

Employee's Perception Towards Career Growth and Development in NLC India Limited

M. Raghuram, Dr. J. Rani

*B.Com, MBA., School of Management Studies, Sathyabama Institute of science and technology
Chennai, Tamil Nadu, South India*

*MBA, M. Phil, Ph. D Assistant Professor, Sathyabama Institute of science and technology
Chennai, Tamil Nadu, South India*

Submitted: 15-05-2022

Revised: 20-05-2022

Accepted: 25-05-2022

ABSTRACT:

Growth and Development makes employee versatile in their work. This makes the employee to get adapted to any job, when he is moved on job rotation in the organization. Only well-trained employee contributes maximum effort to their organization. Employees perception towards growth and development helps employees in easing the stress situations and improving the morale towards the organization and among employees which brings harmonial relationship. Hence the present study analyses found in NLCIL suggests significant measures for the career growth and development more effectively by incorporating various technological aspect which leads to the development of the organization.

I. INTRODUCTION

Neyveli is the major Power Generation and Mining Township in Tamil Nadu, India. The Entire soil of Neyveli is packed with rich Lignite underneath that serves as fuel to feed the Power Stations. Neyveli is covered with Lignite Mines and Thermal Power Stations. The Company is engaged in Business of Mining of Lignite as well as Renewable Energy sources. The Company undertakes Mining and Processing of Lignite, Generation and Distribution of Power etc.

II. REVIEW OF LITERATURE

- The Executives, Supervisors and Permanent Employees Job Satisfaction study in NLCIL research papers by **Damodaran Kuppusamy** which helped to mark for my review and literature.
- The Development, Training, Growth, Labour Welfare measures and Knowledge

Skills of the NLCIL employees report which was done by **PM Jayabalan, Kumaraguru M, Dr. M Deepa** and **Rajagopal P** added for the of study of my literature review.

- The questionnaire which prepared for the Employees Perception in Growth and Development of NLCIL points like quality of service, efficiency productivity and work life is from the research papers of **SAKannagiand S Athira**.

INDUSTRY PROFILE

Neyveli is the major Power Generation and Mining Township in Tamil Nadu, India. Neyveli is covered with Lignite Mines and Thermal Power Stations. The Company undertakes, Generation and Distribution of Power.

Around **11,500 employees** are working in NLCIL. Employee perception in world level makes them work in progress and results focuses on employee satisfaction and perception. This project research focus on measuring employee perception and satisfaction level in NLCIL with the help of various HR Topics and Sampling Techniques.

OBJECTIVES

List the Primary Data

- **Primary Data** is collected directly from the employees for their Growth and Development. It helps to study and analyze the first - hand data.
- It is the original form of data which is collected about their perceptions in Growth and Development in their work place.
- It is collected from the employees for research purposes and kept confidentially.

List the Secondary Data

- **Secondary Data** is already available from other sources like **NLCIL Company Profile, Review of Literature, Websites and Reports.**
- It is also gathered, accessed, processed by researchers or someone else earlier.
- It is readily available from other sources freely and quickly.

NEED FOR THE STUDY

1. To know about the level of satisfaction of employees within the Company.
2. To evaluate whether the employees actually require What they like?
3. To picturize the situation of overall employee perception in a Company.

SCOPE OF THE STUDY

- ✓ Collecting opinion from the employees of the Company by doing so understanding the Internal working atmosphere of the Company.
- ✓ No axis to the insider and confidential information.
- ✓ Activity carried out purely for research purposes.

RESEARCH METHODOLOGY

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the customer satisfaction based on product. This time research methodology is framed for the purpose of finding the level of Employee’s perception towards career growth and development in NLC India Limited.

SOURCES OF DATA

Data collection is the term used to describe a process of preparing and collecting data.

- Primary Data – Questionnaire given to 110 respondents.
- Secondary Data – Websites and online journals, Published reports & Review of literature from published articles.

STRUCTURE OF QUESTIONNAIRE

Questionnaire are 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’s perception**

- = Basic Introduction
- = Personal Details

- = Research related Questions
- = Perception Questions
- = Likert Scaling Questions
- = Suggestion Question

HYPOTHESIS

= Tool for testing the hypothesis (SPSS)
(Used 2 tests it may be parametric or non - parametric)

Example: Chi Square and Anova.

= Explanation – Thermal employees are better satisfied than Mines employees and CHI Square Test is applied. Executive employee perception in all aspects in NLCIL are better than other category employees and ANOVA test is used.

III. DATA ANALYSIS

Table 4.1.6: Working Unit

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Thermal	60	53.1
2	Mines	24	21.2
3	Office	19	16.8
4	Others	10	8.8
TOTAL		113	100.00

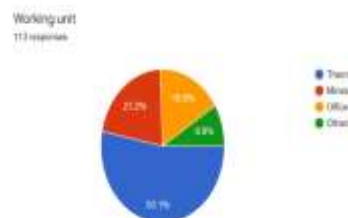


Chart 4.1.6: Working Unit

Interpretation

From the above table it is interpreted that the number of respondents thermal are 53.1%, Mines are 21.2%, office are 16.8% and others are 8.8%.

Inference

Majority (53.1%) of the respondents are thermal.

