

**ORIGINAL ARTICLE**

# **ROLE OF PAY AND PROMOTION POTENTIAL FOR NUTRITION AMONG EMPLOYEES OF POWER SECTOR IN HARYANA**

**Dr. Vanita Ahlawat\*\***

Assistant Professor, Haryana School of Business, Guru Jambheshwar University Of

Science & Technology, Hisar, [vanitaahlawat1@gmail.com](mailto:vanitaahlawat1@gmail.com)

## **ABSTRACT**

Both pay and promotion plays important role in every human being life. Through pay and incentives everyone purchase nutritious food. It is also very important for any organization Incentives play important role and improves efficiency of human being. Power sector employees also needs rewards to improve efficiency. Being non profitable organization it needs more and more efforts to be paid towards employees. Health and Nutrition are the important part of its assessment.

**Keywords:** Nutrition, Health, pay, promotion

## **INTRODUCTION**

Nutrition plays important part in human life and it is satisfied through income. People work for satisfactory compensations. In Government sector and especially in a non-profit organization, employees are given salary fixed by the Government. Responsibilities at work place are not clear. No extra reward is given to those people who work efficiently. Sometimes hierarchy, which exists in government organisation is not able to achieve desired results. Work performed by lower employees of management is not recognized or appreciated by higher professionals. Old rules of seniority are followed for both by government. Trouble caused by public sector union is quite big for non-profitable Government organisation. They create problem for different rules made by Government. Sometimes it leads to separation from job. Clear cut Budget in salary hike is quite less in comparison with private organisation and other profitable institutions. This is a major problem for good remuneration. This leads to dissatisfaction amongst employees. This results in delay in implementing the orders. This factor has five components named recognition for work accomplished, job security, benefits (health, life insurance etc.), opportunities for promotion and salary.

Till and Karren (2011), concluded that there are different type of factors which decides employee satisfaction regarding pay. Among many employee individual equity is the most important factor. Byrne & Mun., (2003). Discussed regarding electricity generation and distribution in europe and found needed more grid expansion and urbanization and modified policies regarding electricity. Dubash & Rajan., (2001). Reform in power sector needs more and more attention. In agriculture sector deregulation was done. Mukherjee et al., (2017). Electricity act 2003 was quite important in every aspect. It improves every section of power

sector. This act has a huge scope. It promised a shift in focus in the Indian Power Sector. Onochie et al. (2015) says regular and adequate power supply is significant for a developing economy. The study discussed regarding Nigeria power supply and nation’s development. Electricity generation and transmission is capital intensive and requires huge resources any country prolong its development become at risk of losing its potential investors.

