



Research Article

A STUDY ON EVALUATING OF MOTIVATIONAL FACTORS IN TNSTC (A STUDY WITH SPECIAL REFERENCE TO SALEM DISTRICT)

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ABSTRACT

Human Resource management provides for the balanced relationship among work, non-work and family aspects of life. In other words, family life and social life should not be strained by working hours including overtime work, work during inconvenient hours, business travel, transfers, vacations, is concerned about the establishment of social relevance to work in a socially beneficial manner. The workers' self-esteem would be high if his work is useful to the society and the strongest motivational force behind most employee's behavior at work was the preservation and nurturing of social relationships with their work.

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INTRODUCTION

A great of worldwide wealth occurs in a form of human capital. Therefore managing human resources plays a crucial role in a process of increasing transport effectiveness. The one of the most important functions of HRM is motivation. The importance of motivating people at work is noticeable at all levels of organization. The starting from managers who need to be aware of factors that motivate their employees. This approach motivates people by satisfying not only their economic needs but also their social and psychological ones. To satisfy the new generation workforce, organizations need to concentrate on job designs and organization of work. The present era is an era of knowledge workers and the society in which we are living has come, to be known as knowledge society. The intellectual pursuits have taken precedence over the physical efforts. Some knowledge workers work for more than 60 hours a week. The traditional management (like scientific management) gave inadequate attention to human values. In the present scenario, needs and aspirations of the employees are changing. Employers are now redesigning jobs for better quality of work life among Tamil Nadu State Transport Corporation Workers

REVIEW OF LITRATURE

J.M. Randall (1992), studied the lorry drivers are exposed to a wide range of mechanical vibrations and random motions. The seat and sometimes the cab suspensions are designed to reduce

vibration exposure. Nevertheless drivers are often subjected to considerable discomfort occurring within minutes of starting a journey. The frequencies and axes of vibration which occur at a driver's seat are often close to those of maximum discomfort for the human. On a livestock transporter, the interfaces between the animals and the vehicle are not designed to reduce vibration and it is possible that animals are subjected to a higher vibration magnitude than the driver.

Janine Duke, *et al.*, (2010), with Australia facing a looming shortage of heavy vehicle drivers the question is raised as to whether it is desirable or prudent to encourage older professional heavy vehicle drivers to remain in the transport sector for longer, particularly those of heavy vehicles or recruit drivers of a younger age.

Rafidah Abdul Aziz *et al.*, (sep2011), the success of any organization is highly dependent on how it attracts workers and motivates, and retains its workforce. Organizations need to be more flexible and understanding, so that they are well prepared to develop their employees and enjoy their commitment. The purpose of investigate the relationship between work and non-work variables and quality of work life. The research questions, which serve as a foundation of this, focus on the relationship between work and non-work variables and quality of work life. This study applied a quantitative research design as well as descriptive and correlation approach. Respondents are all librarians working in government academic libraries in findings of this research also can be beneficial in Human Resource Management issues and trends in libraries administration.

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Rong-Chang Jou *et al.*, (AUG 2013), this considers driver perception to assess further the level of service (LOS) at signalized intersections. Motorcycle riders and car drivers are the main focus of this investigation. Videos of different that were pre-recorded and later presented to the respondent in the survey. An ordered probit model was used to estimate the effects of important factors on the driver's perception toward different LOS at a signalized intersection. The results obtained from the model demonstrate that trip, road-related characteristics and weather conditions are all significant variables influencing the driver's perception towards different LOS at a signalized intersection.

Yim King Penny Wan *et al.*, (Sep 2013), a good quality of work life (QWL) can increase job satisfaction and task performance, reduce absenteeism and turnover rate, lower tardiness frequency, and enhance organizational effectiveness and organizational commitment. This study investigates what contributes to a good QWL for employees in the casino industry, which is currently an untouched topic in the existing hospitality and tourism literature. The content analysis of the data yielded four dimensions of QWL that casino employees considered to be an important constructs: job characteristics, HR policies, work group relationships, and the physical work environment. The four dimensions and attributes identified in this study can help HR practitioners develop strategies to improve the QWL of casino employees while reducing the industry's high turnover rate.

