

AN IMPACT ON EMPLOYEE ATTITUDE TO WORK ON PRODUCTIVITY

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

NISHANTH.R

Register No.40410218



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 2022



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **NISHANTH.R 40410218** who carried out the project entitled "**AN IMPACT ON EMPLOYEE ATTITUDE TO WORK ON PRODUCTIVITY**" under my supervision from September 2021 to October 2021.

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Submitted for Viva voce Examination held on _____

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External Examiner

DECLARATION

NISHANTH.R 40410218 hereby declare that the Project Report entitled “**AN IMPACT ON EMPLOYEE ATTITUDE TO WORK ON PRODUCTIVITY**” done by me under the guidance of **Dr.K.SASIREHKA.** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

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TABLE OF CONTENTS

CHAPTER NO.	TITLE	PAGE NO.
	ABSTRACT	8
	LIST OF TABLES	9
	LIST OF CHARTS	10
	LIST OF ABBREVIATIONS	10
1	INTRODUCTION	10
	1.1 .Introduction	10
	1.2 .Industry Profile	11
	1.3 .Company Profile	12
	1.4 .Statement of the problem	12
	1.5 .Objectives of the Study	12
	1.6 .Need for the study	12
	1.7 .Scope & Significance of the study	12
2	REVIEW OF LITERATURE	13
	2.1 Review of Literature	13
3	RESEARCH METHODOLOGY	18
	3.1 Methodology	
	3.2.Research Design	18
	3.3. Sources of Data	19
	3.4. Questionnaire Development	20
	3.5. Sample Size	20
	3.6.Period Of Study	21
	3.7.Profile area of the Study	22
	3.8.Hypothesis	23

4	DATA ANALYSIS AND INTERPRETATION	24
	4.1 Percentage Analysis	25
	4.2 . ANOVA	26
	4.3.CHI SQUARE	25
5	FINDINGS,SUGGESTIONS AND CONCLUSION	40
	5.1.Findings of the Study	40
	5.2.Suggestions & Recommendations	41
	5.3. Limitations of the study	42
	5.4.Conclusion	42
	REFERENCES	42
	ANNEXURE – QUESTIONNAIRE	

ABSTRACT

The workplace environment impacts employee morale, productivity and engagement - both positively and negatively. The work place environment in a majority of industry is unsafe and unhealthy. These includes poorly designed workstations, unsuitable furniture, lack of ventilation, inappropriate lighting, excessive noise, insufficient safety measures in fire emergencies and lack of personal protective equipment. People working in such environment are prone to occupational disease and it impacts on employee's performance. Thus productivity is decreased due to the workplace environment. It is the quality of the employee's workplace environment that most impacts on their level of motivation and subsequent performance. How well they engage with the organization, especially with their immediate environment, influences to a great extent their error rate, level of innovation and collaboration with other employees, absenteeism and ultimately, how long they stay in the job. Creating a work environment in which employees are productive is essential to increased profits for your organization, corporation or small business. The relationship between work, the workplace and the tools of work, workplace becomes an integral part of work itself. The management that dictate how, exactly, to maximize employee productivity center around two major areas of focus: personal motivation and the infrastructure of the work environment.

LIST OF TABLE

TABLE NO.	PARTICULARS	PAGE NO.
4.1.1	AGE OF THE RESPONDENTS	24
4.1.2	GENDER OF THE RESPONDENTS	25
4.1.3	EDUCATION OF THE RESPONDENTS	26
4.1.4	EMPLOYEE OF THE RESPONDENTS	27
4.1.5	WORK PERFORMANCE OF THE RESPONDENTS	28
4.1.6	EMPLOYEE ATTITUDE OF THE RESPONDENTS	29
4.1.7	EMPLOYEE MORALE OF THE RESPONDENTS	30
4.1.8	WORKPLACE OF THE RESPONDENTS	31
4.1.9	EMPLOYEE PRODUCTIVITY OF THE RESPONDENTS	32
4.1.10	EMPLOYEE BEHAVIOUR AND ATTITUDE	33
4.1.11	WORKPLACE OF THE RESPONDENTS	34
4.1.12	BENEFITS OF POSITIVE ATTITUDE	35
4.1.13	ATTITUDE IN ORGANISATION	36

LIST OF CHARTS

CHARTS NO.	PARTICULARS	PAGE NO.
4.1.1	AGE OF THE RESPONDENTS	24
4.1.2	GENDER OF THE RESPONDENTS	25
4.1.3	EDUCATION OF THE RESPONDENTS	26
4.1.4	EMPLOYEE OF THE RESPONDENTS	27
4.1.5	WORK PERFORMANCE OF THE RESPONDENTS	28
4.1.6	EMPLOYEE ATTITUDE OF THE RESPONDENTS	29
4.1.7	EMPLOYEE MORALE OF THE RESPONDENTS	30
4.1.8	WORKPLACE OF THE RESPONDENTS	31
4.1.9	EMPLOYEE PRODUCTIVITY OF THE RESPONDENTS	32
4.1.10	EMPLOYEE BEHAVIOUR AND ATTITUDE	33
4.1.11	WORKPLACE OF THE RESPONDENTS	34
4.1.12	BENEFITS OF POSITIVE ATTITUDE	35
4.1.13	ATTITUDE IN ORGANISATION	36

CHAPTER 1 – INTRODUCTION

1.1. INTRODUCTION:

The first major practitioner knowledge gap we will address is the causes of employee attitudes and job satisfaction. In general, HR practitioners understand the importance of the work situation as a cause of employee attitudes, and it is an area HR can help influence through organizational programs and management practices. However, in the past two decades, there have been significant research gains in understanding dispositional and cultural influences on job satisfaction as well, which is not yet well understood by practitioners. In addition, one of the most important areas of the work situation to influence job satisfaction—the work itself—is often overlooked by practitioners when addressing job satisfaction.

❖ **WHY?**

To know the role of an impact on employee attitude to work on productivity.

❖ **WHO?**

My target is both men and women at the age group [18-60]

❖ **HOW?**

I found this problem during current scenario.

❖ **HOW MUCH?**

I will take maximum of 50 samples and minimum of 100 samples

AREA OF INDUSTRY

- **Sample size**

The sample size taken for the study is 75-150 respondent .

- **Sampling design**

Random sampling method was adopted for the study of sample respondent sampling will collected in form of google form

- **Population**

My survey is among both men and women at the age of 25 to 50

- **Location**

My survey location is Sholinganallur

- **Targeted people**

- My targeted people are those men and women at the age of 20-40

1.2.INDUSTRY PROFILE:

The first major practitioner knowledge gap we will address is the causes of employee attitudes and job satisfaction. In general, HR practitioners understand the importance of the work situation as a cause of employee attitudes, and it is an area HR can help influence through organizational programs and management practices.

1.3.PRODUCT PROFILE / SERVICE PROFILE

There is quite a difference in the conceptual definition of the term attitude, and divergent points of view regarding the concept of attitude have developed. "Attitude is a mental and neural state of readiness organized through experience, exerting a directive or dynamic influence upon the individual's response to all objects and situations with which it is related"

1.4.STATEMENT OF THE PROBLEM

Physical and Mental Health: The degree of job satisfaction affects an individual's physical and mental health. Since, job satisfaction is a typed of mental feeling, its favourableness or unfavourableness affects the individual psychologically which for example, "Lawler" has pointed out that drug abuse, alcoholism, and mental and physical health results from psychologically harmful jobs. Improving Job Satisfaction: Job satisfaction plays a significant role in the organization. Therefore, Managers should take concrete steps to improve the level of job satisfaction. These steps may be in the form of job redesigning to make the job more interesting and challenging, improving quality of work life, linking rewards with performance, and improving overall organizational climate.

1.5.OBJECTIVES OF THE STUDY

This project is designed mainly to know the impact on employee attitude to work on productivity.

1.5.1 Primary objective:

The objective How we behave at work often depends on how we feel about being there. Therefore, making sense of how people behave depends on understanding their work attitudes. An attitude refers to our opinions, beliefs, and feelings about aspects of our environment. We have attitudes toward the food we eat, people we meet, courses we take, and things we do. At work, two job attitudes have the greatest potential to influence how we behave. These are job satisfaction and organizational commitment..

1.5.2. Secondary objectives:

The emotional attachment people have toward the company they work for. A highly committed employee is one who accepts and believes in the company's values, is willing to put out effort to meet the company's goals, and has a strong desire to remain with the company. People who are committed to their company often refer to their company as "we" as opposed to "they" as in "in this company, we have great benefits." The way we refer to the company indicates the type of attachment and identification we have with the company.

1.6. NEED FOR STUDY

To analyze the impact on employee attitude to work on productivity.

1.7. SCOPE & SIGNIFICANCE OF THE STUDY

The main aim of work and commitment to the company are our relationships with coworkers and managers. The people we interact with, how friendly they are, whether we are socially accepted in our work group, whether we are treated with respect by them are important to our happiness at work. Research also shows that our relationship with our manager, how considerate the manager is, and whether we build a trust-based relationship with our manager are critically important to our job satisfaction and organizational commitment. When our manager and overall management listen to us, care about us, and value our opinions, we tend to feel good at work.

