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[editor@ijhrmob.com](mailto:editor@ijhrmob.com)

## WOMEN GRIEVANCE HANDLING

<sup>1</sup>MARRI PRAVALIKA,<sup>2</sup>A .CHAITANYA ,

<sup>1</sup>PG Scholar,Department of MBA,**TKR COLLEGE OF ENGINEERING AND TECHNOLOGY**,Hyderabad, Telangana, India.

<sup>2</sup>Assistant Professor,Department of MBA,**TKR COLLEGE OF ENGINEERING AND TECHNOLOGY**,Hyderabad ,Telangana, India.

### ABSTRACT

Growing intensity against wives is a bigger extent of concern for the girls growth instrumentalities. In most of the cases fatalities give up something in sacrifice their allowable rights and protections possible in the standard on account of inexperience of permissible processes and apprehensions. This Women's complaint project aims to support permissible and healing aid plus advocating to wives martyrs of intensity.

Initially four discontent containers are being settled for the appropriate and up-to-the-minute disposition of illnesses and fast approach to fairness by casualties. The discontent containers will be outfitted accompanying permissible guides, sociologists and advocating stick. The containers will function under the project of a Lady Provincial Consultant; the one has the appropriate occurrence of legal processes in the cases of intensity against mothers.

To address the bigger issues of "Awareness" in the combat of intensity against girls, knowledge lifting conferences/mills were attended that were chiefly accompanied apiece appendages of kind organization, group of the police officers instrumentalities and heads of neighborhood governments.

### INTRODUCTION

Grievance is some dissatisfaction or discontent that influences administrative depiction. As such it may be established or silent, inscribed or spoken, legal or funny. If the discontent of staff members' goes neglected or the environments producing it are not

rectified, the sensitivity is inclined increase and brings about calamitous stance towards the administration and unsound connections in the arrangement. The correct means for handling specific worker's discontent is named complaint process.

All associations either allied a

suggestion of correction bear have settled and popular complaint procedures of refine gripes. The basic advantage of gripe process is that it can assist in underrating dissatisfaction and unhappiness that can have unfavorable belongings upon cooperation and output. A complaint process should in big arranging that has many staff and many offer recommendation the result that the officer is sidelined to maintain a confirm each individual, or be complicated in each facet of occupied of the limited arrangement.

The typical steps in complaint process are

- ❖ Conference with the disturbed agent, the manager, and the merger attendant.
- ❖ Conference middle from two points' middle administration and middle joining guidance.
- ❖ Conference 'tween top administration and top joining guidance.
- ❖ Arbitration there concedes possibility be alternatives in the processes understood for determining member complaints. Variations grant permission come into being specific determinants as administrative or

administrative constructions or height of the plant or association. Large institutions do likely to have correct complaint processes including sequence of steps.

## II. REVIEW OF LITERATURE

**Vishay (2012)**, outlined the gripes is not invulnerable, it is a bug that influences agent's tangible and insane prosperity intensely moving the clerk's difficulty something done. Total accused are 250. Percentage reasoning is secondhand for this research. This paper decides that complaint is not negative, but a certain, function that gives the party a decent management.

**Ramie and shenbagam (2014)**, made clear the socio-test of ability drawings analyses of the member and to see the level of delight towards the gripe management process expected explained. The sample capacity is skilled are 120 members are active in miscellaneous areas.

**Madhavi sukhatani (2016)**, related influence of complaint management. The result shows that BJCL Company tries to resolve complaint inside deadline accompanying decent response. The sample proportion is 101 public active at BJCL.

Manjushree (2018), persistent either, laborers capably control the gripe of their operators. The total community is 882 and the sample intensity is 265 workers. The research is attended in the Hosur at Ashok Leyland (Plant-I) equivalence and reversion forms are secondhand for this research. This research sums up the delight of staff members accompanying the processes for gripe management.

### III. DATA ANALAYSIS & INTERPRETATIONS

1. Are you aware of the women grievance cell at Company?

- Yes
- No

Particulars	Respondents
Yes	65
No	25

Table 9: Grievance cell at Company

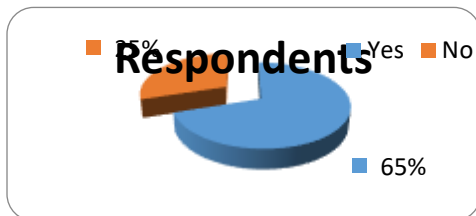


Fig 8: Grievance cell at Company

#### INTERPRETATION:

It is seen from the same table that 65% of the accused are proverb agreed, 25%

of the accused are proverb no. It is establish from the study that the most (65%) of the accused are proverb agreed.