Statement of the Problem

The worker is to re-design jobs to have the attributes desired by people, and re-design organizations to have the environment desired by the people. This approach seeks to improve the human need. There is a need to give workers more of a challenge, more of a whole task, more opportunity to use their ideas. It attempts to serve the higher-order needs of workers as well as their more basic needs. It seeks to employ the more skills of workers and to provide an environment that encourages them to improve their skills. The idea is that human resources should be developed and not simply used. Further, the work should not have excessively negative conditions. It should not put workers under undue stress. It should not damage or degrade their humanness. That is, work should contribute to general social advancement.

Importance of the Study

The modern interest in quality of work life was stimulated through efforts to change the scope of people's jobs in attempting to motivate them. Job scope has two dimensions – breadth and depth. Job breadth is the number of different tasks an individual is directly responsible for. Employees with narrow job breadth were sometimes given a wider variety of duties in order to reduce their monotony; this process is called job enlargement. In order to perform these additional duties, employees spend less time on each duty. Another approach to changing job breadth is job rotation, which involves periodic assignment of an employee to completely different sets of job activities. Job rotation is an effective way to develop multiple skills in employees, which benefits the organization while creating greater job interest and career options for the employee.

Objectives of the Study

- To examine the working pattern of the employee with help of motivation factors in Tamil Nadu State Transports Corporation.
- To enquire into socio-economic status of the employees those are working in TNSSTC.
- To analyze the factors that influences the motivational factor to employee.
- To indentify the various problems faced by the employee toward motivation related to level of employee in TNSSTC.

RESEARCH METHODOLOGY

Research design as the general plan of how the research questions would be answered. It is the conceptual structure within which research is conducted. It constitutes a blue print for the collection, measurement and analysis of data. A survey is a method of collecting data in which people are asked to answer number of questions usually in the form of a questionnaire. The reliability of a survey's results depends on whether the sample of people from which the information has been collected is free bias and sufficiently large. The research design for this study was the survey research design to assess the relationship between the effect of motivational packages and staff performance. This is therefore qualitative and quantitative in outlook. Research tools are used the methods of data (questionnaire, observation, document analysis). The research tools used for the study were questionnaires and interviews.

Area of the Study

The research study was conducted in Tamil Nadu State Transport Corporation Employee in Salem district.

Sample Size

Sample size refers to the number of item to be selected from the population to constitute the sample .it is typically denoted 'N' a positive integer. The sample size is 150

Sampling Method

A simple random sampling technique was used. The population being small and project time is limited. Hence, this study was decided to choose the lottery method technique.

Data Collection

The task of data collection begins after a research problem has been defined. While deciding the method of data collection to be used for the study is considered to be one of the important aspects in research methodology

- Primary Data
- Secondary Data

Primary Data

Primary data are those are collected a fresh and for the first time and thus happen to be original in character, for collecting primary data, Personal Interview Questionnaire method are used.

Secondary Data

Secondary data consists of information that already exists somewhere collected for some other purpose. In this study the

secondary data collected from company manuals, catalogue, websites and magazines etc...,

Statistical Tools Used

Simple Percentage Analysis, Chi-Square Test, ANOVA and ‘T’ test

Limitations of the Study

- The study has focused on motivation factor influencing in Tamil Nadu State Transport Corporation
- The findings and suggestions may or may not apply to other transport or organization.
- This study is confined to the respondents of transport workers

Educational Qualification

Educational qualification is an important factor in determining the needs in different stages of qualification. Need for a car would vary according to educational qualification factor. It analyzes the need of people in different class. The selection of worker in level educational qualification. The following table would clear the educational qualification.