Table 4.1.8: Grade

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Executive	69	61.1
2	Supervisor	10	8.8
3	Others	34	30.1
TOTAL		113	100.00

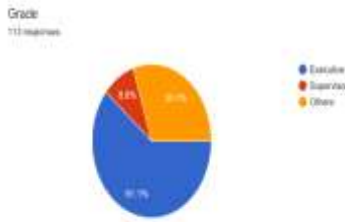


Chart 4.1.8: Grade

Interpretation

From the above table it is interpreted that the number of respondents executive are 61.1%, supervisor are 8.8% and others are 30.1%.

Inference

Majority (61.1%) of the respondents are executive.

Table 4.1.29

	PERFORMANCE		JOB KNOW		INITIATIVE		WORKING ATTITUDE	
	VERY LOW	LOW	SLIGHTLY AVERAGE	MOSTLY AVERAGE	HIGH	VERY HIGH	VERY LOW	LOW
Executive	0	1	7	1	3	3	1	1
Supervisor	0	1	5	2	3	3	1	1
Others	0	3	5	2	9	4	4	4
	0%	1%	7%	1%	3%	3%	1%	1%
	0%	1%	5%	2%	3%	4%	1%	1%
	0%	3%	5%	2%	9%	4%	4%	4%
	0%	1%	5%	2%	3%	4%	1%	1%
	0%	1%	5%	2%	3%	4%	1%	1%
	0%	1%	5%	2%	3%	4%	1%	1%

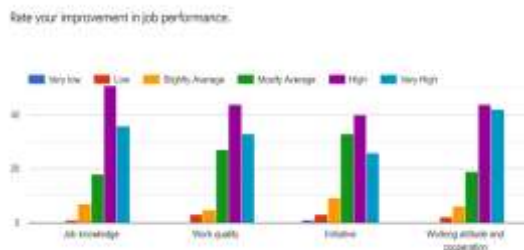


Chart 4.1.29

Performance considered by respondents in rate your improvement in job performance.

Interpretation:

From the above table it is interpreted that

- 0% respondents very low, 1% respondents low, 7% respondents slightly average, 18% respondents mostly average, 51% respondents high, 36% respondents are very high that job knowledge in the improvement in job performance.
- 0% respondents very low, 3% respondents low, 5% respondents slightly average, 27% respondents mostly average, 44% respondents high, 33% respondents are very high in work quality in the improvement in job performance.
- 1% respondents very low, 3% respondents low, 9% respondents slightly average, 33% respondents mostly average, 40% respondents high, 26% respondents are very high in initiative in the improvement in job performance.
- 0% respondents very low, 2% respondents low, 6% respondents slightly average, 19% respondents mostly average, 44% respondents high, 42% respondents are very high in working attitude and cooperation in the improvement in job performance.

Inference:

- Majority (51%) high that job knowledge in the improvement in job performance
- Majority (44%) high that work quality in the improvement in job performance
- Majority (40%) high that initiative in the improvement in job performance
- Majority (44%) high that working attitude in the improvement in job performance.

CHI - SQUARE:

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	130.896 ^a	16	<.001
Likelihood Ratio	33.020	16	.007
N of Valid Cases	111		

a. 18 cells (72.0%) have expected count less than 5. The minimum expected count is .01.

Hypothesis 1

✓ Chi square test for the hypothesis stating- Employees in **thermal unit** are **satisfied**

in their working atmosphere and job satisfaction than employees working in mines unit.

ANOVA:

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.472	3	.824	1.883	.137
Within Groups	45.950	105	.438		
Total	48.422	108			

	Point Estimate	95% Confidence Interval	
		Lower	Upper
Eta-squared	.051	.000	.130
Epsilon-squared	.024	-.029	.105
Omega-squared Fixed-effect	.024	-.028	.104
Omega-squared Random-effect	.000	-.009	.037

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.
b. Negative but less biased estimates are retained, not rounded to zero.

Hypothesis 2

- ✓ Anova test for the hypothesis that- Generally **executive employees perception** differ from **other category employees** in **salary package**, recognition from **boss** and **promotion policies**.

Here VAR 006 mentioned is about overall job satisfaction.

IV. CONCLUSION

The NLCIL company is known for its power production for South and rest parts of India. Presently it is expanded with wind wings production and solar energy. In this study employee perception towards their career growth and development it shows that individual care for employees and training developments are needed so that it improves welfare for the company and the employees.

REFERENCE

- [1]. The Executives, Supervisors, Permanent and Society Employees Job Satisfaction study in NLCIL research papers by **Damodaran Kuppasamy** which helped to mark for my review and literature.
- [2]. The Development, Training, Growth, Labour Welfare measures and Knowledge Skills of the NLCIL employees report which was done **Kumaraguru M, PM Jayabalan Dr. M Deepa** and **Rajagopal** Padded for the of study of my literature review.

- [3]. The questionnaire which prepared for the Employees Perception in Growth and Development of **NLCIL** points like quality of service, efficiency productivity and work life is from the research papers of **SAKannagi and S Athira**.
- [4]. For Data requirements, Structure of questionnaire, Hypothesis manner, Sample Design are taken from the research papers by **N Sulaiman** which speaks about Health basis, Perception of their work.