

An Empirical Study on Assessment of Personnel's Efficiency

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Received: 8 December 2016 Accepted: 31 December 2016 Published: 15 January 2017

Abstract

Efficiency of personnel is to analyze the performance of human resources in the organization. Efficiency is one of the factors effective on the success of the organizations are their human resources which has directed effect on the productivity of the organizations. All types of organization should expect higher productivity by human resource. Hence the organization is trying to improve excellent efficiency of personnel. The aim of this paper is to evaluate employee's job performance. And also the organization to understand the level of success rate during training programme. This research paper is to find the effects of personnel's efficiency by using various statistical tools through SPSS software.

Index terms— personnel, organization, efficiency, training.

1 Introduction

he work of a personnel department deals specifically with procuring, hiring, training, placing, utilizing and maintaining an effective work force that will aid in the accomplishment of the firms objectives this does not mean to imply that other members of the management team do not have a part in the management and development of personnel to the country the responsibility for good personnel administration rest one very supervisor and manager in the organization personnel management is not a oneman responsibility nor can it ever be achieved by one individual it is a corporate, cooperative Endeavour that should stem from a common feeling and concept and should progress in a unified coordinated manner.

Efficiency of personnel is to analyze the performance of an human resources in the organization. Efficiency is one of the factors effecting on the success of the organizations are their human resources which has directed effect on the productivity of the organizations. For this reason, performance of human resources is very important. The performance of the personnel not only is summarized in the general concepts of productivity and effectiveness, but also different aspects are effective in performance. Without measurement, there will not be a basis for judgment and comment and assessment. This study is entitled with "Assessment of Personnel Efficiency Towards Prince Park Farm House Pvt. Ltd., The paper is to understand the existing efficiency level of each employee in the organization.

2 II.

Review of Literature "According to Shiravizadeh (2009) with his colleagues measured and analyzed the personnel with the use of data envelope analysis. They considered each one of the personnel as a decision making unit with inputs and outputs. "In 2008, Rezapour and Asefzadeh in a study entitled "study of the economic efficiency of training medical centers affiliated to Qazvin University of Medical Sciences during the years 1998 to 2007, estimated the average technical, management and scale efficiency to be 0.90, 0.96 and 0.93, respectively.

"In the logic of the RBV, HR practices can configure a firm toward the acquisition, retention, and mobilization of human capital resources ??Lado & Wilson, 1994). MHR practices differ from more generic sets of HR practices (e.g., benefits, paid vacation) because scholars argue that they influence employees' actions by aligning their goals with those of the organization and also by enhancing the employees' capacity to pursue those goals (Appelbaum, Bailey, Berg, & ??alleberg, 2000; ??ardner et al., 2011; ??uselid, 1995; ??ubramony, 2009; ??right & Snell, 1998).

MHR practices also conceptually differ from high-performance work systems (HPWSs) in that HPWSs focus on a broader and a more heterogeneous set of HR practices that can also include skill-enhancing practices designed to increase the knowledge, skills, and abilities of a workforce via training or selection ??Jiang et al., 2012)."

"Borman and Motowidlo (1993) divided performance into task and contextual performance. Task performance was defined as the effectiveness with which job incumbents perform activities that contribute to the organization's technical core. On the other hand, (2) job dedication, includes "self-disciplined, motivated acts such as working hard, taking initiative, and following rules to support organizational objectives" ??Van Scotter and Motowidlo, 1996: p.525

3 Need for the Study

1. The study helps to check the effective evaluation towards employee's job performance. 2. It is needed to ensure that employees reach organizational standards and objectives. 3. To determine the present and future effectiveness of job performance of an employee. 4. To study will know about employee involvement towards the jobs and organization. 5. It is helps to understand the level of success rate of the training process.

IV.

4 Scope of the Study

This study was carried out to define how the employees Personnel Efficiency in the organization is looking for doing the same, in addition what type of training should be used to improve Personnel's efficiency effectively. To conduct this research will help of certain tools were taken such as journals, net search, filling up of questionnaires and direct interactions with the higher designations of the organization.

V.

5 Objectives of the Study

1. To understand the current status of the personnel's efficiency level of the organization. 2. To find the satisfaction level of training provide by the organization. 3. To determine the satisfaction level of an personnel in organization. 4. To provide a valuable suggestion to improve the personnel efficiency.

VI.

6 Research Methodology

Research Methodology is the various procedures, schemes. Algorithms used in a scientific and systematic search for pertinent information on a specific topic. The data which are collected a fresh for the first time and thus happen to be original in character is called primary data. The primary data was collected from the customers through a well structured questionnaire. Respondent has filled the questionnaire. The data which have already been collected and analyzed by someone else is called secondary data. The secondary data was used mainly to support primary data. Company profile, website, magazines, articles were used widely. Target respondents are employee of Prince Park Farmhouse. The sample size for this study is 60. In this study Simple Random Sampling without Replacement is used.

