



A STUDY ON EMPLOYEE COMMITMENT IN DELPHI TVS DIESEL SYSTEMS LIMITED, CHENNAI

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Abstract

In the age of globalisation, employee loyalty is a highly hot topic for any firm. Employee engagement is likely to increase organisational effectiveness. Also, it benefits the company because the employee continues to be more committed. Employee commitment is the degree to which an employee supports their employer and its core principles. The productivity of the employee and his or her dedication to the organisation are key factors in the success of the organisation. This essay makes an effort to examine the importance of engaged employees for the expansion and success of an organisation. This paper attempts to investigate the elements that affect how effectively employees are committed to Delphi TVS Diesel Systems Limited. Non-probability sampling is a method of selecting units from a population using a subjective (i.e. non-random) method. The total employee working in this unit is 400. The researcher had used stratified random sampling method and the sample size is 100 which is 25 per cent of the total employees of the organisation. For testing hypotheses, use percentage analysis and the chi square test. The data analysis used to arrive at the study's findings was followed by the development of recommendations and conclusions.

Keywords: Employee commitment, personal development, job involvement, Maintenance and Effectiveness, health and safety.

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1. Introduction

Employee commitment is a growing the relationship between an organization and its employees. An "employee commitment" is the trait of sincere and steadfast fixity of purpose. An organization with 'high' employee commitment may as a result be probable to superior those with 'low' employee commitment, all else being equal. Employee commitment is an emotional attachment to and involvement with an organization. Employee commitment is a bond between the employee and the organization such that the employee wants to continue serving the organization and helping it achieve its objectives. Committed employees are satisfied; they tend to perform better than others and are more committed with the organizations' stability. For past decades, 'employee Commitment' has been a hot topic in the corporate circles. Busy employees are always having a feel a sense of connection with their work and employer and satisfied with the employer. They support the best practices of the organization and work as a unit and work towards its achieving success.

Review of literature

Becker (1960) argued that loyalty was more closely related to one's actions than one's attitude and that employees who had invested time or money in a company, such as an increase in pay due to longevity or promotions, would be less likely to leave. Meyer and Allen (1991) defined the relationship that remains after the employee is aware of the available alternative employment possibilities and the perceived expenses involved with leaving a business is the independent variable of continuation commitment. Zhang (2015) described Economic commitment is defined as the anxiety a worker has about leaving a company, while choice commitment is defined as the dearth of accessible

alternatives for workers who want to leave a company. Gelaidan and Ahmad (2013) An employee's motivation to give back to the company for the advantages, both monetary and non-monetary, that he or she acquired over time was explored in a quantitative experimental study that looked at the various factors that affected 371 Yemeni employees' commitment to change in the public sector. Vandenberghe et al. (2015) validated these results by taking into account that normative and affective commitment had comparable causes and effects in their quantitative correlational study of 187 contact centre workers in eastern Canada. The association between an employee's normative commitment and many antecedents and outcomes, such as job performance, turnover, and citizenship behaviours, was acknowledged, but it was also noted that it was not as strong as the relationship for affective commitment. Morin et al. (2016) Employees that are emotionally dedicated value change in a company, keep their attention on any duties or goals they have been given, and are willing to take on more work if doing so would help the change be successful. Demirtas, Akdogan (2015) noted the fact that other researchers had discovered connections between affective commitment and elements including employment stability, possibilities for career growth, organisational support, and downsizing. Kelvin Timoti (2020) the researcher seeks to analyze the effects of employee commitment on organizational performance. In order to investigate the matter, affective commitment, normative commitment and continuance commitment have been taken as independent variables and organizational performance as the dependent variable. The paper examined the concept of commitment and its feasible outcome on the organization. The findings of the study indicated a high degree of correlation between employee commitment and organizational performance. The papers

outcome was mainly recommended to the employers as it will help them in planning a cohesive and systematic framework for creating commitment among the employees for improving performance of the organization.

Need for the study

This survey is being done to find out how satisfied employees are with their dedication to work at Delphi TVS Diesel Systems Limited. Moreover, it is done to determine what proportions of workers are not fully engaged. Understanding the elements affecting an employee's dedication is also helpful. Understanding the issues, the employees encounter with their devotion to the organisation is the study's most crucial need.

