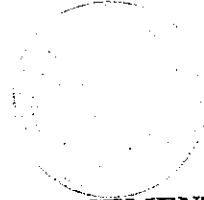


P-3657



**A STUDY ON TEAM BUILDING AT CHETTINAD CEMENT CORPORATION LTD,
PULIYUR, KARUR**

TAMIL NADU

By

M. NIVETHA

Reg. No. 1020400035

Under the guidance of

Dr. R. Hema Nalini

Assistant Professor

A PROJECT REPORT

Submitted

In partial fulfillment of the requirements
for the award of the degree
of

MASTER OF BUSINESS ADMINISTRATION

Department of Management Studies

Kumaraguru College of Technology

(An autonomous institution affiliated to Anna University, Coimbatore)


Coimbatore - 641 049

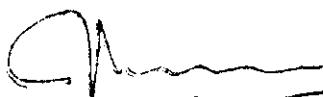
November, 2011



BONAFIDE CERTIFICATE

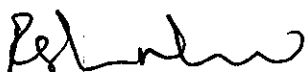
Certified that this project report titled, "A Study on Team Building at Chettinad Cement Corporation Ltd " is the bonafide work of Ms. Nivetha. M (1020400035), who carried out the project under my supervision. Certified further, that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

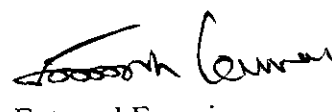

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Submitted for the Project Viva-Voce examination held on

18/11/11







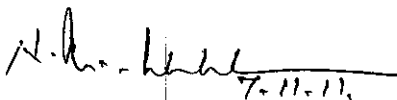
07.11.2011

CERTIFICATE

This is to certify that **Ms M.Nivetha(Roll.No:10MBA35)** who is studying first year **M.B.A** in **KCT Business School , Coimbatore** has completed her **Project work** in our organization on the title of "**A STUDY ON TEAM BUILDING IN CHETTINAD CEMENT CORPORATION LIMITED,PULIYUR – KARUR**" during the period from **27.06.2011 to 06.08.2011.**

During the period of **Project work** her performance and conduct were found to be good.

For CHETTINAD CEMENT CORPORATION LIMITED,


7.11.11.

(N.Periakaruppan)

Dy.General Manager - Personnel

ACKNOWLEDGEMENT

I express my sincere gratitude to our beloved chairman **Arutchelvar Dr. N.Mahalingam and Management** for the prime guiding spirit of Kumaraguru College of Technology.

I wish to express deep sense of obligation to **Dr. N. Hema Nalini**, Assistant Professor, KCT Business School, for her guidance and her moral support throughout the project from its inception to completion and made my project real success

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Date:

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ABSTRACT

This study describes the team building of the employees in the organization. It reveals the impact of leadership on team building and how the team spirit influences the team building. It also gives suggestion measures to improve team building in the organization. This study also explains the impact of team learning on team building. This study also reveals the impact of inter team and intra team interaction on team building.

Descriptive research is used where the insights and familiarity about the effectiveness of induction gained. Primary data is collected in the form of Questionnaire. The questionnaire which consisting of multiple-choice questions have made. The data is collected from them using Censes Method. And after that I have tabulated them and interpreted them. Percentage analysis, Chi Square test are used to analyze the data where it tries to reveal the employee's team work.

most effective form of team building is that undertaken as a form of management consultancy, rather than as pure framing building are:

1. To clarify the team goals.
2. To identify those issues which inhibit the team from reacting their goals.
3. To address those issues, remove the inhibitors and enable the goals to be achieved.

Essentials of good team building:

1. High level of inter-dependence among team members.
2. Team leader has good people skills and is commixed to team approach.
3. Each team member is willing to contribute.
4. Team develops a relaxed climate the mutual trust.
5. Team members develop the mutual trust.
6. Team and individuals are prepared to the risks.
7. Team is clear about goals and establishes targets.
8. Team members know how to examine team and individual error without personal attacks.
9. Team member's roles are defined.
10. Team has capacity to new ideas.

Proactive approach:

1. The team members take a very positive approach in jointly determining the ways are going to work together as a team for desired research. When individuals and the entire team choose to operate this way and willing to set petty differences aside, unbelievable results become possible. When individuals adopt this attitude and communication to use the

purpose comes about. This will not happen unless both the team leaders and team members choose to do so.

2. Having a well defined purpose or vision of what the team will accomplish is a very powerful force for the team leader and member's goals are aligned with a team purpose and team members are empowered to accomplish the goals. This process leads to a high level of team productivity.

3. Team members have a positive attitude toward change and are willing to accept and allow change to occur as needed in order to accomplish desired results.

4. Team members understand that patience is required, and that for some goals, a long term commitment is needed to accomplish the desired result.

5. The seventh characteristics of a well-functioning team are that the members have a strong feeling of control within the team. They are able to establish priorities and then commit time and resources for accomplishing these organization tasks.

Team Management:

Team is defined as a reasonably small group of people, who ring to the mutually accountable for achieving a clear and identifiable set of goals. A management team might best be described as "a group whose role is formalized and legitimized and those purpose is problem solving". Team management offers organizations an opportunity to improve the quality of decisions made and foster consensus where none thought possible.

1.2 INDUSTRY PROFILE

The cement industry comprises of 125 large cement plants with an installed capacity of 148.28 million tonnes and more than 300 mini cement plants with an estimated capacity of 11.10 million tonnes per annum.

The Cement of India, which is a Central Public Sector Undertaking, has 10 units. There are 10 large cement plants owned by various State Governments. The total installed capacity in the country as a whole is 159.38 million tonnes. Actual cement production in 2002-03 was 116.35 million tonnes as against a production of 106.90 million tonnes in 2001-02, registering a of 8.84%. Major players in cement production are Ambuja cement, Aditya Cement, J K Cement and L & T cement.

Apart from meeting the entire domestic demand, the industry is also exporting cement and clinker. The export of cement during 2001-02 and 2003-04 was 5.14 million tonnes and 6.92 million tonnes respectively. Export during April-May, 2003 was 1.35 million tonnes. Major exporters were Gujarat Ambuja Cements Ltd. and L&T Ltd.

The Planning Commission for the formulation of X Five Year Plan constituted a 'Working Group on Cement Industry' for the development of cement industry. The Working Group has identified following thrust areas for improving demand for cement;

- i. Further push to housing development programmes;
- ii. Promotion of concrete Highways and roads; and
- iii. Use of ready-mix concrete in large infrastructure projects.

Further, in order to improve global competitiveness of the Indian Cement Industry, the Department of Industrial Policy & Promotion commissioned a study on the global competitiveness of the Indian Industry through an organization of international reput,viz KPMG Consultancy Pvt. Ltd. The report submitted by the organization has made several recommendations for making the Indian Cement Industry more competitive in the international .The recommendations are under consideration.

cement are monitored regularly. Being a key infrastructure industry, the constraints faced by the industry are reviewed in the Infrastructure Coordination Committee meetings held in the Cabinet Secretariat under the Chairmanship of Secretary (Coordination). The Committee on Infrastructure also reviews its performance.

Continuous technological upgrading and assimilation of latest technology has been going on in the cement industry. Presently 93 per cent of the total capacity in the industry is based on modern and environment-friendly dry process technology and only 7 per cent of the capacity is based on old wet and semi-dry process technology. There is tremendous scope for waste heat recovery in cement plants and thereby reduction in emission level. One project for co-generation of power utilizing waste heat in an Indian cement plant is being implemented with Japanese assistance under Green Aid Plan. The induction of advanced technology has helped the industry immensely to conserve energy and fuel and to save materials substantially.

India is also producing different varieties of cement like Ordinary Portland Cement (OPC), Portland Pozzolana Cement (PPC), Portland Blast Furnace Slag Cement (PBFS), Oil Well Cement, Rapid Hardening Portland Cement, Sulphate Resisting Portland Cement, White Cement etc.

1.3 ORGANIZATION PROFILE

The history of the group "House of Chettinad" is linked with the 9 decades old saga. In 1912 took birth the House of Chettinad through a visionary, idealist, born entrepreneur Dr. Rajah Sir Annamalai Chettiar who believed in Social Transformation through business. The founder of the House of Chettinad envisioned, his companies providing the stimulus for Industrial Growth and conceived business as a means of improving the living standards of people.

The corporate credo of the House of Chettinad - "STRIVE, SAVE and SERVE" is the very thought of our founder. In order to continue fulfilling his dreams & aspirations, to reach greater heights the reins were taken over by equally visionary businessmen his son, Dr. Rajah Sir Muthiah Chettiar and grandson Dr. M.A.M. Ramaswamy. The House of Chettinad reached New Heights with generations of hard work, dedications and remains the stamp of Quality, Integrity and Reliability.

Today, a 8500 million business group has ventured & diversified in varying fields including Manufacturing (Cement, Silica, Quartz, Grits), Services (Construction, Transports, Steel Fabrication, Ship Management and Stevedoring, Clearing & Forwarding) Trading, Power Generation, Plantation, Farms, Logistics. Education, Sports Management, Literature, Art and Music fields have also been contributed vastly.

The group aims to broaden its Horizons and reach the zenith in this millennium under the young, dynamic, enthusiastic, able leadership of Mr. M.A.M.R. Muthiah. The future of the companies in the House of Chettinad is based on the time tested and proven guidelines of total customer orientation, technology in the service of man and business as an instrument of social service to these timeless truths, we remain steadfast forever.

PRODUCTS

Pavithram - An unique cement manufactured at Puliur works having very high quality for special concrete applications

Chettinad Royal Grade 53- Superior finely ground cement, suitable for plastering works, giving a silky finished look. For RCC applications Laser controlled manufacturing would yield best results.

Chettinad Grade 43- Multipurpose cement, suitable for plastering and binding.

Chettinad PPC- A finely blended cement, providing very fine result for plastering work, devoid of hair line cracks and giving excellent appearance to the building.

Sulphur Resistant Cement- Finds applications in the construction activity in the coastal areas to save from corrosiveness due to salty environment.

MANUFACTURING DETAILS

From a modest beginning of 2 Lac tonnes capacity per annum, it was gradually increased to 2.2 Million tonnes in the year 2001. Presently both the plants employ the Modern Dry Process Technology. It has most Advanced, Sophisticated, Computer controlled state-of-the-art LOESCHE MILL for Grinding Raw Meal, LOESCHE lignite mill (First of its kind in India), a five stage pre-heater Kiln & Electronic packing plant.

Equipped with centralised control room for process control, the advanced instrumentation with Expert system (Link Man) and elaborate display screen give up-to-the minute information on the production process so that any deviation can be promptly corrected.

Mines-Puliur works

Limestone is sourced from our mines at Palayam which is located 40kms. from the factory. The mines are equipped with the latest Machinery and Technology including for Sequential Blasting. The mined limestone is then crushed through primary and secondary Crusher. The crushed limestone is then transported to the factory on our own Metre Gauge

Karikkaliworks

Limestone Mines are located at about 3 kms. from the factory. The mines are fully mechanized and has also a terminator for mechanized breaking of individual boulders. The Crusher is located at Mines and crushed limestone is transported by long belt conveyors to factory.

StackerandReclaimer-Puliyurworks

The crushed limestone is then sent through the X-Ray Analyser and approved for further process only on meeting quality standards. The raw material is then diverted to the Stacker and Reclaimer, as they form the backbone of the Quality control. The stacked raw material is sent to raw mill storage hopper for further fine grinding and monitored to meet out stringent quality norms

Karikkaliworks

The entire quantity of crushed limestone passes through the online cross belt analysers and is stacked at the pile in the factory. Three number of separate stacker-reclaimer are available with truck tippers for proper stacking andreclaiming of corrective raw materials, fuels and additives. Stacker Reclaimers help to achieve high degree of stacking and ensure maximum level of consistency for the input materials to raw mill, coal mill and cement mill.

RawMill-PuliyurWorks

The limestone from the reclaimer is mixed with additive of Bauxite and Iron ore and transported to the vertical roller mill through weigh feeders (which control the additive addition). The operator takes corrective steps on viewing any deviation. The Loesche-German make Vertical roller mill is similar in principle to the Tilting Grinder with Gigantic Roller and operated by the hydraulic system, to give fine blended raw material. From the Loesche mill ,

Karikkaliworks

Pre-stacked limestone of stockpile is ground in the VRM along with corrective materials with required ratios are made to produce raw meal and that is stored in Blending cum Storage Silo. There are separate hoppers with weigh feeders for continuous and regulated addition of each raw material. The mix passes through the cross belt analyser which analyze the mix chemistry and solve the mix ratio every minute to have very good consistency in the raw mix.

The finely grounded, blended raw material is sent to a five stage kiln. Kiln is a key process in the manufacture of cement where the calcinations & chemical reaction takes place. Coal fired burner (controlled through latest solid flow feeder) is used to heat the air to 1400o C and is fed from one end of the kiln. The Data Accusation and Control center meticulously monitor the entire process including the temperature.

Karikkaliworks

Raw meal extracted from silo is fed to the kiln where it is sintered at about 1400o C to clinker. This process is called pyroprocessing which consists of a five stage suspension preheaters with precalciner, the kiln and the clinker cooler. Clinker cooler with CIS and CFG for maximum heat recuperation and the cooled clinker is transported to a storage silo.

CementMill-Puliyurworks

The clinker is then ground, depending upon the grade, the additive is added. For all grades of cement 5% gypsum is added to control setting of cement. We use Japanese Technology in fine grinding with Vertical Roller mill from Onode Kobe, Japan, Laser particle size analyser is used to monitor fineness of the cement for yielding very good quality cement.

Finally, grinding is done in OK Vertical Roller Mill for optical particle size distribution and less power consumption with excellent ease of operation for feeding, grinding and classification. To maintain quality of various types/grades of cement, there are separate

monitored and controlled every hour by testing samples in the XRF analyser. Final products are stored in cement silos.

The four automatic packing machines have been installed; together they have the capacity to deliver 4800 tonnes per day of packed cement. These packing equipments are very accurate and any fault can be rectified as each bag is verified before the next is filled. These are also cross-checked by the Electronic weighing scale used to note the load carried by the lorries.

Karikkali

There is 2 nos. of Electronic Rotopacker which automatically packs cement in bags, each with a capacity of 150 tons/hour. Packed cement is loaded into trucks/wagons with automatic loading machines.

Ready Mix, Chettinad is rapidly growing member of Chettinad Cement Corporation, produced by qualified concrete experts from a central batch and mix plant and transport directly to the sites by specially designed transit mixers. The plant is strategically located in Coimbatore with an easily reachable distance for Pollachi, Southern Coimbatore and Palakad. The commitment and attention of the people at Ready Mix is a clear indication to the wide acceptance of its products. Having the inherent advantage of producing high quality cement, Ready mix Chettinad is perfectly placed to suit the applications of customers.

The plant is having 30 Cu.M per hour production capacity having 0.5Cu.M batch capacity with 6 Cu.M of concrete transport by transit Mixer. The plant is completely automated with all sophistication imported from Germany. Concrete grade from M15 to M55 are supplied to the most stringent specifications.

With the present response from the customer for Ready Mix concrete, the company is venturing for six more Ready Mix Concrete plants in and around Karnataka and Tamil Nadu to serve the customers with quality and timely delivery.

Apart from cement, Captive Power Plant of 15MW has been installed at karikkali to meet the power demand for the cement plants.

P-2657



High efficiency with excellent heat recovery boiler supplied by Thermax is being used to generate steam with latest fluidized bed coal combustion system. The boiler is capable of producing steam at 68 TPH at 510 oC with 87 Kg/cm² pressure.

Latest steam turbine with impulse type having three uncontrolled extractions supplied by Toyo Denki Power systems convert the steam to Power by means of new concept of Air cooled condenser is being introduced by eliminating the conventional cooling tower for steam condensing help in reducing 10 times the water consumption as compared to normal systems supplied by GEA -India.

