

TO COMPARE THE KNOWLEDGE & ATTITUDE TOWARDS MANAGERIAL SKILLS AMONG MANAGER BY VARIOUS ORGANIZATION OF IN MEHSANA CITY

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Organizational behaviour is the study of how people behave in organizations as individuals and as teams and how organizations structure human resources (there employees and managers) to achieve their goals. The purpose of OB is to understand people in organization provide practitioners and managers with tools to manage people more effectively, and help organizations achieve their goals. The OB field is broad it includes the following areas of study, Managing individual difference to achieve performance, motivating employees, Managing terms, Using power and leading people and organizations, Decision making, Communicating inside and outside the organizations, Managing conflict and negotiating, Implementing change. Because of its broad scope, OB helps us understand all type of organization: non-profit governmental, social, school, and business. Our focus in this text is on business organization. Management has been defined as the guidance, leadership and control of the efforts of a group of people toward some common objective this concept of Management points out the PURPOSE OF FUNCTION of Management but it tells us little about the Nature of Management processes that is how the Manager achieves the results. Management is the fine art of getting the employee to want to do his prescribed work as per plan willingly and with voluntary co-operation. In Short, Management must recognize that people are more important than things an management must be the employee – oriented. If management practices good human relations, getting things done or productivity can be automatically assured. This study was plan on the objective to compare the knowledge & attitude towards managerial skills among manager by various organization of in mehsana city.

METHODOLOGY-Sample was selected on bases of the variable of the study. The sample were selected from different agencies situated in commercial area of the Mehsana. The size of the sample were 78 only.

Purposive random sampling technique was Use from the selection of sample here in Mehsana so many government, non-government agencies work situated form which the of the organization was selected as a sample to judge the managerial skill of the organizer, investigator select the organization like different department of Jilla Panchayat, bank, LIC, other corporation business unit and private firms the distribution of sample were nearer to equal from government, non-government and semi- government.

The investigator used interview method to explore the 78 selected organizer from different agencies of the mehsana city descriptive research design was considered in the present study. It shows the knowledge and attitude towards management process of the different field of organization of the organizer.

RESULT AND DISCUSSION

TABLE - 1 Table showing types of organization wise distribution of the respondents.

NO.	TYPES OF ORGANIZATION	FREQUENCY ORGANIZATION	PERCENTAGE
01	GOVERNMENT ORGANIZATION	43	55.12 %
02	PRIVATE ORGANIZATION	35	44.87 %
TOTAL		78	100 %

The above data revealed that respondents work in which institution. The organization classified into two class that are government organization and private organization. 55.12 percentage respondents were 44.87 percentage respondents belong from private institution. The type of organization shows the discipline of organization and it makes difference in run or administration of organizer.

TABLE: 2 Table showing 't' value of attitude towards management process with respect to nature of institution, education and length of experience among the respondents Table shows "t" value for attitude towards management process for justified null

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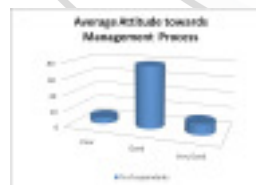
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hypothesis. The null hypothesis “there will be no significant relationship between nature of organization and attitude towards management process among the respondents”. The “t” value was 7.14 it was greater than tabulated t value so the hypothesis was rejected and result shown significant. It was proved that government organizer was more sincere than private organizer and strictly followed steps of management process.

Sr. No.	Group	Mean	SD	N	Cal 't'	Level
1	Government	106.5	2.97	43	7.14	S
	Private	102.5	4.74	35		
2	Graduate	104	4.36	45	0.49	NS
	Post-Graduate	105	4.31	33		
3	Up to 15 years experience	104	5.26	37	0.24	NS
4	Above 15 years experience	105	3.23	41		

The null hypothesis “their will be no association between education and attitude towards management process among the respondents” the “t” was found 0.49 it was very less than tabulated “t” so the hypothesis was accepted and result shown non significant of 0.01 and 0.05 level. So it was proved that education of the respondents was not so found influenced on attitude towards management process. The null hypothesis for effect of length of service experience was also found non significant result for the hypothesis “there will be no significant influence of length service experience on attitude towards management process among the respondents”. The result was found that government organizers were most sincere towards follow up about management process. The nature of institution was more responsible for following rules and regulation and through process.

Graph :1 showing average attitude towards management process among the organizer.



Data expressed that average attitude towards management process among the organizers. Majority 78.20 percent organizer had good attitude towards management process. 14.10 percent organizer had excellent attitude but 7.69 percent organizer had poor attitude. The attitude was decided from obtaining

score by the respondents. The level of the score categories by mean + or – standard deviation. Above mean plus sd shows excellent attitude, below mean – sd shows poor attitude and between below and above mean + or – sd shows good attitude. The score for positive attitude 3,2,1, and for negative attitude score was 1,2,3. The group of statement for management process bounded with 10 negative and 27 positive statements.

SUMMARY AND CONCLUSION—In business firms, administration refers to the higher and policy determining levels administration is concerned with the determination of overall corporate objectives, policies and Master strategies it concentrate on the co-ordination at finance, production and distribution Administration determines the corporate organization climate and structure and it acts as the contract controlling. This study was plan on the objective of “To compare the knowledge & attitude towards managerial skills among manager by various organization of in mehsana city. authority in the organization”. Result shown that 55.12 percentage respondents were from government organization and 44.87 percentage respondents belong from private institution. Majority 78.20 percent organizer had good attitude towards management process. 14.10 percent organizer had excellent attitude but 7.69 percent organizer had poor attitude. The attitude was decided from obtaining score by the respondents. The level of the score categories by mean + or – standard deviation. Above mean plus sd shows excellent attitude, below mean – sd shows poor attitude and between below and above mean + or – sd shows good attitude. The score for positive attitude 3,2,1, and for negative attitude score was 1,2,3. The group of statement for management process bounded with 10 negative and 27 positive statements. For knowing attitude towards management process staff management, finance management, personal thinking for management, work distribution, planning of work and work with others. Human resource management also bound along attitude scale.

REFERANCE

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