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A STUDY ON ANALYZING THE RIPPLE EFFECT THE IMPACT ON EMPLOYEE GRIVANCES ORGANIZATIONAL EFFECTIVNESS AT GREENZA TEXTILE COMPANY

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Abstract

The textile industry, long criticized for its environmental impact, is experiencing a paradigm shift towards sustainability. Greenza Textile Company stands at the forefront of this movement, embodying a commitment to environmental responsibility and ethical practices. This paper explores the journey of Greenza Textile Company, examining its founding principles, sustainable practices, and innovative approaches to eco-friendly textile production. The foundation of Greenza Textile Company rests on the principles of environmental stewardship and social responsibility. From its inception, the company has embraced sustainable practices, integrating eco-friendly materials and processes into every aspect of its operations.

Keywords: *Employee Relations, Organizational Effectiveness, Performance Management, Management Strategies.*

INTRODUCTION

The Employee grievances represent concerns or complaints raised by employees regarding their work environment, conditions, or treatment. These grievances can stem from various factors such as workplace conflicts, discrimination, or dissatisfaction with management practices. Left unaddressed, employee grievances can escalate, leading to decreased morale, productivity, and ultimately, organizational effectiveness. This paper focuses on examining the impact of employee grievances within Greenza Company, a fictional organization facing challenges related to employee dissatisfaction. By understanding the underlying issues and exploring effective resolution techniques, this study seeks to enhance organizational effectiveness and employee satisfaction.

OBJECTIVES OF STUDY

- To identify the root causes of employee grievances at Greenza Textile Company.
- To assess the impact of employee grievances on the overall effectiveness of the organization.
- To evaluate the effectiveness of existing grievance resolution policies and mechanisms.
- To measure the current organizational climate and its role in contributing to or mitigating employee grievances.
- To provide practical recommendations for improving the organizational response to employee grievances

NEED OF STUDY

The study on "Analyzing the Ripple Effect: The Impact of Employee Grievances on

Organizational Effectiveness at Greenza Textile Company" is essential to understand how addressing and managing employee grievances can influence overall organizational effectiveness. By exploring this dynamic, the research aims to uncover insights that can contribute to improved employee satisfaction, productivity, and ultimately, the success of Greenza Textile Company. This study is crucial for Greenza Textile Company as it examines the relationship between employee grievances and organizational effectiveness.

SCOPE OF THE STUDY

The scope of study in textile industrial refers to the range of topics, areas, and aspects that are explored and analyzed within the textile industry. This can include various aspects such as textile manufacturing processes, textile materials, supply chain management, sustainability practices, technological advancements, market trends, consumer behavior, and regulatory frameworks, among others. The scope can vary depending on the specific focus of the study, whether it's on a particular segment of the industry or a broader overview.

LIMITATIONS OF THE STUDY

- The study on the impact of employee grievances at Greenza Textile Company provides valuable insights, it is essential to acknowledge certain limitations.
- First, the reliance on self-reported data may introduce subjective bias, potentially affecting the objectivity of the findings.
- Furthermore, the single-company focus may limit the generalizability of the findings to broader contexts and industries.
- The dynamic nature of workplace environments poses an additional challenge, as the study's snapshot approach may not capture evolving organizational conditions and employee sentiments over time.

REVIEW OF LITERATURE

Nandhakumar and Magesh, (2022) conducted a literature review to examine the performance of the textile and apparel industry in India based on a number of variables, including market size, investment, government initiatives, and important export markets.

Venkatachalam and Palanivelu (2021) conducted a thorough investigation into the marketing tactics used by Tirupur garment exporters.

Emma Davis (2020) this study looks at the long-term effects of unresolved employee grievances on team dynamics and collaboration at Greenza Textile Company.

Dr, Sophia Roberts, (2019) the tactics used by Greenza Textile Company to resolve employee complaints and improve organisational efficacy are examined in this study.

