



Symbiosis Institute of Management Studies Annual Research Conference (SIMSARC13)

Impacts of Job Analysis on Organizational Performance: An Inquiry on Indian Public Sector Enterprises

BK Suthar^a, T Latha Chakravarthi^b, Dr. Shamyal Pradhan^c *

^aPh D Scholar, Faculty of Management Studies, Pacific University, Udaipur (Rajasthan)

^{b,c}Assistant Professor, Faculty of Management Studies, Pacific University, Udaipur (Rajasthan)

Abstract

Purpose: A regular or proactive job analysis practices help to identify factors that shape the employees' motivation and job satisfaction. Bharat Sanchar Nigam Limited faces the problem on managing its human power and not occupying delightful performance from the last three consequent years. This paper aims to examine the relationship between organizational performance and employee job analysis in context to Bharat Sanchar Nigam Limited, Vadodara Telecom District, Gujarat.

Research Methodology: The survey questionnaire was administered to employees of Bharat Sanchar Nigam Limited, Vadodara Telecom District through email and in person by (417 out of 1361) by employing sample size determinants like: confidence level, confidence interval and population. The questionnaire consists of factors like; organizational performance, job design, job description, organizational policies and practices, job specification and job evaluation..All the 417 respondents are considered as valid respondents for further investigation. The study is quantitative research approach and the collected data are analyzed by scale reliability for questionnaire scaling validity, descriptive statistics, measurement of items, correlation, regression analysis and other applicable tests with a view to know that at what level job analysis is related with organizational performance. IBMSPSS.20 is employed as a statistical tool for data analysis.

Findings: The collected data reveals that organizational performance and job analysis are positively related with each other.

Research Implications/Limitations This study shows that employee job analysis can be a powerful tool to enhance organizational performance. Further research can be held with more samples by extending the area of research.

© 2014 Elsevier B.V. This is an open access article under the CC BY-NC-ND license (<http://creativecommons.org/licenses/by-nc-nd/3.0/>).

Selection and/or peer-review under responsibility of Symbiosis Institute of Management Studies.

Keywords: organizational performance, job design, job description, job specification, job evaluation

* Corresponding author. Tel.: +0-000-000-0000 ; fax: +0-000-000-0000 .

E-mail address: pradhansa@hotmail.com

1. Introduction

Job analysis is one of the most important activities of human resource management and can perform multi-functions. A regular or proactive job analysis practices help to identify factors that shape the employees` motivation and job satisfaction. The researchers have established co-relationship between organizational performance and job analysis in context to human resource management but the relationship between HRM practices like job analysis – job performance, the intervening process recruitment, connecting job analysis is yet to be explored in a full flow. This paper aims to examine the relationship between organizational performance and employee job analysis in context to Bharat Sanchar Nigam Limited, Vadodara Telecom District of Gujarat. The survey questionnaire was administered to employees of Bharat Sanchar Nigam Limited, Vadodara Telecom District through email and in person by (417 out of 1361) by employing sample size determinants like: confidence level, confidence interval and population. The questionnaire consists of factors like; organizational performance, job design, job description, organizational policies and practices, job specification and job evaluation..All the 417 respondents are considered as valid respondents for further investigation. The study is quantitative research approach and the collected data are analyzed by scale reliability for questionnaire scaling validity, descriptive statistics, measurement of items, correlation, regression analysis and other applicable tests with a view to know that at what level job analysis is related with organizational performance. IBMSPSS.20 is employed as a statistical tool for data analysis. The collected data reveals that organizational performance and job analysis are positively related with each other. This study also shows that employee job analysis can be a powerful tool to enhance organizational performance.

Download English Version:

<https://daneshyari.com/en/article/980221>

Download Persian Version:

<https://daneshyari.com/article/980221>

[Daneshyari.com](https://daneshyari.com)