

STAFF / STUDENTS TRAINING AND DEVELOPMENT: IMPLEMENTING SHARON'S HEALTHY CANTEEN IN SCHOOL ENVIRONMENT

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ABSTRACT

Students Health and staff training development quality of work life go hand in hand when talked about real satisfaction since one is the outcome of other. The present paper attempts to examine the impact of students health aspects and training and its characteristic on quality of work life of employees working in categorized schools. The basic objective of the study was to determine the gender difference in term of satisfaction with quality of work life between male and female students. Also attempt is made to measure the level of quality of work life among the employees is made. Impact of demographic variables and quality of work life between the two genders. Is also determined. Data was collected quantitatively using questionnaire. Data was analyzed using tools like t-test, chi-square, ANOVA, and regression analysis to test the hypothesis and reliability of the collected data. From the findings it is clear that there exists a positive relationship between school canteen and quality of work life. Also it is seen that as the feeling of quality of work life increases satisfaction from job also gets enhanced. The results indicate that rural school environment which demands a hospitable and pleasing role on the part of staffs and general workers working in different departments require a qualitative work life first in order to be satisfied and give their best. Thus focus on measures like job monotony, un clarity in goals, employee attrition, and role stress need to be properly handled.

KEYWORDS: Sharon's canteen process, Healthy training, Students School life, Food suggestion quality of work life, Christina theory.

I. INTRODUCTION

The Staff Training and Development of an employee is a topic that has received considerable attention by researchers and managers alike. The most important information to have regarding an employee in an organization and is a validated measure of his/her level of job satisfaction (Ball, S. D., Johnson, K., & Slattery, P. (1986)). Behavioral and social science research suggests that job satisfaction and job performance and training are positively correlated. (Steven Simoens, Anthony Scott, bonnie Sibbald).

The ultimate objective of any organization is to keep its employees happy, productive and sustaining their stability. This is only possible when basic requirements like clearly defined role and goal, instruction or direction, scope for creativity in workplace, less pressure leading to stress, fair and adequate compensation structure career planning , equity, training and development of employees and other such factors are been dealt with special care. The quality of work life is concerned with type of work environment and its impact on overall effectiveness of organization as well as on individual as employees. It includes all such dimensions and parameter which can and have an impact on his decision to stay and level of performance. There are several measures and means by which organization attempts to augment their performance like participative leadership style, job autonomy, clarity in career graph, equity based decision, good physical conditions, merit based promotion etc. The present study attempts to find factors that as part of quality of work life should be considered in making employees satisfied, making work life more qualitative. The finding will help in focusing on factors that employees feel important in making quality of life better and their satisfaction with them in hotel industry.

II. REVIEW OF LITERATURE

The study on employees training and camp conducted by a number of researchers has been gathered in order to analyze the previous findings in accordance to the present scenario.

The Business Roundtable Report C-6 (June 2004 Reprinted Sept. 2005) “Heart related Absenteeism and product turnover a Construction Industry Cost Effectiveness project report. Based on the findings reflecting the workers' views, reasons for absenteeism and turnover fall into two broad categories:

1. Controllable with intimation
2. Uncontrollable (Emergency)

The Controllable reasons for absenteeism and turnover involve the ingredients of the environment of a construction site. In addition, each ingredient is important in its own right, quite apart from its effect on absenteeism and turnover. Careful attention to planning, safety, interpersonal relationships, and other management Fundamentals will not only reduce absenteeism and turnover, but will have other positive effects on job costs and schedules.

R. BRIAN HAYNES, DAVID L. SACKETT, D. WAYNE TAYLOR, EDWARD S. GIBSON, AND ARNOLD L. JOHNSON, STAFF TRAINING WITH HEALTH FOCUS (October 5 2009, ISIK- PG: ASM 4782).

The New England journal of medicine “Increased Absenteeism from Work after Detection and Labeling of Hypertensive and Young Heart Patients”. A study of hypertension in an industrial setting allowed us to confirm and explore an earlier retrospective finding that the labeling of patients as hypertensive resulted in increased absenteeism from work. After screening and referral, we found that 80 % of people have work pressure, blood pressure and tension that leads to absenteeism in the general employee population during this period. This cardiovascular disease affecting the health of the employees which unknown to them.