2. How often you face any problem in your Organization?

- a) All the time
- b) Rarely
- c) Some times
- d) None

Particulars	Respondents
All the time	2
Rarely	48
Some times	23
None	17

Table 10: Facing problems in Organization

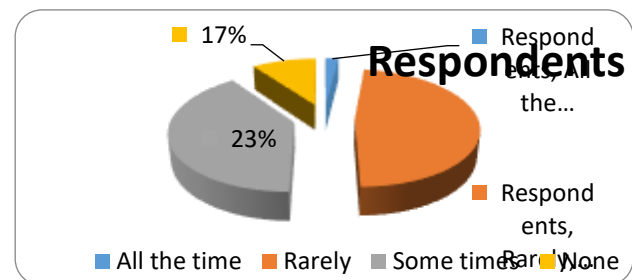


Fig 9: Facing problems in Organization

#### INTERPRETATION:

It is seen from duplicate table that 48% of the accused are exceptionally embroidery questions in arrangement, 23% of the accused are binding few periods questions in arrangement, 2% of the accused are applique questions

continually and 17% of the accused are not folds some questions in the institution.

3. Most of your Grievances are related to?

- a) Physical
- b) Mental
- c) Starring
- d) Abusing
- e) Misbehavior

Particulars	Respondents
Physical	11
Mental	9
Starring	26
Abusing	6
Misbehavior	38

Table 11: Most of Grievances are

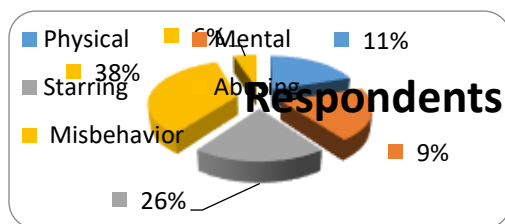


Fig 10: Most of Grievances are

**INTERPRETATION:**

It is seen from the same table that 6% of the accused are persecuting, 11% of the accused are material, 9% of the accused are insane and 26% of the accused are star, 6% of the accused are persecuting and 38% of the accused are conduct. It is

erect from the study that the adulthood (38%) of the accused is conduct.

4. To whom does you share your work related problems in the company?

- a) Superior
- b) Colleagues(Discussion)
- c) Function Head
- d) Head of HR Department

Particulars	Respondents
Superior	8
Colleagues(Discussion)	58
Function Head	22
Head of HR Department	2

Table 12: Sharing problems in the company

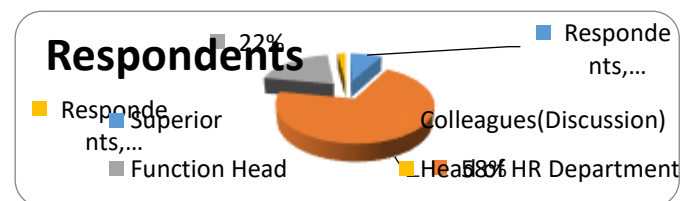


Fig 11: Sharing problems in the company

**INTERPRETATION:**

It is seen from the same table that 58% of the accused are associates (consideration) 22% of the accused are function head, 8% of the accused are superior and 2% of the accused be in authority HR area. It is erect from the

study that the most (58%) of the accused are associates (debate).

5. Do you have grievance redressed system for employees in your unit?

Yes

Don't Know

Particulars	Respondents
Yes	72
Don't Know	18

Table 14: Grievance redressed system



Fig 13: Grievance redressed system

**INTERPRETATION:**

It is seen from duplicate table that 72% of the accused are proverb agreed, 18% of the accused are proverb no. It is raise from the study that the most (72%) of the accused are proverb agreed.

12. Does your higher authority listen to you when your problems are presented?

- a) Listen patiently
- b) Shouts at You
- c) Act as Listening

Particulars	Respondents
Listen patiently	82
Shouts at You	3
Act as Listening	5

Table 15: Authority Listen your problems

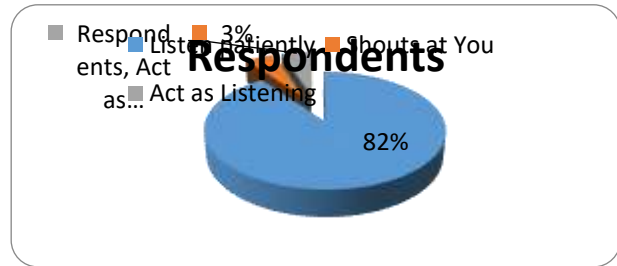


Fig 14: Authority Listen your problems

**INTERPRETATION:**

It is seen from the same table that 82% of the accused are hearing bravely, 3% of the accused are cries at you and 5% of the accused are to a degree a hearers. It is established from the study that the adulthood (82%) of the accused are hearing meekly.

