi-Tech Rivets. The methodology followed by the researcher is to conduct descriptive research. A questionnaire was designed to obtain the necessary data from the respondents. A questionnaire was issued to 120 respondents. The study focuses on the employee’s organizational development offered by the Sree Vinayaga Hi-Tech Rivets. It explores the benefits of employees organizational who have obtained from the Sree Vinayaga Hi-Tech Rivets. Organizational development is a complex process of acquiring the knowledge, skills and attitude necessary for an individual to make work as a meaningful productive and satisfying part of life to the employees.

Keywords: Organization development, Organization change, Career development, learning and development.

INTRODUCTION

Organizational development is the lifelong process of managing progression in learning and work. The type and quality of a person's life, including the sort of person they become, their feeling of purpose, and the amount of money they have available to them, are strongly influenced by this process. It also influences what people contribute socially and economically to the cultures and communities they are a part of the traditional concept of ‘organizational’ was progression up an ordered hierarchy within an organization or profession. For lifelong learning policies to be successful, organisational growth is essential. Governments frequently assert that people must play a big role in determining these policies. The explanation is straightforward: lifetime learning cannot be organised into a system as education can. It must accept a variety of learning modalities and contexts. The impression of vigour, coherence, and continuity must come from the person. Organisational development is now under the spotlight as a result. It follows that if, as many governments contend, lifelong learning is essential to their nation's economic viability and social well-being, then the future of their nation depends much on the calibre of the choices and transitions that each individual makes.

STATEMENT OF THE PROBLEM

The existing organizational dynamics of power and politics has been playing a crucial role, in the retardation of Impact of the execution of the organizational interventions in the companies in India, especially the companies undertaken by the Government of India. In India's public sector businesses, there are fewer records of research on OD interventions. There are much less studies in India than there are in the western countries concerning how employees in India perceive OD initiatives. The extent and impact of OD treatments cannot be fully understood because of the gap that has been noticed. The findings of this research confirm the benefits of OD intervention in the public sector organisation.

OBJECTIVES OF THE STUDY:

- To identify the current employee's organizational growth in the organization.
- To find out the importance of management attitude towards the employees' organizational development at Sree Vinayaga Hi-Tech Rivets.
- To find out the various factors that affects the levels of training impact in the organization.
- To identify the employee initiative towards the growth of the organization.
- To identify the relationship between employees and organization

SCOPE OF THE STUDY

The study focuses on the employee's organizational development offered by the Sree Vinayaga Hi-Tech Rivets. It explores the benefits of employees organizational who have obtained from the Sree Vinayaga Hi-Tech Rivets. Organizational development is a complex process of acquiring the knowledge, skills and attitude necessary for an individual to make work as a meaningful productive and satisfying part of life to the employees. The organizational development process requires continues planned activities including organizational awareness, exploration, decision making and educational planning.

NEED OF THE STUDY

1. To know the employees job performance in the organization & their organizational opportunities.
2. To know the importance of the organizational counseling among the employees,
3. The training & development activities are how far useful to the employee's organizational development in the organization.
4. To identify the individuals to take advantage of future organizational opportunities.
5. To study how the employees are utilizing the organizational path in the organization.

REVIEW OF LITRATURE

Keller & Aiken (2017) Discusses about some stereotypes which are prevalent about change management. They based their research on John Kotter research which was published in 1995. In essence, they were able to pinpoint some of the errors that managers in all organisations commit while implementing change.

Daniel C. Feldman (2019) The human resource management research on downsizing has focused on the short-term impact on laid-off workers and survivors, the long term, systematic impact of downsizing on organizational development activities and employees' organizational development opportunities has received much less attention.

Cameron (2021) this framework was developed empirically after submitting a comprehensive list of the criteria which had been used in assessments of organizational effectiveness up to 1980 to a multidimensional scaling procedure. This came about as a result of research using these models, which were based on a purpose, resource dependency, internal congruence, strategic constituencies, and a model of human relations.

RESEARCH METHODOLOGY

The term "research" refers to a methodical, fact-based search for relevant data on a certain subject. Research involves identifying and redefining issues, generating hypotheses or recommended solutions, collecting, organising, and analysing data, drawing findings, and then carefully analysing the results to see if they agree with the hypotheses that were originally proposed.

METHOD OF DATA COLLECTION

Convenience sampling has been used in this study. For the purpose of the study, convenience sampling is utilised to choose a homogenous sample. It speaks about picking a sample of research materials based on practicality. A non-probability sample was used. As a result, a research study may incorporate easily accessible study materials. However, it is impossible to generalise research findings based on convenient sampling.

SAMPLE SIZE

The test size consider for the study is 130 who have offered their perspective by filling the surveys. Finally, considered 120 respondents for information investigation on Organizational Development.

TOOLS USED

Data analyzing tools are Simple Percentage, Karl Pearson correlation, Chi – Square, One-way anova.

