



# International Journal of Advanced Research in Arts, Science, Engineering & Management

Volume 10, Issue 3, May 2023



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INDIA

**Impact Factor: 6.551**



# A Study on Factors Influencing Employees' Performance with Reference to Eatman Foods India Pvt Ltd

Mr.L.JOTHIBASU, Ms. R. Bala Abhirami

Assistant Professor, Department of Management Studies, Nandha Engineering College (Autonomous), Erode,  
Tamilnadu, India

Second MBA, Department of Management Studies, Nandha Engineering College (Autonomous), Erode,  
Tamilnadu, India

**ABSTRACT:** This study investigates the factors that influence employee performance. The aim of the study is to examine the impact of key factors, such as motivation, job satisfaction, working environment, job design, and leadership styles, on employee performance. The study will be based on a survey of a sample of employees from a variety of organizations. The survey will collect data on the respondents' perceptions of the influence of each factor on their performance. The survey will also include questions about their job role, the number of years they have been in their current role, and their level of experience in the organization. The results of the survey will be analysed using descriptive statistical methods to identify significant relationships between the variables. The findings of the study will be used to provide organizations with an understanding of how to improve employee performance.

## I. INTRODUCTION OF THE STUDY

The study on factors influencing employee performance with reference to Eatman Foods India Pvt Ltd aims to identify the key factors that impact the performance of employees in the food industry. Eatman Foods India Pvt Ltd is a leading food company in Erode that specializes in the production of a variety of food products. The study focuses on understanding the various factors that contribute to the performance of employees in the company, including job satisfaction, motivation, training, and development opportunities, among others. The study aims to help Eatman Foods India Pvt Ltd improve its performance by identifying the areas where it can focus its efforts to improve employee performance. It also aims to provide insights for other food companies in the region on the key factors that impact employee performance, and how they can improve their performance by addressing these factors.

## II. STATEMENT OF THE PROBLEM

Despite the implementation of various HRM practices, employee performance at Eatman Foods India Pvt Ltd has not been consistent. The company has observed a decline in employee performance in recent years, which has led to concerns about the effectiveness of HRM practices. Therefore, there is a need to investigate the factors that are influencing employee performance at Eatman Foods India Pvt Ltd and identify areas for improvement in HRM practices to address these issues.

In summary, the study aims to identify the factors that are influencing employee performance at Eatman Foods India Pvt Ltd and provide recommendations for improving HRM practices to enhance employee performance.

### 1. Objectives of the Study:

- To study the factors influencing Employees performance.
- To analyse the factor that affect employee's performance the most.

### 2. Scope of the Study:

- The study will focus on identifying the factors that influence employee performance at Eat man Foods India Pvt Ltd.
- The study will cover all levels of employees, including executives, managers, and front-line employees.

### 3. Limitations of the Study:

- Limited Sample Size: The sample size for the study may be limited, which could impact the representativeness of the findings.



- Self-Reporting Bias: The data collected through surveys and interviews may be subject to self-reporting bias, where participants may provide socially desirable responses or not disclose certain information.
- Time Constraints: The study may be limited by time constraints, which may limit the amount of data that can be collected and analyzed.

#### IV. REVIEW OF LITERATURE

**Gabriela Rusu (2016)** Trends in the current literature emphasize the role of the organizational context in employee performance appraisal processes (e.g. Levy and Williams, 2004, Armstrong and Ward, 2005 and Murphy & DeNisi, 2008). The current study aims to develop a comprehensive research framework in order to investigate the employee performance appraisal systems and processes based on main organizational contextual dimensions, in highlighting the relevance of customization according to a company's specific organizational context

**Hamid Reza Alavi (2013)** Human resources are considered as one of the key components of any organization to reach its objectives. Human resources help organization performance doing organizational duties and making employees' improvement. Because of this, employee performance appraisal has changed to one of the most important issues for top managers.

**Dr Becerik-Gerber (2021)** The COVID-19 pandemic has altered every aspect of our work and life. In response to the national and local containment policies, companies, organizations and institutions encouraged their employees to work remotely at home to stay safe.

**Mandhanya (2015)** Employee retention is nowadays a concept of keen interest for researchers and human resource professionals because the impact of retention is on all four sides in a 360-degree angle in the organisation goal & objective accomplishment. Human Resource as the word suggests is one of the most important factors of production without which no industry can survive

**Bushiri, Christabella Peter (2014)** Organizations must step outside their traditional roles and comfort zones to look at new ways of working. They have to create a work environment where people enjoy what they do, feel like they have a purpose, have pride in what they do, and can reach their potential.

#### V. RESEARCH METHODOLOGY

A research design is the specialization of measure and procedure for the information needed to solve problems in the overall operational pattern of Framework of the project that stipulates what information is to be collected from which sources by what procedure. There is research design.

- Descriptive Research Design

The research Design that is used by the investigator is descriptive Research design.

##### **Descriptive Research Design:**

The Descriptive Design is marked by the prior formulation of specific research problem. The investigator already knew a substantial amount of the research problem. The investigator should be able to define clearly what is that he/she wants to measure and to setup appropriate and specific means for measuring it.