**OBJECTIVES**

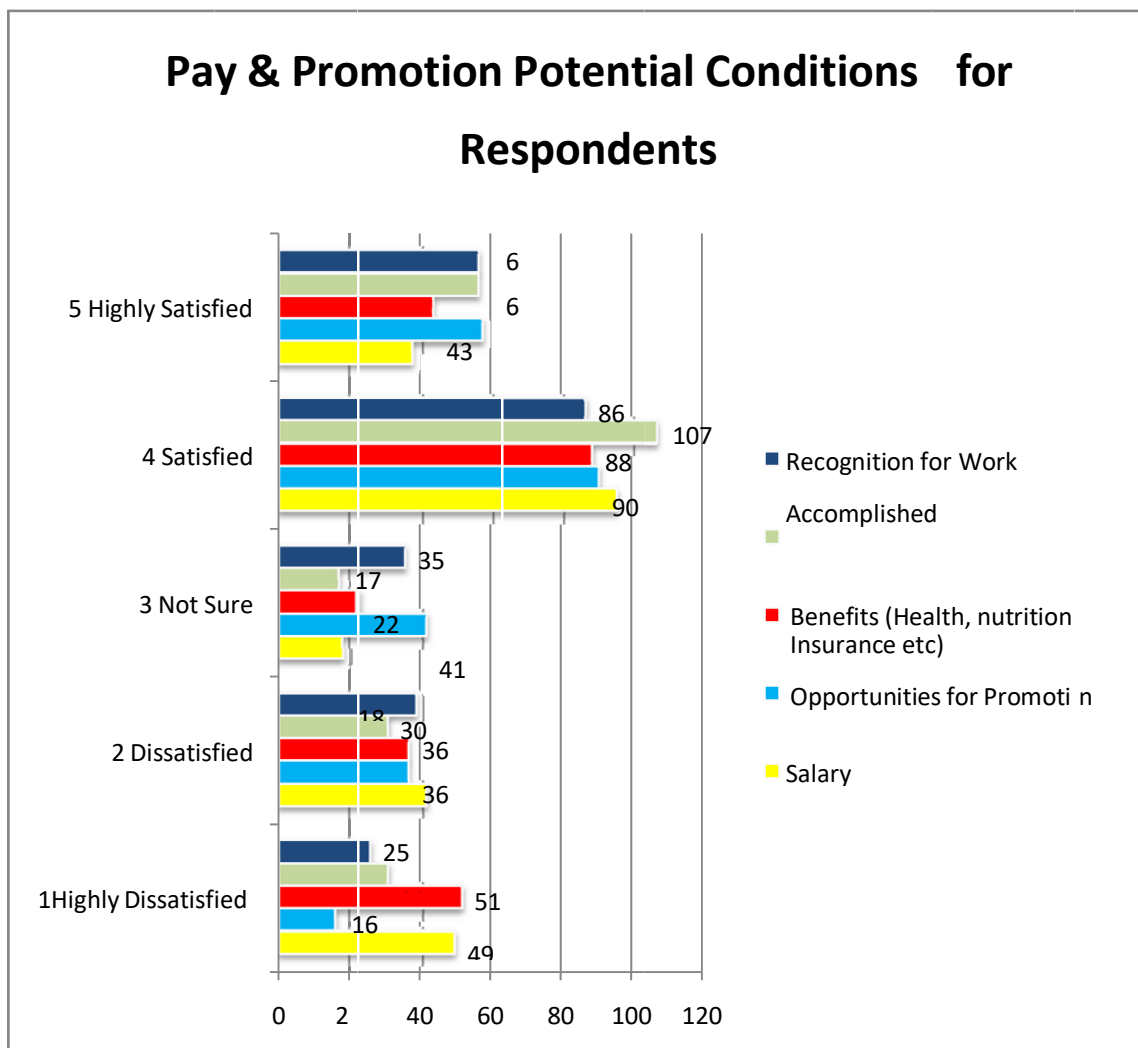
To assess employee satisfaction regarding pay and promotion potential of power sector Haryana.

**METHODOLOGY**

A sample of 240 employees was taken. Out of it 60 employees from each Nigam were selected for study sampling unit was JE and above level at power sector in Haryana. Primary data was collected.