Water treatment plant being most vital for the successful operation of the boiler and Turbine is having latest Reverse Osmosis plant to get boiler quality water.

Entire power plant is operated through Distributed Control systems with variable frequency drives with advanced instrumentation

Shift System in CCC

| | |
|---------------|------------------|
| General shift | - 8am-5 pm |
| Special shift | - 12midnight-8am |
| Second shift | - 8am-4pm |
| Third shift | - 4pm-12midnight |

LIST OF AWARDS RECEIVED BY CHETTINAD CEMENT

| Sl. No. | AWARDS | YEAR |
|---------|--|--|
| 1 | National Safety Award (for outstanding performance in Industrial Safety in achieving lowest frequency rate in Industry) Runners up Highest % reduction in frequency rate | 1976 1977 |
| 2 | Merit Awards from Regional Directorate of Workers Education | 1982 1985 |
| 3 | Tamil Nadu Film Arts Association, Chennai Shield | 1978 |
| 4 | National Productivity Award (Best Productivity Performance in Cement Industry issued by NPC) Second Best Best Best Second Best | 1985 - 86 1986 - 87 1995 - 96 1996 - 97 |
| 5 | National Safety Award (Mines) -(for lowest injury frequency rate Metal Mines Mechanised Open Cast). Longest Accident Free Period. Best performance of the year. | 1986 1986 1989 |
| 6 | Conservationist of the year (for outstanding progress in the field of Conservation of Energy, Metal Components & Machinery) | 1987 |
| 7 | NCBM National Awards (Improvement in Energy Performance). Second Best Best Best | 1994 - 95 1995 - 96 1998 - 99 |
| 8 | TNEB Energy Conservation Award - (One among the 15 Energy Efficient H.T. Industries of 2000 KVA) | 1998-99 |
| 9 | NCBM National Award Second Best for Energy Efficiency Performance | 1998-99 |

1.4 STATEMENT OF THE PROBLEM

The study has been carried out to access the Team building of the employees in Chettinad cements. There are many issues which will lead to the dissatisfaction; some of them are as follows team co ordination, team encouragement, and cannot apply their skills and knowledge.

1.5 OBJECTIVES:

PRIMARY OBJECTIVE:

To study about the team building in Chettinad cement.

SECONDARY OBJECTIVE:

1. To study the impact of leadership on team building.
2. To study the influence of team sprit on team building..
3. To study the impact of team learning on team building.
4. To suggest measures to improve team building in the organization.
5. To study the impact of inter team and intra team interaction on team building.

CHAPTER II

REVIEW OF LITERATURE

INTRODUCTION

In the following, literature review on teams and team building will be given. Especially effective team performance will be centered. In order to evaluate literature adequately; the conceptual framework developed by Bloom will be used. Within the review, an accurate and informed awareness of the literature of teams and teamwork will be demonstrated. Therefore; material of specific topics will be evaluated. The main part of the review covers: defining teams, evaluating teams, building teams, effective teamwork and its core competences. Likewise, main themes, methods, and philosophical approaches will be analysed. Furthermore, approaches for further research will be given. Beside, own interpretation, assumptions and limitations of the review will be illustrated.

OBJECTIVE:

The objective of team building is to hold responsibility for their actions, a view that none of the other authors mentioned within their definitions but surely an issue regarding further interest.

LITERATURE REVIEW

Pernille Bjorn & Ojelanki Ngwenyama (2009)¹. Managing international teams with geographically distributed participants is a complex task. The risk of communication breakdowns increases due to cultural and organizational differences grounded in the geographical distribution of the participants. Such breakdowns indicate general misunderstandings and a lack of shared meaning between participants. In this paper, we address the complexity of building shared meaning. We examine the communication breakdowns that occurred in two globally distributed virtual teams by providing an analytical distinction of the organizational context as the foundation for building shared meaning at three levels. Also we investigate communication breakdowns that can be attributed to differences in life world structures, organizational structures, and work process structures within a virtual team. We find that all communication breakdowns are manifested and experienced by the participants at the work process level; however, resolving breakdowns may require critical reflection at other levels. Where previous research argues that face-to-face interaction is an important variable for virtual team performance, our empirical observations reveal that communication breakdowns related to a lack of shared meaning at the life world level often becomes more salient when the participants are co-located than when geographically distributed. Last, we argue that creating translucence in communication structures is essential for building shared meanings at all three levels.

Maurice Grzeda Rana Haq Rolland Lebrasseur (2008)². The authors describe the development and delivery of a team-building exercise in an online organizational behaviour undergraduate course. Qualitative data of student perceptions, collected at the end of the course, revealed both positive and negative reactions to various aspects of the team-building exercise. Based on these reactions, the authors discuss needed improvements in the assignment. They conclude by considering how their experience with the team-building exercise contributes to ongoing discussions about teamwork in management education and team building for virtual teams.

¹ Pernille Bjørn* & Ojelanki Ngwenyama. Virtual team collaboration: building shared meaning, resolving breakdowns and creating translucence. *Info Systems J* (2009) 19, 227–253.

² Maurice Grzeda, Rana Haq, Rolland Lebrasseur. Team Building in an Online Organizational Behavior Course. May/June 2008. *Journal of Education for Business*.

Stephanie M. Bryant and Susan M. Albring (2006)³. *Effective Team Building: Guidance for Accounting Educators* Accounting educators are charged by a multitude of professional bodies with instilling the skill of team building in their accounting students. However, accounting educators often do not have the background in the myriad disciplines required to effectively impart team-building techniques. This paper reviews the sociology, industrial psychology, and organizational behavior literature and applies that literature to accounting to help accounting educators identify effective team-building techniques. We review the major models and theories of team building and draw on these theories and selected prior research outside accounting to provide guidelines for educators who wish to promote team-building competencies within group projects.

Marianne McInnes Miller Thomas G. Kimball (2003)⁴. *Enhancing Teams in the Workplace: A New Model of Team-Building* The literature on team-building, including its application to employee assistance programs and the relevant theories discussed within the field. In addition, the paper applies family systems theory, particularly experiential family therapy and structural family therapy, to team enhancing. The authors outline a model for team-enhancing that employee assistance professionals

Anthony P. Ammeter, Janet M. Dukerich (2002)⁵. Interviews of project team members about factors that lead to high levels of team performance were used to create a survey that was given to 151 project teams in the engineering and construction industry. The survey focused on project team leader behaviours, use of team building, and team member characteristics as predictors of project cost and schedule performance. Controlling for use of industry best practices, leader behaviours were found to be significant predictors of project cost performance, while neither team building nor team member characteristics were found to be significant predictors of performance.

³ Stephanie M. Bryant and Susan M. Albring. *Effective Team Building: Guidance for Accounting Educators*. *Issues In Accounting Education*. Vol. 21, No. 3. Aug 2006. pp. 241–265

⁴ Marianne McInnes Miller, Thomas G. Kimball, Alan Korinek, Sterling T. Shumway, Rudy Arredondo. *Enhancing Teams in the Workplace: A New Model of Team-Building*. *Employee Assistance Quarterly*, Vol. 19(2) 2003.

⁵ Anthony P. Ammeter, Janet M. Dukerich. *Leadership, Team Building, and Team Member Characteristics In High Performance Project Teams*. *Engineering Management Journal* Vol.

CHAPTER III

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve in the research problems. It includes the overall research design, the sampling procedure, data collection method and analysis procedure.

3.1 TYPES OF RESEARCH :

A Research Design is a plan, structure and strategy of investigation so conceived as to obtain answers to research problems. The plan is the complete scheme or program of research. It includes an outline of what the investigator will do from writing the hypothesis and their operational implication to the final analysis of data.

Descriptive research:

In this research study the researcher used descriptive research design. A descriptive research attempts to describe systematically a situation, problem, phenomenon, service or program, or provides information about say the living conditions of a community or describes an attitude towards the issue.

3.2 SOURCE OF DATA

Primary data:

The primary source of the study includes the opinion of the respondents collecting through administrating the structured questionnaire dealing with different team building.

Secondary data:

The secondary sources were collected from journals, websites, Books and Magazines

3.3 TIME PERIOD COVERED:

The time period for completing the project is 45 days..

3.4 Population and sample size

From the population of 915 employees, 120 respondents were chosen from various departments and also from different grades.

Total Strength

| | |
|------------|-------|
| Workmen | - 450 |
| Staffs | - 95 |
| Executives | - 120 |
| Co-Workers | - 250 |
| Total | - 915 |

3.5 Sampling Technique

Since the study is the descriptive in nature it was found to apply the census sampling method.

3.6 Statistical Tools used:

The data collected from the sources have been analyzed and interpreted in the form of tables and portrayed in the forms of bar diagrams. The statistical tools I have planned to use are percentage analysis, and chi-square test.

3.7. Limitations of the study

1. There may be personal bias of the respondents, which affect the results of the study.
2. The sample size was limited to 120.
3. The opinion of the workers may be biased.
4. The study is restricted to the workers of the day shift only due to the convenience developed when attempt made to meet the night shift workers.
5. Reluctance of the workers to answer the questionnaires was one of the main constrains for the study.

CHAPTER- IV

DATA ANALYSIS AND INTERPRETATION

Data collection can become socially useful when that is properly classified and interpreted. Interpretation is, thus not only necessary but also is an essential task. Data can of course be classified in different ways. Unless that is done, there can be no utility of the data collected by the field investigator. In this chapter, the researcher presents the collected data for analysis and interpretation. The data are presented in the form of tables and diagrams leading to interpretation and appropriate conclusions. Interpretation of data provides knowledge about the problem and the subject under study.

4.1 PERCENTAGE ANALYSIS:

TABLE NO:4.1

Age Of The Respondents

| Age Group(in years) | No of Respondents | % of Respondents |
|---------------------|-------------------|------------------|
| Below 20 | - | - |
| 21-30 | 5 | 4.2 |
| 31-40 | 48 | 40.0 |
| Above 40 | 67 | 55.8 |
| Total | 120 | 100 |

Interpretation:-

It can be interpreted from the table 4.1. that 55.8% of the respondents are fall under the category of above 40.40% of the respondents are in the age group of 31-40 years and remaining 4.2% of the respondents are in the age group of 21-30 years. So the aged employees are more in the company because due to health hazards young employees are not interested in joining so we are pushing them to sustain with the old employees.

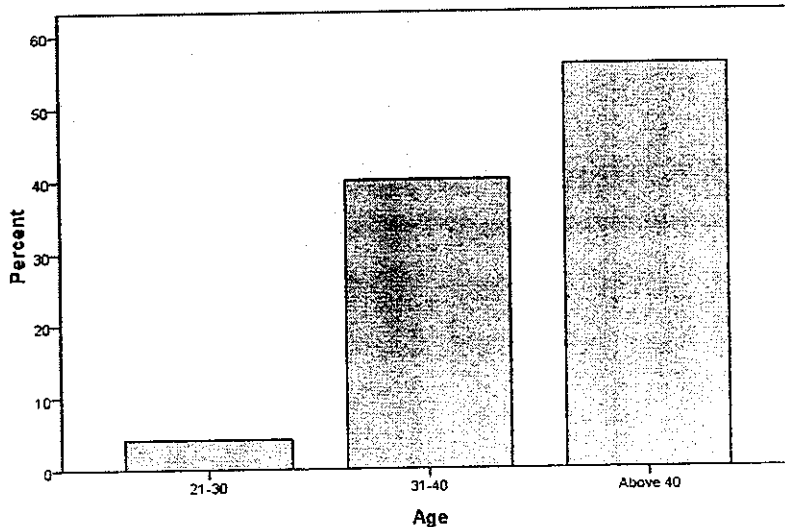


Chart 4.1

TABLE NO: 4.2

Cadre Of The Respondents

| Cadre | No of Respondents | % of Respondents |
|--------------|-------------------|------------------|
| Worker | 42 | 35.0 |
| Staff | 20 | 16.7 |
| Executive | 58 | 48.3 |
| Total | 120 | 100.0 |

Interpretation:-

The table 4.2 indicates that 48.3% of the respondents are in Executive position. 35% of respondents are in the cadre of worker. 16.7% of respondents are in the staff level. So the executive workers are more in the company because Executive workers will have experience in the nature of the job.

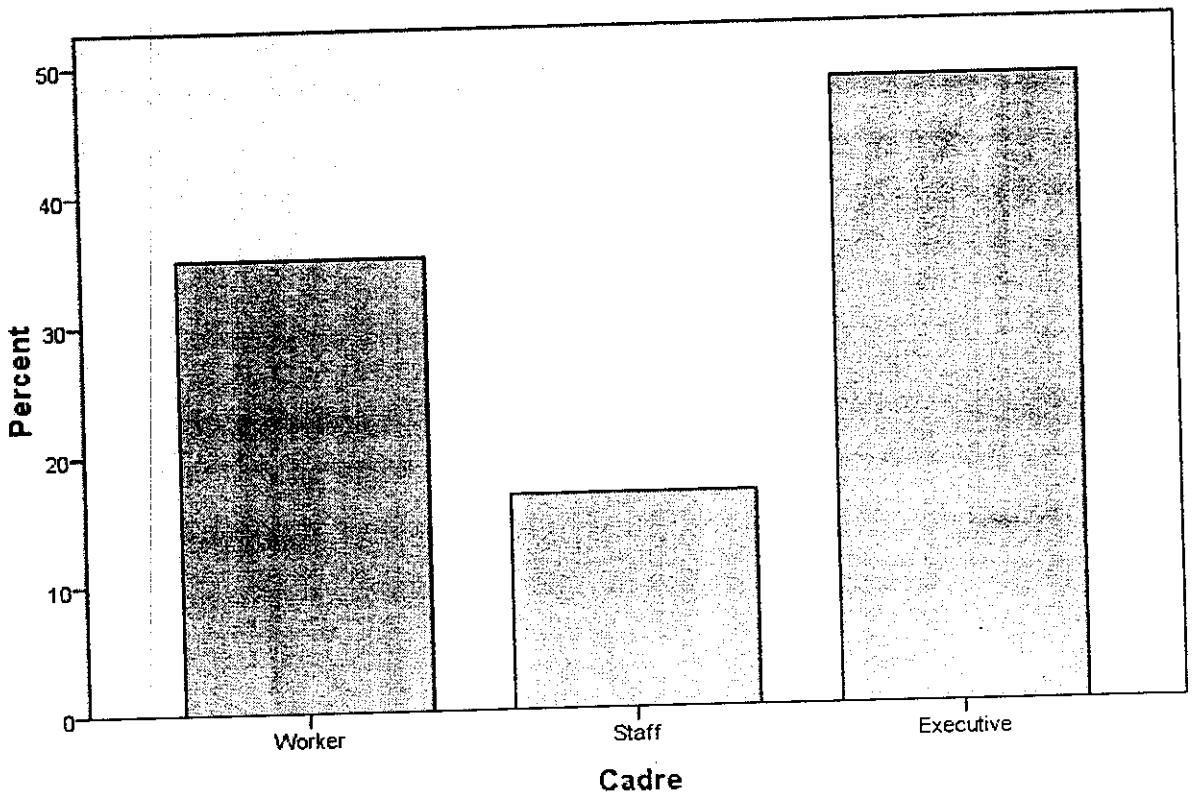


Chart 4.2

TABLE NO: 4.3

Marital Status Of Respondents

| Marital Status | No Of Respondents | % Of Respondents |
|----------------|-------------------|------------------|
| Married | 114 | 95 |
| Unmarried | 6 | 5 |
| Total | 120 | 100 |

Interpretation:-

The table 4.3 shows that most of the respondents are married that are 95% and 5% of the respondents are unmarried.

From the data it is inferred that the number of married employees are working more than the number of unmarried employees.