PAUL M. MUCHINSKY (27 JULY 2008) “STAFF TRAINING AND MOTIVATION AT IOWA STATE UNIVERSITY USA”.

The purpose of this paper is to review the literature on employee absenteeism as a form of withdrawal behavior apart from turnover. Studies examining the psychometric properties of absence measures are reviewed, along with the relationship between absenteeism and personal, attitudinal, and organizational variables. Studies exploring the relationship between absenteeism and turnover are examined according to the unit of analysis studied in the research. Programmatic efforts to reduce employee absenteeism are also reviewed. Throughout the paper emphasis is placed on the indices used by investigators to measure absenteeism, and the problems that have arisen in the literature through the use of multiple indicators of absenteeism. The review concludes with suggestions for research that are of both theoretical and practical concern.

FACULTY OF MANAGEMENT SCIENCE AND EMPLOYEE HEALTH SECTOR DEPARTMENT OF STAFF TRAINING AND MANAGEMENT OF THE UNIVERSITY OF THE WESTERN CAPE, (NOVEMBER 2010).

CVD - employees not showing up for work when scheduled - can be a major problem for organizations. As pressures increase on the budgets and competitiveness of companies, more attention is being given to reduce workplace absenteeism and its cost. Most research has concluded that absence is a complex variable and that it is influenced by multiple causes, both personal and organizational. Job satisfaction has been noted as one of the factors influencing an employee’s motivation to attend. Studies on the relationship between absenteeism and job satisfaction seem to be inconsistent. Some research has found no correlation between these two variables whereas other studies indicate a weak to moderate relationship between these two variables.

WILLIAM H. HENDRIX, BARBARA A. SPENCER AND GAIL S. GIBSON, JOURNAL OF BUSINESS AND STAFF TRAINING, VOLUME 9 REPRINTED (FEB - 2011).

“Organizational and extra organizational factors affecting stress, employee well-being, and absenteeism for males and females”. The purpose of this research is to examine separately for males and females, the effects of different sources of job and life stress on the emotional and physical well-being of those individuals, and in turn on absenteeism. Results using experienced higher levels of job stress, absenteeism, and poorer emotional well-being.

1. OTHER MAJOR FINDINGS FROM THE STUDY IN SCHOOL

- To gauge the level of quality of work life among the employees in rural schools.
- To comparatively measure the level of quality of food consuming among men and women.
- To determine the relationship between job training factors and quality of work life.

2. ANALYSIS AND INTERPRETATION IN SCHOOL ZONE'S

For the present study 4 categorized school's including 3 and 4 star canteen functionalities were selected. Employees / students at middle level between age group 25-45 / 11 – 16 were selected for the study. The data was collected through structured questionnaire which was personally administered by researchers. The questionnaire consisted of close ended question (Likert scale) to gauge the reaction of customers A pilot study was conducted with 25 respondents to check the reliability of questionnaire. Total 250 questionnaire were distributed out of which 238 were returned and usable questionnaire were 220 in total .So sample of 220 is considered for present study.

NULL HYPOTHESIS - 1 –There is no significant difference between male and female with respect to feeling towards quality of work life in school canteen. As is clear in **Table -1** showing t-test for significant difference between gender with regard to feeling towards dimension of QWL feeling.

TABLE -1: T-TEST SHOWING SIGNIFICANT DIFFERENCE BETWEEN GENDER FOR FOOD SUPPLYING STATUS

| QWL dimension | Male | | Female | | t- value | P value |
|------------------------|-------|-------|--------|-------|----------|---------|
| | Mean | S.D | Mean | S.D | | |
| Satisfaction from job | 31.25 | 3.65 | 29.34 | 4.23 | 2.04 | 0.035* |
| Unclarity in direction | 44.65 | 5.84 | 42.45 | 5.35 | 2.76 | 0.002** |
| Job Stress | 20.45 | 2.98 | 18.67 | 2.65 | 2.68 | 0.004** |
| Overall QWL feeling | 96.53 | 10.87 | 91.46 | 11.12 | 3.24 | 0.001** |

FINDING - From table it is thus clear that since the value of P is less than 0.01 with respect to un clarity in direction, level of stress in job and overall feeling of QWL thus null hypothesis is rejected and thus there is a significant difference between feeling towards QWL dimensions between male and female workers Also since the value of P is less than 0.05 with respect to feeling of job satisfaction it is clear that null hypothesis is rejected. It is clearly seen that in terms

of gender there is a significant difference in feeling towards different dimensions of quality of work life.

