A STUDY ON MANAGEMENT CONTROL SYSTEM IN GREENSOFT SOLUTION TECHONOLGY, AT TRICHY

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ABSTRACT

Now a days most of the organization face many changes in their structure and process, which is due to the changes in the business situation. Ever increasing complexities of business as well as that of management, any organization to survive and grow, must have an effective and efficient management control system. Management Control System are of the great importance in every type of organization, as management control activity is fundamental and vital to it in its achievement of goals and objectives. The attainment of organization goals whether long term or short term is the expectation of MCS. This research thus seeks to examine the management control system in Greensoft solution Technology, Trichy.

KEYWORDS: *Increasing complexities, achievement of units, experienced, organizational structure, changing business.*

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INTRODUCTION

Today, in order to meet the challenges of competition, organizations are forced to change their organizational structures and modes of working. As an organization's structure and function change, its controlling systems also require a corresponding updating. The ability of an organization to update its controlling system can tell the winners from the losers. In order to achieve the goals and implement the changing strategies, the organizations must be structured appropriately and develop MCS that promote correct decision behavior. A business organization experienced more pressure to render value and believe. The experience more pressure to render value and realize that MCS alone can support them in this endeavor. It has been found that MCS has more impact on the performance and capability of the organization. The success in achieving the goals and objective of an organization depends on the quality of its MCS. This study thus seeks to examine the management control system in Greensoft solution Technology, Trichy

Statement of the Problem

The ultimate target of any organization is to meet the common goal to diversify the activity and it is largely depends upon the business nature. In order to reach the expected outcome organization needs control over all their diversified activity. The MCS differs from business to business and it helps to develop the organization through integration and co-ordination. The varied talent and skills of the employees in an organization help to achieve successful control system.

Objectives of the study

- To study the management control system which plays a vital role in the organization success
- To analyse the constraints of organization structure and procedures followed by Greensoft Technology

- To scrutinize the challenges and benefits received through MCS by Green soft Technologies through Management control system

RESEARCH DESIGN

Descriptive research design.

DATA COLLECTION

Primary and secondary sources.

SAMPLING METHOD AND SAMPLE SIZE

Convenience sampling method was adopted to select the employee. The sample size was 80.

UNIVERSE OF THE STUDY

The universe of the study consists of 150 employees working in Greensoft Solution Technology in Trichy.

NEED OF MANAGEMENT CONTROL SYSTEM

MCS is considered as the backbone of the organization. Hence, it is required to gives proper direction to lead the organization to achieve its goals. MCS plays a major role in maintaining the expected activities of the business compared to the desired level and also to identify the deviation and render corrective action which are required for its success.

SCOPE OF THE STUDY

The scope of the study is to gain an insight into management control system in Greensoft Solution Technology. MCS helps the manager to identify that the employees contribute towards the achievement of the organization goals and objectives, it is considered as the key factor. It also helps the management to motivate their employees towards the part of reaching the organizational expectations. It has been revealed that MCS persuade the implementation and controlling of the functions and also gives opinion for better knowledge to strengthen the strategies of the organization.

Limitation of the study

- The study is restricted to Greensoft solution Technology, Trichy.
- The study considered only 80 samples.
- The response from the sample may be biased from the respondent.

DATA ANALYSIS AND INTERPRETATION

Table 1: Management Controlling System Evaluation Is Strictly Linked to Employee Performance

S. No	Opinion	No.of. Respondents N=80	Percentage
1	Strongly Agree	36	45
2	Agree	17	22
3	Neutral	14	16
4	Disagree	8	10
5	Strongly Disagree	5	7
Total		80	100

✓ 45% of the respondents opinion that strongly agree that their organisation are strictly linked to employee performance

Table 2: Existing Rewards and Incentive Plan Motivated The Employees for Better Performance

S. No	Opinion	No.of. Respondents N=80	Percentage
1	Strongly Agree	10	13
2	Agree	49	60
3	Neutral	5	7
4	Disagree	10	13
5	Strongly Disagree	6	8
Total		80	100

✓ 60% of the respondents agree that the existing rewards and incentives plans motivates the employees for better performance

Table 3: Are You Feel That The Performance Appraisal Gave Importance To Your Job Skill

S. No	Opinion	No.of. Respondents N=80	Percentage
1	Strongly Agree	28	35
2	Agree	11	14
3	Neutral	14	17
4	Disagree	18	22
5	Strongly Disagree	9	12
Total		80	100

✓ 35% of the respondents opined that their performance appraisal improved their job skill.

Table 4: Top Level Management Welcomes the Suggestions of the Employees Wages and Salary Administration

S. No	Opinion	No.of. Respondents N=80	Percentage
1	Strongly Agree	29	36
2	Agree	14	18
3	Neutral	13	16
4	Disagree	12	15
5	Strongly Disagree	12	15
Total		80	100

✓ 36% of the respondents strongly agree the top management welcomes the suggestion of the employees wages and salary administration.

Table 5: Overall Satisfaction of the Organization

S. No	Opinion	No.of. Respondents N=80	Percentage
1	Yes	44	55
2	No	36	45
Total		80	100

✓ 55% of the respondents are opined that they satisfied the facilities provided by the organization.

Table 6: To Test the Association between Monthly Income and Working Experience of the Respondents and Their Knowledge Operational

Particulars	Working Experience					Inference
	Below 3 yrs	3 - 5 yrs	5 - 7 yrs	Above 7 yrs	Total	
Monthly Income						Calculated value =16.919 $\chi^2_{0.05} = 25.079$
BELOW Rs.20000	2	17	9	3	31	
RS.20000 - Rs.25000	2	10	9	4	25	
Rs.25000 - 30000	1	2	7	3	13	
Above - 30000	1	2	7	1	11	
Total	6	31	32	11	80	

Since, the calculated value of χ^2 is greater than the tabulated value. Hence, the alternative hypothesis is accepted. So, it is concluded that there is an association between monthly income and working experience of the respondents and their operation knowledge.

SUGGESTIONS

- To improve the working conditions to make job interesting, so that it enhances the job satisfaction of the employee and also satisfy the user community.
- The policy, objectives and strategies of the organization should be communicated to the employees and their opinion also can be sought so that it stimulate them to work for the common goal.
- The organization can take effort to boost the morale and motivate the employee by rendering appreciation and recognition for their contribution towards the organizational objectives. So, there is need to plan an effective recognition of the department and rewards the employees who perform well with non – monetary benefits.

CONCLUSIONS

The study at Greensoft technology reveals that the management has taken effort in practicing could controlling system in order to lead the organisation towards greater height. As planning and control are essential for effective functioning Greensoft Technology has exercise better control and monitor mechanism for their progress. Hence, it is concluded that if the employee are directed motivated and monitored they are sure to contribute towards the achievement of orgaznaitional goal.

The present study that has been conducted among the employees of Greensoft Technology in order to find out the management control system of the employees. The level of management control system is relatively high in the organization.

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