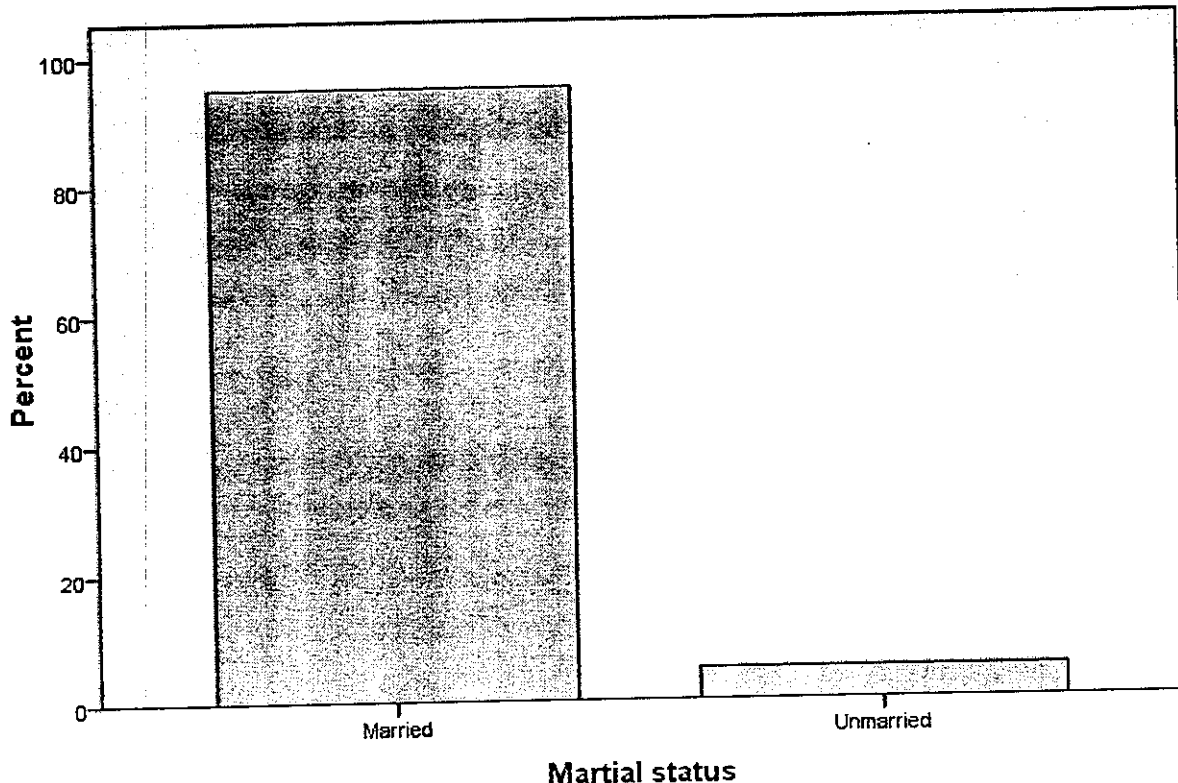


Chart 4.3

TABLE NO:4.4

Educational Qualification Of The Respondents

| Qualification | No Of Respondents | % Of Respondents |
|---------------|-------------------|------------------|
| No formal | 34 | 28.3 |
| Schooling | 9 | 7.5 |
| UG | 15 | 12.5 |
| PG | 62 | 51.7 |
| Total | 120 | 100 |

Interpretation:-

The table 4.4 shows that 51.7% of the respondents have completed their Post graduate.28.3% of the respondents are literate.12.5% of the respondents are found to be under graduate and 7.5% of the respondents have finished their schoolings.

From the data it can be inferred that post graduate respondents are working more in the organisation.

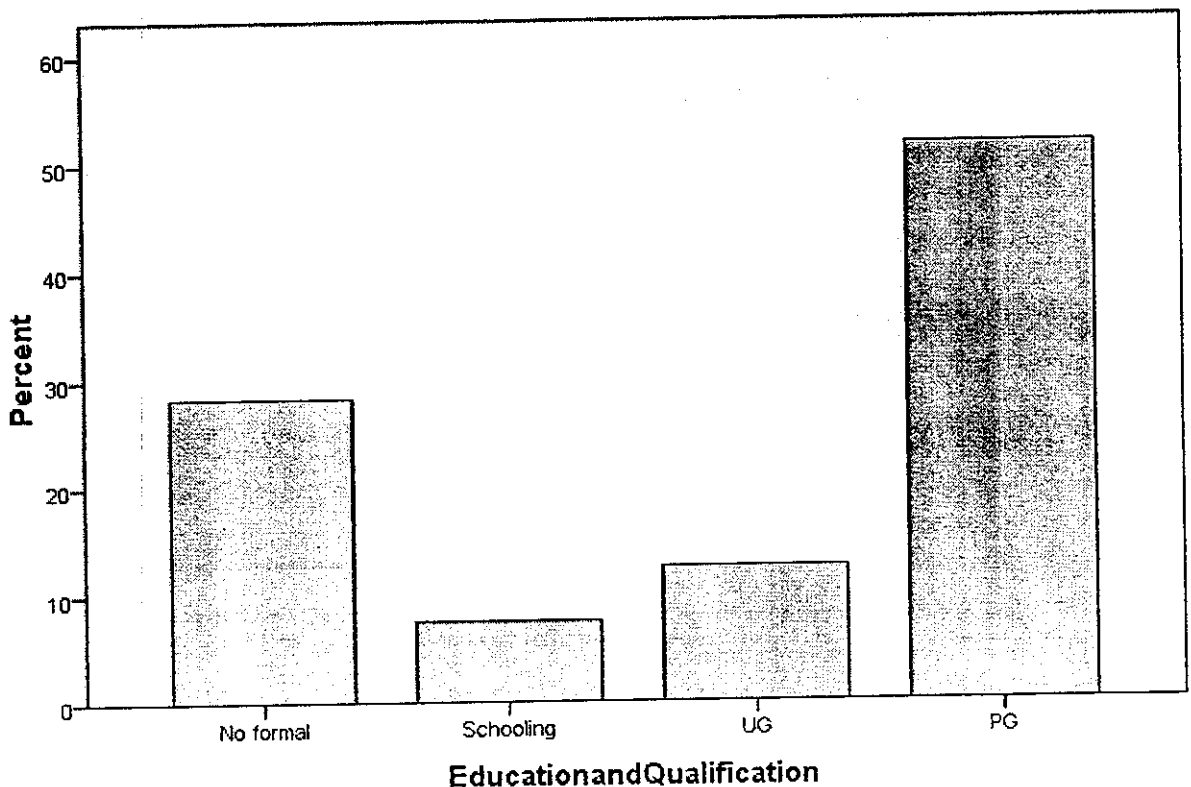


TABLE NO: 4.5

Experience Of The Respondents

| Year Of Service | No Of Respondents | % of Respondents |
|-----------------|-------------------|------------------|
| Below 5 years | 6 | 5.0 |
| 5-15 years | 27 | 22.5 |
| 16-25 years | 46 | 38.3 |
| 26-35 years | 29 | 24.2 |
| Above 35 years | 12 | 10.0 |
| Total | 120 | 100 |

Interpretation:-

The table 4.5 reveals that 38.3% of the respondents are having 16-25 years of experience. 24.2% of the respondents are having 26-35 years of experience. 22.5% of the respondents are between 5-15 years of experience. 10% of the respondents are having 35 years of experience. 5% of the respondents are having 5 years of experience.

From the data it can be inferred that most of the respondents have more than 15 years of experience.

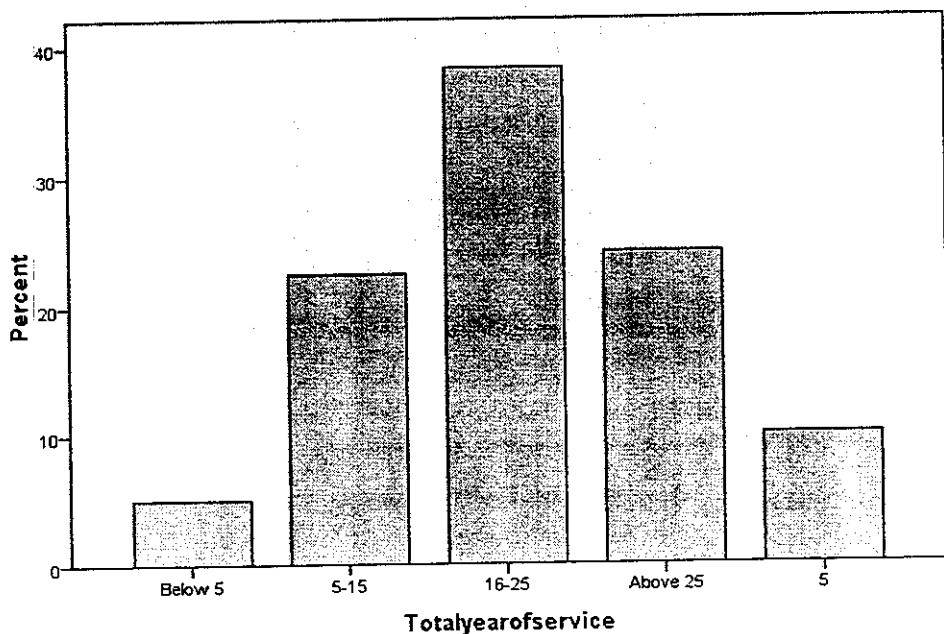


Chart 4.5

TABLE NO: 4.6

Income Level Of The Respondents

| Particulars(in Rs) | No Of Respondents | % of Respondents |
|--------------------|-------------------|------------------|
| Below 10000 | - | - |
| 10001-15000 | 61 | 50.8 |
| 15001-25000 | 6 | 5.0 |
| Above 25000 | 53 | 44.2 |
| Total | 120 | 100.0 |

Interpretation:-

The table 4.6 indicates that 50.8% of the respondents are in the income level of Rs 10001-15000. 44.2 % of the respondents are getting above Rs.25000. Only 5% of the respondents are in the income level of Rs.15001-25000. It is inferred that most of the respondents are getting above Rs 10000.

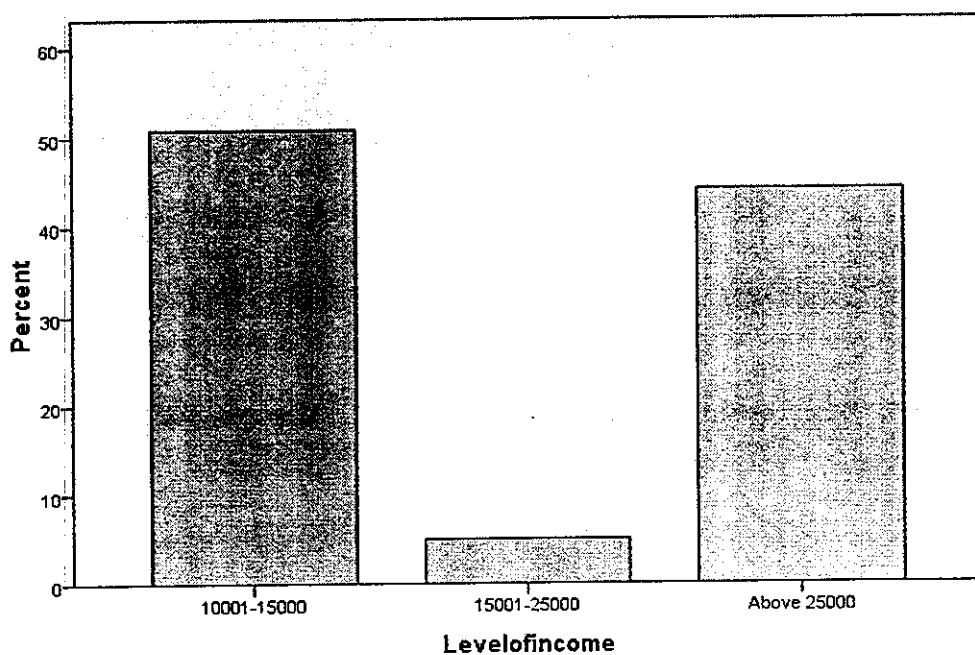


Chart 4.6

TABLE.NO: 4.7

Sprit Of The Organization

| Particulars | No Of Respondents | % Of Respondents |
|-------------------|-------------------|------------------|
| Strongly agree | 60 | 50.0 |
| Agree | 58 | 48.3 |
| Neutral | 2 | 1.7 |
| Disagree | - | - |
| Strongly disagree | - | - |
| Total | 120 | 100 |

Interpretation:-

The table 4.7 represents that 50% of the respondents strongly agreed that the organization has high level of sprit in their unity.48.3% of the respondents agree with the above point. Only 1.7% of the respondents are neutrally agreed with that point. Therefore large number of employees are strongly agreed that sprit of unity is high in the organization.

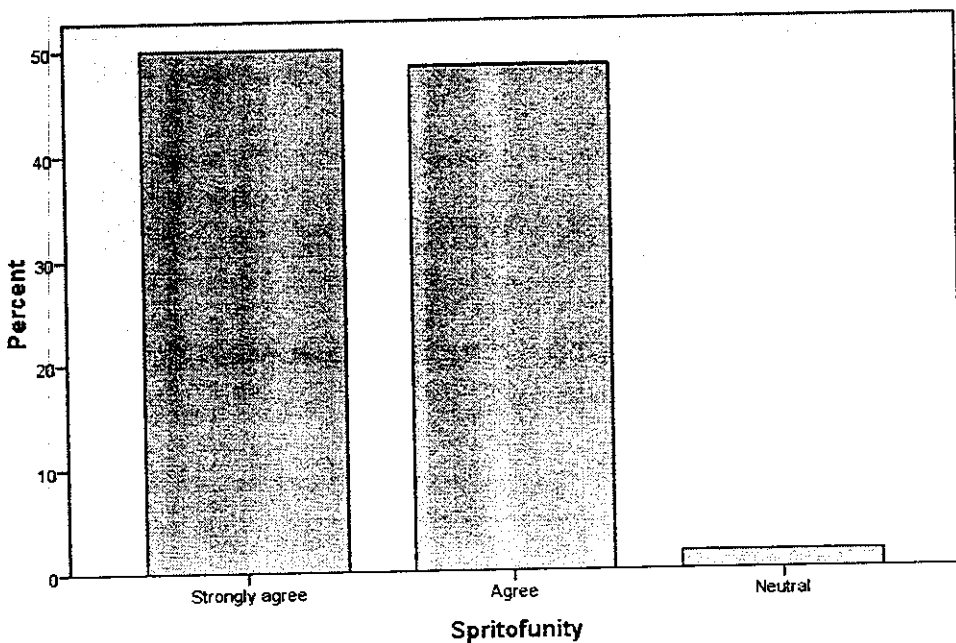


Chart 4.7

TABLE.NO:4.8

Organisation Structure Enabling Team Building

| Particulars | No Of Respondents | % Of Respondents |
|-------------------|-------------------|------------------|
| Strongly agree | 36 | 30.0 |
| Agree | 81 | 67.5 |
| Neutral | 3 | 2.5 |
| Disagree | - | - |
| Strongly Disagree | - | - |
| Total | 120 | 100 |

Interpretation:-

The table 4.8 indicates that 67.5% of the respondents agree.30% of respondents strongly agree that the structure of organization encourages the team building .Only 2.5% of the respondents Neutrally agree with the above point. Further it is noticed that no respondents disagrees or strongly disagrees with this point. Therefore large number of employees are agreed that the organization encourages team building.

