

# A Study on Employee Involvement Towards Chola Spinning Mills Private Limited With Reference To Erode

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**Abstract-** *This study examines the impact of employee involvement on organizational effectiveness in Chola Spinning Mills Private Limited, Erode. Employee involvement plays a vital role in improving productivity, decision-making, employee commitment, and organizational performance. The research aims to analyze employee engagement practices, identify employee satisfaction levels, and examine the relationship between employee involvement and organizational effectiveness. A descriptive research design was adopted for the study. Primary data were collected from 150 employees through structured questionnaires, and secondary data were collected from journals, websites, and company records. Statistical tools such as percentage analysis, Chi-square analysis, correlation, and ANOVA were used for data analysis. The findings reveal that employee involvement significantly influences productivity, teamwork, communication, and organizational performance. The study concludes that organizations should encourage participative management, effective communication, recognition systems, and employee development programs to improve organizational effectiveness.*

**Keywords:** Employee involvement, Organizational effectiveness, Employee engagement, Productivity, Decision-making, Spinning mills.

## I. INTRODUCTION

Employee involvement refers to the participation of employees in organizational decision-making processes and activities that influence their work and organizational goals. It helps employees feel valued, motivated, and committed to the organization. Modern organizations increasingly recognize employee involvement as an important management strategy for improving productivity, communication, teamwork, and organizational success. Employee involvement encourages employees to contribute ideas, participate in problem-solving, and take ownership of organizational responsibilities. It creates a positive work environment that enhances employee

satisfaction and organizational performance. In the textile and spinning mill industry, employee involvement is especially important due to the labor-intensive nature of operations. Effective involvement practices can improve productivity, reduce employee turnover, and enhance operational efficiency.

## INDUSTRY PROFILE

The textile and spinning mill industry is one of the oldest and most important industries in India. It contributes significantly to employment generation and economic development. India has a strong raw material base, skilled workforce, and growing export potential in the textile sector. The spinning industry has experienced significant technological advancements and modernization in recent years. Employee participation and skill development have become essential for maintaining quality standards and improving competitiveness in the global market.

## COMPANY PROFILE

Chola Spinning Mills Private Limited, located in Erode, is a leading textile manufacturing company with advanced spinning and garment manufacturing facilities. The company has expanded from 5,000 spindles to 1,75,000 spindles and focuses on quality production, employee development, and customer satisfaction. The organization emphasizes modern technology, employee training, quality assurance, and sustainable business practices. It also promotes employee well-being and participation to achieve organizational excellence.

## STATEMENT OF THE PROBLEM

Many organizations face challenges in maintaining employee involvement and engagement. Lack of communication, limited participation in decision-making, and rigid management practices reduce employee morale and productivity. Therefore, this study focuses on analyzing

employee involvement practices and their impact on organizational effectiveness in Chola Spinning Mills Private Limited.

### OBJECTIVES OF THE STUDY

- To analyze employee engagement practices in Chola Spinning Mills Private Limited.
- To identify employee satisfaction levels with the current system.
- To analyze factors affecting organizational effectiveness through employee involvement.
- To study the relationship between employee involvement and organizational effectiveness.
- To identify measures for enhancing employee involvement.

### SCOPE OF THE STUDY

- The study has planning for future reference and scope of scheduled prevents.
- The study has contempt in future reference to advantage resemble order.
- The study is focus each and every employee and their engage make an efficiency of skills and knowledge for future planning to awareness.
- The study must be safety for employee engage to the right job.

### LIMITATIONS OF THE STUDY

- Time is the major constraint in collecting the data from the employees.
- The data collection is conducted only in Erode.
- Hence, utmost care is to be taken while generalizing the result.
- This study is confined to the employee's details only.
- Some of the respondents are not responding for replay the schedule.

## II. REVIEW OF LITERATURE

**Kaliannan (2020)** emphasized that employee involvement improves organizational branding and employee commitment.

**Bailey (2021)** found that employee engagement positively influences organizational performance.

**Wilkinson (2023)** explained that employee involvement practices improve workplace cooperation and organizational effectiveness.

**Pandita (2025)** concluded that employee involvement is a major source of competitive advantage.

## III. RESEARCH METHODOLOGY

Research Methodology is a systematic way to solve a research problem; It includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them.

### RESEARCH DESIGN

“A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure”. The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behavior of the consumers.

### SAMPLE SIZE

The study collected data from 150 employees of Chola Spinning Mills Private Limited, Erode.

### SOURCES OF DATA

Primary Data: Structured questionnaires and personal interaction.

