
ATTITUDE OF TNSTC EMPLOYEES TOWARDS OCCUPATION A CONCURRENT STUDY

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Abstract : The word attitude means kind of feeling or reaction of human beings. Attitudes are important determinants of behavior. It is a neutral state of readiness for mental and physical action. An employee's attitude will determine what he will see and hear as well as what he will think and what he will do. "Attitude may define as a person's feelings towards a particular job or situation. In the words of Katz Daniel an opinion is viewed as the verbal expression of an attitude. Hence, opinion and attitudes are closely related.

Thus attitude influence the lives of everyone, affect the ways in which individual judge, and react towards other peoples, objects and events. Attitudes are evaluative statements either positive or negative. Positive attitude reveals the satisfaction whereas negative attitude reveals the dissatisfaction of human beings. Hence psychological behavior of human being towards a particular object or event".¹

Introduction: TNSTC is the second largest government bus transport corporation in India and is well known for its route coverage almost too every remote area within Tamil Nadu. TNSTC bus fares are still the lowest in the country amidst frequent fuel price hikes.

School students get a pass to travel in the buses for free from their school to their home town. These passes are issued by the Government of Tamil Nadu. TNSTC also offers bus service to individual parties on basis of contract carriage trips.

As a sign of respecting the famous Tamil poet "Thiruvalluvar", Each and every TNSTC bus (also including MTC & SETC) will be displaying a portrait of Thiruvalluvar along with his two sentenced famous "Thirukkural" inside the bus. Tamil Nadu state transport corporation was first in India to introduce excellent paintings in buses.

In Tamil Nadu, TNSTC (Madurai) Ltd accounts major stake. Transportation service here is over 40 years old and is the back bone of the economy of this division.

In this study area, majority of the passengers depends up on Tamil Nadu State Transport Corporation for their travel. Attitude influences the satisfaction of the employees. The level of satisfaction decides the lot like collections, efficiency, involvement etc., In order to know the attitude of employees of TNSTC (Madurai) Ltd, and this study has been taken.

The TNSTC information as per the statistical report as on October 2011, It was Established in the year 1972. Now Total Number of Buses: 20500 (as of 2011) Total Number of Employees: 1.3 Lakhs (0.13 million) All over Tamil Nadu. Divisions of the TNSTC are Villupuram, Kumbakonam, Salem, Coimbatore, Madurai and Tirunelveli².

Scope of the study : This study is mainly confined to the study of attitude of the

employees of TNSTC (Madurai) Ltd towards their occupation.

Objectives of the study

The enumerator has undertaken the study with the following objectives.

- To know the employees are working in the various depots under the zones.
- To analyze the opinion of the employees about their salary.
- To understand the problems faced by the employees.
- To measure the level of attitude on residential status.

Area of the study : The researcher has taken TNSTC (Madurai) Ltd for his study. The attitude of the employees of TNSTC (Madurai) Ltd is studied.

Research Design : Methodology : The present study is descriptive in nature. To fulfill the objectives, the researcher has used both primary and secondary data.

Primary data : The primary data were collected directly from the employees of TNSTC through well-structured interview schedule. The researcher has paid attention to reduce the respondents' errors. The purpose and the need for the study were explained to gain the confidence of respondents so as to make them furnish the required information.

Secondary data : The secondary data is an integral part of any research study or a project report as it provides information on key variables, which play a major part in the actual research. The secondary data were collected from the various studies, books, newspaper, journals, daily papers, unpublished reports and internet collection.

Sampling Design : The sampling designs were formulated to collect data from the employees. In TNSTC (Madurai) Ltd, the numbers of respondents are invariably high. Due to the petite time the researcher adopted convenient sampling technique. 80 employees have been selected for the study.

Statistical Design : Various statistical tools are used in analyzing the primary and secondary data. This involves a lot of calculation and computations. Tables, percentage, Weighted Arithmetic Means were used to judge the significance.

Employees in the zones : The researcher examined the employees are working in the various depots under three zones. The results are presented in the Table-1

From the table1, it is clear that, the researcher should take the respondents gradually from various depots under three zones. 27 Employees from Madurai zone, 27 employees from virudhunagar zone and rest of them from dindugal zone.