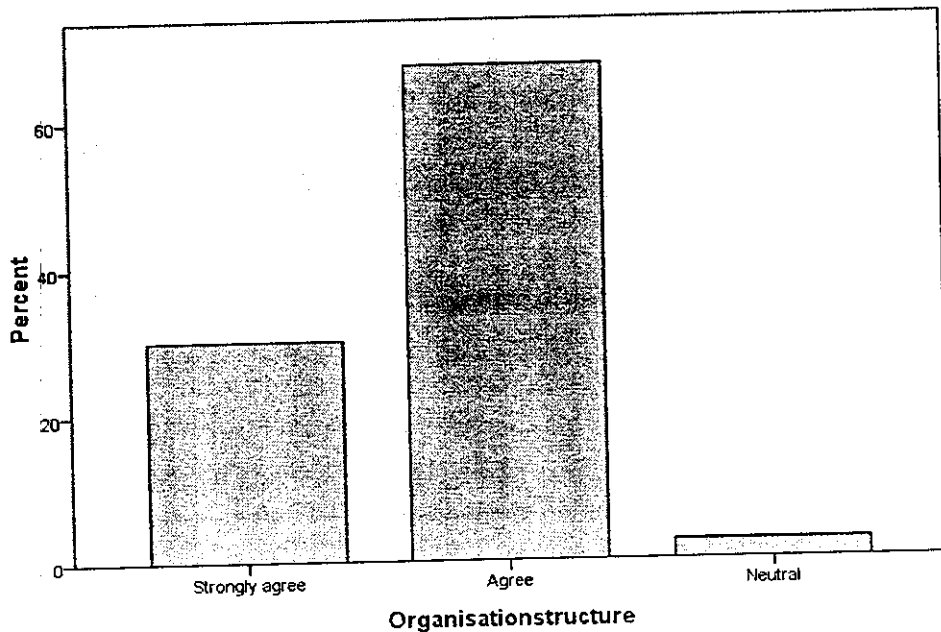


TABLE.NO: 4.9

Management Inspiration for Team Building

| Particulars | No Of Respondents | % Of Respondents |
|-------------------|-------------------|------------------|
| Strongly agree | 51 | 42.5 |
| Agree | 30 | 25.0 |
| Neutral | 39 | 32.5 |
| Disagree | - | - |
| Strongly Disagree | - | - |
| Total | 120 | 100 |

Interpretation:-

It can be interpreted from the table 4.9 that 42.5% of respondents strongly agree that the management inspires the team building in the organization. 32.5% of the respondents neutrally agree. 25% of the respondents agree. Further it is noticed that no respondents disagree or strongly disagree with this point. Therefore large number are employees are strongly agreed that the management inspires the team building in the organization.

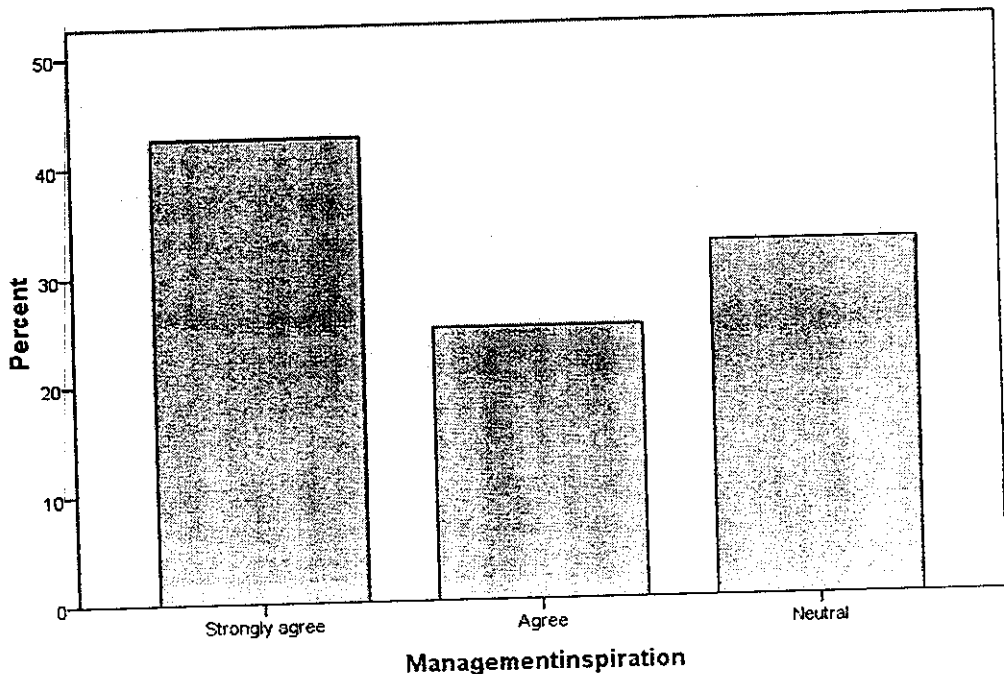


TABLE NO: 4.10

Flexible Functional Division For Easy Team Building

| Particulars | No Of Respondents | % of Respondents |
|-------------------|-------------------|------------------|
| Strongly agree | 24 | 20.0 |
| Agree | 61 | 50.8 |
| Neutral | 11 | 9.2 |
| Disagree | 24 | 20.0 |
| Strongly disagree | - | - |
| Total | 120 | 100 |

Interpretation:-

The table 4.10 shows that 50.8% of the respondents agree with that point. 20% of the respondents strongly agree that the organization's functional division are so flexible for building a team. 20% of the respondents disagree with that point. 9.2% of the respondents neutrally agree that the functional limit of easy for team building. Further it is noticed that no respondent strongly disagrees with this point. Therefore large number of employees are agreed that functional divisions are easy for team building.

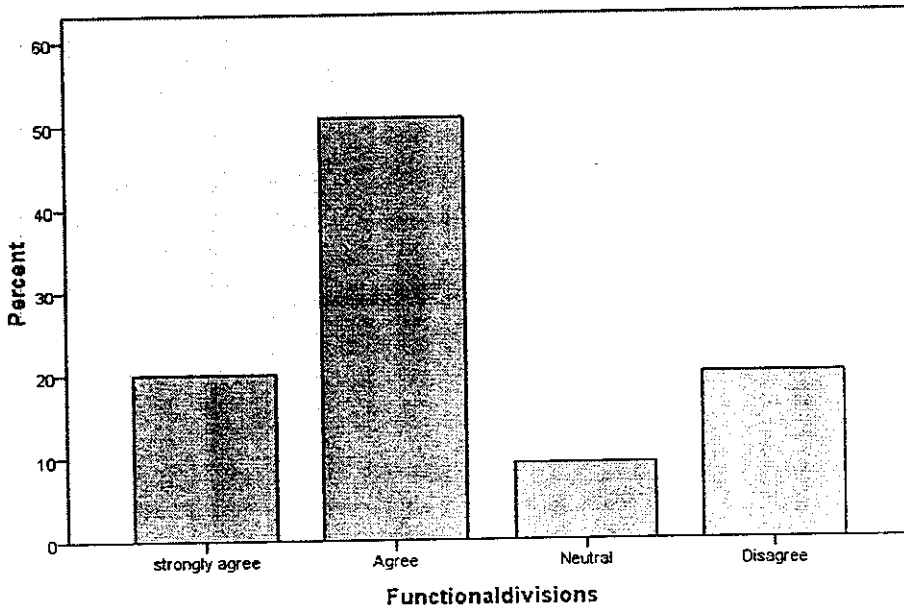


Chart 4.10

TABLE.NO:4.11

Team Functioning Of The Top Leaders

| Particulars | No Of Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 42 | 35.0 |
| Agree | 66 | 55.0 |
| Neutral | 7 | 5.8 |
| Disagree | 5 | 4.2 |
| Strongly Disagree | - | - |
| Total | 120 | 100 |

Interpretation:-

The table 4.11 shows that more than half of the respondents that is 55% are agree with that point. 35% of the respondents strongly agree that the top leaders functioning their teams well. 5.8% of respondents neutrally agree with that point. 4.2% of the respondents disagree with this point. Further it is noticed that no respondents strongly disagrees with this point. Therefore large number of employees are agreed that the top leaders functioning their teams well.

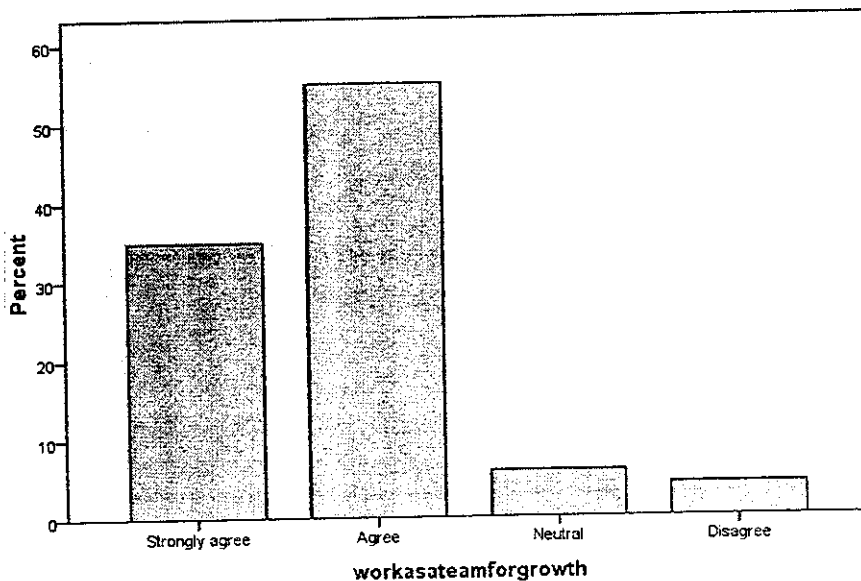


Chart 4.11

TABLE.NO:4.12

Involvement Of Leaders In The Functional Activities

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 57 | 47.5 |
| Agree | 33 | 27.5 |
| Neutral | 28 | 23.3 |
| Disagree | 2 | 1.7 |
| Strongly Disagree | - | - |
| Total | 120 | 100 |

Interpretation:

The table 4.12 interprets that 47.5% of the respondents are strongly agreed that the leaders are participating in the organization functional activities. 27.5% of the respondents agreed and 23.3% of the respondents neutrally agreed with the above point. Only 1.7% of the respondents disagreed with the point and there is no respondent strongly disagreed with the point. Therefore large number of employees are strongly agreed that the leaders are participating in the functional activities.

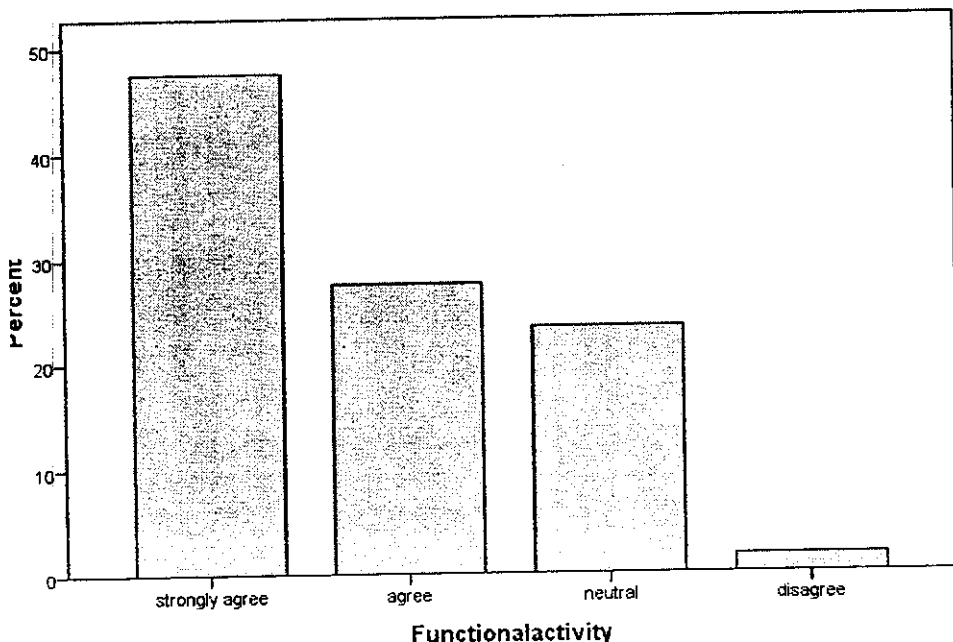


TABLE.NO:4.13

Functional Freedom To Work As A Task Team

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 20 | 16.7 |
| Agree | 51 | 42.5 |
| Neutral | 28 | 23.3 |
| Disagree | 14 | 11.7 |
| Strongly disagree | 7 | 5.8 |
| Total | 120 | 100 |

Interpretation:

The table 4.13 interprets that 42.5% of the respondents agree that the organization gives freedom to work as a task team. 11.7% of the respondents disagree and 16.7% of the respondents are strongly agreed with the above point. 23.3% of the respondents are neutrally agreed this point. Only 5.8% of the respondents strongly disagreed with the above point. Therefore large number of employees are agreed that the organization gives freedom to work as a task team.

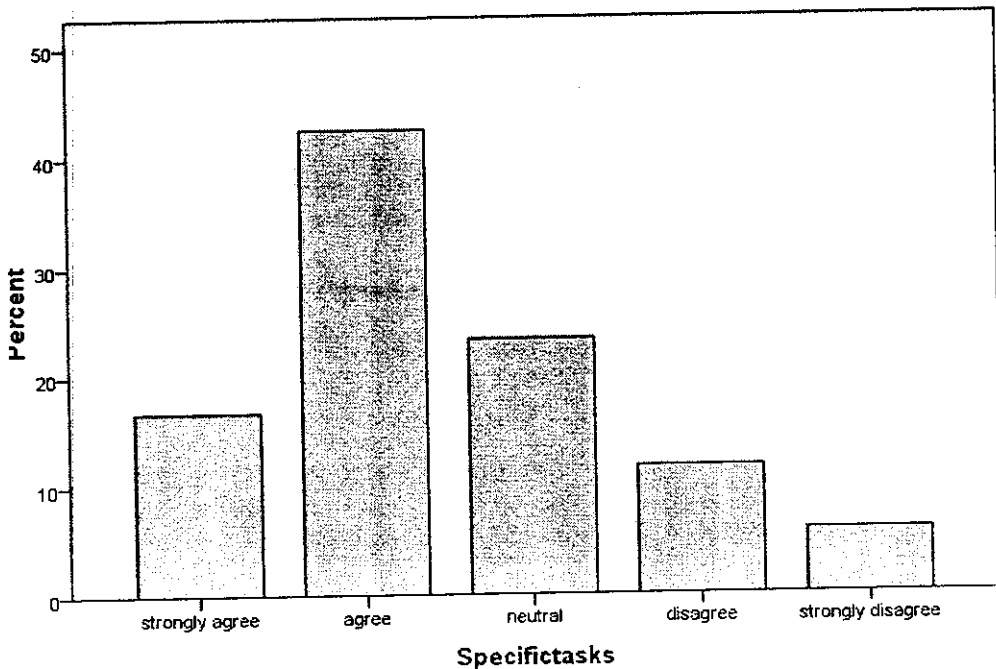


TABLE.NO: 4.14

Continuous Interaction With Others

| Particulars | No Of Respondents | % Of Respondents |
|-------------------|-------------------|------------------|
| Strongly agree | 19 | 15.8 |
| Agree | 44 | 36.7 |
| Neutral | 57 | 47.5 |
| Disagree | - | - |
| Strongly Disagree | - | - |
| Total | 120 | 100 |

Interpretation:-

The table 4.14 indicates that 47.5% of the respondents neutrally agree that the team members continuously interact with their team members. 36.7% of the respondents agree that team members interact continuously. 15.8% of respondents strongly agree with this point. Further it is noticed that no respondent strongly disagree with this point. Therefore large number of employees are neutrally agreed that the team should have continuous interaction with their team members.