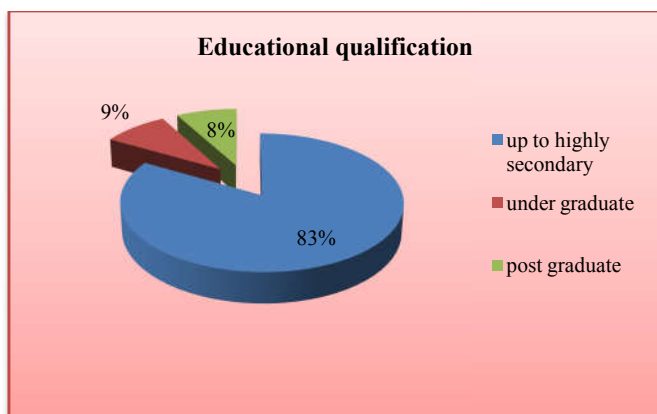
Table Educational qualification Wise Classification of the Respondents

Educational qualification	Frequency	Percent
up to highly secondary	125	83.3
under graduate	13	8.7
post graduate	12	8.0
Total	150	100.0

(Source: primary data)

Interpretation

The table chart educational qualification of the respondents. 83.3 %of the respondents are up to highly secondary education, 8.7 % of the respondents under graduate Education, 8.0% of the respondents are post graduate. It clearly denotes that majority of respondents are the educational qualification of the respondents up to highly secondary education.



Chart

Association between the Educational Qualification and Recruitment and Selection

Educational qualification is most important factor to determined quality of work life among transport workers TNSTC. The opinion about recruitment and selection is measures five point scale, highly satisfied, satisfied, moderately satisfied, dissatisfied and highly dissatisfied. In this study the respondents are classified in to information.

Selection procedure followed in your transport, importance given to merit, experience and creativity, cost consideration in hiring worker for job in your transport in workers. An association of respondents according to the Educational qualification and Recruitment and selection on quality of work life among transport workers under the variables.

Table Educational Qualification and Recruitment and Selection

Educational Qualification	Satisfaction level			
	Value	Df	Sign	Result
Selection procedure followed in your transport	5.613	4	.230	Not Significant
Importance given to merit, experience and creativity	7.066	4	.132	Not Significant
Cost consideration in hiring worker for job in your transport	2.010	4	.734	Not Significant

(Source: primary data)

It is derived from the above table 4.10 indicated that the p value is greater than 0.230, 0.132, and 0.734, respectively. This case of Selection procedure followed in your transport, Importance given to merit, experience and creativity, Cost consideration in hiring worker for job in your transport, P value is greater than 0.05 the Null hypotheses accepted at 5% level of significance. Hence, it is concluded there is no significant difference educational qualification of respondents has same effect of recruitment and selection.

Null Hypothesis (Ho)

There is no significant difference between Educational qualification and Recruitment and selection.

Findings

- Majority 55.3percentage of the respondents are belongs to urban area, and minimum level 8.7 percentage respondents are belongs to semi- urban area.
- Majority 33.3 percentage of the respondents are between in the age group of 26-35 years, and minimum level 13.3 percentage of the respondents are above 56 years of age.
- Majority 83.3 percentage of the respondents is up to highly secondary education, and minimum level 8.0 percentage of the respondents are post graduate.
- There is no relationship between educational qualification & recruitment and selection. So the researcher concluded that the majority of the respondents are satisfied with Educational Qualification & Recruitment and Selection of the transport workers.

Suggestions

Whole body vibration, noise, prolonged sitting, tiring and painful postures, strict timetables, shift work and overnight driving, insufficient breaks and sleep, repetitive tasks and monotonous routine, unorganized meals, road accidents, transport of flammable, explosive and toxic substances, air conditioning, under economic movement while getting in or out of the cabin, etc.

CONCLUSION

The find out which motivation factors are considered as the most important by future business persons. The general approach includes all those factors affecting the physical, social, economic, psychological and cultural well-being of

workers, while the organisational approach refers to the redesign and operation of organizations in accordance with the value of democratic society. Gender, age, ethnicity, education, personality, attitudes, risk perception, experience and previous motor vehicle accidents, private life events, fatigue, pre-existing diseases (allergies, asthma, diabetes, myocardial infarction, etc.), medicine consumption (antihistamines, tranquillisers), lifestyle (physical inactivity and unhealthy eating) and hazardous behaviours (tobacco smoking, alcohol abuse, use of hard or soft drugs), etc. Source: Risk factors for the health and safety of drivers, Because individual risk factors, as listed above, may affect drivers behaviours and attitudes towards risk perception and their health, these factors need to be considered, along with organisational risk factors, in the development of WHP measures at the workplace.

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