INFERENCE - It was seen that female workers are more affected by feeling of lack of satisfaction, un clarity in direction and job stress than male workers. It is due to the fact that female workers need to create a balance between a good professional as well a good homemaker so the burden is more on them to manage. Since the work pressure is same for both the genders accompanied with a feeling of performing better females are found to be largely affected by QWL dimensions & feel its major implication on feeling towards satisfaction from job as well. Thus, if organization provides them with certain provisions like flexi timing, suitable arrangement of crèches and safe work environment with less stress the Feeling of qualitative work life will definitely enhance.

HEALTH MANAGEMENT PROCESS BY CADBURY

Cadbury is one of the world's largest confectionary manufacturers. John Cadbury opened for business in 1824. Cadbury operates in over 60 countries; work with around 35,000 direct and indirect suppliers and around 70,000 employees. It creates chocolate, gum and candy brands. The Cadbury Purple Goes Health initiative launched in July 2007 set a 2020 vision for company to tackle health ratio with staff training. The company intend to shrink its global environment footprint by cutting our energy use, reducing excess packaging and managing the water use. The company has established a 'Health and culture change programme' in order to create biological related awareness with training amongst employees at all levels of the organization.

CADBURY PREVENTIVE HEALTH CARE: According to the definition by the WHO "Health is a state of complete physical, social and mental well being and not merely an absence of a disease of infirmity". In the recent years, the statement has been modified to include the ability to lead a "Socially and economically productive life". Preventive health care is an important determinant of health sincere prevention means avoiding or showing the course of a disease which is essential for a good quality of life. According to Industry analysts, there has been a growth of 25% in the preventive health care market over the last five years. Cadbury, which pioneered the concept of preventive health packages in India, conducts a couple of hundred health check-ups a day.

III. FOOD CHARTS DISPLAY IN SCHOOL CANTEEN

Both secondary and primary data was used. Primary data was collected through a questionnaire. About 50 medical practitioners from various medical fields from both the towns were selected in the sample. Various secondary sources like Anna University Library, Pondicherry University Library, and JIPMER Library was visited to collect the data apart from referring national and international journals and internet. A well structural Questionnaire with open and close ended questions was used and data was collected through personal Interview method. Statistical tools like chi square (one sample test), ranking methods were also used so as to judge the credibility of the survey results. The findings of the study are tabulated below. The returns of quality implementation are often measured indirectly with the help of certain performance indicators such as the reduction of errors, better training management and controllability to complete the

project within the budget and within scheduled dates, decrease in production costs, decrease in rejection and wastage, decrease in customer complaints and reduction in rework (Radovilsky et. al.2009)

1. RESEARCH METHODOLOGY FOR HEALTHY TRAINING MECHANISMS

The research design adopted in this study is Descriptive research. The researcher has used both the primary as well as secondary data. The primary data was collected using a structured questionnaire and secondary data from financial websites, business magazines, newspapers, journals, attendance record, employee's handbook, HR handbook and policies, and from company website. The sample size was 75 and the sampling techniques adopted were simple random sampling. Scoring scheme was evolved to quantify the data. The data was analyzed using Percentage analysis, weighted average, Chi square test and one way ANOVA.

Hypothesis 1:

Ho: Factors causing occupational stress are uniformly distributed among STAFFS / STUDENTS.

| O | E | (O-E) | (O-E) ² | (O-E) ² /E |
|----------------------------|------|-------|--------------------|-----------------------|
| 35 | 16.6 | 18.4 | 338.56 | 20.39 |
| 11 | 16.6 | 5.6 | 31.36 | 1.96 |
| 4 | 16.6 | 12.6 | 8.76 | 9.56 |
| $\sum (O-E)^2 / E = 31.91$ | | | | |

The calculated value of chi square was 31.91 and the table value was 5.99 at 5% level of significance and degree of freedom equal to 2. Hence the null hypothesis is rejected and it is concluded that factors causing occupational stress are not uniformly distributed among employees and students.