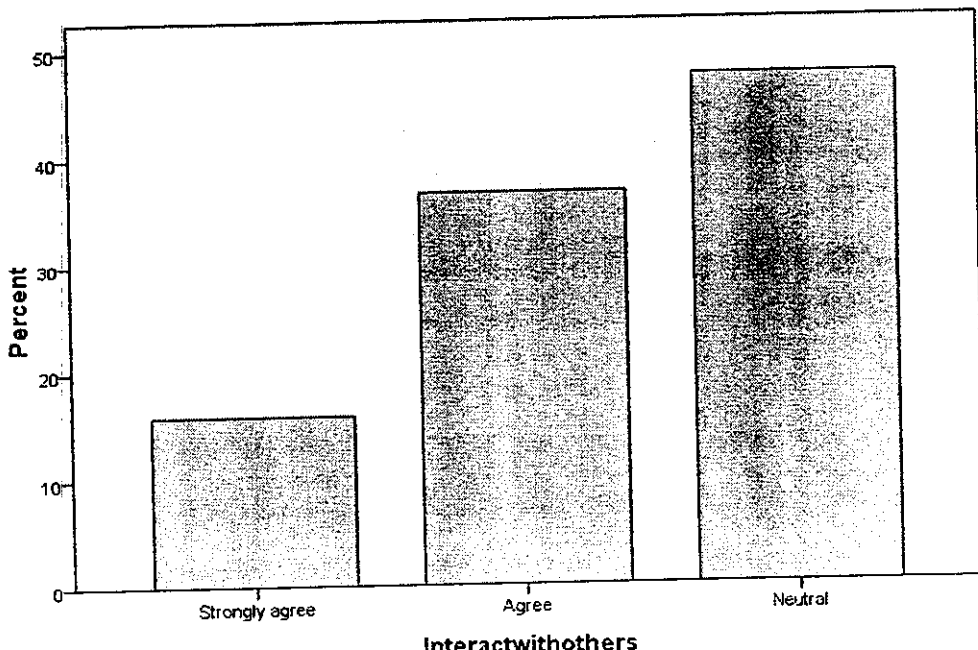


TABLE.NO:4.15

Mutual Support Among Teams

| Particulars | No Of Respondents | Percentage of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 21 | 17.5 |
| Agree | 65 | 54.2 |
| Neutral | 14 | 11.7 |
| Disagree | 20 | 16.7 |
| Strongly Disagree | - | - |
| Total | 120 | 100 |

Interpretation:-

The table 4.15 shows that more than half of the respondents that is 54.2% agree that the teams have mutual support among team members.17.5% of the respondents strongly agree with this point.16.7% of respondents disagree with this point.11.7% of the respondents neutrally agree that there is mutual support among teams. Further it is noticed that no respondent strongly disagrees with this point. Therefore large number of employees are agreed that the teams have mutual support among team members.

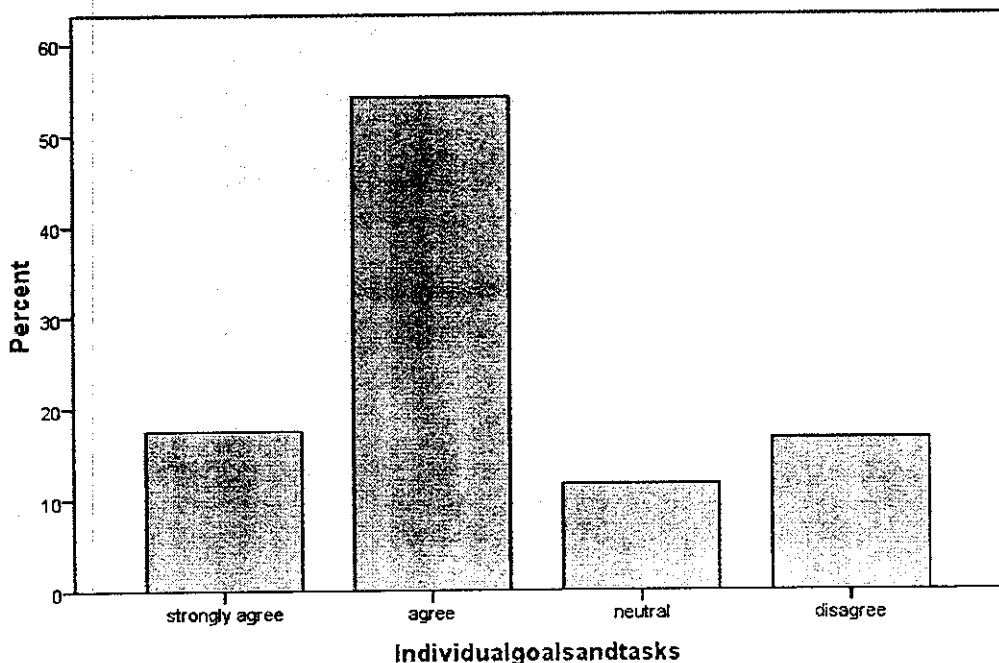


TABLE.NO.4.16

Using Process To Manage Resources

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 20 | 16.7 |
| Agree | 50 | 41.7 |
| Neutral | 20 | 16.7 |
| Disagree | 9 | 7.5 |
| Strongly disagree | 21 | 17.5 |
| Total | 120 | 100 |

Interpretation:

The table 4.16 interprets that 41.7% of the respondents agree that the organization manages resourcing using processes. 17.5% of the respondents strongly agree with the above point.16.7% of the respondents strongly and neutrally agreed the above point.7.5% of the respondents disagreed this point. Therefore large number of employees are agreed that the organization manages resourcing using processes.

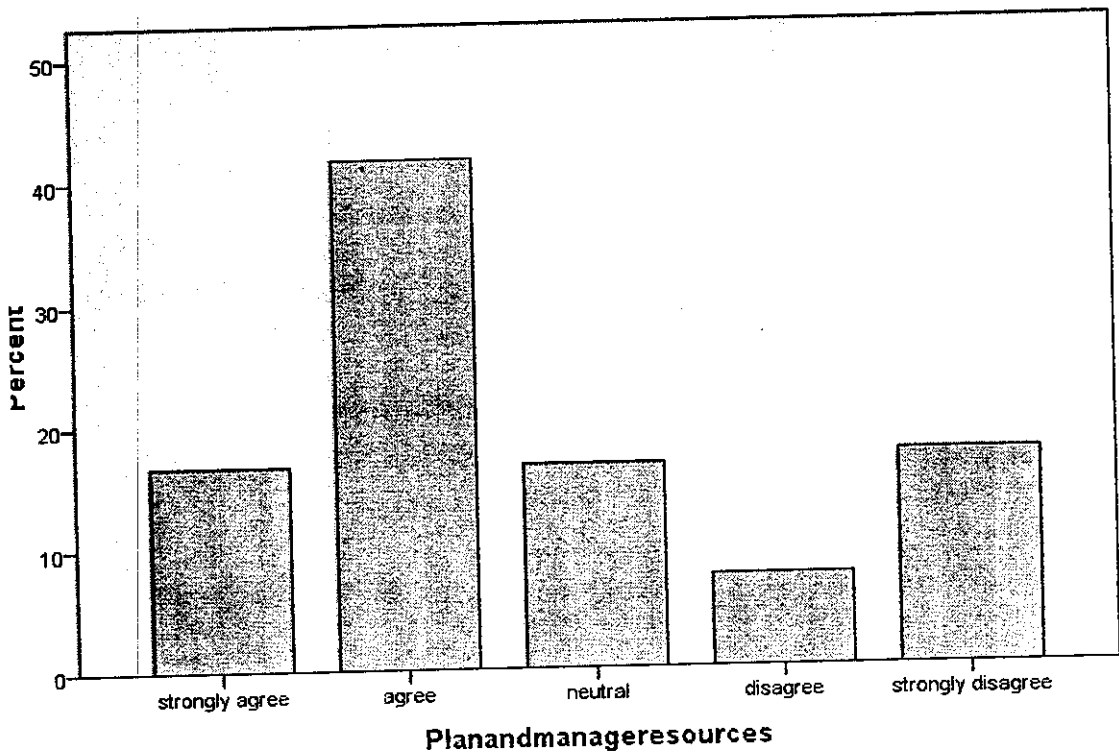


Chart 4.16

TABLE.NO:4.17

Inter Appraisal Among Team Members For Better Team Performance

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 21 | 17.5 |
| Agree | 51 | 42.5 |
| Neutral | 17 | 14.2 |
| Disagree | 10 | 8.3 |
| Strongly disagree | 21 | 17.5 |
| Total | 120 | 100 |

Interpretation:

The table 4.17 interprets that 14.2% of neutrally agreed that the inter-appraisals helps team members for better team performance. 42.5% of the respondents agreed this point. 17.5% of the respondents strongly agree and strongly disagreed with the above point. Only 8.3% of the respondents disagreed the above point. Therefore large number of employees are agreed that the inter-appraisal helps team members for better team performance.

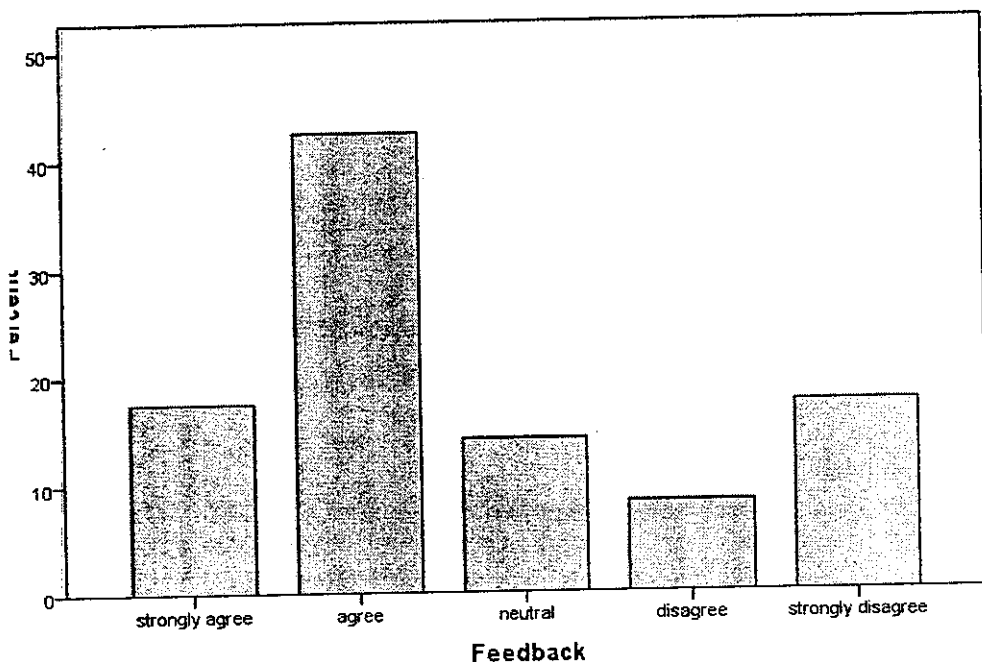


TABLE.NO:4.18

Self Esteem And Self Identity

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 42 | 35.0 |
| Agree | 60 | 50.0 |
| Neutral | 18 | 15.0 |
| Disagree | - | - |
| Strongly Disagree | - | - |
| Total | 120 | 100 |

Interpretation:

The table 4.18 interprets that 50% of respondents agree that the team members have high self-esteem and self-identity in their teams. 35% of respondents strongly agree and 15% of respondents neutrally agreed with the above point. There is no respondents strongly disagrees with this point. Therefore large number of employees are agreed that the team members have high self-esteem and self-identity in their teams.

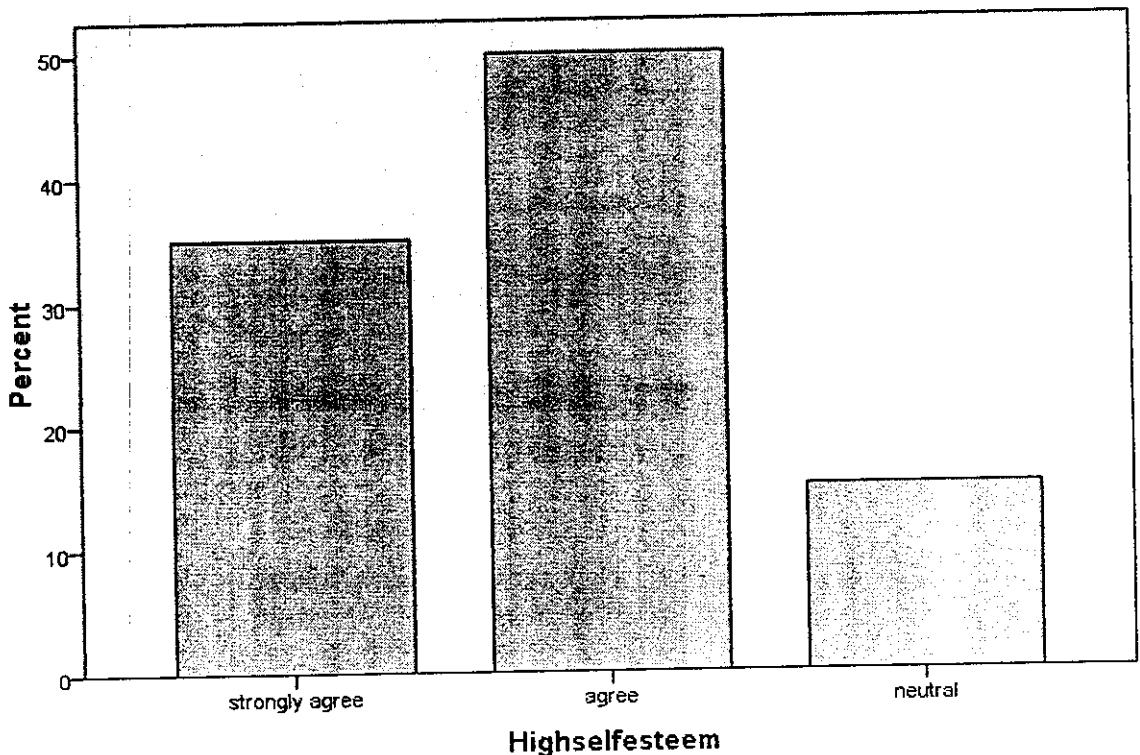


TABLE.NO:4.19

COMMON UNDERSTANDING TO AID CLEAR COMMUNICATION

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 21 | 17.5 |
| Agree | 34 | 28.3 |
| Neutral | 47 | 39.2 |
| Disagree | 13 | 10.8 |
| Strongly disagree | 5 | 4.2 |
| Total | 120 | 100 |

Interpretation:

The table 4.19 interprets that 39.2% of respondents are neutrally agree that the organization communicates clearly with common understanding. 28.3% of respondents agree and 17.5% of respondents strongly agreed with this point. 10.8% of respondents disagree with the above point. Only 4.2% of respondents are strongly disagreed with this point. Therefore large number of employees are neutrally agreed that the organization clearly communicates with common understanding.