The questionnaire which is used in this study is constructed using 5-point Likert scale (Strongly disagree to strongly agree) and the questions are in the form of the statements Demographic profile of the respondents, Personnel Efficiency related statements are included in this questionnaire.

The tools used for Data analysis are factor analysis, ANOVA, Cluster analysis, Chi-square. The Data collected are analyzed using the statistical software SPSS 16.0.

7 VII.

8 Reliability Test

The test of reliability is another important test of sound measurement. A measuring instrument is reliable if it provides consistent results. A reliable measuring instrument does contribute to the validity. Reliability test has been done using the statistical software SPSS version 16.0. The reliability of the questionnaire is verified using the value of Cronbach's Alpha value

9 a) Reliability Test for Data Collection Instrument

The Personnel Efficiency cronbach alpha is 0.602 which are well above the threshold value of 0.6. Hence the research instrument is reliable. .604 I have workloads that allow me to do an excellent job.

.578 My relationship with my supervisor is a friendly one.

.567 There is a two-way communication between employer and employee.

.598 My Organization communicates effectively and in a timely manner to its employees.

.592 I feel convenient with my co-workers and feel free to share my ideas.

.580 I am respected as individual.

.581 My organization shares information with others who should know it.

98 .618 I receive adequate training to do my work well.
 99 .591 I am satisfied with the opportunities I get to use my skills.
 100 .605 The management to importance to cost-Effective training.
 101 .619
 102 VIII.

103 10 Analysis of Data and Interpretation a) Factorisation of Items 104 in Personnel Efficiency

105 The Personnel efficiency variable is consisting of 25 statements. It is very difficult to analyze the interpretation
 106 of those statements. In order to reduce those statements we have been used factor analysis. It will separate those
 107 statements into similar or same group statements. The Kaiser-Meyer-Olkin measure of sampling adequacy and
 108 Bartlett's test for sphericity is used to test the sample adequacy for applying factor analysis. Kaiser recommends
 109 values greater than 0.5 as acceptable. Since the value is 0.694, it is a good value and hence we are confident
 110 that factor analysis could be appropriate for these data. The Bartlett's test of sphericity is significant, hence the
 111 R-matrix is not an identity matrix. It reveals that there is some relationship between variables and therefore the
 112 factor analysis is appropriate for these data. Before going for factor analysis, suitability of data for the purpose
 113 of factor analysis has to be tested. KMO test and Bartlett's test are two such tests. The value of KMO of 0.365
 114 indicates that a factor analysis is useful for the present data. Bartlett's test of Sphericity indicates whether the
 115 correlation matrix is an identity matrix, which would indicate that the variables are unrelated. The significance
 116 level gives the result of the test. Here, the significant value is 0.000 which indicates that there exist significant
 117 relationships among the variables. The resultant value of KMO test and Bartlett's test indicate that the present
 118 data is useful for factor analysis.

119 The training methods focus on developing team work and leadership skills.
 120 .587 0.602 The induction training is a well planned exercise in the organization.
 121 .612 The organization considers training as a part of organizational strategy.
 122 .614 I am encouraged to achieve more and develop my potential.
 123 .585 Work recognition motivates me towards job.
 124 .582 Performance management helps me to develop the skills and capabilities of my employees.
 125 .600
 126 Performance management helps me to motivate my employees.
 127 .564 I think people especially my superiors appreciate the work I do.
 128 .588 Is that the Organization helps to improve the competency level of an employees.
 129 .585
 130 Is that the Organization helps to develop the interpersonal skill among the employees.
 131 .594
 132 Is that the Organization helps to provide a complete work knowledge to the employees.
 133 .589
 134 Is that the Organization helps to increase the living standards among the employees.
 135 .595
 136 Is that the Organization creates the properwork infrastructure to the employees.
 137 .587 I am satisfied with my existing job.
 138 .587

139 11 Global Journal of Management and Business Research

140 Volume XVII Issue VII Version I Year ()A Table 8.2: Total Variance Explained for Factorization

141 From the 25 statements only 9 statements have Eigen values more than 1. This means that these 5 statements
 142 can be used to explain maximum variance in the characteristics of people. The total variance accounted by all
 143 the three factors is 74.337 percent. This means that significant amount of variance is explained by the reduced
 144 three factors alone. Therefore, it is better to take three variables alone for further analysis. Among the three
 145 factors, the first factor accounts for around 12 percent of variance. 0.9

146 12 Self Determination

147 Is that the Organization helps to increase the living standards among the employees.
 148 0.9
 149 Is that the Organization helps to provide complete working knowledge to the employees.
 150 -0.5

151 From the rotated component matrix it is clear that the first factor is having five statements, the second
 152 factor is having three statements and the third factor is having three statements, and fifth factor is having three
 153 statements, and sixth factor is having two statement, and seventh factor is having three statement, and eighth
 154 factor is having one statement, and ninth factor is having two statement.

