

A Study on Sub-Ordinate Relationship with Their Superior in M. R. Krishnamurthi Co-Operative Sugar Mills Ltd., Sethyathope

N. Deepalakshmi¹, Sreeja Nair²

¹Assistant Professor, Department of Commerce, Dhanalakshmi Srinivasan College of Arts and Science for Women, Perambalur

²Assistant Professor, Department of MBA, Dhanalakshmi Srinivasan College of Arts and Science for Women, Perambalur

This study deals with the superior subordinate relationship and hence the factors which induce affect the relationship and factors which induce the superior and sub ordinate to perform well are discussed in detail and mathematically analyzed.

It is obvious that, the superior and subordinate cordial relationship plays a vital role in successful functioning of the firm. Therefore it is necessary that the superior must keep a very good relation with the sub-ordinate to get their co operation in order to run the firm profitably.

The reasons for choosing topic for my survey are explained below.

- The success formula of any establishment depends mainly on the understanding between the management(superior) and employees(sub-ordinates).
- The personal study of their inner feelings helps a lot to have a through knowledge of their relation in the firm.
- More statistical particulars will not help us to come to a conclusion about the smooth running success of future of the firm.

The survey further presents the true inner feelings of the employees.

I. SCOPE OF THE STUDY

- The study area is MR.KRISHNAMOORTHY SUGAR FACTORY at Sethiyathoppu.
- The study covers various factors responsible "superior and sub-ordinate relationship". Working atmosphere, mandatory and non mandatory benefits offered by the management, understanding between superior and sub-ordinates etc.
- More over it includes factors such as superior relation with co-worker, settlements of grievances by the management, which all indirectly and analyzed mathematically.
- The study presents the actual feelings of the employees as well as the management and also the management expectation towards the employees

have given. Both the superior sub-ordinate has to take steps accordingly to improve their relationship in the firm.

- Various suggestion have been provided to improve the relationship with the employees. The implementation of the same by the organization is left to the management.

II. OBJECTIVE OF THE STUDY

To make a study on superior and sub-ordinate relationship at MR.KRISHNAMOORTHY SUAGR FACTORY, Sethiyathoppu.

Secondary objectives:

- ✓ To find out the factors affecting the employees and employees relation.
- ✓ To identify the level of understanding between the superior and subordinates.
- ✓ To study the conditions prevailing on superior and sub-ordinate relationship.

Tools used for the study:

The various tools used in this study are tables, pie diagrams, bar diagrams and charts.

Area of the study:

The area of the study pertains to M.R.KRISHNAMOORTHY SUGAR MILLS, Sethiyathoppu, Cuddalore district.

Period of the study:

The study on relationship between superior and sub-ordinate in M.R.KRISHNAMOORTHY SUGAR MILLS. Covering a period from one Year.

Sample size:

Number of the sampling units selected from the population is called the size of the sample, sample of 50 responded were obtained from the population.

III. COMPANY PROFILE

M R KRISHNMOURTHY CO – OPERATIVE SUGAR MILL LTD

The Sugar industry is the second largest industry in India and also agro based industry. The sugar industry occupies a prominent place in the economy of our country. Involving over 40 million growers and nearly 3.5 lacs skilled and unskilled workers. This industry is therefore instrumental in generating sizeable employment in rural sectors directly and through ancillary industries it plays a dominant role both in agricultural and industrial development of our country.

In Tamil Nadu sugarcane being activated in almost all the districts. There are three public sectors. If 17 Co-operative sectors and 16 private sector sugar mills in Tamil Nadu.

The M.R.K. Co-operative Sugar Mill Ltd has been registered under TNCS Act 1961 by the director of sugar, Madras vide DS No 7/1987 this mills was started functioning from 25.11.1987, raw sugarcane is obtained from the nearby surrounding in an area of about 25kms. Total area of factory is 95.26 acres.

Area of Sugarcane operation:

The Sugar has demarcated entire CDM and K.M.Koil taluks consisting of 11 firkas as detailed bellow

SLNO	Chidambaram Taluk	KattumannarKoil Taluk
1	Bhuvangiri	Srimushnam
2	Sethiyathope	Kumaratchi
3	Thiruvakulam	KattumannarKoil
4	Parangipettai	T.Puthur
5	Chidambaram.	Udayarkudi
6	Orathur	

At present mills are having 8 cane divisions in the firkas.

Sugarcane season:

The factory will be under operation from the December every year. It varies from 6 to 8 Months depending upon the sugarcane season. During the remaining period the workers will be engaged in over handling the machineries and it will be ready for the next operation period.