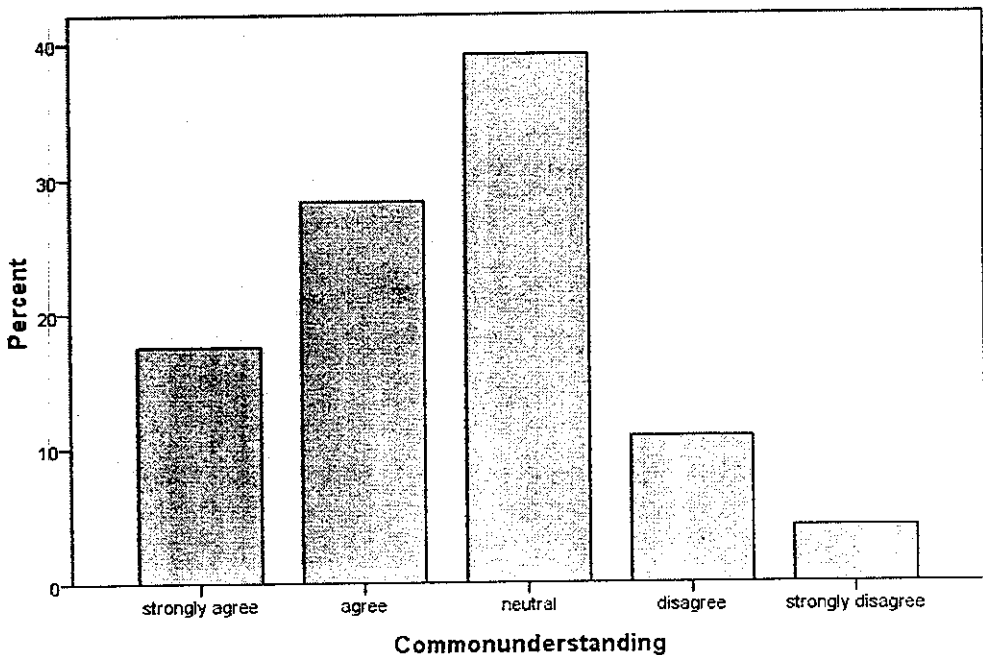


TABLE.NO: 4.20

Building Relationships Based On Trust, Respect And Rapport

| PARTICULARS | No Of Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 22 | 18.3 |
| Agree | 33 | 27.5 |
| Neutral | 63 | 52.5 |
| Disagree | 2 | 1.7 |
| Strongly Disagree | - | - |
| Total | 120 | 100 |

Interpretation:-

The table 4.20 indicates that 52.5% of the respondents neutrally agree that the team members have trust, respect and rapport to build a relationship. 27.5% of respondents agree with this point. 18.3% of respondents strongly agree with this point. Only 1.7% of respondents disagree with the above point. There is no respondent strongly disagree with this point. Therefore large number of employees are neutrally agreed that the team members have trust, respect and rapport to build a relationship.

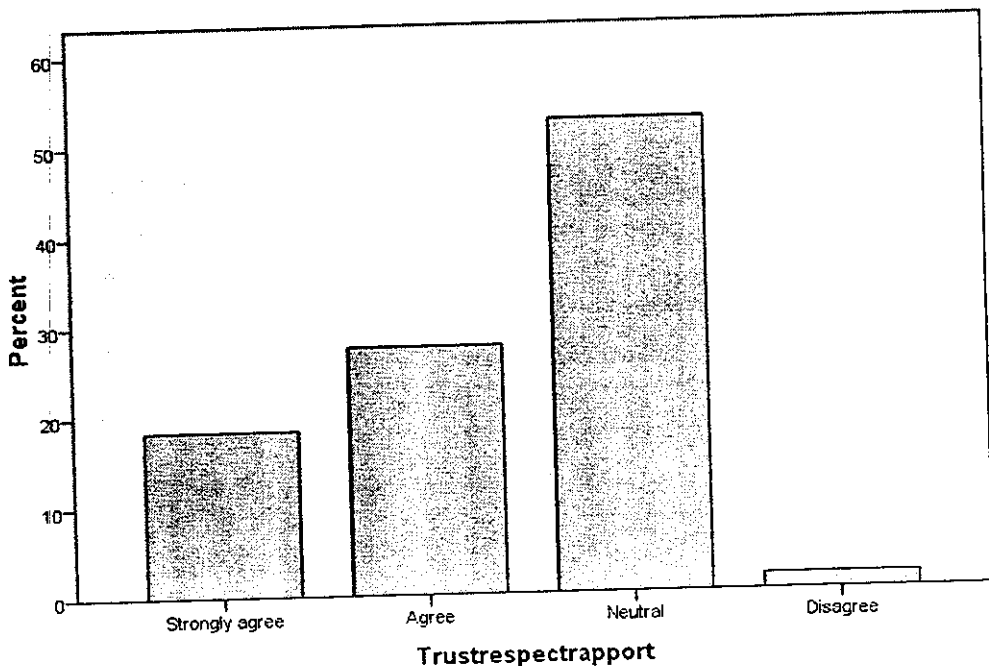


TABLE.NO:4.21

Adaptability To Exploit New Potential And Opportunities

| Particulars | No. of. Respondents | Percentage Of Respondents |
|-------------------|---------------------|---------------------------|
| Strongly agree | 15 | 12.5 |
| Agree | 75 | 62.5 |
| Neutral | 27 | 22.5 |
| Disagree | 3 | 2.5 |
| Strongly Disagree | - | - |
| Total | 120 | 100 |

Interpretation:

The table 4.21 interprets that 62.5% of respondents agreed that the management adapts to make use of new potential and opportunities. 22.5% of respondents neutrally agreed with the above point. 12.5% of the respondents strongly agreed and 2.5% of respondents disagreed with this point. There is no respondents strongly disagrees with the above point. Therefore large number of employees are agreed that the management adapts to use new opportunities.

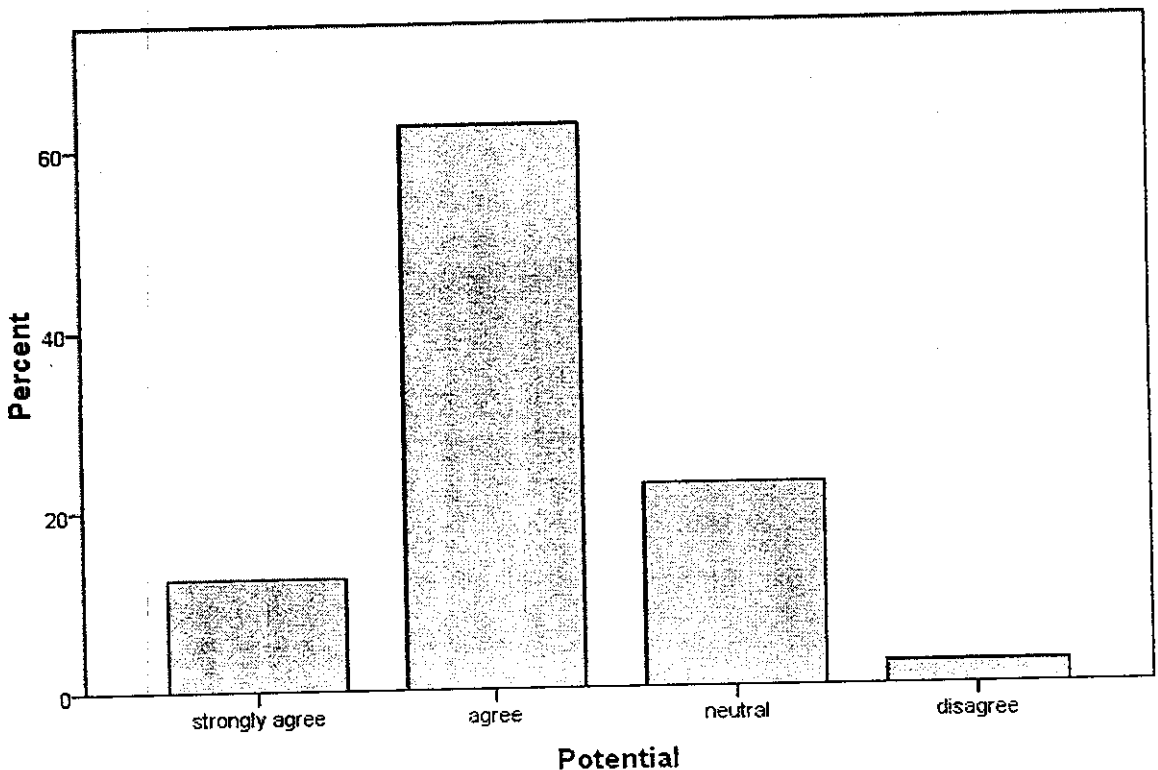


TABLE.NO:4.22

Learning Through Collective Reviews

| Particulars | No. of Respondents | Percentage Of Respondents |
|-------------------|--------------------|---------------------------|
| Strongly agree | 30 | 25.0 |
| Agree | 64 | 53.3 |
| Neutral | 26 | 21.7 |
| Disagree | - | - |
| Strongly Disagree | - | - |
| Total | 120 | 100 |

Interpretation:

The table 4.22 interprets that 53.3% of the respondents agree that the team members are learning through collective reviews. 25% of respondents strongly agreed and 21.7% of respondents are neutrally agreed with the above point. It is noticed that no respondent disagrees or strongly disagrees with this point. Therefore large number of employees are agreed that team members are learning through collective reviews.

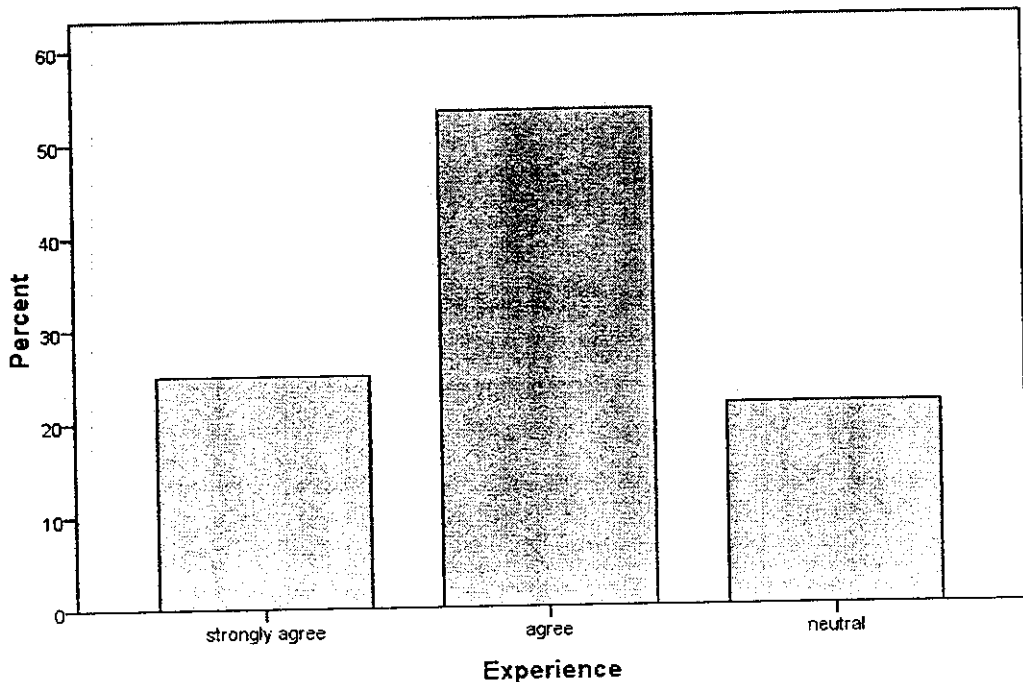


TABLE.NO:4.23

Brainstorming For Radical Ideas For Solving Problems

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 15 | 12.5 |
| Agree | 42 | 35.0 |
| Neutral | 34 | 28.3 |
| Disagree | 11 | 9.2 |
| Strongly disagree | 18 | 15.0 |
| Total | 120 | 100 |

Interpretation:

The table 4.23 interprets that 35% of respondents agree that the teams are brain storming ideas for solving problems. 28.3% of the respondents neutrally agree with this point. 15% of respondents strongly disagreed and 12.5% of respondents agreed with the above point. 9.2% of respondents disagree with this point. Therefore large number of employees are agreed that the teams are brain storming ideas for solving problems.

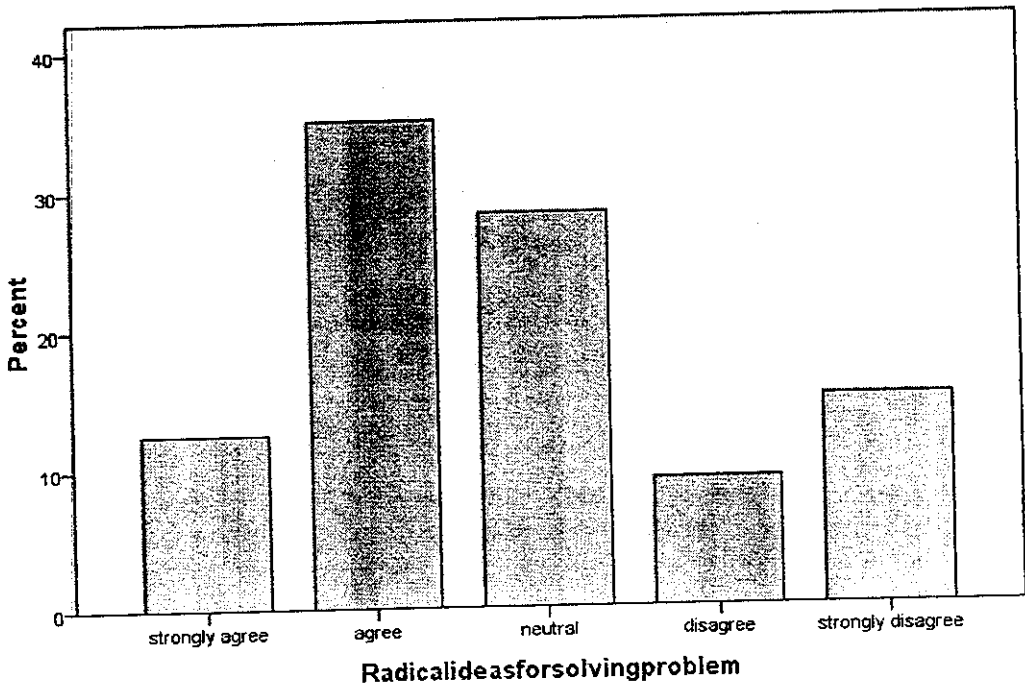


TABLE.NO:4.24

JOB AS WELL – DEFINED FUNCTION

| Particulars | No Of Respondents | % of Respondents |
|-------------------|-------------------|------------------|
| Strongly Agree | 52 | 43.3 |
| Agree | 42 | 35.0 |
| Neutral | 26 | 21.7 |
| Disagree | - | - |
| Strongly Disagree | - | - |
| Total | 120 | 100.0 |

Interpretation:-

The table 4.24 shows that 43.3% of the respondents strongly agree that the organization functions are well defined. 35% of the respondents agree with that point .21.7% of the respondents neutrally agreed .Further it is noticed that no respondents disagrees or strongly disagrees with this point. Therefore large number of employees are strongly agreed that the organization functions are well defined.