**EXPLANATION**

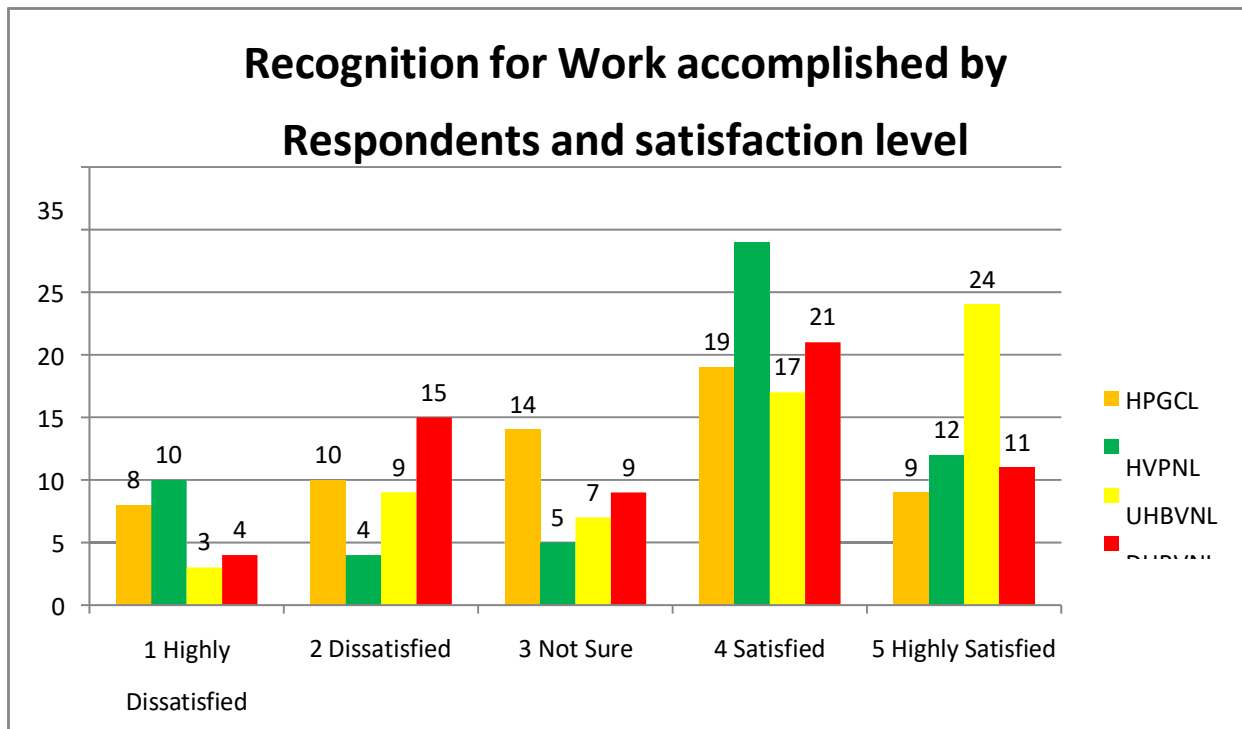
**Figure: 1**



Source: Collected through primary data by the researcher

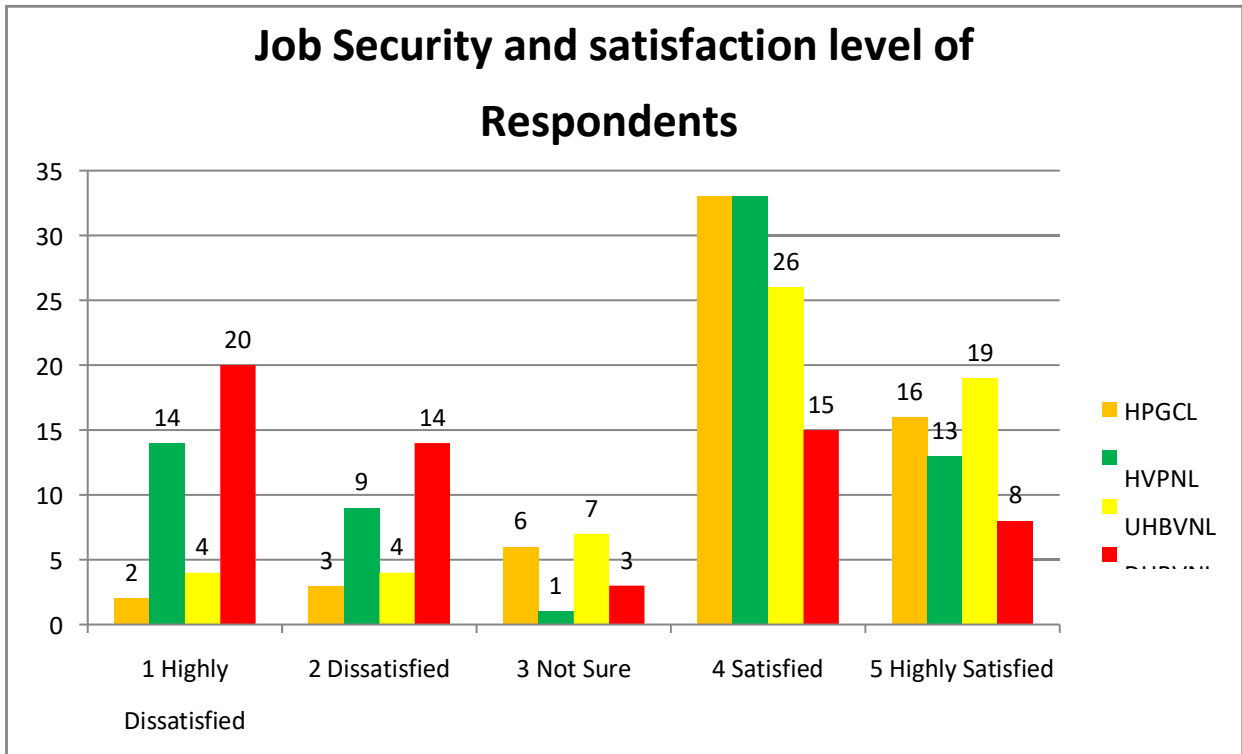
Figure 1 deals with the important factor named pay and promotion potential. Overall results are in favour of moderately satisfied. This factor has five components named recognition for work accomplished, job security, benefits (health, life insurance etc.), opportunities for promotion and salary. Result of five components shows 33 % respondents of power sector Haryana are satisfied regarding recognition of the work they accomplished. 44.58 % are satisfied concerning benefits (health, insurance regarding etc.). 37.5 job security. 36.67% are satisfied with % are satisfied opportunities of promotion and 39.58 % are satisfied with salary.