Co-generation plant:

The Government of Tamil Nadu has permitted the mills to go in for a co-generation plant; As per the project scheme. 160 lacs units of power has to be supply to Tamil Nadu electricity Board per year.

Sugarcane Technology:

Sugar cane is the raw material of sugar. Sugar can grow in all tropical and subtropical countries. A hot moist

climate with a dry ripening season is suitable for its growth. The outer shell of the cane is hard and is called rinde of the cane. The inside of the cane is called pith. Bulk amount of Juice present in it the sugar cane require considerable quantity of water for their growth and those countries. Where there is those countries where there is less rainfall irrigation is practiced with successful results.

The soil, most suitable to sugar cane are clays and loams. The period of maturity of plant canes are 11, 12 months, the 80% Juice extracted from the pith and 20% Juice extracted from rind. Normally the cane contain 8 to 16% sucrose and 69 to 75% water the pH of 4.9 to 5.5 the cane are crushed in crushers. The juice obtained from the mills is further processed and white sugar is prepared.

Cane → Juice → Primary Juice → Secondary Juice
 Bagasse → Syrap masscuite → Seed.

Manufacturing:

In the sugar mill the following steps are carried out to manufacture of white sugar that is

1. Extraction of Juice from cane by milling
2. Clarification of extracting Juice
3. Evaluation of the clarified Juice into syrup.
4. Crystallization of sugar from this syrup in pan bailing
5. Centrifugal separation of sugar crystals from the masscuite
6. Drying, coiling of sugar, grading, weighing of sugar and marketing the numbers and grade on the bags.

For keeping good quality of sugar, good marketing and selling depends on the drying, cooling and grading of the sugar. So in this way, we can see in detail the working of equipment by which the working of equipment by which sugar is dried and graded and also standard specification of sugar hopper and grades for a factory of 1250 T.c.d plant. Installed capacity is 2500 T.c.d.

Crushing capacity:-

The daily crushing capacity of sugar mills is 2500 Tones is 2500 bags are produced per day.

Source of water

Source of water from Cauvery channel for cane cultivation ground water for factory use. Then the annual rainfall is 1200m.m.s

Department of mill.

- a) Administration & Accountant section
- b) Cane
- c) Engineering
- d) Manufacturing

The following is the distribution of strength to this sugar mills.

Original structure of 4 depts. in sugar mills:-

TABLE-1.1

RESPONDENTS DO YOU HAVE WITH YOUR SUPERIOR

SI.NO	RELATION SHIP	TOTAL NO OF RESPONDENTS IN NUMBER	PERCENTAGE
1	FEAR	8	16%
2	RESPECT	12	24%
3	FRIENDLY	9	18%
4	FORMAL	11	22%
5	IN FORMAL	10	20%
		50	100

Sources : primary data

Interpretation:

From the above table 1.1 shows there 24% of respondents to respect relationship with superiors 22% of respondent formal with relationship with superior 20% of respondent in formal relationship superior `18% of respondent are friendly relationship superior 16% of respondent fear.

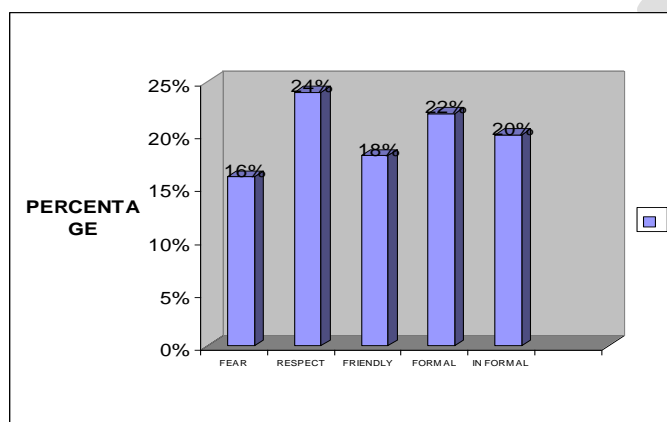


TABLE-1.2

TAKE IMMEDIATES ACTION SLOVE THE PROBLEM

SI.NO	IMMEDIATE ACTION	TOTAL NO OF RESPONDENTS IN NUMBER	PERCENTAGE
1	Strongly agree	15	30%
2	Agree	13	26%
3	Neutral	9	18%
4	Disagree	7	14%
5	Strongly disagree	6	12%
	TOTAL	50	100

Sources : primary data

Interpretation:

From the above table 1.2 shows that 30% employee strongly agree above management immediate action to solve the problem 26% employee in the agree in about management take immediate action to solve the problem 18% employee in the neutral above management take immediate action to solve the problem 14% employee disagree about

management take immediate action to solve the problem 12% employee strongly disagree about management take immediate action.