13 Table 8.4: Group Ranking For Personnel Efficiency Factor

The highest mean score of the variable is 2.84 and the lowest mean score is 2.60 for the variable. When we ranking to the factors Job Performance and Self Determination (2.84) are in the first rank, the employee gave more importance to the performance of the job and also their determination towards goal. The Personnel management (2.78) is in the second rank, it helps to develop the skills and capabilities of an employee. So it is second rank. The Work infrastructure and job security (2.75) From the above table, k-means cluster analysis is used to categories Personnel efficiency into three cluster, findings of this analysis are taken from the cluster analysis, the results are 7.18% of the personnel efficiency variables belongs to the less efficiency with the cluster III which have 43 respondents, 7.22% of the personnel efficiency variables belongs to the moderately efficiency with the cluster II which have 1 respondents, 8.53% of the personnel efficiency variables belongs to the highly efficiency with the cluster I which have 16 respondents. The ANOVA table indicates that there exists a significant difference among all the three clusters. The significant value for all the factors is less than 0.05. This means that the all factors have significant contribution except employee perception, job security and personnel management and dividing employees into 3 segments based on the Personnel efficiency.

14 Suggestion and Recommendation

These results show that the Job Performance and Self Determination factor is better in this company so that keep the company should need to maintain this performance properly. The company has to concentrate in Personnel Management in order to improve the work efficiency. They need to provide the Job Training process in order to improve the job performance of an employee in the organization.

15 X.

16 Conclusion

71

Statement	Cronbach's Alpha if Item Deleted	Cronbach's Alpha Value
I am satisfied with my existing job.	.587	
I feel my job is secured.		

Figure 1: Table 7 . 1 :

81

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.365
	Approx. Chi-Square	684.114
Bartlett's Test of Sphericity	Df	300
	Sig.	.000

Figure 2: Table 8 . 1 :

1 2 3

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Component	Total	Initial Eigen values	% of Variance	Cumulative %	Extraction Sums of Squared	Loadings	Total
1	3.492	13.968		13.968	3.492	13.968	13.968
2	3.067	12.269		26.237	3.067	12.269	26.237
3	2.812	11.246		37.483	2.812	11.246	37.483
4	2.167	8.666		46.149	2.167	8.666	46.149
5	1.755	7.021		53.170	1.755	7.021	53.170
6	1.528	6.114		59.284	1.528	6.114	59.284
7	1.463	5.853		65.137	1.463	5.853	65.137
8	1.284	5.136		70.273	1.284	5.136	70.273
9	1.016	4.063		74.337	1.016	4.063	74.337
	.858	3.432		77.769			
	.806	3.226		80.995			
	.766	3.064		84.059			
	.655	2.619		86.678			
	.615	2.459		89.138			
	.538	2.151		91.288			
	.399	1.594		92.883			
	.381	1.522		94.405			
	.342	1.369		95.774			
	.272	1.086		96.860			
	.231	.925		97.786			
	.187	.748		98.534			
	.158	.630		99.164			
	.099	.397		99.561			
	.060	.242		99.802			
	.049	.198		100.000			
Factors	Variables Description						
Job Satisfaction	There is a two-way communication between employer and employee.						1 2 3
	I am satisfied with my existing job.						0.8
	I have workloads that allow me to do an excellent job.						0.7
	My Organization communicates effectively and in a timely manner to						0.6
	its employees.						-
							0.6

Figure 3: Table 8 . 3 :

85

are in third rank it tells about the working environment. The job satisfaction (3.62) is in fourth rank. The personnel skills and development (2.61) is in fifth rank and job training and employee perception (2.60) is in last rank.

Figure 4: Table 8 . 5 :

86

FACTORS			Cluster							Year
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Figure 5: Table 8 . 6 :

87

Demographic Profile	Chi-Square Value	Significance	Result	
Gender	4.468	0.107	Not associated	Associated
Age	4.061	0.398	Not associated	Associated
Education	13.942	0.03	Associated	
Marital Status	2.75	0.601	Not associated	Associated
Work Experience	4.374	0.822	Not associated	Associated
Salary	6.337	0.609	Not associated	Associated
Designation	14.245	0.076	Not associated	Associated
It is inferred that demographic variables like Gender (0.107), Age (0.398), Marital Status (0.601), Work Experience (0.822), Salary (0.609) and designation		(0.076) has no association with different cluster a	Education (0.030) has association with different c	

Figure 6: Table 8 . 7 :

88

Sum of Squares	Df	Mean Square	F	Sig.
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Figure 7: Table 8 . 8 :

89

The above table infers that, Personnel efficiency variables such as job satisfaction, job training, employee perception, personnel skills and development, personnel management, self determination, Job performances, job security and work infrastructure are not having any significant relationship with Age.

Figure 8: Table 8 . 9 :

810

Sum of Squares	df	Mean Square	F	Sig.
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Figure 9: Table 8 . 10 :

Job Performances, Job Training, Personnel Skills &
Development,
Perception,

Work Infrastructure,Employee

Figure 10:

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