Objectives of the study

- To identify the demographic variable of employees leads to differences in employee commitment.
- To measure the employee commitment level towards Delphi TVS Diesel Systems Limited.
- To know the factors that influence for the effectiveness of employee commitment.

2. Research Methodology

Its purpose is to outline the research process, which comprises the general study design, the sampling approach, the data gathering strategy, and the analytic process. In everyday speech, the word "research" means to look into the facts. Research can also be described as a methodical, scientific search for pertinent data on a given topic. It involves thorough investigation, notably the lookout for fresh information in any field of study. This study is descriptive in nature and is based on numerous different surveys and fact-finding inquiries. The primary goal of

descriptive research is to describe the condition of affairs as it is currently in percentage. It frequently gets signed, and its method is modified.

Sampling technique

Non-probability sampling is a method of selecting units from a population using a subjective (i.e. non-random) method. Since non-probability sampling does not require a complete survey frame, it is a fast, easy and inexpensive way of obtaining data. Purposive sampling is a blanket term for several sampling techniques that choose participants deliberately due to qualities they possess. It is also called judgmental sampling, because it relies on the judgment of the researcher to select the units. It is common in qualitative and mixed methods research designs, especially when considering specific issues with unique cases. The total employee working in this unit is 400. The researcher had used stratified random sampling method and the sample size is 100 which is 25 per cent of the total employees of the organisation.

Sources of information

Both primary and secondary data are used in this investigation. The staff of Delphi TVS Diesel Systems Limited completed a prepared questionnaire to provide the data. Moreover, secondary sources are gathered from the firm website, publications, and organisation brochures.

Statistical tools used for the analysis

The researchers used Weighted average method and Chi-square test for testing the data.

Limitations of the study

The sample size had to be validated to 100 because of time restrictions. As the information was gathered according to a schedule, it was not possible for the interviewer to appropriately record the

respondents' comments. Several questions could not or would not receive a complete and correct response from the respondents.

Profile of automobile industry & car manufacturers:

The global and domestic economies are dominated by the automobile sector. The global light motor vehicle (four-wheeler) industry produces 12.9% of the value of total manufacturing, 5% of total employment, and 8.3% of total industrial investment. It provides more than \$560 billion in public money for various nations through taxes, fuel use, registration fees, and sales volume. The worldwide auto industry's yearly revenue, estimated to be over \$5.09 trillion, exceeds the GDP of the world's seventh-largest economy. The car industry greatly boosts the economy's overall size because it is connected to so many other sectors, including

the tyre, aluminum, and steel industries, as well as other sectors.

India produces almost 8 million vehicles, including 1.3 million passenger cars, accounting for 2.4% and 7% of global production, respectively. Another crucial area of the Indian automotive industry is the car auxiliary sector. Over 5 lakh people also find direct employment in the automobile business. It adds 4.7% to India's GDP and accounts for 19% of indirect tax income in that country. The businesses in this sector serve the local retail market for replacement items in addition to providing supplies to manufacturers of commercial vehicles, public transportation organisations, other auto accessory suppliers, railroads, and military facilities. The sector contributes significantly to exports as well. The sector serves the needs of after-markets and OEMs globally.

Table No-1 Classification of the respondents on the basis of the demographic variables.

Particulars	Classification	Number of Respondents
Gender	Male	78
	Female	22
Age	Below 30	8
	31-40 years	52
	41-50 years	37
	Above 50 years	3
Marital status	Married	64
	Unmarried	36
Education qualification	Under graduates	18
	Post graduates	25
	Technical	52

	Schooling	05
Monthly salary In (Rs.)	Less than 20000	10
	21000-30000	38
	31000-40000	31
	Above 40000	21
Experience	Up to 5 years	12
	6-10 years	42
	11-15 years	40
	Above 15 years	06

Source: Primary data

The above table inferred that out of 100 Respondents that 78 respondents are male and remaining of them are female. Of 100 sample respondents 52 respondents' age category is 31-40, 37 respondents are in the category of 41-50, 8 respondents are in the category of below 30 and only 3 respondents are above 50 years age category. Of total, 64 respondents are married and rest of them is in the category of unmarried.

The literacy rate is 52 of respondents are technical, 25 respondents qualify in post-graduation, 18 respondents completed for

under graduation, and 5 respondents' highest education is Schooling.