2. SHARON CANTEEN IN SCHOOL SECTORS

The proposed idea of Sharon canteen allows all authenticated individuals to suggest the individuals for their food lifestyle and diet mechanisms. Authentication is validated by capturing the small user's information and by comparing with the existing stored database of food zone with the help of array matching scheme. The Health transactions and communication of the individual is carried over using synthesized information what he provided before using this software.

3. CHRISTINA THEORY FOR HEALTH SUGGESTIONS TO THE EMPLOYEES

An important advantage of our scheme is that the patient can change the class keys of system at anytime without having to reissue new devices to the users, whereas only the user with valid class and the daily food information need to be updated in HCN. However, when an

individual authenticated user wants to change the profile, a new device needs to be issued. This also needs to be done when a different class is desired for personnel data to be accessed with the Christina theory for food habits. User can use that files for their diet process and to upload their personnel contents.

FIGURE: 1. CORRELATION STATUS IN SCHOOL ENVIRONMENT

4. PROCESS INNOVATION WITH SCHOOL CANTEEN

Consumers and customers are becoming aware about the environment day by day. Based on the research study conducted in this paper through questionnaires, market survey and personal interviews with various management experts and environment research scholars we conclude that along with rise of green consumers and customers, future training with management vision is the need of today to save our employees, natural resources, production. The rise of eco-labeling, health advertising and training and reporting are clearly observed during the conduct of study, which radically reduces absenteeism, reduction, saves employees and finally helps sustain life. Health Management is growing greatly as increasing number of consumers and customers are willing to back their health related training Consciousness with their rupees. Staff Training and development Management also Effects SCHOOL'S public image.

5. CHRISTINA THEORY FOR HEALTHY APPROACH IN STAFF TRAINING AND HEALTH RELATED DEVELOPMENT ACTIVITIES

- **EMPLOYEE HEALTH ASSISTANCE PROGRAM** - Employees become frequently absent from work due to personal problems so the company can take initiative by providing employee hospital appointment programs.
- **SICKNESS REPORTING** - Tell employees that they must phone in as early as possible to advise why they are unable to make it to work and when they expect to return.
- **RETURN TO WORK INTERVIEW** - When an employee returns to work then ensure that they have a 'return to work interview' and routine enquiry must be done.
- **MEDICAL CARE PROGRAM (WEEKLY)** - The management can provide advanced medical care program at least every week for the health care of the workers.
- **HEALTHY FOOD CHART IN THE SCHOOL**- The attendance incentives may be raised a little to motivate the employees regularity.

6. SURVEY RESULTS IN RURAL ZONES

- Green and Healthy Management Training are associated with reduction of heart related problems hence the health status of employs will increase more than 82% of the employees are of this opinion.

- Excellence, perfection and health training in the modern dynamic and global world is a serious challenge. 45% of the students rated it as a serious challenge in the modern dynamic and global world, while 59% of poor students rated - it may or may not be a serious challenge in the modern dynamic and global world.