Figure: 2



Source: Collected through primary data by the researcher

Figure 2 shows results regarding recognition of the work finished. Overall results are in favour of moderate satisfaction. For Power Corporation HPGCL 31.67 % are moderately satisfied. In Power Corporation HVPNL 48.33 % are moderately satisfied. Results for power corporation UHBVNL are highly positive 40 % are highly satisfied and 28.33 % are moderately satisfied. Dissimilar result found for DHBVNL. 25 % are dissatisfied and 35 % are satisfied.

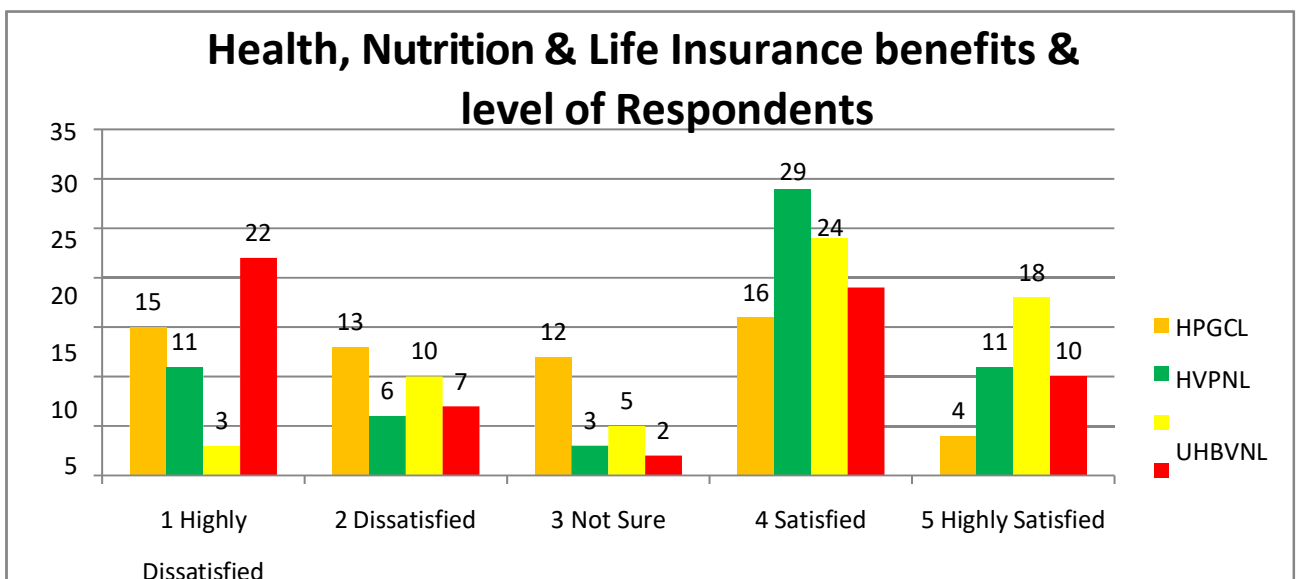


**Figure:4**

Source: Collected through primary data by the researcher

Component job security is discussed in figure3 In Power Corporation HPGCL and HVPNL 55 % among respondents are moderately satisfied. In power corporation UHBVNL 43.33 % among respondents are satisfied. Opposite results found in Power Corporation DHBVNL 33.3 % are highly dissatisfied and 25 % are moderately satisfied.