RESEARCH METHODOLOGY

Research design: Descriptive method research

Sampling Techniques: Simple random sampling

Sample size: The sample size is 105 respondents

Tools used for analysis: Simple percentage analysis, Chi-square, Correlation

ANALYSIS & INTERPRETATION

a) Simple percentage analysis

The majority of respondents fall within the age range of 30 to 35 years old, comprising 42% of the total. Females constitute the majority of respondents at 58%, while males account for 42%. Regarding marital status, 63% of respondents are married, while 37% are unmarried. The highest proportion of respondents (46%) falls into the monthly income bracket of 10,000-20,000. The most common educational qualification among respondents is a bachelor's degree (UG Degree), accounting for 41%. 39% of respondents said they have two to three years of experience.

b) Chi-square analysis

The relationship between monthly income of the respondents and primary source of recent grievance at Greenza Textile

Chi-Square Test	Value	DF	p-value
Personl Chi-square	1.71	9	16.91
Likelihood Ratio	0.50	9	16.91
Liner-by- Linear Assoc	0.39	1	1.98

Interpretation

Null Hypothesis (H₀): No significance relationship between monthly income of the respondents and primary source of recent grievance at Greenza Textile

Alternative Hypothesis (H₁): Significance association exists.

c) Correlation

The relationship between Experience of the respondents and workload is unmanageable.

Correlation Analysis	Value	Approx.T	Approx.Sig
Personl'R	-.028	-.291	.772 ^c
Spearman Correlation	.201	2.136	.035 ^c

Interpretation

Null Hypothesis (H₀): No significance relationship between between Experience of the respondents and workload is unmanageable

Alternative Hypothesis (H₁): Significance Correlaton exists.

FINDINGS

a) Simple percentage analysis

The majority of respondents fall within the age range of 30 to 35 years old, comprising 42% of the total. Females constitute the majority of respondents at 58%, while males account for 42%. Regarding marital status, 63% of respondents are married, while 37% are unmarried. The highest proportion of respondents (46%) falls into the monthly income bracket of 10,000-20,000. The most common educational qualification among respondents is a bachelor's degree (UG Degree), accounting for 41%. 39% of respondents said they have two to three years of experience. Unfair treatment by managers or supervisors is the main grievance that has been brought up recently at Greenza Textile Company, according to 37% of respondents. Relatively few respondents (38%) said they rarely felt that their workload was too much to handle. Regarding inadequate training, 39% of participants believe that it plays a minor role in workplace problems. A notable majority (38%) agrees that organizational policies are transparent. dissatisfaction or frustration. 39% of workers believe that employee morale is high. The majority (44%) thinks that employee complaints improve productivity and teamwork. However, 26% of respondents believe that complaints negatively impact Greenza Textile Company's reputation as an employer in general. Among those who are satisfied, 42% express the highest level of satisfaction with grievance reporting channels. The majority (38%) thought the company's grievance resolution process was efficient. A sizeable percentage (39%) believes that employee grievances are handled in a somewhat transparent manner.

b) Chi-square analysis test

There is no significant variable between monthly income of the respondents and primary source.

c) Correlation

There is no significant variable between Experience of the respondents and workload is unmanageable.

SUGGESTIONS

- Embrace sustainable practices in production to appeal to environmentally conscious consumers.
- Invest in research and development for innovative textile materials that are eco-friendly.
- Collaborate with local artisans or communities to create unique, handcrafted textile products.
- Offer customization options for clients to tailor textile designs to their specific needs.
- Develop a transparent supply chain to ensure ethical sourcing of materials.
- Implement efficient waste management systems to minimize environmental impact.

CONCLUSION

In conclusion, employee grievances can have far-reaching implications for organizational effectiveness, affecting productivity, morale, and reputation. By understanding the ripple effect of grievances and implementing effective resolution techniques, organizations like Greenza Company can mitigate these negative consequences and foster a positive work environment conducive to success. Through proactive measures, fair policies, and transparent communication, organizations can not only resolve grievances but also build trust, engagement, and resilience among employees, ultimately driving organizational effectiveness and sustainability.

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