



A Study of Linkage between Working Position and Performance of Organization

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Abstract: *In the present scenario, performance of the organization is major issue as customers are very much aware regarding good product as well as product of company performing well in the market. The performance of the company / organization is too much depending on the top management and management of operational level management. It is also equally right that motivation of the employee to do better in the organization affects the performance of the organization. Sometimes it is also observed that a good leader on the leading position in the company plays a significant role to make company profitable and performing despite other mentioned factors. Although these are factors which are different as per management point of view but they are interlinked to produce cumulative consequences. The present paper is an attempt to assess the linkage between leading working position and performance of the organization.*

Keywords: *Company, Performance, Organization, Motivation, Linkage, Working position.*

1. INTRODUCTION:

It is well known that an organisation is drive by the top authority or by a person who has been holding leading position for executing the organizational management. It is also a true fact that performance of any company or the organization manage by the regular employees and working professional who are working for production, operation and marketing. Also there are lots of similar activities which are too much manageable through the motivated employee and employee motivation comes by the better performance appraisal system implementation and execution in the organization.

Superiority in excellence management has arose with positive organizational performance consequence. Nowadays the professional world has bring strong-willed prospective to come across the challenge of continuous quality improvement to satisfy the customer demands. Thus organizations are imposed to confirm the eminence of their products and services to meet the competition existing in the markets.

To accomplish quality in the performance of the organization there is need to manage quality in working professional, employees at every level, operational level staff, marketing and sales professional, it means the entire unit is responsible to improve the performance of the organization.

The present study is basically an assessment study of the opinion of the respondents to identify the role of leading working position and its direct linkage from the performance of the organization. Means that the performance of organization is directly manage by some leading working position of the organization or by the cumulative efforts of the entire team of the organization.

2. ORGANIZATION PERFORMANCE:

The performance of one organization is the subject of quality working set-up in of the organization. Also it is observed that, the organization performance is the amalgam of the performance of the employees and management. Subsequently we can say that it collective struggles of all-inclusive team which is connected from planning to sale.



Figure-1: Factors for Organization Performance

The factors which are very much crucial to encase the performance of the organization includes blend of employee performance, management performance as well as policies outcome of appraisal. If our appraisal system is perfect and supportive of employee / staff motivation it will gives positive sites for the organization. Therefore there is need of linkage among following factors inside the organization.

1. Management performance
2. Employee performance
3. Quality management
4. Appraisal System

The furthestmost significant objective of human resources management is proper utilization of the men power in a paramount way so that objectives may be achieved successfully.

3. AIM OF THE STUDY:

Deliberating to conversation made that there are several factors which are related to the performance of the organization. In general, in an organization certain factors like appraisal system for employee, employee motivation scheme, and process of appraisal execution, stability and size of the organization, sustainability and retention of the employee and leading work position are driving force which manages the performance of the organization. But the leading work position plays important role to maintain the performance of the organization is very crucial factor. The present study tries to find out the actual truth about this statement.

Performance of any organization accomplish by the consistent employees and working professional who are employed for production, operation and marketing. Likewise there are lots of parallel doings which are also much managed by the striving employee. The employee motivation derives by the healthier appraisal system. Driving the forces in the right direction is also important aspect which is manage by the person of leading work position.

The objective of the study is to find out the actuality of the statement that performance of the organization is directly not dependent on the person working with leading working position. Therefore present study is an effort to assess that is performance of the organization and its linkage with leading working position in the organization.

4. HYPOTHESIS:

The present hypothesis tries to examine about the relationship between the performance of the organization and person working with the leading position in the organization in reference of improving organization performance. In such context the hypothesis framed as:



Null Hypothesis (H₀): Performance of the organization is directly not dependent on the person working with leading working position.

Alternate Hypothesis (H₁): Performance of the organization is directly dependent on the person working with leading working position. .

5. ASSESSMENT OF HYPOTHESIS:

To accomplish the assessment of hypothesis we are taking opinion of 300 respondents. As per the nature of the hypothesis, it found suitable to apply chi square test on the data received as the opinion of the respondents from various organizations. The opinion of the respondents were collected on the five point Likert scale which are also categorized under five rating heads viz. strongly agree, agree, moderate, not agree and strongly not agree.

Nomenclature	Strongly agree	agree	Moderate	Not Agree	Strongly Agree
Point	5	4	3	2	1

The opinion of the respondents may be of one from the given options. The opinion of the respondents depicts the view of respondents in reference of their acceptance level about the statement. As we are taking assumption about the statement that performance of the organization is directly not dependent on the person working with leading working position.