CHAPTER 2 – REVIEW OF LITERATURE

2.1.INTRODUCTION

In this chapter I will tell about the literature review on the role of impact on employee attitude to work on productivity. How we behave at work often depends on how we feel about being there. Therefore, making sense of how people behave depends on understanding their work attitudes. An attitude refers to our opinions, beliefs, and feelings about aspects of our environment. We have attitudes toward the food we eat, people we meet, courses we take, and things we do. At work, two job attitudes have the greatest potential to influence how we behave. These are job satisfaction and organizational commitment.

1. Amos, T.L., Ristow, A. and Ristow, L. 2004, a study on The importance of attitude in understanding psychological phenomenon was given formal recognition early in the history of social psychology. From the time of the concept's entry in to the language of psychology until now, interest in attitude has been strong and growing. However, over the years attitudes have been studied with differing emphasis and methods. It is necessary to be precise in defining attitudes, because the variety of published definitions and descriptions is almost endless. Attitude may be defined in two ways, Conceptual and Operational

2. Bareil, C., Savoie, A., & Meunier, S. (2007), study on Attitude may be defined in two ways, Conceptual and Operational. There is quite a difference in the conceptual definition of the term attitude, and divergent points of view regarding the concept of attitude have developed. "Attitude is a mental and neural state of readiness organized through experience, exerting a directive or dynamic influence upon the individual's response to all objects and situations with which it is related".

3. Brewer, A. (1996) While analyzing various determinants of job satisfaction, we have to keep in mind that all individuals do not receive the same degree of satisfaction though they perform the same job in the same job environment and at the same time. Therefore, it appears that besides the nature of job and job environment, there are individual variables which affect job satisfaction. Thus all those factors which provide a fit among individual variables, nature of job and situational variables determine the degree of job satisfaction.

4. Darwish, Y. (2000). The third job attitude is organizational commitment, which is defined as a state in which an employee identifies with a particular organization and its goals, and wishes to maintain membership in the organization. So, high job involvement means identifying with one's specific job, while high organizational commitment means identifying with one's employing organization. Attitudes and Consistency: Research has generally concluded that people seek consistency among their attitudes and between their attitudes and their behaviour.

5. Elizur, D., & Guttman, L. (1976) satisfaction is the extent to which a person is gratified or fulfilled by his or her work. Extensive research on job satisfaction shows that personal factors such as an individual's needs and aspirations determine this attitude, along with group and organizational factors such as relationships with co-workers, supervisors, working conditions, work policies, and compensation. Job satisfaction is referred to as an individual's general attitude toward his or her job. A person with a high level of job satisfaction holds positive attitudes toward the job; a person who is dissatisfied with his or her job holds negative attitudes about the job.

6. Guest, D. (1987). Attitudes have significant effects on the behaviour of a person at work. Some of the areas of attitudes that a person in the world of work is concerned with are superior, subordinates, peers, supervision, pay, benefits, promotions or anything that leads to trigger positive or negative reactions. These attitudes reflect a particular person's likes and dislikes towards other people, objects, events and activities in that person's surrounding environment. Some of the strong attitudes are likely to affect a person's behaviour and this makes the enthusiasm to study and know about attitudes.

7. Judge, T. A., & Church, A. H. (2000), attitudes as evaluative statements and they can be either favourable or unfavourable concerning objects, people, or events. Therefore they reflect how one feels about something. The favourable statements may provide positive effects regarding the concerned object, person or event whereas unfavourable statement may provide negative effects. An attitude is a positive or negative feeling or mental state of readiness, learned and organized through experience that exerts specific influence on a person's response to people, objects and situations.

8. Lee, H. (2000) This theory sought to explain the linkage between attitudes and behaviour. Dissonance means an inconsistency. Cognitive dissonance refers to any incompatibility that an individual might perceive between two or more of his or her attitudes, or between his or her behaviour and attitudes. Moderating Variables: The most powerful moderates have been found to be the importance of the attitude; specially, its accessibility, whether there exist social pressures, and whether a person has direct experience with the attitude. Important attitudes are one's that reflect fundamental values, self-interest, or identification with individuals or groups that a person values. Attitudes that individuals consider important tend to show a strong relationship to behaviour.

9. Saari, L.M., & Judge, T. A. (2004) An attitude is a positive or negative feeling or mental state of readiness, learned and organized through experience that exerts specific influence on a person's response to people, objects and situations. This definition of attitude has certain implications for managers. First, attitudes are learned. Second, attitudes define one's predispositions toward given aspects of the world. Third, attitudes provide emotional basis of one's interpersonal relations and identification with others. And fourth, attitudes are organized and are closed to the core of personality. Some attitudes are persistent and enduring; yet, like each of the psychological variables, attitudes are subject to change.

10. T. W. H. Ng and D. C. Feldman (May 2009), When you think of how effective an employee is for an organization, a number of factors might come to mind: intelligence, skill, training, and others. However, as important as these matters are, perhaps there is an even greater and more influential factor: attitude. Even the most skilled and talented employee might be prone to severe underperformance if his or her attitude in the workplace is lacking. On the other hand, employees whose positive attitude of dedication and commitment leads them to high levels of effort often excel even when they are not the most talented and skilled. Organizations have grown increasingly aware of the significance of this matter and are investing more time and effort than ever to create the best attitude possible among their employees.

11. S. T. McAbee, R. S. Landis, and M. I. Burke (June 2017) A focus on optimizing job satisfaction will influence an organization's priorities from the earliest stage in its interaction with employees—even before they become employees. Specifically, the organization will be attuned to the value of a good employee-to-job fit. When the organization is looking to hire someone to fill a role, it might be tempted simply to hire the most generally talented or experienced applicant regardless of whether that person's interests and preferences match the potential role. An applicant who has excellent knowledge of the industry but prefers to work in research and development should likely not be hired for a role in marketing. Similarly, many excellent technicians are not interested or comfortable in management roles, and placing them in those positions simply because they excel as a technician might be a disastrous choice. Even if they have the skills to succeed, asking them to accept a role that they are not comfortable with or that they do not enjoy does not provide the highest likelihood of success for the company or the employee himself.

12. T. Fabbri and A. C. Scapolan (November 2018), The same principle of employee-to-job fit applies to existing employees as well. Careful management practices will keep an eye on the changing developments of employee interests. As team members grow in their skills, interests, and ambitions, it is good policy to provide avenues that enable those employees to pursue the course that most excites them. This will encourage their highest levels of effort and commitment, keep their attitudes positive, and thus make for greater productivity. Sometimes this means allowing employees to move departments, or it could simply mean adjusting their responsibilities and focus within their current role. Of course, it may not always be possible to cater to every preference of every employee—and trying to do so can become a self-defeating proposition—but making a

13. M. Elseidy, E. Abdelhamid, S. Skiadopoulos, (December 2014), employee is committed to the organization but has low job satisfaction? In such situations, it is common that the employees are willing to struggle through the low job satisfaction on account of their general belief in and commitment to the organization. However, over time, their dissatisfaction with the job is likely to wear on their attitude. They will likely not be able to retain their positive view on the organization forever, and it will be far better if their role can be changed. Otherwise, they too will be more likely to seek another working situation, even if it means leaving the organization. Managers can use two general approaches to create organizational commitment among employees. First, they can tie employee rewards directly to the success of the organization. This often happens in the form of monetary compensation of some sort. Annual bonuses could be determined in part by the success that the company enjoyed during the year, giving an obvious incentive for employees to seek the good of the company.

14. W. Chen, C. Wang, and Y. Wang, (2010), Employee attitude surveys are generally only beneficial, however, if the results of those surveys actually lead to substantial action and change. For the short-term, employees may receive a sense of catharsis in being allowed to vent their frustrations, but if nothing ends up changing in the long run, employees will simply become jaded and disillusioned. They will not respect the attitude surveys, which may actually become an object of disdain.

15. M. A. Al-garadi, K. D. Varathan, S. D. Ravana (February 2018) A great deal of research and discussion has taken place concerning the most effective ways to measure employee attitudes. Trying to gauge things such as job satisfaction can be difficult in light of the potential for emotional change on a day-to-day or week-to-week basis. If surveys are taken during a time of abnormally high stress on the job or after an unsuccessful project, the survey results might give a worse picture of satisfaction than is fair. Also, companies have found that surveys can easily introduce biases that make objective measurement of attitudes difficult. Using professionally designed surveys and working with independent agencies who specialize in such surveys can help an organization measure and improve employee attitude more effectively. Similar to employee attitude surveys, exit interviews with employees who are leaving the organization can also provide valuable insight into workplace issues. In fact, it is sometimes only in such exit interviews that employees are willing to be fully honest about their feelings

CHAPTER 3 – RESEARCH METHODOLOGY

3.1.METHODOLOGY:

The methodology has been made mainly based on the primary data that is by the employees' opinion survey method. For this a sample size of 180 was taken and the stratified random sampling method has been used to select the samples from the total population. The study provides the opinion of employees about all the H.R. functions of Alstom Power Project Industries Ltd. and identifies the three major gaps between HR practice and the scientific research in the area of employee attitudes in general and the most focal employee attitude in particular ie. job satisfaction: The causes of employee attitudes, the results of positive or negative job satisfaction, and how to measure and influence employee attitudes, employment conditions, wages and incentives, interpersonal relationship, working conditions, management practices, etc.