Of total respondents, 38 respondents earned between 20000 and 30000, 31 respondents monthly salary is 31000- 40000, 21 respondents are in the category of above 40000 and only 10 respondents are fall under the category of less than 20000.

42 respondents are having 6 –10 years of experience, 40 respondents are 11-15 years of experience, 12 respondents are in the category of up to 5 years and only 5 respondents are having more than 15 years of experience.

Table 2 Classification of the respondents on the basis of their overall Satisfaction about the job.

Opinion	No.of. Respondents
Satisfied	55
Neutral	25
Dissatisfied	20
TOTAL	100

Sources: Primary data

The above table it is inferred that more than half of the sample respondents are satisfied; 25 respondents are coming under the category of neutral and 20 respondents are

mention their opinion is dissatisfied in the statement of satisfaction level in the job.

Chi – Square Analysis

Null Hypothesis – There is no significant relationship between Age of the sample respondents and Overall job Satisfaction.

Table -3 classification of the respondents on the basis of their age and job satisfaction (Observed frequency)

Age / Overall satisfaction	Satisfied	Neutral	Dissatisfied	Total
Below-30	6	1	1	8
31-40	32	13	7	52
41-50	17	11	4	37
Above- 50	0	0	3	3
Total	55	25	20	100

Table -4 classification of the respondents on the basis of their age and job satisfaction (Expected frequency)

Age / Overall satisfaction	Satisfied	Neutral	Dissatisfied	Total
Below-30	4.4	2	1.6	8
31-40	28.6	13	10.4	52
41-50	20.35	9.25	7.4	37
Above- 50	1.65	0.75	0.6	3
Total	55	25	20	100

Table – 5 Chi-Square analysis

O	E	(O-E)	(O-E) ²	(O-E) ² /E
6	4.4	1.6	2.56	0.582
1	2	1	1	0.5
1	1.6	-0.6	0.36	0.225
32	28.6	3.4	11.56	0.404
13	13	0	0	0
7	10.4	-3.4	11.56	1.112
17	20.35	-3.35	11.225	0.551
11	9.25	1.75	3.0625	0.331
4	7.4	-3.4	11.56	1.562
0	1.65	-1.65	2.7225	1.65
0	0.75	-0.75	0.5625	0.75
3	0.6	2.4	5.67	9.6
TOTAL				17.267

Calculated value – 17.264

Tabulated value – 16.919

Calculated value > Tabulated value

Therefore, the Null hypothesis is rejected at 5% level of significance.

Interpretation:

The above chi square analysis the calculated value is more than the table value, so the null hypothesis is rejected. Hence there is a

significance relationship between the age of the sample respondents and overall job satisfaction.

Table 6 weighted average method

Questions	[5]	[4]	[3]	[2]	[1]
Variables	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Feeling valued and appreciated	40	40	20	0	0
Satisfaction with peers	50	38	12	0	0
Satisfaction with supervisors	37	45	17	0	1
Opportunities for growth	48	30	20	2	0
Pride in your company	40	40	20	0	0

Variables	Highly satisfied [5]	Satisfied [4]	Neutral [3]	Dissatisfied [2]	Highly dissatisfied [1]	Total	Mean	Rank
Feeling valued and appreciated	200	160	60	0	0	420	35	2.5
Satisfaction with peers	250	152	36	0	0	438	36.5	1
Satisfaction with supervisors	185	180	51	0	1	417	32.08	4
Opportunities for growth	240	120	60	4	0	424	30.29	5
Pride in your company	200	160	60	0	0	420	35	2.5

Findings

78 respondents are male, more than half of the half of the respondents are in the age group of 31-40 years, more than half of respondents are technically qualified, more than half of the sample respondents are satisfied with their job. In the weighted average method, it is found that, Satisfaction

with peers is one of the most important variables from the employees' point of view and the least important variable is Opportunities for growth.

3. Conclusion

All employees of the company may receive equal treatment from the management. In Delphi TVS Diesel Systems Limited, the culture of the company should be strengthened together with the degree of employee satisfaction. An effort was made to research the level of commitment the organization's respondents shown. The majority of the respondents to this poll expressed satisfaction with management. Understanding the requirements and involvement of the employees is made easier, and it is hoped that this will serve as a springboard for further research in related fields.

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