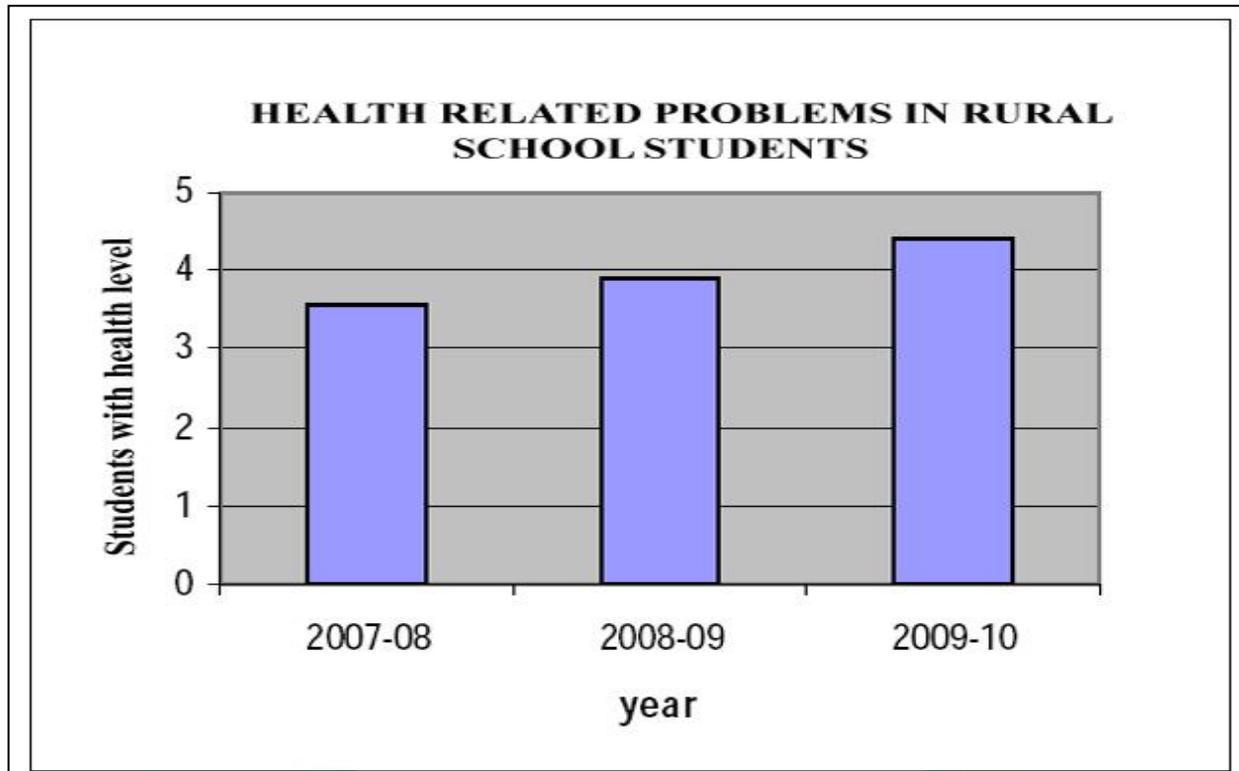


FIGURE: 2. HEALTH STATUS ANALYSIS REPORT – RURAL

IV. ANALYSIS AND DISCUSSION IN RURAL SCHOOLS

There were some interesting surprises in the details of the findings. The initial analysis using Means was based on attitude towards the educational and its health sectors, attitudinal and behavioral responses. Behavioral responses were consistently lowest, followed by attitude towards the company and its image and the highest was health related attitudinal. The findings suggest that having or not having health related awareness does not impact employees and students. Nevertheless, what was surprising was that there was no significant difference in the response of a predetermined, selected, and known segment towards a pretested and accepted medical related food habits in the school canteen. There was no significant difference in school, attitudinal and behavioral measures responses. This contradicts previous studies that have nearly all found differences and significant differences in favor of health food advertisers (Atkins & Block, 1983; H. Friedman et al., 1977). There was no possibility of bias or comparison between the different types of posters brochures for food principles. In essence, respondents evaluated each advertisement on its own merits and the authors found that these merits produced similar

results. The authors found no evidence that health endorsement program, which normally cost in low budget, would benefit the school image. The result demonstrates no difference in respondent's view to the variables tested against a health related advertisement with a celebrity and one without. In other words, respondents were indifference in terms of their attitude towards company employee image, company, products, brand, WOM whether a health advertisement posted in the company.

V. CONCLUSION

It is seen that irrespective of the gender and nature of work or tenure all the staffs and students aspire to have a better quality of work life and food style to be changed in the working area. It was further seen that there exists a significant relationship between quality of work life and job characteristic factors .It was also seen that as quality of work life increased job satisfaction with systematic training programs also increased. .Job Training seemed to increase the quality of work life whereas factors like un clarity in direction and stressed work environment reduce quality of work life Thus; quality of work life is seen as amongst the most prominent factor that influences job characteristic including job satisfaction among employees in educational sectors. The result of this study supports the proposition that the degree of satisfaction in QWL is related to the degree to which an individual feels and believes that in a working environment his or her success criteria that he has designed for himself are been met. It can thus be concluded that job satisfaction correlates as well as contributes with quality of work life in SCHOOL STUDENTS.

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