3.2. RESEARCH DESIGN: RESEARCH DESIGN

Research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure. It is the blueprints for collection, measurement and analysis of data.

Type of Research:

Analytical Research

Under the analytical research, the researcher has to use facts or information already available and analyze the facts and information to make a critical evaluation of the material. The research is designed to study the impact on employee attitude to work on productivity.

The methodology followed for research is as following:

1. Survey of concerned literature
 2. Collecting data:
 - Quantitative
 - Qualitative
 3. After the collection of data the raw data is processed through editing, loading, classification and tabulation to make analysis of the data of information
- After the analysis the finding are drawn and recommendations/conclusion are made

3.3. SAMPLING TECHNIQUE:

Convenience sampling method

Convenience sampling is a type of nonprobability sampling in which people are sampled simply because they are "convenient" sources of data for researchers.

In probability sampling, each element in the population has a known nonzero chance of being selected through the use of a random selection procedure

3.4. SOURCES OF DATA:

In order to enable external processing / transformations of the ECS data, we exploited Jive Data Export Service to export all actions performed in 2016 to a series of CSV files. Moreover, the company put at our disposal data on relevant employees' attitudes through two rounds of survey handed out at one-year distance (beginning 2016, beginning 2017).

1. PRIMARY DATA

These include the survey or questionnaire method, telephonic interview as well as the personal interview methods of data collection

2. SECONDARY DATA

The secondary data as it has always been important for the completion of any report provides a reliable, suitable, adequate and specific knowledge. The standard cost reports, working sheets provide the knowledge and information regarding the relevant subjects.

Secondary data is a data, which is collected from various sources. Secondary data is not a fresh data so it has its own limitations like: Time Constraints, Accuracy and Applicability.

UNIVERSE AND SURVEY POPULATION SAMPLE

The process of collecting observation from the elements of a large population may be expensive, time consuming and difficult. It will be cheaper and quicker to collect the information from a sample of the population.

A sample is a fraction or a subset of population through a valid statistical procedure so that it can be regarded as representative of the entire population. The valid statistical procedure of drawing sample from the population is called sampling.

Nature of sampling

Random sampling has been used here. Random sampling is a type of sampling technique where each element of population has a chance of getting selected. Nature of this sampling is random sampling.

Sample units:

One of the units which an aggregate is divided or regarded as divided for the purpose of sampling, each unit being regarded as individual and invisible when the selection is made. The definition of unit may be made on some natural basis or on some arbitrary basis. In the case of multistage sampling the units are different at different stages of sampling, being “large” at the first stage and growing smaller with each stage in the process of sampling.

3.5. STRUCTURE OF QUESTIONNAIRE:

Questionnaire was divided into two sections. First part was designed to know the general information about customers and the second part contained the **respondent’s opinions about EMPLOYEE ATTITUDE.**

3.5.6 Basic Introduction :

Basic introduction: The questionnaire begins with small and simplifies description regarding the questionnaire – Title and description of the topic.

3.5.2 Personal Details

Personal details: The actual questionnaire begins here where the participants are asked about their personal details such as their name, age, gender and occupation.

3.5.3 Research related Questions

The next set of questions in the questionnaire consists of the questions related to public where the participants are asked on their general opinion on their increase in fuel price.

3.5.4 Perception Questions

The next set of questions in the questionnaire focus on increase in fuel price related question on whether the participants are affecting due to increase in fuel price. 3.5.5 Likert scalling questions: The Likert scalling questions include moderate options in its scale.

3.5.5 Likert Scaling Questions

The Likert scalling questions include moderate options in its scale.

3.5.6 Suggestion Question

The last and final questions in the questionnaire focus on the suggestion questions of the participants regarding the questionnaire.

3.6. SAMPLE SIZE:

The sample size for the project had a target of 70-100 participants. The fixed target of the sampling size has been achieved as the total number of respondents for the 11 survey questionnaire was 102. Total of 102 responses helped the project to analyze more response and it helped to derive a conclusion recording people’s perception towards a study of satisfaction of public how they consider it.

3.7. PERIOD OF STUDY:

This is one-time research where the research is conducted only for one-time and that the project is based on the responses derived from a definite period of time. The period of study for the project of about 30 days project is based on the responses collected from the 102 participants in the 6 days' time period.

3.8. LOCATION & TARGETED PEOPLE OF STUDY:

Target is to study on impact on employee attitude.

3.9.HYPOTHESIS:

A hypothesis is a proposed explanation for a phenomenon For a hypothesis to be a scientific hypothesis, the scientific method requires that one can test it. Scientist generally base scientific hypotheses on previous observation that cannot satisfactorily be explained with the available scientific theories.

3.9.1Null hypothesis:

The null hypothesis is a typical statistical theory which suggests that no statistical relationship and significance exists in a set of given single observed variable, between two sets of observed data and measured phenomena.

3..9.3 Alternative hypothesis:

An alternative hypothesis is one in which a difference or an effect between two or more variables is anticipated by the researchers; that is, the observed pattern of the data is not due to a chance occurrence Alternative hypotheses can be nondirectional or directional.

3.10. TOOLS FOR ANALYSIS:

3.10.1.Percentage analysis

Research questions are always answered with a descriptive statistic: generally either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

3.10.2. HYPOTHESIS ANALYTICAL TOOLS(SPSS):

Chi-square test: A chi-square statistic is one way to show a relationship between two categorical variables. In statistics, there are two types of variables: numerical (countable) variables and non-numerical (categorical) variables.

One Way Anova: In statistics, one way analysis of variance is a technique that can be used to compare whether two samples are significantly different or not.

CHAPTER-4

DATA ANALYSIS AND INTERPRETATION

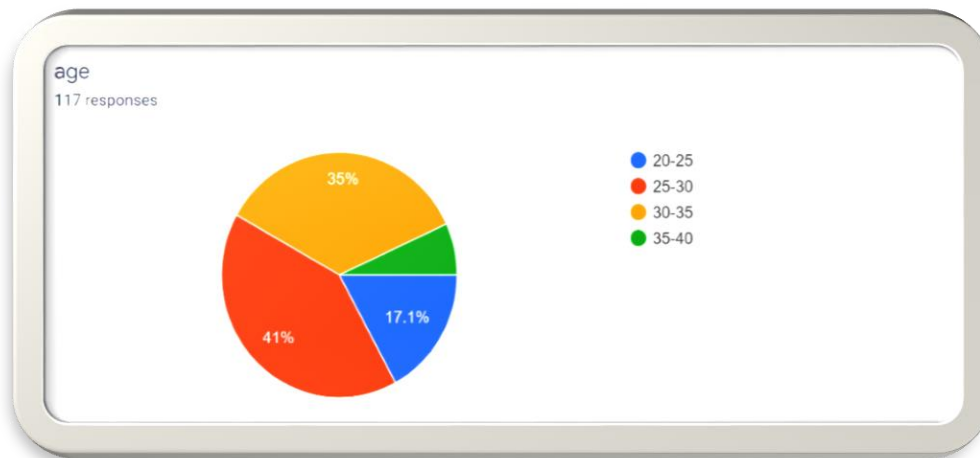
The following consist of the data analysis and interpretation of my questionnaire:

4.1.PERCENTAGE ANALYSIS:

Table 4.1:

Age wise classification of the respondents

AGE	NO.OF RESPONDENT	PERCENTAGE
20-25	20	17.1%
25-30	24	41%
30-35	41	3.5%
35-40	8	6.8%
TOTAL	117	100%



Interpretation:

From the above table, it is interpreted that 17.1% of the respondents are between 20-25 years old, 41% of them are between 25 – 30 years old, 3.5% of them are between 30-35 years old and 6.8% are above 35-40 years old.

