A STUDY ON JOB ROTATION WITH SPECIAL REFERENCE TO IT INDUSTRY

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INTRODUCTION TO THE STUDY

There are many reasons for implementing a job rotation system including the potential for increased product quality, employee satisfaction and lower cumulative trauma disorder rates. However, the difficulties of changing the organizational structure of an entire facility can prove difficult. It is important that the program start slowly at first so that the program can be further refined before being implemented elsewhere.

The study has been conducted in at Chennai regarding ‘A study on Job Rotation with special reference to IT Industry’

OBJECTIVES Of The Study

- To study whether the job rotation improves the skills and knowledge of the employees.
- To study whether the job rotation improves the team building and interpersonal relationship.
- Job rotation can judge whether it improves the productivity of workers.
- To study whether job rotation motivates employees to work more effectively.

SCOPE OF THE STUDY

- The present study titled “A study on job rotation with special reference to IT Industry” in Chennai was conducted. This would be used for the organization in the following basis. The study attempts to analyse the effectiveness through employee’s opinion on the existing job rotation system. The study attempts to measure only the effectiveness of job rotation, which is specially designed for employees.

LIMITATIONS

- The study is conducted only for one month.
- Sample size taken for the study is only 100 employees.
- Some of the answers given by the respondents may be biased.

Review of Literature

Job rotation is an approach to management development where an individual is moved through a schedule of assignments designed to give him or her a breadth of exposure to the entire operation. Job rotation is a useful tool that can be used in many work settings to produce task variety for workers and
to reduce worker fatigue and injuries. Developing a job rotation plan requires determining the set of jobs to be included in the rotation, the rotation sequence, and the proper length of the rotation interval. Using different rotation interval lengths may result in different stresses for the workers performing a particular set of tasks and therefore affect the quality of the job rotation implementation. The merit of the method is determined by examining its effectiveness in reducing worker stress and the potential for injury as well as its applicability for use in real settings. Workers who continually perform repetitive tasks will likely suffer breakdowns over time, so employers should rotate workers through a variety of tasks or jobs to prevent injuries. The idea behind job rotation is to alleviate physical fatigue and stress by rotating workers among jobs that require the use of different muscle-tendon groups.

**Who Decides Job Rotations**

Anyone should be able to suggest job rotations, including supervisors, management, ergonomics monitors, production employees, union officials. However, job rotations should be approved by the ergonomics committee and the employees affected before being implemented.

**Requirements of Job Rotation**

- Training is needed
- Break-in-period is needed
- Flexibility and consideration needed
- Follow-up is required
- Information is needed to track the program

**Pros and Cons of Job Rotation**

**Benefits of Job Rotation:**

- Reduced boredom
- Reduced work stress
- Increased innovation
- Increased free time activity
- Increased production
- Reduced absenteeism
- Reduced turnover

Below is a diagrammatic representation of the Job Rotation model.
Job Rotation Model

Select Company

Establish Company Training Needs

Generate Bespoke Training Plan

Identify Employee Beneficiaries

JRT Job Specification Created

Training Providers Identified

Recruitment of JRT

Mentor Identified & Training Given

Pre-vocational Training for JRT

Mentor link-up with JRT

Work-ready JRT into Post

At Least Four Employees

6-Month Employment Begins

Released for Training

4 – 6 Weekly Monitoring of CBs

4 – 6 Weekly Monitoring of JRT

Programme Run:
Company Gains Motivated and Skilled Experience

Programme Run:
JRT Gains Training and Workforce
RESEARCH METHODOLOGY

RESEARCH DESIGN

The research design constitutes the blueprint for the collection, measurement, and analysis of data. The research design adopted for the study is **Descriptive**

The degree to which the research question has been crystallized:

- *Exploratory study*
- *Formal study*

The method of data collection:

- *Monitoring*
- *Interrogation/Communication*

SOURCES OF DATA

**Primary Data:**

The primary source of data was collected from the employees in IT Industry Chennai.

**Secondary Data:**

The secondary source of data was collected from the websites, various magazines etc..

SAMPLE DESIGN

The ultimate test of a sample design is how well it represents the characteristics of the population it purports to represent. In measurement terms, the sample must be valid. The sample size of the study is **100** and the sampling technique adopted for the study is **stratified sampling** (every item in the population gets an equal chance of being selected).

FINDINGS

- From the survey it is observed that, 100% of employees are well known about Job Rotation.
- From the survey it is observed that, 100% respondents say yes for the implementation of job rotation.
- From the survey it is observed that 100% respondents feel that job rotation is a part of skill development.
- 91% of the employees accept that on-the-job training and job rotation are related to each and 9% of the employees say that on-the-job training and job rotation are not related to each other.
- 70% of the employees accept that the organization provides special coaching for job rotation.
From the survey it is observed that, 66% of employees agree that the job rotation increases the knowledge and skills, 23% of the employees strongly agree, 6% of the employees are in neutral, 5% of the employees disagree that the job rotation increases the knowledge and skills.

From the survey it is observed that, 63% of employees agree that the job rotation improves interpersonal relationship, 24% of the employees strongly agree, 6% of the employees are in neutral, 7% of the employees disagree that the job rotation improves interpersonal relationship.

From the survey it is observed that, 72% of employees agree that the job rotation improves team building, 21% of the employees strongly agree, 3% of the employees are in neutral and 4% of the employees disagree that the job rotation improves team building.

From the survey it is observed that, 53% of employees agree that the job rotation improves the productivity, 29% of the employees strongly agree, 7% of the employees are in neutral, 6% of the employees disagree and 5% of the employees strongly disagree that the job rotation improves the productivity.

From the survey it is observed that 100% of respondents feel that they are able to complete the given task.

From the survey it is observed that 52% of respondents say that they are rewarded for multiskilling.

SUGGESTIONS

> Every Employee should be given special coaching for job rotation which helps them to work effectively.

> Employee should be given proper motivation to increase productivity.

> The organization should reward employee having multiskilling.

> The organization should build the team in such a way that it should increase good interpersonal relationship between the employees.

> The organization must rotate the job which will be useful for the employees’ career.

CONCLUSION

The study has been conducted on the title “A study on Job Rotation with special reference to IT Industry”, Chennai. The objective of the study is to determine the effectiveness of job rotation and the employees’ attitude towards it. The study was carried on by collecting data and information from the employees using primary and secondary source. Under primary data, a questionnaire containing 20 questions were prepared and given to 100 respondents. Under secondary data, Company website, records are used to collect information. It is found that if the employees are given proper coaching and motivation, their career and productivity level of the organization could be improved.
REFERENCES:

6. WEBSITES:
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