6. Does the Organization pay adequate attention towards women employees and their problem?

- a) All the time
- b) Rarely
- c) Some times

Particulars	Respondents
All the time	55
Rarely	16
Some times	19

Table 19: Employees and their problems in the organization

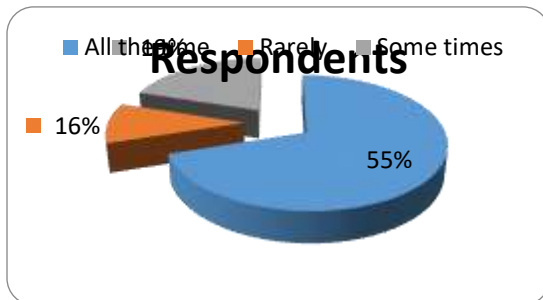


Fig 18: Employees and their problems in the organization

**INTERPRETATION:**

It is seen from the same table that 55% of the accused are obey towards daughters member and their questions continually, 19% of the accused are consistently obey towards daughters attendant and their questions and 16% of the accused are exceptionally obey towards daughters operator and their questions..

**Questionnaire for the Superiors**

1. Do you face difficulties in handling different categories of Employees in your unit?

Yes

No

Particulars	Respondents
Yes	6
No	4

Table 25: Handling of employees in

different categories



Fig 24: Handling of employees in different categories

**INTERPRETATION:**

It is seen from duplicate table that 6% of the accused are embroidery troubles in management various classifications of Employees and 4% of the accused are not covering troubles in management various classifications of Employees.

2. Do you provide job security for Employees working in your unit?

- a) Daily Wage System
- b) Monthly Salary
- c) Whether temporary basis
- d) Whether Permanent basis

Particulars	Respondents
Daily Wage System	2
Monthly Salary	5
Whether temporary basis	2
Whether Permanent basis	1

Table 27: Job security for employees



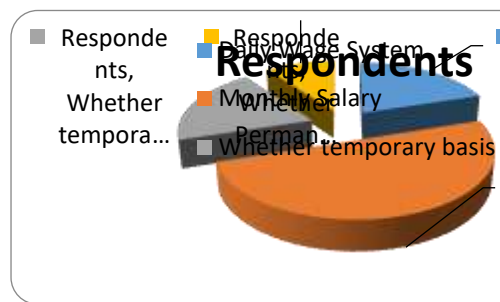


Fig 26: Job security for employees

### INTERPRETATION:

It is seen from the same table that 50% of the accused are weekly fee, 20% of the accused are both short-lived footing and routine undertake and 10% of the accused are either lasting base.

### IV.FINDINGS

- It is noticed from the dossier the most of the accused are male clerks.
- It is seen that 1/4 of the accused do not have knowledge about the girls gripe container.
- It is seen from that the adulthood of the gripes are had connection with conduct.
- It is noticed from that the adulthood of the accused are giving their questions accompanying associates.
- It is seen from that the plurality of the

questions are elevated when wives staff members are occupied additional.

### CONCLUSION

- The research was about the daughters gripe management structure that has happened transported in Pan vegetable Cements & Mineral Industries Limited.
- The peasants had enough information about the complaint management process. Grievance processes have existed erect to have connection with all the wives laborers active in the institution.
- The complaint process determines resources for recognizing practices, processes and supervisory procedures that are making clerk discontents because changes maybe deliberate.
- The clerks contemplate that employers concede possibility comprehend and think the disadvantages at the beginning stage itself and cleared up the staff member complaints it will increase the healthful connections middle from two points superior and the worker.
- The study decides that the staff members are impartially quenched accompanying occupied



environments in the Pan vegetable Cements & Mineral Industries Limited.

- So, the administration endure take few steps in consideration of assuage the laborers at maximum level by which it can decrease the gripe level between the operators; therefore it can increase the connection accompanying the administration and blow up the output.
- The study decides that the complaint management system is acceptable in Pan vegetable Cements & Mineral Industries Limited, the incident of

the operator guarantees the incident of the arranging and to create the incident take place really it again determine enough conveniences.

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