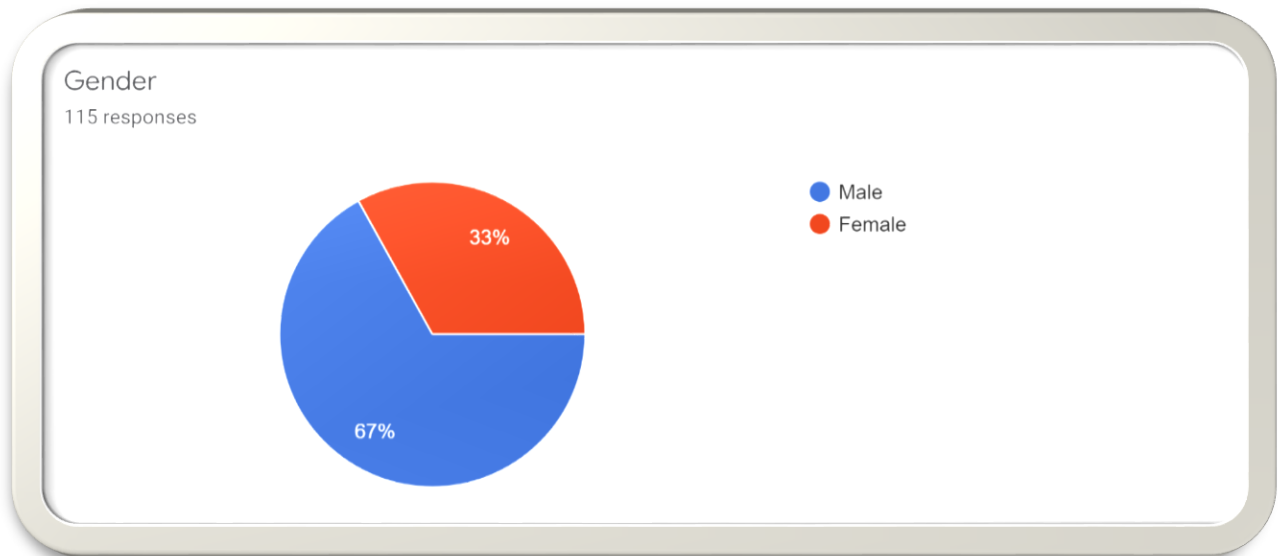
Inference:

Majority(41%) of the respondents of my questionnaire belong to the age group 20-30.

Table 4.2:

Gender of the respondents:

GENDER	NO. OF RESPONDENT	PERCENTAGE
Male	77	67%
Female	38	33%
Total	115	100%



Interpretation:

From the above table, it is interpreted that the number of male respondent is 67% and female respondent is 33%.

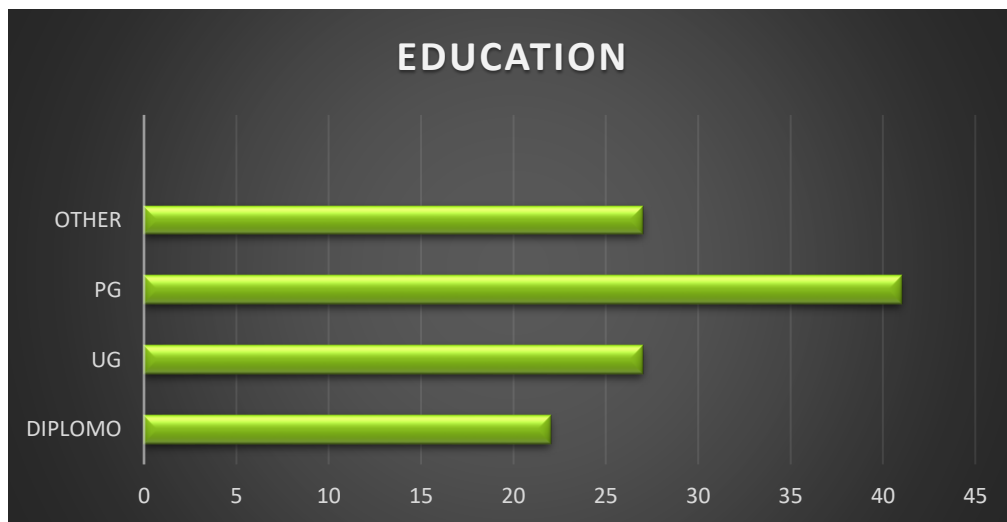
Inference:

Majority (67%) of the respondents of my questionnaire are male.

Table No.4.3:

Education of the respondent.

Education	No.of Respondents	Percentage
Diploma	22	18.8%
Ug	27	23.1%
Pg	41	35%
others	27	23.1%
TOTAL	117	100%



INTERPRETATION

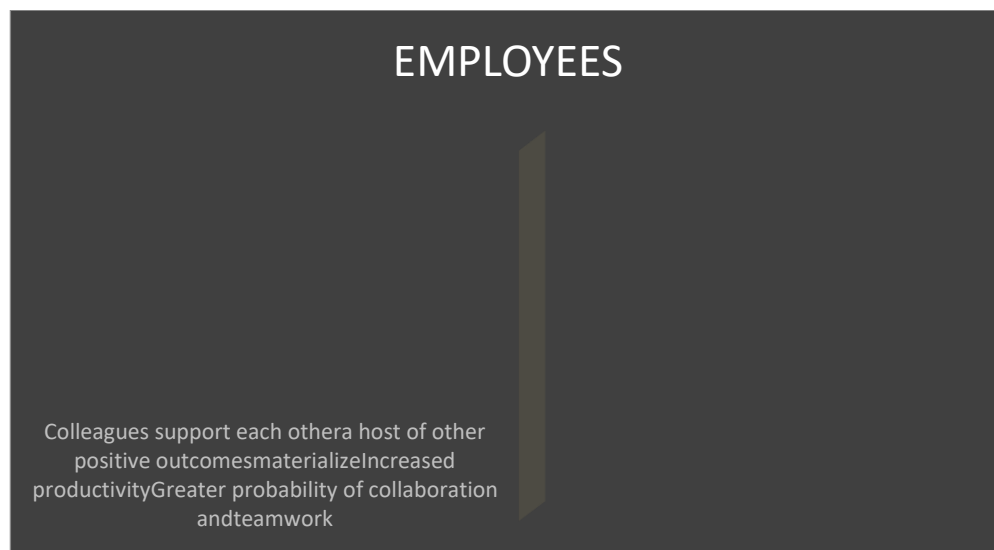
From the above table it is interpreted that 18.8% of the respondents have finished diploma, 23.1% of them have finished UG and 35% of them have done PG

INFERENCE

Majority (35%) of the respondents are post graduates.

Table 4.1.4: EMPLOYEES OF THE RESPONDENTS:

OPTIONS	NO.OF.RESPONDENTS	PERCENTAGE
innovation	29	25%
creativity	36	31%
positive attitude	28	24%
ideas that helps business grow	23	19.8%
TOTAL	117	100



INTERPRETATION:

From the above table it is interpreted 25% that the number of respondents were 25.% are choose with creativity, 31% of respondents IDEAS that postivive attitude 24% are working on other designation business grow 19.8 of them are feel bad on employee.

INFERENCE

Majority (25%)of the respondents are inovation.

CHAT NO 4.1.4: WORK PERFORMANCE OF THE RESPONDENTS.

WORK PERFORMANCE	NO OF RESPONDENTS	PERCENTAGE
impact on the employee morale around	49	41.9%
workers with good attitudes have stronger performance	37	31.6%
workers with poor attitudes exhibit less-than-superior performance	31	26.5%
TOTAL	117	100



INTERPRETATION:

From the above table it is interpreted 41.9% of respondents were felt good attitude 31.6% of them feel them superior performance, 26% of respondents employee morale around designation.

Inference

Majority (41.9%) of the respondents employee morale around.

TABLE NO 4.1.5: EMPLOYEE ATTITUDE OF RESPONDENTS:

EMPLOYEE ATTITUDE	NO OF RESPONDENTS	PERCENTAGE
Colleagues support each other	33	28.2%
A host of other positive outcomesmaterialize	33	28.2%
Increased productivity	19	16.2%
Greater probability of collaboration andteamwork.	32	27.4%
TOTAL	117	100



Interpretation:

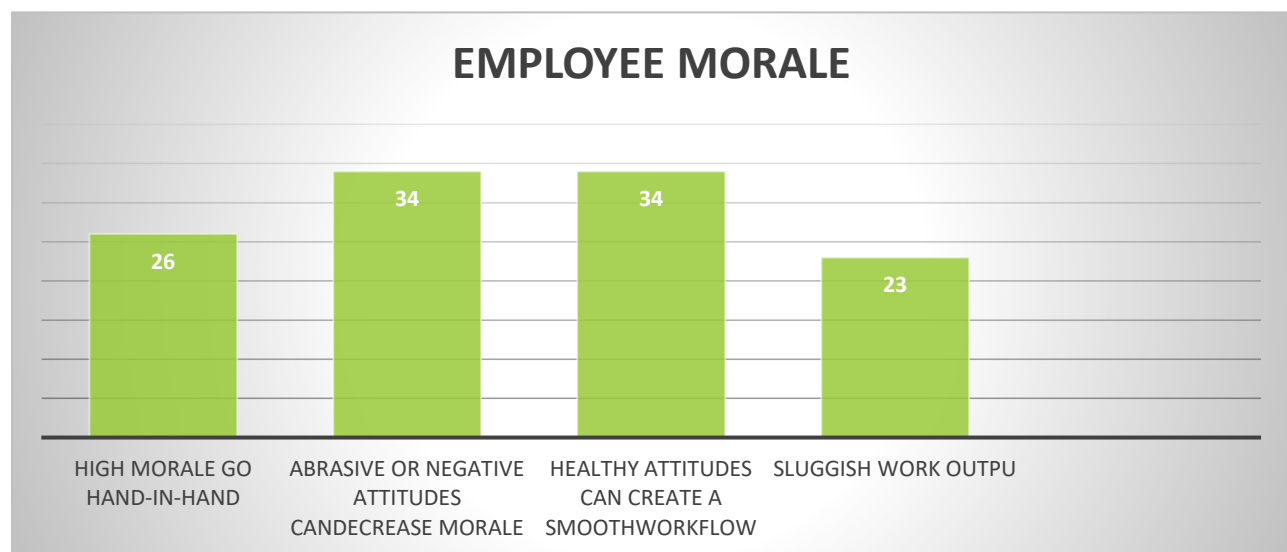
From the above table it is interpreted that the number of respondents (28.2%) colleagues support each other, of the respondents are positive comes materializing (28.2%) are good about working from productivity (16.2%), of them feel very bad way team work (27.4%) of the employee attitude

Inference

Majority (28.2%)of the respondents both the employee attitude.

