

Work autonomy and performance appraisal system of sugar mill employees in Tamil Nadu

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ABSTRACT

This study focuses on the work autonomy and performance appraisal system of the sugar mill employees in Tamil Nadu. Two mills from each public, private and co-operative were selected for the study. A sample of 15 employees from each mill was taken for the study. The tools of analysis used in the study were percentage analysis, Garrett ranking and factor analysis. Factor analysis was used to find out the important factors influencing work autonomy of the employees. Garrett ranking was used for the opinion about the performance appraisal system among the employees. The findings revealed that most of the private sector employees were satisfied with the performance appraisal system. In public and co-operative sector, employees were dissatisfied with the performance appraisal system.

KEY WORDS : Factor analysis, Performance appraisal, Work autonomy, Job satisfaction

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India is the second largest producer of sugar over the globe. The bulk of the rural population in India depends on this industry. The sugar industry is the second largest agricultural industry, followed after or by the textile industry. Sugar industry in India is well maintained and is growing at a steady pace. The sugar industry provides direct employment near about to 5 lack peoples

The sugar industry in Tamil Nadu plays a vital role in the economic development of the state and particularly in rural areas. Tamil Nadu is one of the leading producers of sugar in the country and its contribution is about 7 per cent of country's total sugar production. The sugar industry in Tamil Nadu is an important agro-based industry next to textile

industry. It plays a major role in the economic development of rural areas in Tamil Nadu. The sugar industry generates large-scale direct employment, apart from providing indirect employment to thousands of persons in rural areas who are involved in cultivation, harvesting, transport of cane and other services. There are 43 sugar mills in this state of which 16 are in Co-operative sector, 2 are in Public sector and 25 are in Private sector. The Department of Sugar was formed in the year 1969, in order to devote special attention to the development of sugarcane and to regulate and oversee the establishment of sugar mills in the co-operative and private sectors. Sugar industry produces certain by products. The important by products are molasses, bagasse, which are used for production of chemicals and alcohol. Bagasse is utilized as a fuel in the boilers and also used as a raw material in the paper industry, pressmud also mixed with another residual output of the distillery viz., spent wash and used as biomanure. A sugar mill can thus have multiple streams of revenue. The total production of sugarcane in Tamil Nadu and India is given in Table A.

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Work autonomy and performance appraisal:

Work autonomy is the feeling of personal control over