Opinion about the Salary : The researcher examined the opinion of the employees about the salary. The results are presented in the Table-2

It is apparent from the Table - 1 that most of the respondents (65%) felt that the salary provided is not adequate.

Nature of Problems : The survey further analyzed the nature of problems faced by the respondents. The researcher adopts the ranking method. These studies are presented in table-3

The problems faced are ranked and mark is assigned by Strongly agree as 5 point, Agree by 4 point, Moderate as 3 point, Disagree as 2 point, Strongly Disagree as 1 points.

Table 3 makes it obvious that most of the respondents have confronted with the problem of the procedure for allotting bus trips is very difficult one.

From the table 4 it is inferred that out of 42 rural area workers, technical workers were 22. Out of these 5 members have the high level attitude.10 workers have the medium level attitude and rest of them have low level attitude. Another 20 rural area non technical workers, Out of these 5 workers have the high level attitude.9 workers have the medium level attitude and rest of them have low level attitude. Out of 38 urban area workers, technical workers were 20. Out of these 5 workers have the high level attitude.9 workers have the medium level attitude and rest of them have low level attitude. Another 18 urban non technical workers, Out of these 4 workers have the high level attitude.8 workers have the medium level attitude and rest of them have low level attitude.

Chi Square Test : H_0 : There is no significant difference between nature of employment and residential status.

Result: Since the calculated value 0.9 is less than the tabulated value. Hypothesis is accepted.

Results and Findings : The researcher should take the respondents gradually from various depots under three zones. 27 Employees from Madurai zone, 27 employees from virudhunagar zone and rest of them from dindugal zone.

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Conclusion : Innumerable number of important conclusions can be drawn from the findings of this study which have attitude of TNSTC employees towards occupation. The researcher should take the respondents gradually from various depots under three zones. 27 Employees from Madurai zone, 27 employees from virudhunagar zone and rest of them from dindugal zone.

Most of the respondents (65%) felt that the salary provided is not adequate. Most of the respondents (36) have confronted with the problem of the procedure for allotting bus trips is very difficult one. Finally, to conclude the attitude of tnstc employees towards occupation is not satisfactory.

References:

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APPENDIX

Table - 1
Employees in the zones

S.No	Name of the zone	No.of Depots	Total Employees
1.	Madurai Zone	3	27
2.	Virudhunagar Zone	3	27
3.	Dindugal Zone	3	26
	Total	9	80

Source: Primary Data

Table - 2
Opinion about the Salary

S.No.	Opinion	No. of respondents	Percentage
1.	Adequate	28	35 %
2.	Inadequate	52	65 %
	Total	80	100 %

Source: Primary data

Table - 3
Nature of Problems

S.No.	Problems	Opinion					Total	Total Marks
		SA	A	M	DA	SDA		
1.	More Over Time	18	28	17	11	6	80	281
2.	Lot of Restrictions	22	14	12	16	16	80	250
3.	Transfers	15	14	22	18	11	80	244
4.	Political interference	13	13	21	22	11	80	235
5.	Allotment of Bus Trips	12	11	8	13	36	80	190
	Total	80	80	80	80	80		

Source: Primary data

Table - 4
Level of attitude on Residential Status

Nature of Employment	Rural		Urban		High		Medium		Low		Total	
	High	Medium	Low	Total	High	Medium	Low	Total	High	Medium	Low	Total
Technical workers	5 (23)	10 (45)	7 (32)	22 (100)	5 (25)	9 (45)	6 (30)	20 (100)	5 (25)	9 (45)	6 (30)	20 (100)
Non-Technical workers	5 (24)	9 (43)	6 (33)	20 (100)	4 (22)	8 (44)	6 (34)	18 (100)	4 (22)	8 (44)	6 (34)	18 (100)
Total	10 (23)	19 (44)	13 (33)	42 (100)	9 (24)	17 (45)	12 (31)	38 (100)	9 (24)	17 (45)	12 (31)	38 (100)

Source: Primary Data

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