TABLE 4.1.6: EMPLOYEE MORALE:

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
high morale go hand-in-hand	26	22.2%
Abrasive or negative attitudes candecrease morale	34	29.6%
healthy attitudes can create a smoothworkflow	34	29.1%
sluggish work output	23	19.7%
TOTAL	117	100



INTERPRETATION:

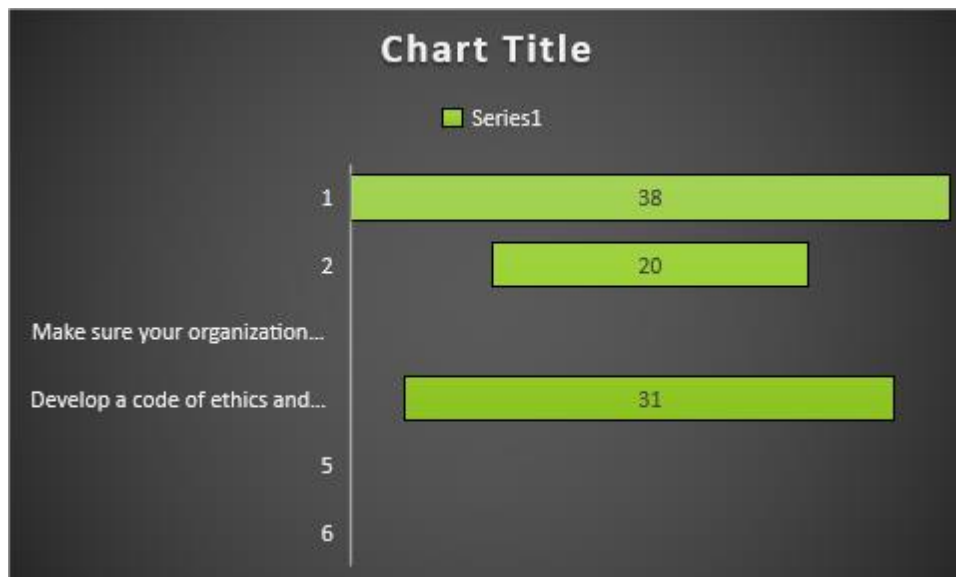
From the above table it is interpreted that the number of respondents (22.2 %)choose the negative attitude morale and (29.6%) of respondents choose smooth work flow and (29.1%) of respondents feel bad work output (19.7%) of respondents are fello work about employee from home.

INFERENCE

Majority (29.6%)of the respondents choose negative attitude morale.

TABLE 4.7: WORKPLACE RESPONDENTS

WORKPLACE	NO OF RESPONDENTS	PERCENTAGE
employee and employer	49	42.2%
It leads to greater happiness,	33	28.4%
Employers should promote	23	19.8%
positive attitudes to work with them	11	9.5%
TOTAL	117	100



Interpretation:

From the above table, it is interpreted that 42.2% of the respondents feel great about working from home, 28.4% of them feel good about working from home, 19.8% of them feel neutral about working from home, 9.5% of them feel bad about working from home.

Inference

Majority (42.2%)of the respondents choose employee and employers

TABLE 4.1.7: EMPLOYEE PRODUCTIVITY

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
Put the mission first and above personal considerations	38	32.5%
Use a common language of values to increase mutual understanding	20	17.1%
Make sure your organization lives up to your employees values	28	23.9%
Develop a code of ethics and code of conduct.	31	26.7%
TOTAL	117	100



Interpretation:

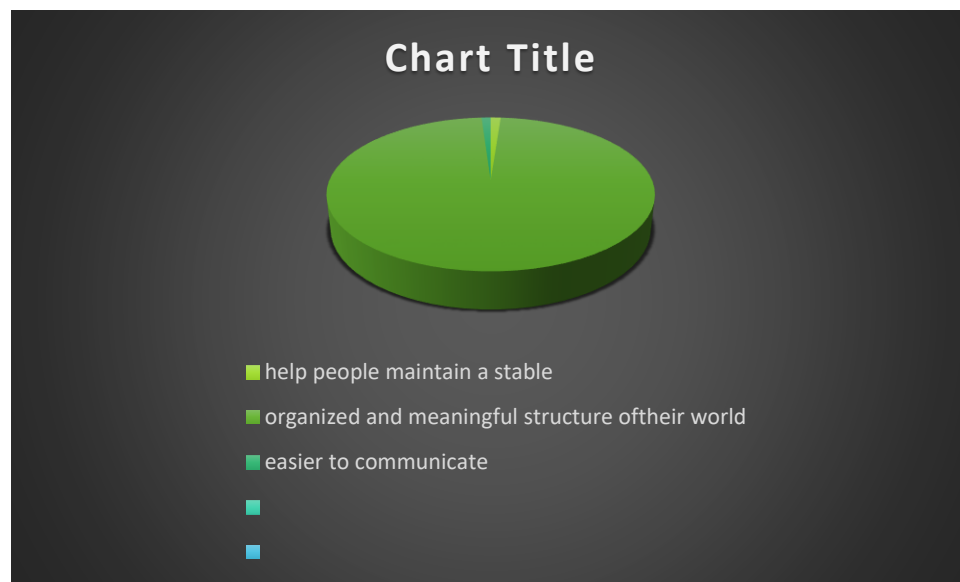
From the above table it is interpreted that the number of respondents (32.%) choose premium insurance and (17.1%) of respondents the best leveling (23.9%) of the respondents thought very bad (26.7%) through the respondents

Inference:

Majority (32.5%) of the respondents personal consideration

TABLE 4.1.8: EMPLOYEE BEHAVIOR AND ATTITUDE

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
Increase opportunities for growth	35	29.9%
Create a career development program.	30	25.6%
Improve the physical work environment.	29	24.8%
Lead by example.	23	19.7%
TOTAL	117	100



Interpretation:

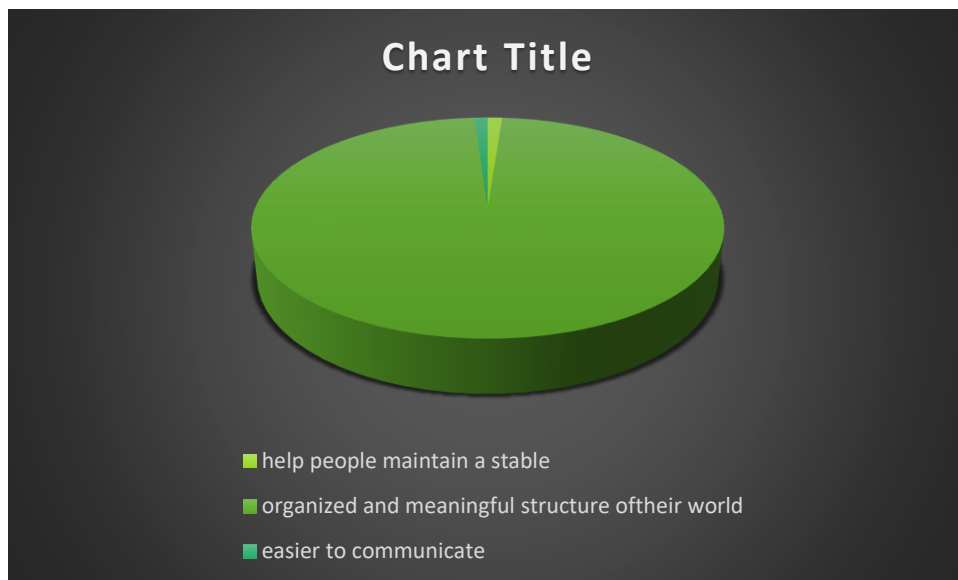
From the above table it is interpreted that the number of respondents (29.9%) choose between 1-3 and (25.6%) of respondents choose between and (24.8%) of respondents choose between (19.7%).

Inference

Majority (29.9%) of the respondents increase opportunities for growth.