Secondary Data: Journals, books, websites, and company records.

### STATISTICAL TOOLS USED

- Percentage Analysis
- Chi-square Analysis
- Correlation
- ANOVA

### CHI-SQUARE TEST

### NULL HYPOTHESIS

**Ho:** There is no significance relationship between no of years' experience of the respondents and employee involvement contributes to higher productivity.

### ALTERNATIVE HYPOTHESIS

**H<sub>1</sub>:** There is a significance relationship between no of years’ experience of the respondents and employee involvement contributes to higher productivity

**H<sub>0</sub>:** There is no significance relationship between no of years’ experience of the respondents and employee involvement contributes to higher productivity.

**RESULT**

The Chi-Square test indicates a highly significant association between the variables ( $\chi^2=207.7, p<.000$ ), demonstrating that the observed relationship is statistically robust. Although 40% of the cells have expected counts below 5, the high value of the Pearson Chi-Square across 150 cases strongly suggests that the findings are not due to random variation.

**CORRELATION**

**Correlations**

		Age of the respondents	Workplace safety measures affect employee performance
Age of the respondents	Pearson Correlation	.341**	.341**
	Sig. (2-tailed)	.000	.000
	N	50	50
Workplace safety measures affect employee performance	Pearson Correlation	.341**	.341**
	Sig. (2-tailed)	.000	.000
	N	50	50

\*\* . Correlation is significant at the 0.01 level (2-tailed).

**RESULT**

The Pearson correlation shows a moderate, positive, and statistically significant relationship ( $r=.341, p<.01$ ) between the age of the respondents and their perception that workplace safety measures affect employee performance.

**ANOVA**

**NULL HYPOTHESIS**

**ALTERNATIVE HYPOTHESIS**

**Chi-Square Tests**

	Chi-Square	df	Asymptotic Sig. (2-sided)
Pearson Chi-Square	207.716 <sup>a</sup>	1	.000
Likelihood Ratio	13.231	1	.000
Linear-by-Linear Association	.810	1	.009
N of Valid Cases	150		

a. 10 cells (40.0%) have expected count less than 5. The minimum expected count is .61.

**H<sub>1</sub>:** There is a significance relationship between no of years’ experience of the respondents and employee involvement contributes to higher productivity

**ANOVA**

Source	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.111	2	.028	.257	.066
Within Groups	94.562	45	.342		
Total	96.673	47			

**RESULT**

The ANOVA results indicate that there is no statistically significant difference in the responses based on educational qualification, as the p-value ( $p=.066$ ) exceeds the

standard .05 threshold. Consequently, the null hypothesis is accepted, suggesting that the educational

#### IV. SUGGESTIONS

- To enhance employee involvement, organizations should prioritize the creation of a transparent, two-way communication infrastructure that empowers staff at all levels to contribute to decision-making.
- This can be achieved by implementing structured "feedback loops," such as regular town hall meetings, digital suggestion boxes, and cross-functional task forces where front-line employees collaborate with senior management.
- When employees see their input leading to tangible changes in workplace policies or operational procedures, it builds a sense of psychological ownership and strengthens their commitment to the organization's long-term goals.
- Furthermore, fostering a culture of continuous professional development and recognition is essential for sustained engagement.
- Providing employees with opportunities to lead specialized projects or participate in skill-sharing workshops not only enhances their competence but also signals that the organization values their growth.
- Coupling these opportunities with a merit-based recognition system which celebrates both individual achievements and collaborative efforts ensures that involvement is seen as a rewarding endeavor.
- By aligning personal career aspirations with organizational objectives, companies can transform a passive workforce into a proactive, innovative team.

#### V. CONCLUSION

In conclusion, employee involvement serves as a vital bridge between organizational objectives and individual performance. By empowering staff to participate in decision-making and problem-solving, companies foster a culture of ownership and accountability. This shift from a traditional top-down command structure to a more collaborative environment not only boosts morale and job satisfaction but also unearths innovative ideas that might otherwise remain suppressed. When employees feel that their voices matter, they are more likely to align their personal efforts with the company's strategic vision, leading to higher retention rates and a more resilient workforce.

Ultimately, the successful integration of involvement programs creates a synergistic effect that enhances overall organizational agility. Businesses that prioritize transparency

and open communication are better equipped to navigate market fluctuations and operational challenges, as their frontline staff are engaged and proactive rather than passive. While implementing these strategies requires a fundamental shift in leadership mindset and a commitment to continuous feedback, the long-term rewards ranging from improved productivity to a robust, inclusive corporate identity make it an indispensable component of modern management.

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