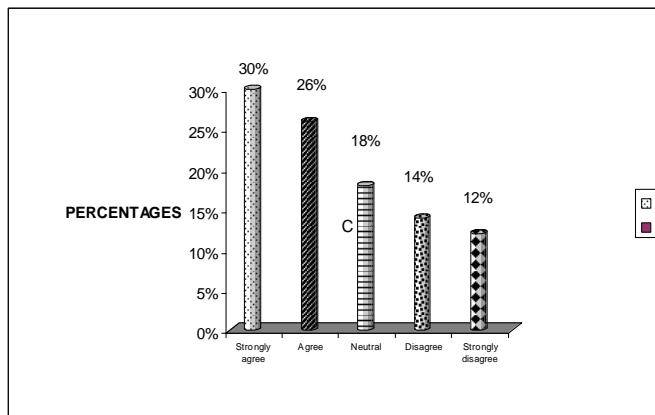


TABLE-1.3

ACTION TAKEN BY MANAGEMENT FOR SOLVING THE PROBLEM

SI.NO	SATISFIED	TOTAL NO OF RESPONDENTS IN NUMBER	PERCENTAGE
1	HIGHLY SATISFIED	19	38%
2	SATISFIED	14	28%
3	DISSATISFIED	9	18%
4	HIGHER DISSATISFIED	3	6%
5	NEITHER SATISFIED NOR DISSATISFIED	5	10%
	TOTAL	50	100

Sources : primary data

Interpretation:

From the above table 1.3 shows that 38% respondents are highly satisfied with the performance of the superiors while 28% of them are satisfied and 18% respondents dis satisfied and only 6% respondents neither satisfied nor dis satisfied with the performance last 10% respondents.

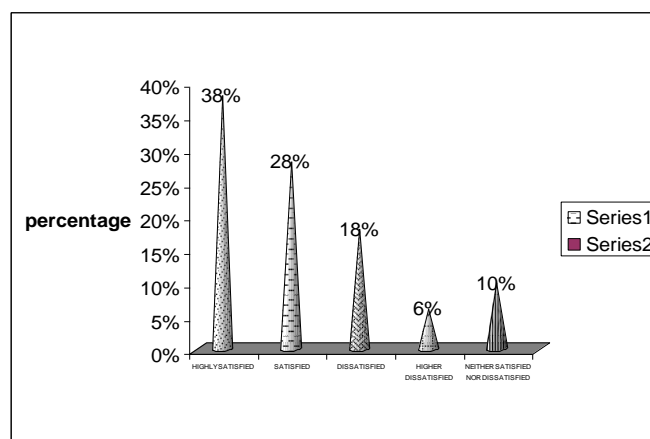


TABLE-1.4

SUGGESTIONS AND IDEAS IMPORTANCE SUPERIOR

SI.NO	SUPEROER	TOTAL NO OF RESPONDENTS IN NO	PERCENTAGE
1	GREATER EXTENT	15	30%
2	MODERATE EXTENT	12	24%
3	LESSER EXTENT	10	20%
4	MIDDLE EXTENT	9	18%
5	NO IDEA	4	8%
	TOTAL	50	100

Sources : primary data

Interpretation:

From the above table 1.4 shows that 30% employee greater extent suggestion and idea importance of superior respondents are 24% employee moderate extent 20% respondents are lesser extent 18% employee respondents are middle extent 8% employee respondents are no idea.

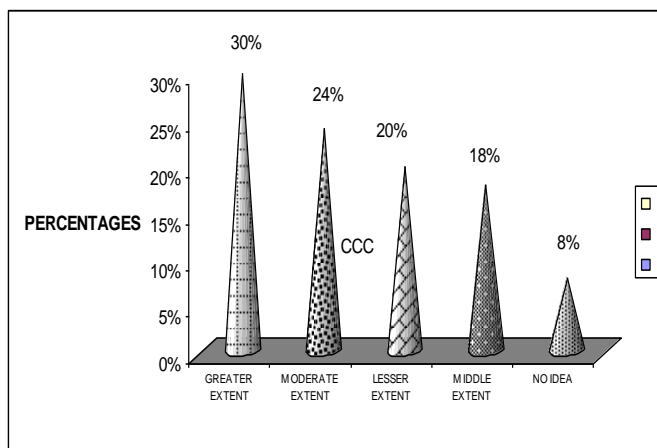


TABLE-1.5

SOLVE THE PROBLEM SUBORDINATES WITH SUPERIOER

SI.NO	SUBORDINATES	TOTAL NO OF RESPONDENTS IN NUMBER	PERCENTAGE
1	HIGHER	20	40%
2	MODERATE	13	26%
3	MIDDLE	12	24%
4	LOWER	3	6%
5	NO IDEA	2	4%
	TOTAL	50	100

Sources : primary data

Interpretation:

From the above table 1.5 shows that 40% are the sub ordinates are refer at a superior high exchange of 26% respondents of them moderate level 24% respondents of them middle level 6% respondents of them lower level 4% respondents has an no idea about it.