CHART NO 4.1.8: WORKPLACE OF RESPONDENTS

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
helps to motivate the workplace culture.	47	40.5%
boost moral.	25	21.6%
producing an even better company environment	44	37.9%
TOTAL	117	100



INTERPRETATION:

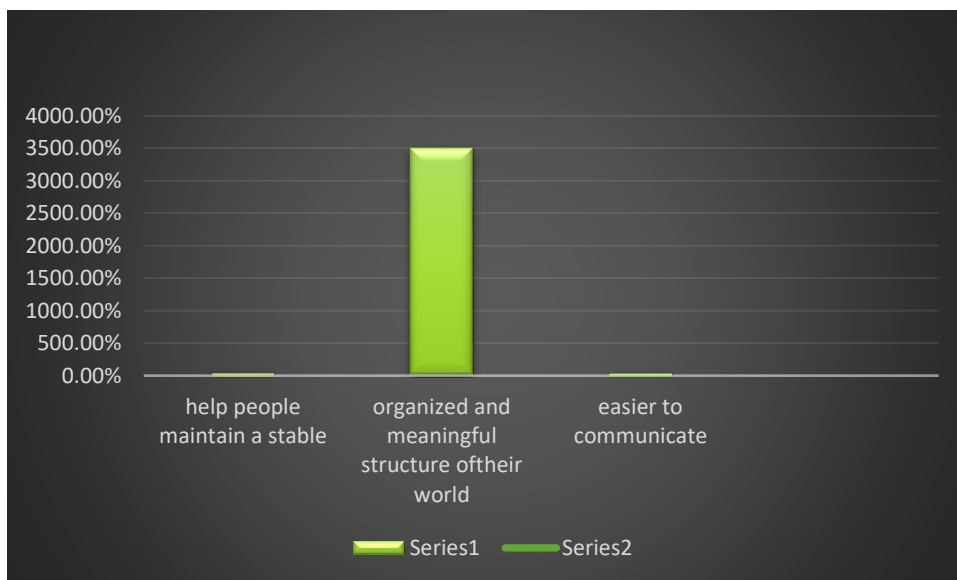
From the above table it is interpreted that the number of respondents (40.5%) choose between 1-3 and (21.6%) of respondents choose between 3-5 and (37.9%) of respondents choose between work place culture.

INFERENCE:

Majority (40.5%) of the respondents on workplace.

TABLE 4.1.9: BENEFITS OF A POSITIVE ATTITUDE

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
keeping your best staff.	35	29.9%
establishing a faster pace	29	24.8%
learning from mistakes	25	21.6%
increasing your bottom line	28	23.9%
TOTAL	117	100%



INTERPRETED:

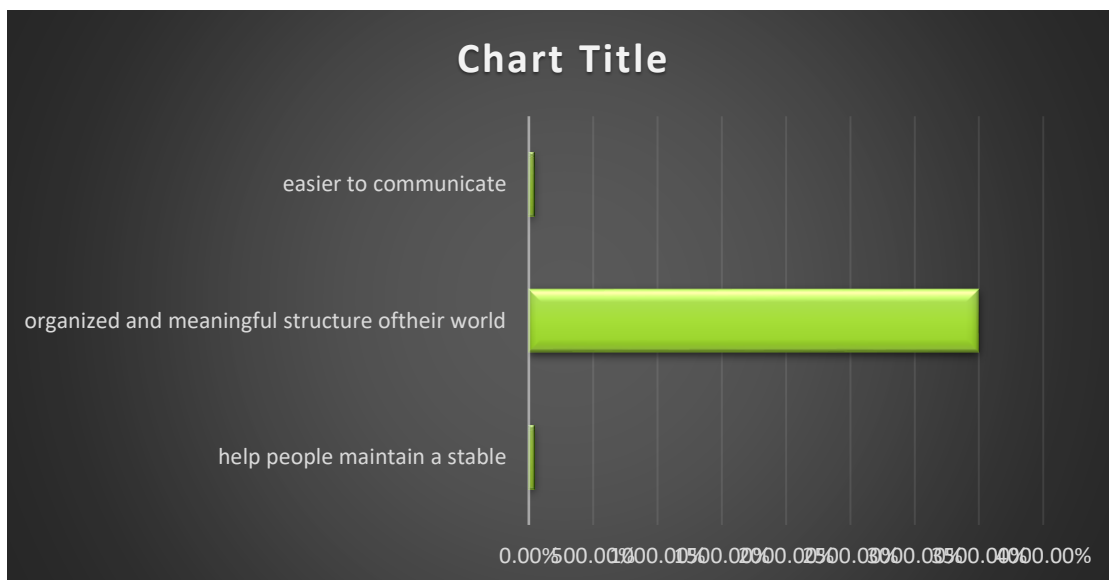
that the number of respondents (29.9%) choose the faster pace. (24.8%) of respondents choose learning from mistakes and (21.6%) of respondents choose and (23.9%) of respondents choose respondents choose others.

INFERENCE:

Majority (29.9%) of the respondents between best staff.

TABLE 4.1.10 : ATTITUDE IN AN ORGANIZATION:

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
help people maintain a stable	44	18.6%
organized and meaningful structure of their world	35	26.5%
easier to communicate	38	23.5%
TOTAL	117	100%



Interpretation:

From the above table it is interpreted that the number of respondents (18.6%) choose respondents choose allied and (26.5%) of respondents choose third party (23.5%) of the respondents choose others.

Inference

Majority (26.5%) of the respondents people maintain stable.

4.2. STATISTICAL ANALYSIS:**TEST 1 (CHI SQUARE)****4.2.1 CHI-SQUARE:**

Table 4.2.1 Table showing the association between age of the employees and how do you feel about working from home.

Alternative Hypothesis (H_1) – There is no association between employees age and how employees feel about working from home.

Null Hypothesis (H_0) – There is significant association between employees age and how employees feel about working from home

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age of the respondents * How can attitude affects the employees productivity in the workplace	117	100.0%	0	0.0%	117	100.0%

AGE OF THE RESPONDENTS * HOW CAN ATTITUDE AFFECTS THE EMPLOYEES PRODUCTIVITY IN THE WORKPLACE CROSSTABULATION

Count

	How can attitude affects the employees productivity in the workplace	Total
--	--	-------

		Innovation	Creativity	positive attitude	Ideas that helps business grow	
Age of the respondents	20 - 25	8	5	5	1	19
	25 - 30	12	18	10	8	48
	30 - 35	8	11	10	14	43
	35 - 40	1	2	4	0	7
Total		29	36	29	23	117

Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Phi	.359	.090
	Cramer's V	.207	.090
	Contingency Coefficient	.338	.090
N of Valid Cases		117	

a. 11 cells (55.0%) have expected count less than 5. The minimum expected count is .02.

INTERPRETATION:

Since p value 0.090 is greater than 0.05, we accept null hypothesis and reject alternative hypothesis. Therefore, there is no significant association between employees age and how employees feel about working from home.

TEST 2 (ONE WAY ANOVA)

HYPOTHESIS

Descriptives

Why employee attitude is important in the workplace

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Increasing opportunities for growth	36	2.25	1.180	.197	1.85	2.65	1	4

Create a career development program	24	2.04	.908	.185	1.66	2.43	1	4
Improve the physical work environment	35	1.71	.926	.156	1.40	2.03	1	4
Lead by example	22	1.86	.834	.178	1.49	2.23	1	3
Total	117	1.97	1.004	.093	1.79	2.16	1	4

4.2.2 ONE WAY ANOVA:

Table 4.2.2 Table showing association between number of hours worked during would you recommend work from as employee attitude.

Alternative Hypothesis (H_1) – There is no association between number of hours worked and would you recommend work from as an ideal way of working.

Null Hypothesis (H_0) – There is association between number of hours worked and would you recommend work from as an ideal way of working

ANOVA

Why employee attitude is important in the workplace

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	5.481	3	1.827	1.853	.142
Within Groups	111.442	113	.986		
Total	116.923	116			

Interpretation:

Since p value is sigma 0.042 is greater than 0.05. we accept null hypothesis and reject alternate hypothesis therefore, there is no significant association between number.

CHAPTER 5

FINDINGS,SUGGESTIONS AND CONCLUSION

Based on the analysis and discussion on primary data in the previous chapter.

Finding, suggestions, and conclusion of the study in logical manner

5.1 FINDINGS:

from the questionnaire , the following points are found and noted:

- Majority (41%) of the respondents of my questionnaire belongs to the age group 25-30.
- Majority (77%) of the respondents of questionnaire are male
- Majority (35%) of the respondents are PG students..
- Majority (31%) of the respondents are creative on affecting employee attitude
- Majority (41.9%) of the respondents on impact on the employee morale around him.
- Majority (28.2%) of the respondents supports colleagues support each other.
- Majority (29.1%) of the respondents choose healthy attitude.
- Majority (42.2%) of the respondents choose positive attitude benefits both employee and employer.
- Majority (32.5%) of the respondents choose the mission first above personel consideration.
- Majority (29.9%) of the respondents increase opportunities for growth.
- Majority (40.5%) of the respondents motivate the workplace culture.
- Majority (29.9%) of the respondents keeping the best staff.
- Majority (36.5%) help people maintain a stable.
- Majority (50.4%) of the respondents choose 5 rating.

