

# A Study on Human Resource Practices in Aqua Industry with Respect to SPSR Nellore District of Andhra Pradesh

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**Abstract**—Employees plays a key role in every organization. Even can say employees are back bone of every organization. Employee job satisfaction and performance appraisal and reward management and career planning are essential for the company to get better productivity from employees by that the growth rate of the organization develop in all aspects. Here researcher has taken a specific company to analyze the HRM practices in the organization that too researcher is going to concentrate one of the wing in HRM practices is employee job satisfaction. Factor analysis being applied to find out various factors involved in the employee job satisfaction in the organization.

**Keywords:** Employee job satisfaction, HRM practices, employee opinion, employee motivation.

## Introduction:

India's fish output may hit 13 million tons by 2016, up from the current nine million, according to a study by the Associated Chambers of Commerce and Industry (ASSOCHAM). At the same time, ASSOCHAM recommended that the government improve infrastructure and offer incentives to go deeper According to the study, *A prize catch in Indian export basket* released this week, India's fish production can reproduce at a Compounded Annual Growth Rate (CAGR) of about seven percent in the next four to five years if the government moves strategically. The current CAGR is 3.5 percent. ASSOCHAM National Secretary General DS Rawat said appropriate measures would help the sector create more jobs and reach its foreign exchange earning potential. Exports make up only eight percent of the total fish production in India. While the total global fish trade is estimated at US\$ 138 (€106.728) billion, India's exports are a meager US\$ 3 (€2.32) billion," he said. However, the study projected that exports would jump to US\$ 4.7 (€3.635) billion by 2014.

## 1. REVIEW OF LITERATURE

According to Nancy C. Morse (1997) "Satisfaction refers to the level of fulfillment of one's needs, wants and desire. Satisfaction depends basically upon what an individual wants

from the world, and what he gets." Employee satisfaction is a measure of how happy workers are with their job and working environment. It is sure that there may be many factors affecting the organizational effectiveness and one of them is the employee satisfaction. Effective organizations should have a culture that encourages the employee satisfaction, Bhatti & Suresh, (2007). Employees are more loyal and productive when they are satisfied Hunter & Tietyen, (1997), and these satisfied employees affect the customer satisfaction and organizational productivity, Porterfield, (1999). There is no limit for the employees to reach the full satisfaction and it may vary from employee to employee. Sometimes they need to change their behaviors in order to execute their duties more effectively to gain greater job satisfaction, Miller, (2006). Having good relationships with the colleagues, high salary, good working conditions, training and education opportunities, career developments or any other benefits may be related with the increasing of employee satisfaction. Susan M. Heath field (About.Com). Cranny, Smith & stone (1992) defined ES as the combination of affective reactions to the differential perceptions of what he/she wants to receive compared with he/she actually receives. According to Moyes, Shao & Newsome (2008) the employee satisfaction may be described as how pleased an employee is with his or her position of employment. As Specter (1997) defined job satisfaction as all the feelings that a given individual has about his/her job and its various aspects. Employee satisfaction is a comprehensive term that comprises job satisfaction of employees and their satisfaction overall with companies' policies, company environment etc.

## 2. OBJECTIVES OF THE STUDY

1. To know the opinion of employees regarding employees job satisfaction in the Aqua Industry.
2. To Know the Factors which impact on employee job satisfaction in the Aqua Industry.

3. To Suggest the best factors to improve the employee job Satisfaction in the organization.

### 3. SCOPE OF THE STUDY

The scope of the study is restricted to SPSR Nellore District of Andhra Pradesh only. The scope in terms of objectives restricted to know the opinion of employee job satisfaction in Aqua industries which are located in SPSR Nellore District of Andhra Pradesh. The outcome of the research work might vary from one district to other district based on socio-economic conditions of the people.

### 4. NEED FOR THE STUDY

Aqua industry is ever increasing industry in SPSR Nellore District of Andhra Pradesh. The nearby sea ports and Aqua hatcheries and availability of water and climatic condition and other factors facilitates for the development of Aqua industry in SPSR Nellore District of Andhra Pradesh.

### 5. LIMITATIONS OF THE STUDY

1. The study is restricted to SPSR Nellore District of Andhra Pradesh only. It can be generalized to whole country.
2. The employees are hesitating while answering in the questionnaire
3. Due to busy time schedule it has become very tough to get the answers from the employees.
4. It is very tough to get the permission from management to get collect the data from employees.

### 6. STATEMENT OF THE PROBLEM

The present study is about human resource management practices in Aqua Industry with special reference to SPSR Nellore District of Andhra Pradesh

### 7. RESEARCH METHODOLOGY AND RESEARCH DESIGN

It is a descriptive study containing various objectives related to know the employee job satisfaction in Aqua Industry with special reference to SPSR Nellore District of Andhra Pradesh. Therefore, the researcher established the systematic methodology to make the study in a successful way.

- a. Data Source & Collection:** Both primary and secondary data are needful to this study. The primary data is collected from the selected respondents by using the structured questionnaire, and the secondary data were collected from books, journals, reports, government records, websites, and District Industries centre (DIC).

- b. Pilot Study:** After consulting and discussions with the women entrepreneurs in SPSR Nellore District, the researcher developed a questionnaire and distributed to 50 respondents. The Questionnaire was again modified in the light of findings of the pilot study.
- c. Size of the Sample:** The sample size of the study is 110 on the basis of convenience sampling
- d. Sampling Unit:** The respondents include the Aqua firms which are registered in SPSR Nellore District of Andhra Pradesh.
- e. Sampling Method:** Convenience sampling method was adopted for collecting data from respondents
- f. Statistical Tools Used:** Primary data analyzed with help of descriptive statistics, such as factor analysis and frequency tables

### 8. DATA ANALYSIS AND INTERPRETATIONS

Here researcher is conducted factor analysis to identify various factors involved in the study. The factors which influence employee job satisfaction in the organization. The Bartlett's test of sphericity value is 0.000 which tells that there is a strong relationship between the variables.