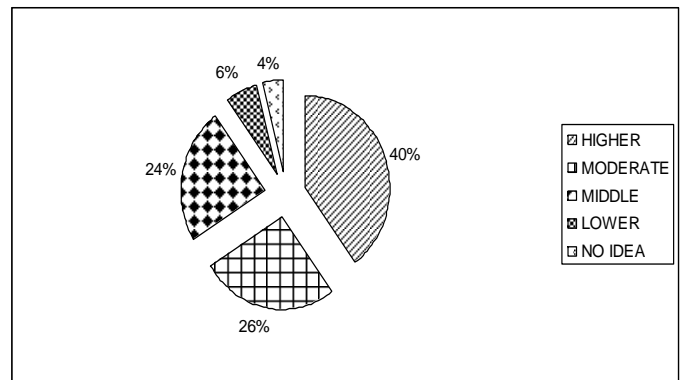


TABLE-1.6

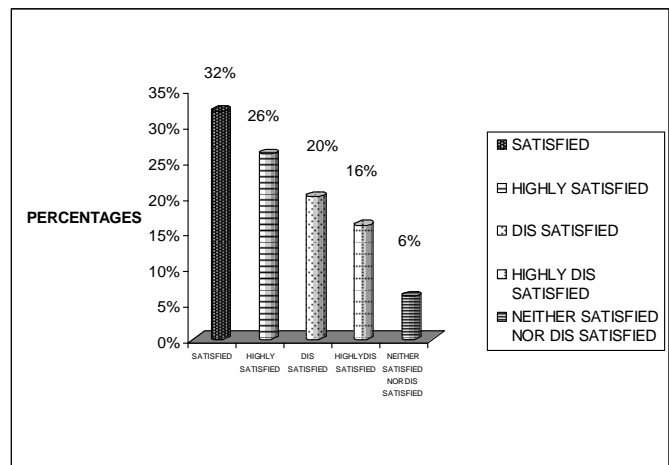
SATISFIED WITH YOUR EXISTING GRIVENANCES PROCEDURES

SI.NO	SATISFIED	TOTAL NO OF RESPONDENTS IN NUMBER	PERCENTAGE
1	SATISFIED	16	32%
2	HIGHLY SATISFIED	13	26%
3	DIS SATISFIED	10	20%
4	HIGHLY DIS SATISFIED	8	16%
5	NEITHER SATISFIED NOR DIS SATISFIED	3	6%
	TOTAL	50	100

Sources : primary data

Interpretation:

From the above table 1.6 shows that 32% satisfied respondents are satisfied 26% respondents are highly satisfied 20% respondents are dis satisfied 16% respondents are highly is satisfied.



IV. FINDINGS

From the analysis carried out of the responses the following findings came to light. The findings are shown below:

- ❖ 24% of respondents to respect relationship with superiors
- ❖ 30% employee strongly agree above management immediate action to solve the problem
- ❖ 38% respondents are highly satisfied with the performance of the superiors
- ❖ 30% employee greater extent suggestion and idea importance of superior respondents
- ❖ 40% are the subordinates are refer at a superior high exchange
- ❖ 32% satisfied respondents are satisfied with your existing grievances Procedures

V. SUGGESTIONS

- In view of the findings, the following are some suggestions for improvement of the satisfaction level of the workers and for providing a good quality of work life for them
- To improve the performance of the workers and to make them efficient training programs should be conducted. Since the employees feel that the management does not show human consideration towards them, a special training program and attitude change has to be conducted for all the employees to create a positive change in the attitudes towards the superiors subordinates and all colleagues
- A planned and systematized grievance handling system and a suggestion scheme should be implemented in the company to attend the workers.

Grievances and needs where in workers can put fourth their problems and get them solve.

VI. CONCLUSION

The analysis of the responses of the workers relation with their superior M.R Krishnamurthy shows the different factor that affect the relationship and highlighted the areas of worker relation with their superior which can help the management to understand the problem areas better and improve them.

From the survey conducted, it is obvious that most of the employees of M.R Krishnamurthy company are satisfied with the performance of the superior and grievances of the employees are less.

A clear understanding of the cause and consequences of superior sub-ordinate relationship can help management diagnose better and solve workers problems and can create a good quality of work life for the employees.

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