5.2 SUGGESTIONS

- To know the employees' attitude towards the organization.
- To know the reasons for the employees' positive attitude.
- To know the reasons for the employees' negative attitude.
- To know the employees' expectations from the organization.
- To make suggestions to improve the attitude of the employees to the management.
- To study the attitude of the employees towards their work

5.3. LIMITATIONS OF STUDY

- Job Satisfaction is an important output that employees work for Organization.
- It comprises of extrinsic and intrinsic factors and helps to maintain an able and willing work forces.
- It is an interesting and significant area for conducting research.
 - The study made on the topic of Job Satisfaction will reveal the factor of feelings of employees.
- This report is useful to the management of the company to know the satisfaction levels of employees and they can take measures to increase productivity.
 - This report may be useful to the management students for reading, and may be useful in preparing their report on the job satisfaction" In business concerns, public organization etc.

5.4. CONCLUSION

The research Identified and evaluated Job Security is a potential tool for the motivation of the employees which in this study shows that, the employees have a negative attitude towards it. The management may make the employees understand that they are the partners of the business and the employees' organization life depends up on the constructive contributions made by them. Only half of the respondents are satisfied with the medical facilities and safety procedures provided in the organization which means

that the remaining half of them are not satisfied. Therefore, the management with regard to the medical facilities along with ESI may offer a minimal amount exclusively for the medical expenditure as a special package for different levels of employees. This may motivate them and restrict them to avail leave. As per the respondents' opinion, safety procedures followed are not up to the mark which also is one of the reason for regular absenteeism. The respondents also feel that the leave facilities provided are also not adequate. Management in this regard may identify the ways by which leave facilities may be improved without disturbing the regular schedule of work, by giving restricted holidays, by increasing the number of paid holidays etc. Therefore, the management may formulate strategies based on the Workers' Participation in Management bill or prepare a tailor-made guideline for the extent of participation by the workers in the management decisions because when decision maker execute, the execution proves worthy

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ANNEXURE

QUESTIONNAIRE

1.Name of the respondent:

2.Age Group

- A. 20-25
- B. 25-30
- C.30-35
- D.35-40

3.Gender

- A.Male
- B.Female

4.What is your education qualification

- A.Diploma
- B.UG
- C.PG
- D.Other

5.How can attitude affects the employees productivity in the workplace.

- A.innovation
- B.creativity
- C.positive attitude
- D.ideas that helps business grow

6.what impact does attitude have on work performance.

- A.impact on the emp[loyee morale around him
- B.workers with good attitude have strongers performance
- C.workers with poor attitude exhibit less-than superior performance

7.how does employee attitude affects the organization.

- A.colleagues support each other
- B.a host of other positive outcomese materlize
- C.incrfased productivity
- d.greayter probabliyi of collaboration and teamwork

8. What impact does attitude have on employee morale

- A. High Morale go hand in hand
- B.You are negative attitude can decrease moral
- C.Healthy attitude can create a smooth workflow
- D.Sluggish work output

9. Why employee attitude is important in the workplace

- A.A positive attitude benefits both employee and employer

- B.It leads to Greater happiness fulfillment and productivity
- C.Employers should promote and encourage positive outlooks
- D.Positive attitude to work with them

10. How do you ethically increase employee productivity
- A.Put the machine first and personal considerations
 - B.Use Common language of where used to increase mutual understanding
 - C.Make sure your organisation lies upto your employee values
 - D.Develop your code of ethics and code of conduct

11. How can employee behaviour and attitude be improved
- A.Increase opportunities for growth
 - B.Create a career development program
 - C.Improve the physical work environment
 - D.Lead by example

12. Why productivity is important in a workplace
- A.Helps to motivate the workplace culture
 - B.Boost moral
 - C.Producing an even better company environment

13. What are the advantages and benefits of a positive attitude in the workplace
- A.Keeping your best staff
 - B.Establishing a faster pace
 - C.Learning from mistakes
 - D.Increasing your bottom line

14. What is the importance of attitude in a organisation
- A.Help people maintain stable
 - B.Acid and and meaningful Statue of the world
 - C.Easier to communicate

ANNEXURE 2- Article

AN IMPACT ON EMPLOYEE ATTITUDE TO WORK ON PRODUCTIVITY

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ABSTRACT:

The workplace environment impacts employee morale, productivity and engagement - both positively and negatively. The work place environment in a majority of industry is unsafe and unhealthy. These includes poorly designed workstations, unsuitable furniture, lack of ventilation, inappropriate lighting, excessive noise, insufficient safety measures in fire emergencies and lack of personal protective equipment. People working in such environment are prone to occupational disease and it impacts on employee's performance. Thus productivity is decreased due to the workplace environment. It is the quality of the employee's workplace environment that most impacts on their level of motivation and subsequent performance. How well they engage with the organization, especially with their immediate environment, influences to a great extent their error rate, level of innovation and collaboration with other employees, absenteeism and ultimately, how long they stay in the job. Creating a work environment in which employees

are productive is essential to increased profits for your organization, corporation or small business. The relationship between work, the workplace and the tools of work, workplace becomes an integral part of work itself. The management that dictate how, exactly, to maximize employee productivity center around two major areas of focus: personal motivation and the infrastructure of the work environment.

INTRODUCTION:

The first major practitioner knowledge gap we will address is the causes of employee attitudes and job satisfaction. In general, HR practitioners understand the importance of the work situation as a cause of employee attitudes, and it is an area HR can help influence through organizational programs and management practices. However, in the past two decades, there have been significant research gains in

understanding dispositional and cultural influences on job satisfaction as well, which is not yet well understood by practitioners. In addition, one of the most important areas of the work situation to influence job satisfaction—the work itself—is often overlooked by practitioners when addressing job satisfaction

REVIEW OF LITERATURE

1. Amos, T.L., Ristow, A. and Ristow, L. 2004, a study on The importance of attitude in understanding psychological phenomenon was given formal recognition early in the history of social psychology. From the time of the concept's entry in to the language of psychology until now, interest in attitude has been strong and growing. However, over the years attitudes have been studied with differing emphasis and methods. It is necessary to be precise in defining attitudes, because the variety of published definitions and descriptions is almost endless. Attitude may be defined in two ways, Conceptual and Operational

2. Bareil, C., Savoie, A., & Meunier, S. (2007), study on Attitude may be defined in two ways, Conceptual and Operational. There is quite a difference in the conceptual definition of the term attitude, and divergent points of view regarding the concept of attitude have developed. "Attitude is a mental and neural state of readiness organized through experience, exerting a directive or dynamic influence upon the individual's response to all objects and situations with which it is related".

3. Brewer, A. (1996) While analyzing various determinants of job satisfaction, we have to keep in mind that all individuals do not receive the same degree of satisfaction though they perform the same job in the same job environment and at the same time. Therefore, it appears that besides the nature of job and job environment, there are individual variables which affect job satisfaction. Thus all those factors which provide a fit among individual variables, nature of job and situational variables determine the degree of job satisfaction.

4. Darwish, Y. (2000). The third job attitude is organizational commitment, which is defined as a state in which an employee identifies with a particular organization and its goals, and wishes to maintain membership in the organization. So, high job involvement means identifying with one's specific job, while high organizational commitment means identifying with one's employing organization. Attitudes and Consistency: Research has generally concluded that people seek consistency among their attitudes and between their attitudes and their behaviour.

5. Elizur, D., & Guttman, L. (1976) satisfaction is the extent to which a person is gratified or fulfilled by his or her work. Extensive research on job

satisfaction shows that personal factors such as an individual's needs and aspirations determine this attitude, along with group and organizational factors such as relationships with co-workers, supervisors, working conditions, work policies, and compensation. Job satisfaction is referred to as an individual's general attitude toward his or her job. A person with a high level of job satisfaction holds positive attitudes toward the job; a person who is dissatisfied with his or her job holds negative attitudes about the job.

6. Guest, D. (1987). Attitudes have significant effects on the behaviour of a person at work. Some of the areas of attitudes that a person in the world of work is concerned with are superior, subordinates, peers, supervision, pay, benefits, promotions or anything that leads to trigger positive or negative reactions. These attitudes reflect a particular person's likes and dislikes towards other people, objects, events and activities in that person's surrounding environment. Some of the strong attitudes are likely to affect a person's behaviour and this makes the enthusiasm to study and know about attitudes.

7. Judge, T. A., & Church, A. H. (2000), attitudes as evaluative statements and they can be either favourable or unfavourable concerning objects, people, or events. Therefore they reflect how one feels about something. The favourable statements may provide positive effects regarding the concerned object, person or event whereas unfavourable statement may provide

negative effects. An attitude is a positive or negative feeling or mental state of readiness, learned and organized through experience that exerts specific influence on a person's response to people, objects and situations.