##### **Sample Design:**

A sample design may be defined as a plan for obtaining a sample from a given population. It therefore refers to the technique or procedure the researcher would adopt in selecting item. Non-probability type sampling is used in this research.

##### **Sampling Techniques:**

The researcher had made use of simple random sampling technique to collect data.

##### **Simple random sampling:**

In simple random sampling every respondent has equal probability of being selected. In this method the subset of population is achieved through chance but without any logic.



**Sample size:**

The research has drawn 101 respondents as sample for these collections of data

**Population:**

The aggregate elementary units in the survey are referred to as the population.

**Methods of Data Collection data Sources:**

Data in the study are of two types:

- Primary data
- Secondary data

**Primary Data:**

Primary goal is original and collected by the researcher freshly. In this study primary data was collected through questionnaire. A questionnaire is a popular means of collecting primary data, & questionnaire is a list of question for the own.

**Secondary Data:**

Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

**Tools for Analysis of Data:**

- Simple Percentage Method.
- Chi-square Method.
- Ranking Method.

**Simple Percentage Analysis:**

A percentage analysis is used to interpret data by the researcher for the analysis and interpretation through the use of percentage. The data are reduced in the standard from which base equal to 100 which fact facility relative comparison.

$$\text{Percentage} = (\text{Value} / \text{Total Value}) \times 100$$

**Chi-Square Test:**

It is one of the simplest and widely used non-parametric test in statistical work. The quantity chi-square describes the magnitude of the discrepancy between theory and observation.

**VI. SIMPLE PERCENTAGE METHOD**

**9. Do you agree with the negative motivation methods like demotion or salary pay cut as a mean to increase employee performance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	25	24.8	24.8	24.8
	Disagree	23	22.8	22.8	47.5
	Highly agree	2	2.0	2.0	49.5
	Highly disagree	21	20.8	20.8	70.3
	Neutral	30	29.7	29.7	100.0
Total		101	100.0	100.0	

**Interpretation**

The highest percentage of respondents (24.8%) agreed with negative motivation methods like demotion or salary pay cut as a means to increase employee performance, while the highest percentage of respondents (20.8%) highly disagreed.

**4. Chi square**

**Null Hypothesis:**

H0: There is no significant relationship between the Gender of the Respondent and Do you agree that you have to improve your performance to survive in the company?



**Alternative Hypothesis:**

H1: There is a significant relationship between the Gender of the Respondent and Do you agree that you have to improve your performance to survive in the company?

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	5.777 <sup>a</sup>	8	.672
Likelihood Ratio	5.295	8	.726
N of Valid Cases	101		

**Interpretation:**

The chi-square test was performed to determine if there is a relationship between the gender of the respondent and their agreement on the statement "Do you agree that you have to improve your performance to survive in the company". The test results indicate that there is no significant association between these two variables, as the p-value is greater than 0.05 ( $p > 0.05$ ).

**VII. FINDINGS**

- The majority of the respondents (68.3%) fall in the age group of 20-30 years.
- The majority of the respondents (53.5%) were male, while 45.5% were female.
- The highest percentage of respondents (30.7%) agreed with positive motivation methods like promotion bonus and paid vacation as a means to increase employee performance, while the highest percentage of respondents (12.9%) highly disagreed.
- The highest percentage of respondents (43.6%) agreed that they have to improve their performance to survive in the company, while the highest percentage of respondents (11.9%) highly disagreed.

**VIII. SUGGESTIONS**

- **Set Clear Expectations:** It is essential to set clear expectations for employees regarding their roles, responsibilities, and performance goals. This ensures that employees understand what is expected of them and can work towards achieving those goals.
- **Provide Regular Feedback:** Regular feedback helps employees understand how they are performing and what they can do to improve. Feedback sessions can also help identify areas where employees may need additional training or support.
- **Offer Training and Development Programs:** Providing training and development programs helps employees enhance their skills and knowledge, leading to better job performance. These programs can be in-house or outsourced, depending on the organization's resources.
- **Encourage Employee Engagement:** Encouraging employee engagement can lead to higher levels of job satisfaction, productivity, and performance. This can be done by involving employees in decision-making, providing opportunities for feedback, and recognizing employee contributions.

**IX. CONCLUSION**

The study also found that leadership, work environment, job satisfaction, training and development, job design, communication, rewards and recognition, and performance management are all factors that influence employee performance in the company. Work-life balance was also found to be a factor that influences employee performance. The study found a statistically significant relationship between the age of the respondent and their satisfaction with their current performance level in the company. However, no significant association was found between gender and the respondent's agreement on the statement "Do you agree that you have to improve your performance to survive in the company."



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INDIA



# International Journal of Advanced Research in Arts, Science, Engineering & Management (IJARASEM)

| Mobile No: +91-9940572462 | Whatsapp: +91-9940572462 | [ijarasem@gmail.com](mailto:ijarasem@gmail.com) |

[www.ijarasem.com](http://www.ijarasem.com)