

# SOCIALIZATION OF EMPLOYEES TOWARDS AREVA T&D LIMITED

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**ABSTRACT:** A study has been carried on at Socialization of employees to access effectiveness of socialization program adopted in the company and to identify whether program provided by the company is useful for the employees for their better performance.

The socialization of employees plays a vital role in the Organization, as it reflects in the form of understanding the organization culture and increasing the employee's performances which in turn tends to self-confidence, bonding with other and organization commitment. The compiled report signifies the socialize employees in AREVA T&D India Limited. The study is focused only among the Employees satisfaction level towards the existing socializations program in the company and their perception towards the same.

For studying this analysis percentage method is used. The type of research design used for the study is Descriptive research design. From this study most of the employees are satisfied with this company. So that the management is quite approachable.

**Key words:** socialization programme, process, methods, organizational environment.

## INTRODUCTION

Socialization become a productive part of an organization, he or she must learn the culture of the organization, as well as how "thing are done". This learning process is often referred to as socialization. Some socialization takes place before the individual actually starts to work. So, in a simple sentence we can say that socialization is the process of learning he and why things are done in an organization.

Socialization is a process of adaptation after entering the organization. Socialization refers to the adaptation that takes place when an individual passes from outside the organization to role of an inside member.

Socialization is a process of adaptation, adjustment, making arrangements for setting one employee in the organizational environment.

## NEED OF THE STUDY

The socialization of employees plays a vital role in the organization, as it reflects in the form of understanding the organization culture and increasing the employee performances which intends leads to the self-confidence, bonding with other and organization commitment. Socialization of employees helps to reduce the anxiety and adjust to new situation. To identify the benefit provided to both organization and the employees are received out of socialization. The study reveals that the employees become productive as quickly as possible. The study reveals that the employees is highly satisfied and have high morale.

## OBJECTIVES OF THE STUDY

- To study the effectiveness of socialization programme adopted in the AREVA T&D India Limited.
- To study the relationship between employees and their commitment towards the company.
- To identify the different socialization methods in the company.
- To give suggestion to improve employee socialization process in the company.

## LITERATURE REVIEW

J. P. Meyer and N. J. Allen in the context of a person's socialization results, the following insights could be made: - The behaviour of the employee "not fully involved" in the company can be described as "formally committed", because such people work in an organization as long as they are still expected to do something;

- An employee having too high level of socialization works in a company because he has to do so as he feels "commitment to the continuation of a business activity";

- Outcomes of successful employee socialization are characterized by emotional type of commitment (as continuation of a psychological contract), when he stays to work in a company because he wants to and such behaviour of the employee can be described as a person's conscious involvement in the realization of the goals and tasks of the organization.

**RESEARCH METHODOLOGY**

The research design followed for the study is descriptive type of research. In this study Stratified random sampling technique is used for data collection among the respondents. Total sample size for this research study is 120. The primary instrument used in the study is "Questionnaire". Secondary data is obtained from company profile, internet, various other documents, scope need and other reports of the company. Statistical tools used for this study i.e. Percentage Analysis, Chi square Test, and Correlation Analysis.

**DATA ANALYSIS AND INTERPRETATION**

Analysis and interpretation is an important part of any kind of inter data analysis the researcher can begin to identify relationship between various data that will help to understand more about the respondents and guide towards better decisions. The tools for this study are chi square, correlation and percentage analysis.

**CHI -SQUARE TEST FOR GOODNESS OF FIT**

**Step: 1**

**Null Hypothesis (H<sub>0</sub>):** There is no relationship between the employee and the organization.

**Alternative Hypothesis (H<sub>1</sub>):** There is a relationship between the employee and the organization.

**Step: 2**

Compute the value of Chi-Square goodness of fit test using the following formula: Where,

$$\chi^2 = \left[ \frac{(O - E)^2}{E} \right] = \text{Chi-Square goodness of fit test}$$

O= observed value E= expected value

**Step: 3**

Observed Frequency	Expected Frequency	(O-E)	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
22	24	-2	4	0.1667
71	24	47	2209	92.042
27	24	3	9	0.375
0	24	-24	576	24
0	24	-24	576	24
				140.584

**Step: 4** calculated value is greater than the tabulated value so reject H<sub>0</sub>.

**Step: 5** Therefore there is a relationship between employee and the organization.

**CORRELATION ANALYSIS**

Table showing relationship between socialization program and the organization culture

X	Y	X=X-X	Y=Y-Y	XY	X <sup>2</sup>	Y <sup>2</sup>
20	63	39	-4	-156	1521	16
67	44	20	43	860	400	1849
33	13	-11	9	-99	121	81
0	0	-24	-24	576	576	576
0	0	-24	-24	576	5765	576
120	120	0	0	1757	3194	3098

$$r = (\sum xy) / (\sqrt{(n \& (\sum x^2)/n)} \times \sqrt{((\sum y^2)/n)}) \text{ so } r=0.55$$

**RESULT:**

There is a Positive correlation between socialization program and the organization culture.

**CONCLUSION**

Management's basic job is the effective utilization of human resources for achievements of the organization objective. Socialization is an important function which helps to quickly adapt the organization culture, so it should be benefited to organization stability and the employee retention. It should be useful for both the employer and the employee. This study is highlighted on effectiveness of socialization program adopted in the organization. The study was conducted among 120 employees and collected information through structured questionnaire .The organization is performing well. In order to achieve the overall satisfaction level of employee they can bring some changes in the socialization program.

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