ANALYSIS AND INTERPRETATION

S. No	Demographic		No. of respondents	Percentage
1	Gender	Male	103	86
		Female	17	14
2	Age	Below 25	30	25
		25-35	47	39
		35-45	32	27
		Above 45	11	9
3	Marital status	Married	89	74
		Unmarried	31	26
4	Qualification	School	3	4
		Diploma	14	12
		Post- Graduate	18	15
		Under- Graduate	53	43

		Others	32	26
5	Department	HR	44	37
		Accounting	16	13
		Service	23	19
		Marketing	24	20
		Others	13	11
6	Experience	less than a year	12	10
		1-2 years	54	46
		2-3 years	39	32
		3-4 years	11	9
		above 4 years	4	3

CHI- SQUARE TEST I – (Ψ^2)

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	111.664 ^a	3	.000
Likelihood Ratio	139.150	3	.000
Linear-by-Linear Association	83.577	1	.000
N of Valid Cases	120		

a. 1 cells (12.5%) have expected count less than 5. The minimum expected count is 3.76.

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the age –wise classification of respondents and the table shows organizational opportunities that are availed at work place.

ONE-WAY ANOVA

ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	222.210	4	55.552	297.273	.000
Within Groups	21.490	115	.187		
Total	243.700	119			

INFERENCE:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance difference between the company offer's adequate training to meet the requirements of their jobs.

ANALYSIS USING KARL PEARSON'S CORRELATION

Correlations

		organizational counselling program conducted in sree vinayaga hi-tech rivets	Table shows organizational counselling rating done by employees
organizational counselling program conducted in sree vinayaga hi-tech rivets	Pearson Correlation	1	.825**
	Sig. (2-tailed)		.000
	N	120	120
organizational counselling rating done by employees	Pearson Correlation	.825**	1
	Sig. (2-tailed)	.000	
	N	120	120

****.** Correlation is significant at the 0.01 level (2-tailed).

INFERENCE:

Since r is positive, there is positive relationship between the table shows organizational counselling rating done by employees.

FINDINGS

1. Therefore 66% of the respondents have agree that they having organizational opportunity in the Sree Vinayaga Hi-Tech Rivets
2. Therefore 43% of the respondents who working in Sree Vinayaga Hi-Tech Rivets are Under graduates.
3. Therefore 32% of the respondents have rated the perception towards organizational counseling offered by the organization as excellent in Sree Vinayaga Hi-Tech Rivets.
4. Therefore 37% of the respondents are belongs to the age group of 31-35years in Sree Vinayaga Hi-Tech Rivets.
5. Therefore 86% of the respondents are Male in Sree Vinayaga Hi-Tech Rivets.
6. Therefore 46% of the respondents are having experience of 1-2years in Sree Vinayaga Hi-Tech Rivets.
7. Therefore 74% of the respondents are married in Sree Vinayaga Hi-Tech Rivets.
8. Therefore 49% of the respondents are not yet promoted in Sree Vinayaga Hi-Tech Rivets.
9. Therefore 30% of the respondents are accepting that top authority & HRD professionals motivating employees to improve their organizational opportunities in Sree Vinayaga Hi-Tech Rivets.
10. Therefore 46% of the respondents are agreeing that company offering adequate training to meet their employees job requirements in Sree Vinayaga Hi-Tech Rivets.
11. Therefore 31% of the respondents having technical skills are enhancing organizational development in Sree Vinayaga Hi-Tech Rivets.
12. Therefore 55% of the respondents have Agreed that organization utilizing the employees' skills in Sree Vinayaga Hi-Tech Rivets.
13. Therefore 50% of the respondents are agreed that company offering adequate training to employees' organizational development in Sree Vinayaga Hi-Tech Rivets.
14. Therefore 65% of the respondents are saying yes that organizational counseling making employees to develop their organizational goals in Sree Vinayaga Hi-Tech Rivets.
15. Therefore 69% of the respondents are well aware about company planning policies in Sree Vinayaga Hi-Tech Rivets.
16. Therefore 57% of the respondents rated Excellent to the organizational counseling program done in Sree Vinayaga Hi-Tech Rivets.
17. Therefore 55% of the respondents have satisfied about their organizational perspectives in Sree Vinayaga Hi-Tech Rivets.
18. There is no significant relationship between experience and effective use of employee skills.
19. There is no significant relationship between age and organizational counseling program in the organization.
20. There is significant relationship between qualification and training given to employee to meet their job requirements.

SUGGESTIONS

1. The management should motivate employees, so as to stimulate employee initiation towards job in the organization.
2. Communication & interpersonal skills should be developed along with technical skills, so that employee organizational opportunity will develop.
3. Employee should actively participate in all organizational counseling program to enhance their opportunities toward organizational development.
4. The interaction between management and employees should be improved.
5. The management should improve the reward system.
6. The organization should develop organizational counseling program specially that need to enhance the organizational opportunities to the employees.

CONCLUSION

The study concentrated on the organizational development prospects with special reference to Sree Vinayaga Hi-Tech Rivets. This study has been conducted to find the factors that facilitate organizational development of employees and also find out the employees' self-interest towards organizational development program. Organizational development involves managing your organizational either within or between organizations. It also includes learning new skills, and making improvements to help in organizational growth. Organizational development is ongoing, lifelong process to help you learn & achieve more in employees organizational. It is concluded from the study that most of the respondents agree that they have good organizational development in the organization. The personnel policies of the organization facilitate employee's organizational development. Employees initiation will enhance the betterment of involvement in work as well as setting each other organizational goals. Better reward system will motivate employees to furnish their job with high quality. Most of the respondent agreed that organizational perspective and training conducted are good in Sree Vinayaga Hi-Tech Rivets.

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