8. Lee, H. (2000) This theory sought to explain the linkage between attitudes and behaviour. Dissonance means an inconsistency. Cognitive dissonance refers to any incompatibility that an individual might perceive between two or more of his or her attitudes, or between his or her behaviour and attitudes. Moderating Variables: The most powerful moderates have been found to be the importance of the attitude; specially, its accessibility, whether there exist social pressures, and whether a person has direct experience with the attitude. Important attitudes are one's that reflect fundamental values, self-interest, or identification with individuals or groups that a person values. Attitudes that individuals consider important tend to show a strong relationship to behaviour.

9. Saari, L.M., & Judge, T. A. (2004) An attitude is a positive or negative feeling or mental state of readiness, learned and organized through experience that exerts specific influence on a person's response to people, objects and situations. This definition of attitude has certain implications for managers. First, attitudes are learned. Second, attitudes define one's predispositions toward given aspects of the world. Third, attitudes provide emotional basis of one's interpersonal relations and identification with others. And fourth, attitudes are organized and are closed to the core of personality. Some

attitudes are persistent and enduring; yet, like each of the psychological variables, attitudes are subject to change.

10. T. W. H. Ng and D. C. Feldman (May 2009), When you think of how effective an employee is for an organization, a number of factors might come to mind: intelligence, skill, training, and others. However, as important as these matters are, perhaps there is an even greater and more influential factor: attitude. Even the most skilled and talented employee might be prone to severe underperformance if his or her attitude in the workplace is lacking. On the other hand, employees whose positive attitude of dedication and commitment leads them to high levels of effort often excel even when they are not the most talented and skilled. Organizations have grown increasingly aware of the significance of this matter and are investing more time and effort than ever to create the best attitude possible among their employees.

11. S. T. McAbee, R. S. Landis, and M. I. Burke (June 2017) A focus on optimizing job satisfaction will influence an organization's priorities from the earliest stage in its interaction with employees—even before they become employees. Specifically, the organization will be attuned to the value of a good employee-to-job fit. When the organization is looking to hire someone to fill a role, it might be tempted simply to hire the most generally talented or experienced applicant regardless of whether that person's interests and preferences match the potential role. An applicant who has excellent knowledge of the industry but prefers to work in

research and development should likely not be hired for a role in marketing. Similarly, many excellent technicians are not interested or comfortable in management roles, and placing them in those positions simply because they excel as a technician might be a disastrous choice. Even if they have the skills to succeed, asking them to accept a role that they are not comfortable with or that they do not enjoy does not provide the highest likelihood of success for the company or the employee himself.

12. T. Fabbri and A. C. Scapolan (November 2018), The same principle of employee-to-job fit applies to existing employees as well. Careful management practices will keep an eye on the changing developments of employee interests. As team members grow in their skills, interests, and ambitions, it is good policy to provide avenues that enable those employees to pursue the course that most excites them. This will encourage their highest levels of effort and commitment, keep their attitudes positive, and thus make for greater productivity. Sometimes this means allowing employees to move departments, or it could simply mean adjusting their responsibilities and focus within their current role. Of course, it may not always be possible to cater to every preference of every employee—and trying to do so can become a self-defeating proposition—but making a sincere commitment to this principle is likely to result in positive outcomes for the organization.

13. M. Elseidy, E. Abdelhamid, S. Skiadopoulos, (December 2014), employee is committed to the organization but has low job

satisfaction? In such situations, it is common that the employees are willing to struggle through the low job satisfaction on account of their general belief in and commitment to the organization. However, over time, their dissatisfaction with the job is likely to wear on their attitude. They will likely not be able to retain their positive view on the organization forever, and it will be far better if their role can be changed. Otherwise, they too will be more likely to seek another working situation, even if it means leaving the organization. Managers can use two general approaches to create organizational commitment among employees. First, they can tie employee rewards directly to the success of the organization. This often happens in the form of monetary compensation of some sort. Annual bonuses could be determined in part by the success that the company enjoyed during the year, giving an obvious incentive for employees to seek the good of the company.

14. W. Chen, C. Wang, and Y. Wang, (2010), Employee attitude surveys are generally only beneficial, however, if the results of those surveys actually lead to substantial action and change. For the short-term, employees may receive a sense of catharsis in being allowed to vent their frustrations, but if nothing ends up changing in the long run,

employees will simply become jaded and disillusioned. They will not respect the attitude surveys, which may actually become an object of disdain.

15. M. A. Al-garadi, K. D. Varathan, S. D. Ravana (February 2018) A great deal of research and discussion has taken place concerning the most effective ways to measure employee attitudes. Trying to gauge things such as job satisfaction can be difficult in light of the potential for emotional change on a day-to-day or week-to-week basis. If surveys are taken during a time of abnormally high stress on the job or after an unsuccessful project, the survey results might give a worse picture of satisfaction than is fair. Also, companies have found that surveys can easily introduce biases that make objective measurement of attitudes difficult. Using professionally designed surveys and working with independent agencies who specialize in such surveys can help an organization measure and improve employee attitude more effectively. Similar to employee attitude surveys, exit interviews with employees who are leaving the organization can also provide valuable insight into workplace issues. In fact, it is sometimes only in such exit interviews that employees are willing to be fully honest

4.2.STATISTICAL ANALYSIS:

TEST 1 (CHI SQUARE)

CHI-SQUARE:

Table 4.2.1 Table showing the association between age of the respondents and how do you feel about working from home.

Alternative Hypothesis (H₁) – There is no association between age of the respondents and how employees feel about working from home

Null Hypothesis (H₀) – There is significant association between age of the respondents and how employees feel about working from home

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age of the respondents	117	100.0%	0	0.0%	117	100.0%
* How can attitude affects the employees productivity in the workplace						

AGE OF THE RESPONDENTS * HOW CAN ATTITUDE AFFECTS THE EMPLOYEES PRODUCTIVITY IN THE WORKPLACE CROSSTABULATION

		How can attitude affects the employees productivity in the workplace				Total
		Innovation	Creativity	positive attitude	Ideas that helps business grow	
Age of the respondents	20 - 25	8	5	5	1	19
	25 - 30	12	18	10	8	48
	30 - 35	8	11	10	14	43
	35 - 40	1	2	4	0	7

Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Phi	.359	.090
	Cramer's V	.207	.090
	Contingency Coefficient	.338	.090
N of Valid Cases		117	

TEST 2 (ONE WAY ANOVA) HYPOTHESIS

and would you recommend work from as an ideal way of working.

Null Hypothesis (H0) – There is association between number of hours worked

D

Why employee attitude is important in the workplace

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Increasing opportunities for growth	36	2.25	1.180	.197	1.85	2.65	1	4
Create a career development program	24	2.00	.908	.185	1.66	2.43	1	4
Improve the physical work environment	35	2.17	.926	.156	1.40	2.03	1	4
Lead by example	22	2.83	.834	.178	1.49	2.23	1	3
Total	117	2.197	1.004	.093	1.79	2.16	1	4

4.2.2 ONE WAY ANOVA:

Table 4.2.2 Table showing association between number of hours worked during would you recommend work from as employee attitude.

Alternative Hypothesis (H1) – There is no association between number of hours worked

ANOVA

Why employee attitude is important in the workplace

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	5.481	3	1.827	1.853	.142
Within Groups	111.442	113	.986		
Total	116.923	116			

FINDINGS:

from the questionnaire , the following points are found and noted:

- Majority (41%) of the respondents of my questionnaire belongs to the age group 25-30.
- Majority (77%) of the respondents of questionnaire are male
- Majority (35%) of the respondents are PG students..
- Majority (31%) of the respondents are creative on affecting employee attitude

- Majority (41.9%) of the respondents on impact on the employee morale around him.
 - Majority (28.2%) of the respondents supports colleagues support each other.
 - Majority (29.1%) of the respondents choose healthy attitude.
 - Majority (42.2%) of the respondents choose positive attitude benefits both employee and employer.
 - Majority (32.5%) of the respondents choose the mission first above personel consideration.
 - Majority (29.9%) of the respondents increase opportunities for growth.
 - Majority (40.5%) of the respondents motivate the workplace culture.
 - Majority (29.9%) of the respondents keeping the best staff.
 - Majority (36.5%) help people maintain a stable.
 - Majority (50.4%) of the respondents choose 5 rating.
- To know the reasons for the employees' negative attitude.
 - To know the employees' expectations from the organization.
 - To make suggestions to improve the attitude of the employees to the management.
 - To study the attitude of the employees towards their work

LIMITATIONS OF STUDY

- Job Satisfaction is an important output that employees work for Organization.
- It comprises of extrinsic and intrinsic factors and helps to maintain an able and willing work the forces.
- It is an interesting and significant area for conducting research.
- The study made on the topic of Job Satisfaction will reveal the factor of feelings of employees.
- This report is useful to the management of the company to know the satisfaction levels of employees and they can take measures to increase productivity.

SUGGESTIONS

- To know the employees' attitude towards the organization .
- To know the reasons for the employees' positive attitude.
- This report may be useful to the management students for reading, and may be useful in preparing their report on the job satisfaction" In business concerns, public organization etc.

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