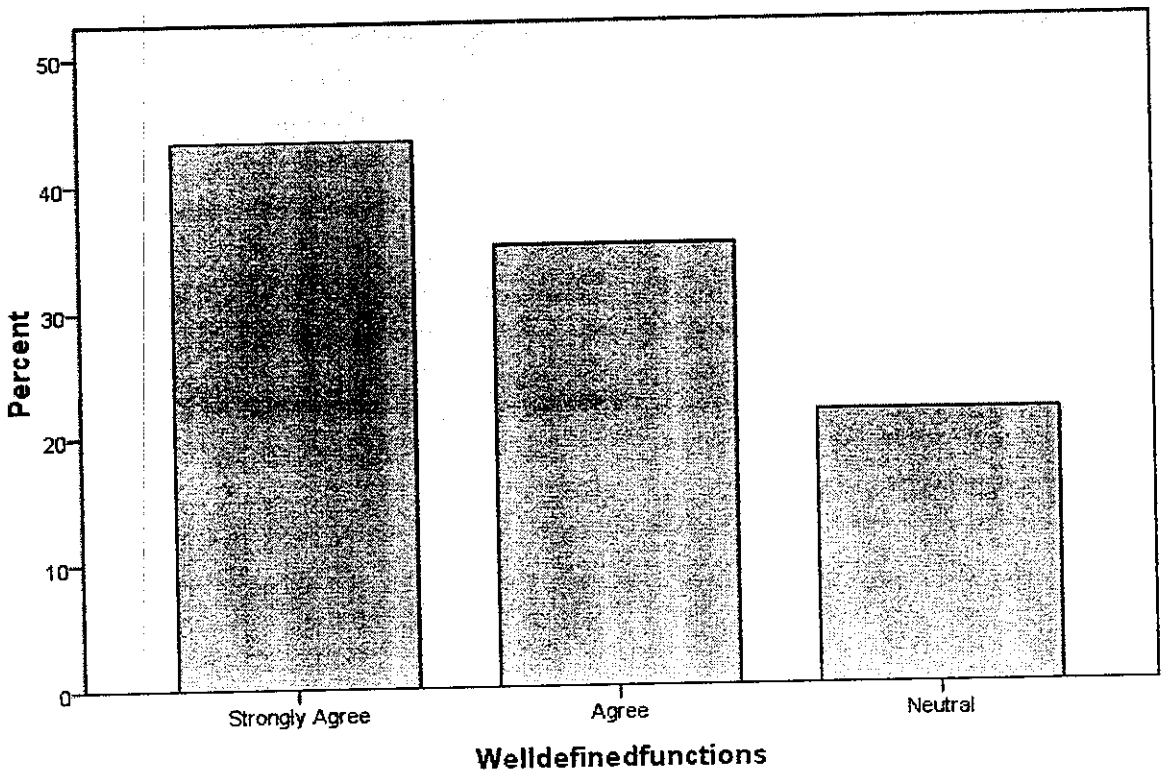


TABLE.NO: 4.25

Special Team For Critical Tasks

| Particulars | No. Of Respondents | % Of Respondents |
|-------------------|--------------------|------------------|
| Strongly agree | 37 | 30.8 |
| Agree | 35 | 29.2 |
| Neutral | 22 | 18.3 |
| Disagree | 20 | 16.7 |
| Strongly disagree | 6 | 5.0 |
| Total | 120 | 100 |

Interpretation:-

It can be interpreted from the table 4.25 that 30.8% of employees strongly agree that the special teams are formed by the management for critical tasks. 29.2% of the respondents agree with this point. 18.3% of the respondents neutrally agree that the special teams are formed for critical tasks. 16.7% of the respondents disagree with the above point. Only 5% of the respondents strongly disagree with this point. Therefore large number of employees are strongly agreed that the special teams care the critical tasks.

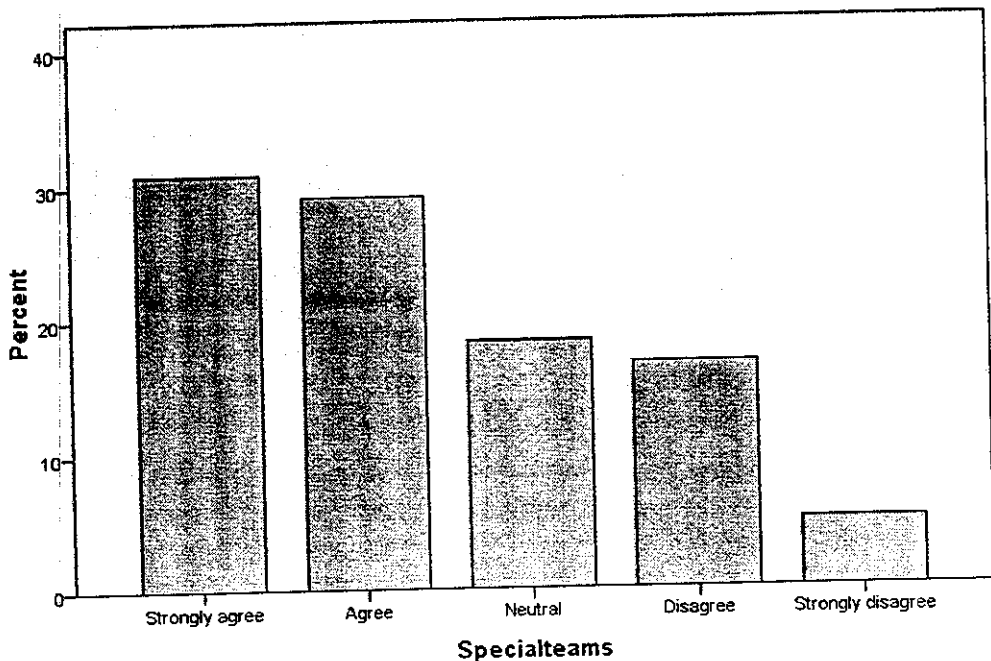


TABLE.NO:4.26

Team Network For Partnerships With Other Teams

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 11 | 9.2 |
| Agree | 51 | 42.5 |
| Neutral | 42 | 35.0 |
| Disagree | 16 | 13.3 |
| Strongly Disagree | - | - |
| Total | 120 | 100 |

Interpretation:

It can be interpreted from the table 4.26 that 42.5% of the respondents agreed that every team has partnership with other teams. 35% of the respondents moderately agreed that point and 13.3% of the respondents disagree with the above point. 9.2% of respondents strongly agree with this point. There is no respondent who strongly disagrees with this point. Therefore, a large number of employees are neutrally agreed that the team has team partnership with other teams.

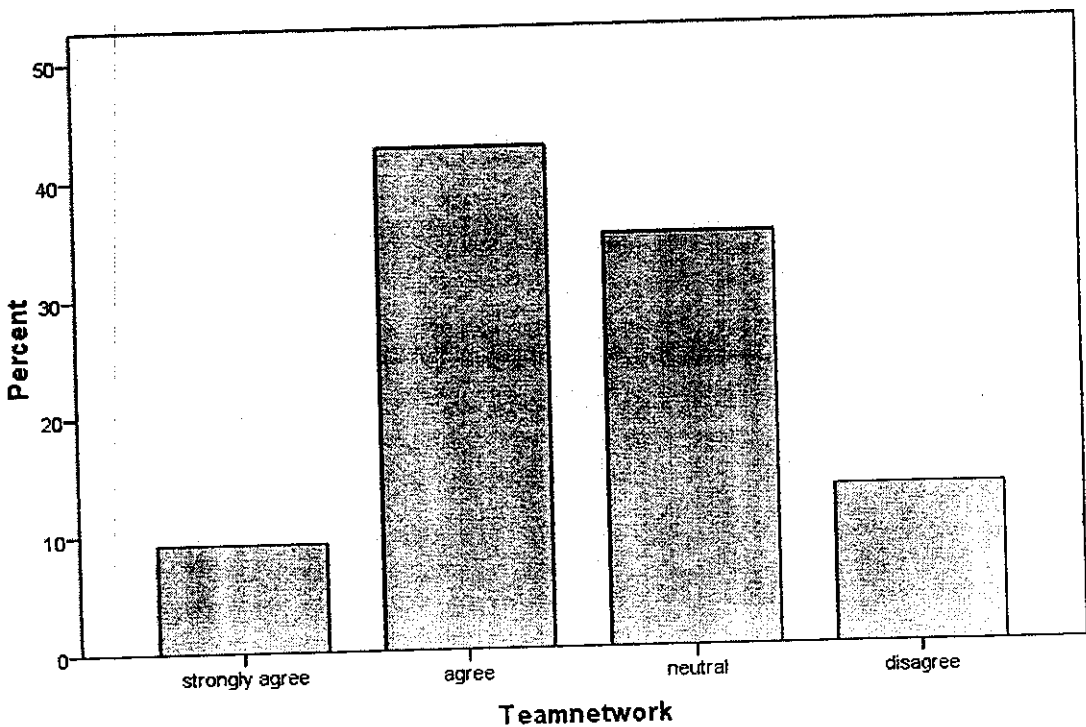


TABLE.NO:4.27

Shared Vision To Have Long Term Direction

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 13 | 10.8 |
| Agree | 90 | 75.0 |
| Neutral | 9 | 7.5 |
| Disagree | 8 | 6.7 |
| Strongly disagree | - | - |
| Total | 120 | 100 |

Interpretation:

The table 4.27 indicates that 75% of respondents agree that the visions are shared to have long term direction. 10.8% of respondents strongly agree with this point. 7.5% of respondents neutrally agree with the above point. 6.7% of respondents disagree with this point. There is no respondents strongly disagrees with this point. Therefore large number of employees are agreed that the visions are shared to have long term direction.

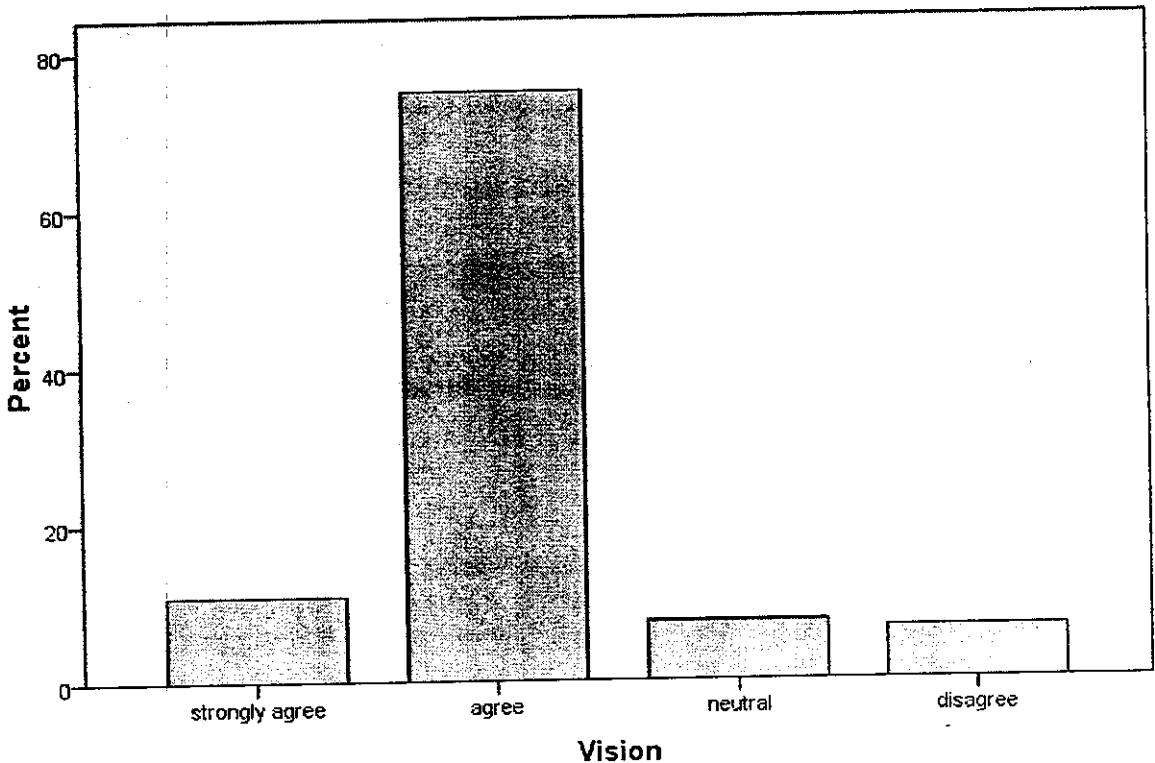


TABLE.NO:4.28

Collective Contribution Of Team Goals

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 17 | 14.2 |
| Agree | 67 | 55.8 |
| Neutral | 36 | 30.0 |
| Disagree | - | - |
| Strongly Disagree | - | - |
| Total | 120 | 100 |

Interpretation:

The table 4.28 indicates that 55.8% of the respondents agreed that the team members contribute for their team goals. 30% of the respondents neutrally agreed and 14.2% of the respondents strongly agreed with the above point. No respondents strongly disagreed or disagreed with the above point. Therefore large number of employees are agreed that the team members contribute for their team goals.

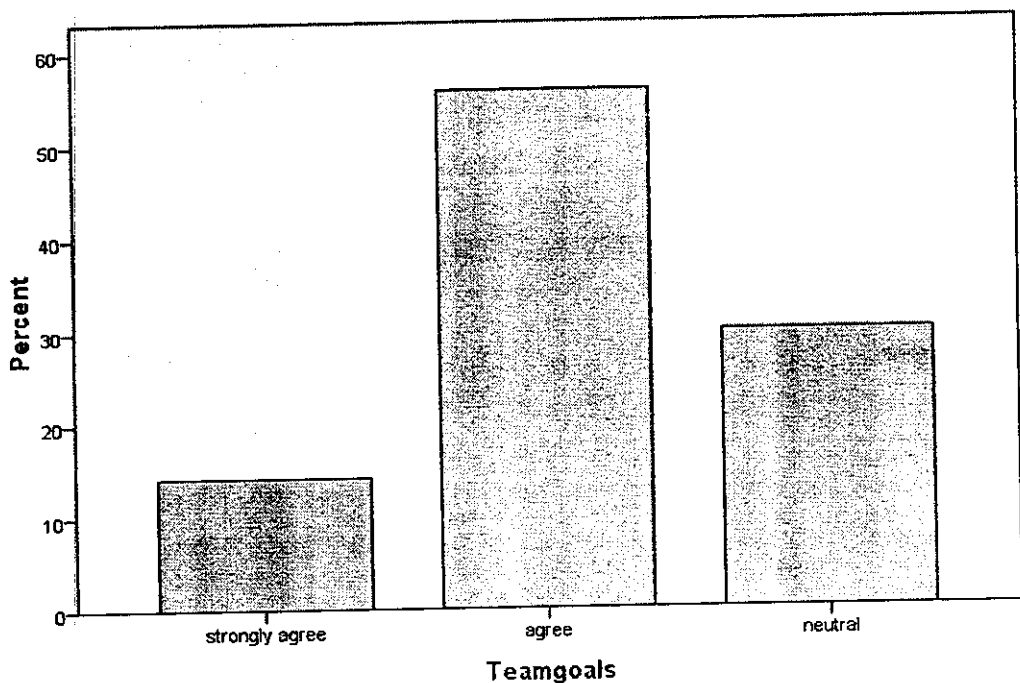


Chart 4.28

TABLE.NO:4.29

Evaluating Problems, Tasks Or Issues For Collective Decisions

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 24 | 20.0 |
| Agree | 33 | 27.5 |
| Neutral | 24 | 20.0 |
| Disagree | 24 | 20.0 |
| Strongly disagree | 15 | 12.5 |
| Total | 120 | 100 |

Interpretation:

The table 4.29 represents that 27.5% of respondents agreed that the management get ideas from the team members to take decisions for evaluating problems, tasks or issues. 20% of respondents neutrally agreed and 20% of respondents disagreed with the above point. 20% of respondents strongly agreed with the above point. 12.5% of respondents strongly disagreed with the point. Therefore large number of employees are strongly agreed that the management get ideas from team members to take decisions for evaluating problems.