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.716
Bartlett's Test of Sphericity	Approx. Chi-Square	458.567
	df	45
	Sig.	.000

Kaiser – Meyer – Olkin measure of sampling adequacy index is 0.716 which indicates that factor analysis is suitable for the given study. In fact, KMO Measures of Sampling Adequacy is tells that the appropriateness of factor analysis. High values between 0.5 and 1.0 indicate factor analysis is appropriate. Values below 0.5 imply that factor analysis may not be appropriate. Bartlett's Test of Sphericity is used to examine the hypothesis that the variables are uncorrelated. It is based on Chi-Square transformation of the determinant of correlation matrix. A large value of the test statistic will favor the rejection of the null hypothesis. In turn this would indicate that factor analysis is appropriate. Bartlett's test of Sphericity Chi-square statistics is 458.567 which would mean that the 10 statements are correlated and hence as concluded in KMO, factor analysis is appropriate for the given data set.

	Communalities	
	Initial	Extraction
VAR00001	1.000	.349
VAR00002	1.000	.292

VAR00003	1.000	.455
VAR00004	1.000	.508
VAR00005	1.000	.648
VAR00006	1.000	.372
VAR00007	1.000	.511
VAR00008	1.000	.474
VAR00009	1.000	.495
VAR00010	1.000	.557
Extraction Method: Principal Component Analysis.		

The communalities are given in the above table except variable 2 remaining all variables are having above 0.3 which indicate that variables are strongly correlated with each other in the analysis.

Total Variance Explained									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.299	22.992	22.992	2.299	22.992	22.992	2.284	22.839	22.839
2	1.206	12.058	35.050	1.206	12.058	35.050	1.195	11.951	34.790
3	1.156	11.559	46.608	1.156	11.559	46.608	1.182	11.818	46.608
4	.972	9.717	56.325						
5	.933	9.335	65.660						
6	.864	8.639	74.300						
7	.778	7.778	82.077						
8	.704	7.043	89.120						
9	.634	6.343	95.463						
10	.454	4.537	100.000						
Extraction Method: Principal Component Analysis.									

Eigen Value represents the total variance explained by each factor. Percentage of the total variance attributed to each factor. One of the popular methods used in Exploratory Factor Analysis is Principal Component Analysis, Where the total variance in the data is considered to determine the minimum number of factors that will account for maximum variance of data.

Rotation Sums of Squared Loadings		
Total	% of Variance	Cumulative %
2.284	22.839	22.839
1.195	11.951	34.790
1.182	11.818	46.608

Rotation of factors is transferred through rotation into a simpler one that is easier to interpret. It does not affect the percentage of total variance explained. However, the variance explained by the individual factors is redistributed by rotation. The most commonly used method is Varimax rotation procedure. This procedure maximizes the variance of the loadings on each factor, thus minimizing the complexity of the factor.

Rotated Component Matrix <sup>a</sup>			
	Component		
	1	2	3
Salary	.789	-.149	-.051
Working condition	.712	.018	-.065
Working hours	.622	.149	.257
Allowances	.621	-.348	-.043
Working environment	.523	.190	-.251
Welfare facilities	.205	-.622	.163
Management attitude	.175	.560	.388
Leadership style	.040	.534	-.070
Wages and fringe Benefits	.060	-.016	.744
Overtime allowances	.178	.088	.556

Extraction Method: Principal Component Analysis.  
Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

Interpretation of factors is facilitated by identifying the statements that have large loadings in the same factor. The factors can be interpreted in terms of the statement that loads high on it. The dimension 'Out of 10 statements, 7 statements contribute more towards Present status of women entrepreneurs. The statements are (1) salary provided by the organization (2) working conditions in the company (3) working hours of the people (4) allowances provided by the company (5) management style towards employees (6) wages and fringe benefits (7) overtime allowances. The 7 statements accounted for 46% percent of the variance in the original 10 statements. The remaining 3 statements contribute minimum employee job satisfaction in the organization.

## 9. FINDINGS OF THE STUDY

1. It is evident from the study that most of the employees are satisfied regarding salaries provided by the company.
2. It is finding from the study that most of the employees are satisfied regarding working conditions and working environment of the organization.
3. It is out come from the study that majority of the employees are satisfied regarding welfare facilities provided by the company.
4. It is evident from the study that employees are satisfied regarding working hours and working conditions in the organization.

5. It is outcome from the study that the employees in the organization satisfied about management style in the organization

### 10. RECOMMENDATIONS FOR THE STUDY

1. Organization should come forward to understand the individual problems of the employees in the organization.
2. They should conduct certain psychological counseling to individual employees in the organization in the company.
3. For better productivity they should think about employee job satisfaction in all aspects.

### 11. CONCLUSION

Employee job satisfaction is essential for every company. The productivity of the company is depends up on the employee job satisfaction. When employees satisfied in all aspects automatically the growth rate of the company will gradually increase.

### 12. SCOPE FOR FUTURE STUDY

The scope of the further research can be conducted in the area of performance appraisal and recruitment and selection, training and development, career development and planning and other aspects etc. The research further can be extended to comparative analysis between the organizations in the company.

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