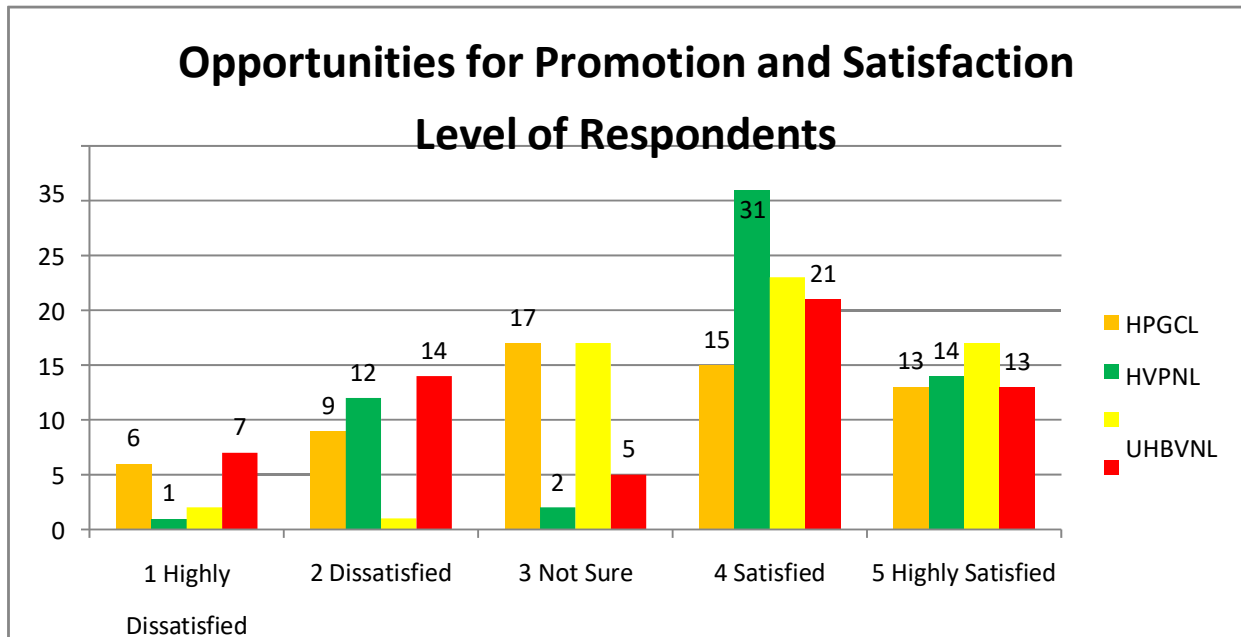
**Figure:4**



Source: Collected through primary data by the researcher

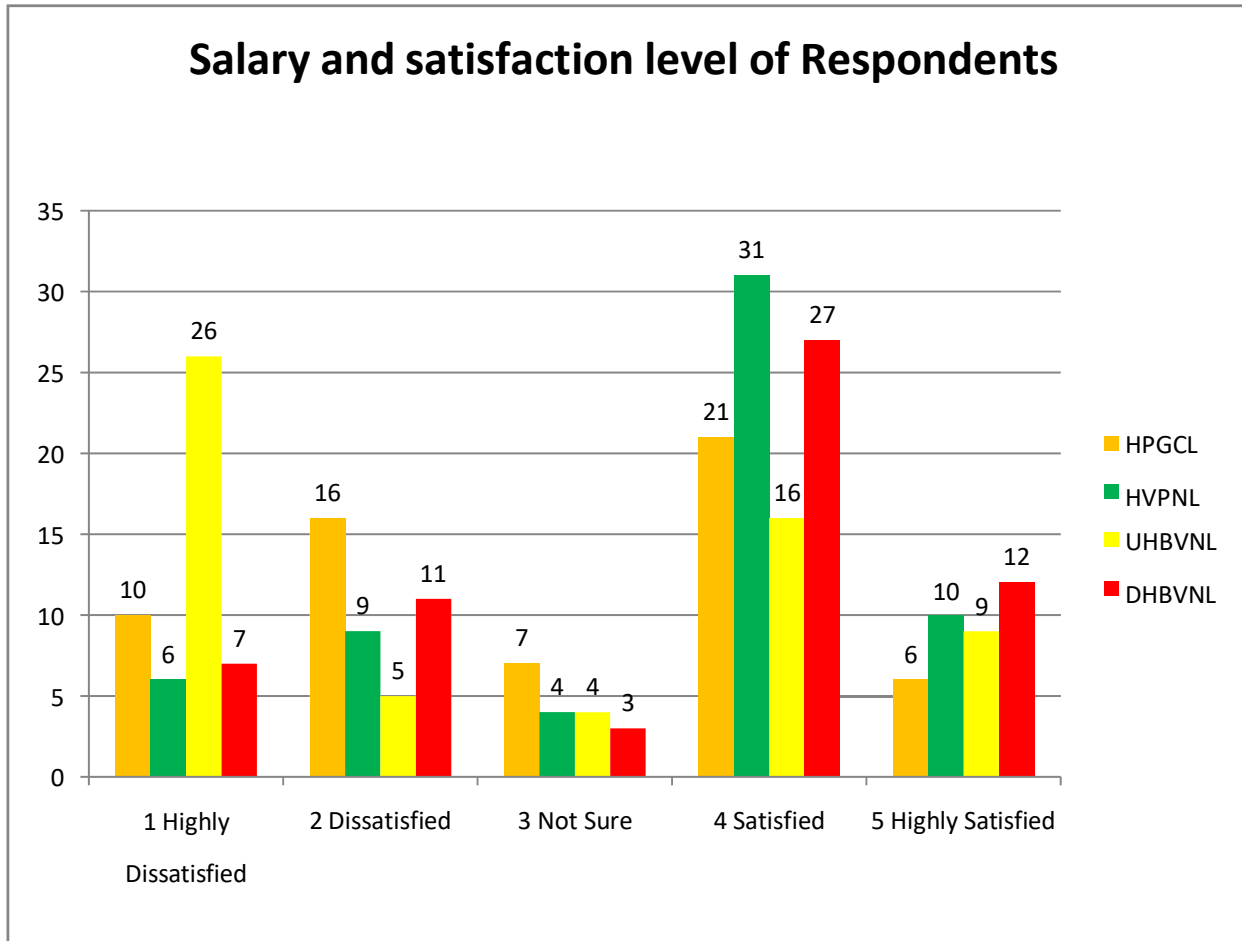
Figure 4 discusses the behaviour of respondents of power sector Haryana regarding benefits of health, life insurance etc. Results are quite dissimilar. In power corporation HPGCL 25 % respondents are highly dissatisfied and 26.6 % are moderately satisfied. In Power Corporation HVPNL 48.33 % among respondents are moderately satisfied. In UHBVNL 40 % employees among respondents are moderately satisfied. Reverse in case of DHBVNL. 36.67 % among respondents of power sector Haryana are highly dissatisfied.

**Figure:5**



Source: Collected through primary data by the researcher

Figure 5 is related with the opportunities of promotion of employees of power sector, Haryana separately. Diverse results found in case of Power Corporation HPGCL. 28.33 % employees among respondents are not sure regarding opportunities of promotion, 25 % are moderately satisfied and 15 % are not satisfied with opportunities of promotion. Results totally differ in case of HVPNL 51.67 % employees among respondents are moderately satisfied. 38.3 % are satisfied in UHBVNL Results are same in case of DHBVNL. 35 % respondents are moderately satisfied in case of DHBVNL.