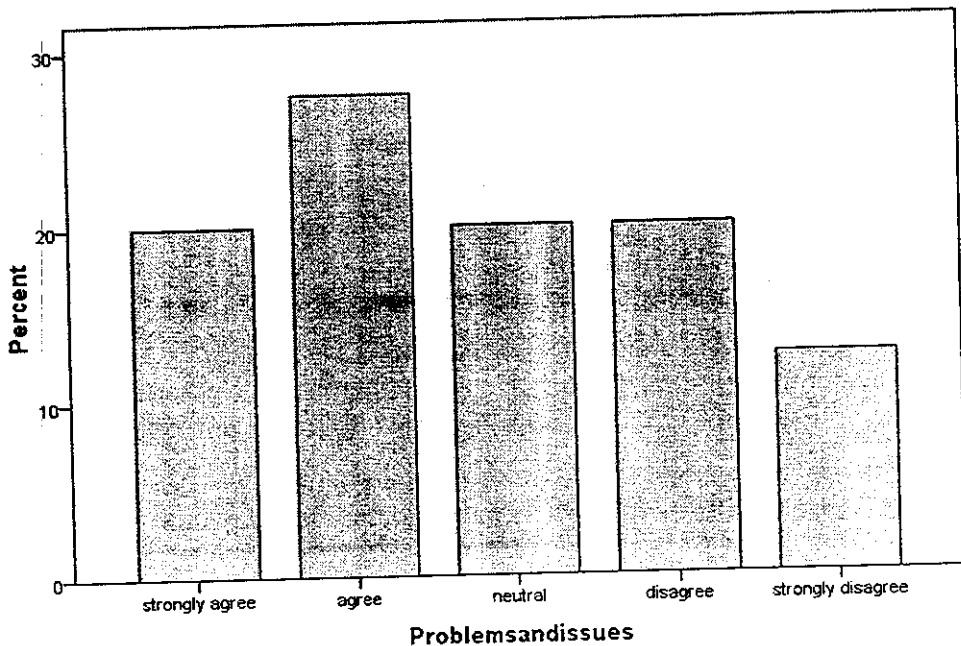


TABLE.NO:4.30

Utilizing Individual Experience Integrated With Team Knowledge

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 36 | 30.0 |
| Agree | 40 | 33.3 |
| Neutral | 40 | 33.3 |
| Disagree | 4 | 3.3 |
| Strongly disagree | - | - |
| Total | 120 | 100 |

Interpretation:

The table 4.30 interprets that 33.3% of the respondents agreed that the teams are utilizing individual experience integrated with team knowledge. 33.3% of the respondents neutrally agreed with this point and 30% of the respondents strongly agreed. Only 3.3% of respondents disagreed with this point. No respondents strongly disagreed with this point. Therefore large number of employees agreed that the team utilizing individual experience integrated with team knowledge.

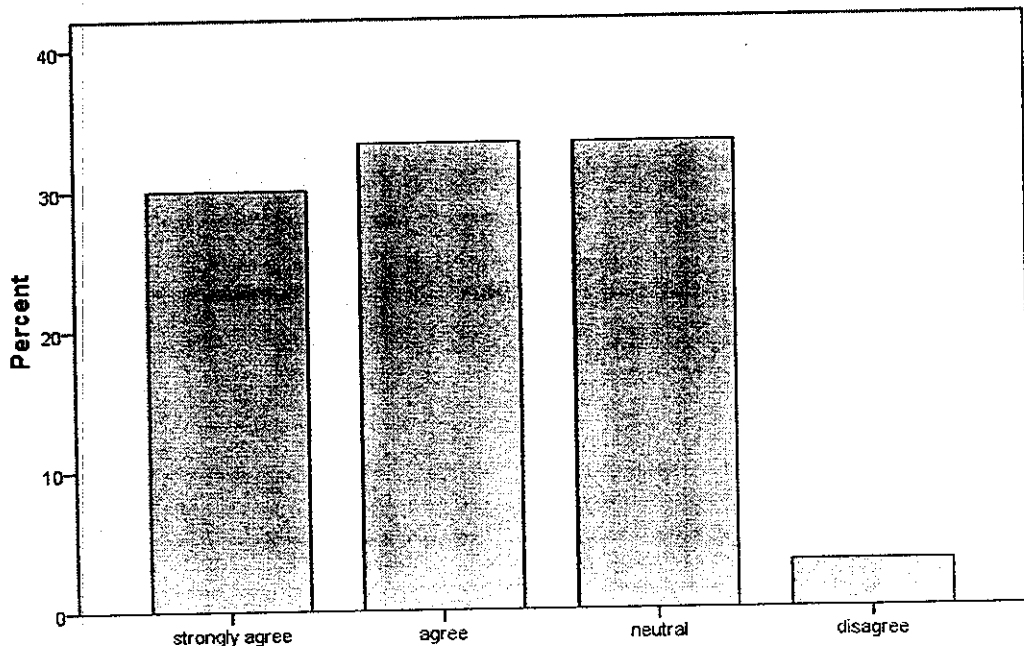


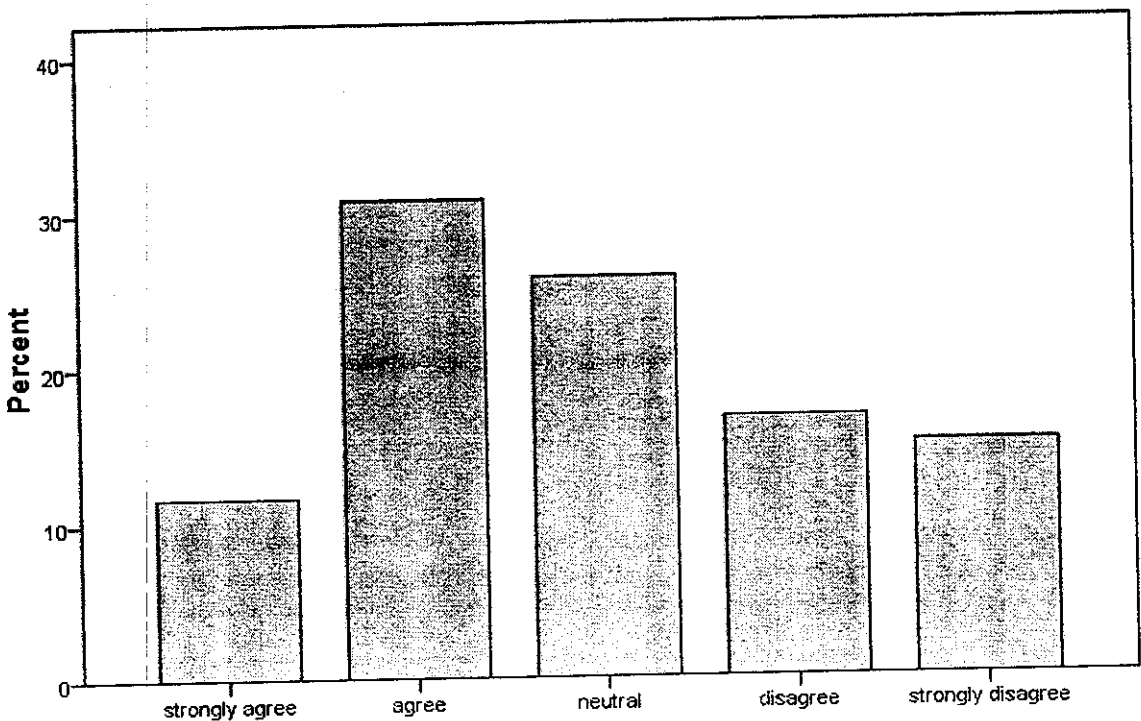
TABLE.NO:4.31

Mutual Care Of Team Members

| Particulars | No.Of.Respondents | Percentage Of Respondents |
|-------------------|-------------------|---------------------------|
| Strongly agree | 14 | 11.7 |
| Agree | 37 | 30.8 |
| Neutral | 31 | 25.8 |
| Disagree | 20 | 16.7 |
| Strongly disagree | 18 | 15.0 |
| Total | 120 | 100 |

Interpretation:-

The table 4.31 interprets that 30.8% of respondents agreed that the team members take care of their team mates. 25.8% of the respondents moderately agreed with this point. 16.7% of the respondents disagree with this point and 15% of the respondents strongly disagreed. 11.7% of the respondents strongly agreed with that point. Therefore large number of employees are agreed that the team care of their individual team members.



4.2 CHI-SQUARE

Chi-squared test, also **chi-square test** or χ^2 test, is any statistical hypothesis test in which the sampling distribution of the test statistic is a chi-squared distribution when the null hypothesis is true, or any in which this is asymptotically true, meaning that the sampling distribution (if the null hypothesis is true) can be made to approximate a chi-squared distribution as closely as desired by making the sample size large enough.

If calculated value is < 0.05 accept null hypothesis

4.2.1 Introduction

The association between the team goals and team network can be tested using the Chi Square Test.

H_0 : There is a association between team goals and team network

| | | Team goals | | | Chi-square value | Significance |
|--------------|----------------|----------------|-------|---------|------------------|--------------|
| | | strongly agree | Agree | neutral | | |
| Team network | strongly agree | 4 | 6 | 1 | 17.397* | .008 |
| | Agree | 2 | 32 | 17 | | |
| | Neutral | 5 | 23 | 14 | | |
| | Disagree | 6 | 6 | 4 | | |
| Total | | 17 | 67 | 36 | | |

Interpretation:

The significance value is lesser than the tabulated value so null Hypothesis is rejected. Hence there is association between team goals and team network. There is an impact of team goals in team network.

4.2.2 Introduction

The association between the team specific tasks and sprit of unity can be tested using the Chi Square Test.

H_0 : There is a association between specific tasks and sprit of unity

| | | Specific tasks | | | | | Chi square value | Significance |
|----------------|----------------|----------------|-------|---------|----------|-------------------|------------------|--------------|
| | | strongly agree | Agree | Neutral | disagree | strongly disagree | | |
| Sprit of unity | Strongly agree | 7 | 24 | 16 | 10 | 3 | 11.116* | .195 |
| | Agree | 13 | 27 | 11 | 3 | 4 | | |
| | Neutral | 0 | 0 | 1 | 1 | 0 | | |
| Total | | 20 | 51 | 28 | 14 | 7 | | |

Interpretation:

The significance value is greater than the tabulated value so null Hypothesis is accepted. Hence there is no association between specific tasks and sprit of unity. There is no impact of specific tasks in sprit of unity.

4.2.3 Introduction

The association between the team well defined functions and interaction with others can be tested using the Chi Square Test.

H_0 : There is a association between well defined functions and interaction with others.

| | | Well defined functions | | | Chi-square value | significance |
|-------------------------|----------------|------------------------|-------|---------|------------------|--------------|
| | | Strongly Agree | Agree | Neutral | | |
| Interaction with others | Strongly agree | 9 | 7 | 3 | 4* | .496 |
| | Agree | 15 | 19 | 10 | | |
| | Neutral | 28 | 16 | 13 | | |
| Total | | 52 | 42 | 26 | | |

Interpretation:

The significance value is greater than the tabulated value so null Hypothesis is accepted. Hence there is no association between well defined functions and interact with others. There is no impact of interaction with others in well defined functions.

CHAPTER – V

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS:

1. Majority of the respondents (50%) are strongly agree that the organization has level of sprit in unity.
2. 67.5% of the respondents are agree that the structure of organization encourages the team building.
3. Maximum of the respondents agree that the management inspires the team building in the organization.
4. 50.8% of respondents agree that the organization has flexible functional limits for easy team building.
5. 55% of the respondents are the top leaders are functioning their team well.
6. 47.5% of the respondents are agree that the leaders are participating in the organizational functional activities.
7. 42.5% of the respondents are agree that the organization gives freedom to work as a task team.
8. 47.5% of the respondents are neutrally agree that the team members continuously interact with their team members.
9. 54.2% of the respondents are agree that the team have mutual support among the members.
10. 42.5% of respondents are moderately agree that appraisal of the team members for better team performance.
11. 50% of respondents are agree that the members have high self-esteem and self-identity in their teams.

12. 52.5% of the respondents are neutrally agree that the team members have trust, respect and rapport to build a relationship.
13. More than half of the respondents that is 62.5% of respondents agree that the management adapts to make use of new potential and opportunities.
14. 53.3% of the respondents are agree that the team members learning through the collective reviews.
15. 75% of the respondents agree that the organization visions are sharing to have long term direction.

5.2 SUGGESTIONS

The following Suggestions are made to improve the team building in the Organisation.

- In a team Members are encouraged to continually develop skills and apply what they learn from a job, they perceive that they have the support of the team. So it is suggested that the members can be encouraged to continually develop their skills.
- Members should practice open and honest communication. They should make an effort to understand each other's point of view.
- The organization should develop a climate of trust and are encouraged to openly express ideas, opinions, disagreements and feelings.
- The members should contribute to the organization's success by applying their unique talents, knowledge and creativity to team objectives.
- Specific job must be more well defined so as to increase the interaction between the employees.

5.3 CONCLUSION

The study concludes that the awareness of team work among the employees is moderate. It also reveals that there must be improvement in team building to achieve the organizational goal.

For the efficient performance of an employee, the leaders should adapt transparency and open communication. As far as Chettinad Cement Corporation Limited is concerned the overall team building is in moderate level.

5.4 SCOPE OF THE STUDY

In future the study can be done in other units of Chettinad cements private limited and it can be redone after sometime in the same unit to examine whether the suggestions given have considered or not. This study can also be done in other organization so that they can study the team building of employees in their organization.

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APPENDIX**A STUDY ON TEAM BUILDING****AT CHETTINAD CEMENT CORPORATION LIMITED****QUESTIONNAIRE**

NAME :

DESIGNATION :

AGE(in years): a) Below 29 b) 30-35 c) 36-40 d) Above 41.

MARITAL STATUS: a) Married b) Unmarried

EDUCATIONAL AND QUALIFICATION:

a)No formal b)Schooling c)UG d)PG e)Professional

TOTAL YEAR OF SERVICE(in years) a) Below 5 b)5-15 c)16-25 d)above 25

LEVEL OF INCOME(in Rs):

a) Below 10000 b) 10001-15000 c) 15001-25000 d) above 25000

QUESTIONNAIRES

1. "Together we perform more" is the key sprit of the organisation.

- Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree

2. The structure of the organisation is very purposive and prompts team building in a natural way.

- Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree

3. The management inspires team building with the motivation vision of the future.

- Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree

4. The boundaries of different functional divisions are so flexible that teams are easily created.

- Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree

5. The top leaders in the organisation work as a team for strategic growth.

- Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree

6. The leader participates in every functional activity and encourages the subordinates to improve their performance standards.

- Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree

7. The functional freedom enable the leaders to identify the specific tasks and mobilize the appropriate human resources as a team to achieve them.

- Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree

8. The team continuously improve how their interaction with each other and overall performance.

- Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree

9. Team members support each other in achieving individual goals and joint tasks.

- Strongly agree
 Agree
 Neutral
 Disagree
 Strongly disagree

10. The teams uses its resources effectively and efficiently.

- Strongly agree Agree Neutral Disagree Strongly disagree

11. Team members assess each other and provide feedback on their contribution to team performance.

- Strongly agree Agree Neutral Disagree Strongly disagree

12. The team members have a high self-esteem and their team identity.

- Strongly agree Agree Neutral Disagree Strongly disagree

13. The team members make common understanding to aid clear communication.

- Strongly agree Agree Neutral Disagree Strongly disagree

14. Team members built relationship based on trust, respect and rapport.

- Strongly agree Agree Neutral Disagree Strongly disagree

15. The team adapt flexibly to exploit new potential and opportunities.

- Strongly agree Agree Neutral Disagree Strongly disagree

16. The team learn by experience through collective reviews and managing knowledge.

- Strongly agree Agree Neutral Disagree Strongly disagree

17. The team brainstorm to produce radical ideas for solving problems.

- Strongly agree Agree Neutral Disagree Strongly disagree

18. Every job in the organization is a combined well defined function

- Strongly agree Agree Neutral Disagree Strongly disagree

19. The special teams care the critical tasks.

- Strongly agree Agree Neutral Disagree Strongly disagree

20. The team network is the wider organisation to create partnerships with other teams.

- Strongly agree Agree Neutral Disagree Strongly disagree

21. The team share their vision with other team to provide a stable long term direction.

- Strongly agree Agree Neutral Disagree Strongly disagree

22. The teams have clear expectations of members of their contribution to team goals.

- Strongly agree Agree Neutral Disagree Strongly disagree

23. The team analyze problems, tasks of issues so that collective decisions are well informed.

- Strongly agree Agree Neutral Disagree Strongly disagree

24. The team utilize individual experience and integrate it with team knowledge.

- Strongly agree Agree Neutral Disagree Strongly disagree

25. The team care the individual members in times of difficulty and cares for their well being.

- Strongly agree Agree Neutral Disagree Strongly disagree