Opinion for Hypothesis	Management Persons	Employee	Total
Strongly Agree	52	60	112
Agree	40	52	92
Moderate	30	28	58
Not Agree	8	14	22
Strongly not Agree	5	11	16
Total	135	165	300

Table -1: Observed Frequency

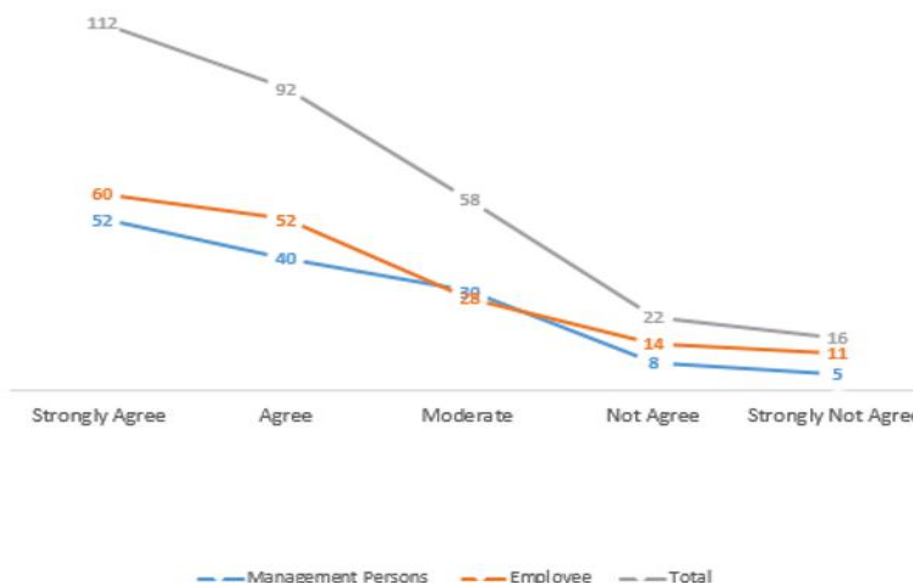


Figure-2: Opinion of Respondents (Observed Frequency)



To find the clarification about the hypothesis, we are captivating the response of employee and management persons. The cumulative frequency for strongly agree is noted 112, for agree it is recorded 92 similarly for moderate it is 58, for not agree it is 22 and for strongly not agree option it is 16. These responses are observed frequency for the hypothesis. This we can see that 112 respondents are strongly in the favor of statement and very less people are not in the favor of hypothesis statement.

Total of Type of Opinions	Total of Management Person / Employee	Expected Frequency
112	135	50.4
92	135	41.4
58	135	26.1
22	135	9.9
16	135	7.2
112	165	61.6
92	165	50.6
58	165	31.9
22	165	12.1
16	165	8.8

Table-2: Expected Frequency

Observed Frequency (OF)	Expected Frequency (EF)	(OF-EF) ²	(OF-EF) ² /EF
52	50.4	2.56	0.05079
40	41.4	1.96	0.04734
30	26.1	15.21	0.58276
8	9.9	3.61	0.36465
5	7.2	4.84	0.67222
60	61.6	2.56	0.04156
52	50.6	1.96	0.03874
28	31.9	15.21	0.4768
14	12.1	3.61	0.29835
11	8.8	4.84	0.55
Chi Square Value			3.123

Table-3: Observed and Expected Frequency for the Calculation of X²

6. ANALYSIS AND RESULT:

Following are the assessment calculation according to hypothesis test chi square and the interpretation of the result.

Degree of Freedom = (r-1) (c-1)

= (5-1) (2-1)

= 4

Table value@5% level of significance = 9.488

Therefore, Calculated Value of Chi Square = 3.123

Tabulated Value of Chi Square = 9.488

Here the calculated value of Chi Square (3.123) is less than the tabulated value 9.488 at 0.5 % level of significance; hence the null hypothesis is accepted. This means that there is no essentiality that performance of the organization is directly dependent on the person working with leading working position.



7. CONCLUSION:

Conferring to the concerns of the assessment of the hypothesis it is observed that performance of the organization is directly not dependent on the person working with leading working position. The study gives a thought direction that performance of the organization cannot depend on the single factor or on the limited driving force, this is a cumulative process. Thus as per the present study we can conclude that performance of the organization is depend on the cumulating efforts of every person associated with and quality working in the organization not on the particular working position. Performance of organization is overall activities which take contribution of every one and every section of the organization. The organization is itself quality working place and is not depend on the position of any one or working position in the organization.

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