**Figure:6**

Source: Collected through primary data by the researcher

Interesting results found in component salary. Employees respond was in favour of moderate satisfaction. In HPGCL 35 % employees are moderately satisfied with salary. In HVPNL 51.6 % employees are satisfied with the salary. Results of UHBVNL shows contradiction 43.3 % employees are highly dissatisfied and only 26.6 % employees are moderately satisfied. In DHBVNL 45 % employees are moderately satisfied.

**Table1: Summary of ANOVA for pay and promotion potential**

Source	SS	df	MS	F	p-value
Between Groups	265.913	3	88.638	6.673	.001
Within Groups	3134.750	236	13.283	-	-
Total	3400.663	239	-	-	-

Source: Calculated by the researcher

In table 1 the p-value (0.001) is less than level of significance (0.05), hence we reject the null hypothesis (H0) at 5% level of significance and conclude with 95% confidence that the plants differ significantly in case of pay and promotion potential. It means that power divisions

differ significantly with regard to general working conditions. We proceed further to find out which pair(s) of the means differ significantly.

**Table 2 Sheffe's test of multiple comparisons for pay and promotion potential**

Both sectors	Mean Difference	Std. Error	p-value
HPGCL Vs HVPNL	-1.700	.665	.092
HPGCLVs UHBVNL	-1.800	.665	.065
HPGCL Vs DHBVNL	.617	.665	.835
HVPNL Vs UHBVNL	-.100	.665	.999
HVPNL Vs DHBVNL	2.317*	.665	.008
UHBVNL Vs DHBVNL	2.417*	.665	.005

Source: Calculated by the researcher

In table 2 the perception of the employees regarding the pay and promotion potential in the pairs of the power plants understudy. These plants are HPGCL, HVPNL, UHBVNL and DHBVNL. Table 5.3 clearly showed that in overall sectors differ significantly on pay and promotion potential. With overall significant results we need to know which individual pair significant difference. So further assessment is done though post hoc test. The results are presented in Table 5.4. Significant differences are shown in two pairs. HVPNL and DHBVNL differ significantly. The mean difference is 2.32 which is significant at .008 probabilities and second pair is UHBVNL and DHBVNL. The mean difference is 2.42, which is significant at 0.005 probabilities. These two pairs are the source of overall significant difference between the four divisions, as shown in ANOVA.

## CONCLUSIONS

Pay and promotion potential of power divisions differ significantly. Further investigations elaborate that two pairs HVPNL and DHBVNL, UHBVNL and DHBVNL are the source of overall significant difference between the four divisions. In case of HPGCL and HVPNL, pay and promotion potential is significantly correlated with general working conditions and use of skill and abilities. In case of UHBVNL and DHBVNL, pay and promotion potential is significantly correlated with all other factors i.e. general working conditions, use of skill and abilities, work activities and work relationships.

## REFERENCES

- Byrne, J., & Mun, Y. M. (2003). Rethinking reform in the electricity sector: Power liberalisation or energy transformation. *Electricity reform: Social and environmental challenges*, 48-76.
- Dubash, N. K., & Rajan, S. C. (2001). Power politics: process of power sector reform in India. *Economic and Political Weekly*, 3367-3390.
- Mukherjee, S., Dhingra, T., & Sengupta, A. (2017). Status of Electricity Act, 2003: A systematic review of literature. *Energy Policy*, 102, 237-248.
- Onochie, U. P., Egware, H. O., & Eyakwanor, T. O. (2015). The Nigeria electric power sector (opportunities and challenges). *Journal of Multidisciplinary Engineering Science and Technology*, 2(4), 494-502.
- Till, R.E. and Karren, R. (2011), "Organizational justice perceptions and pay level satisfaction", *Journal of Managerial Psychology*, Vol. 26 No. 1, pp. 42-57.