

Chapter-4

Respondents' Profile

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In this study, the primary data were collected from the different category of employees who constitute 'respondents' which need detail description. The personnel characteristics of respondents based on either voluntary or involuntary participation forms the backbone of the scientific explanation (Glaser, 2012). Thus, keeping in mind, the study adopted the conventional survey and opinion research method based on the respondents' cooperation. The present chapter provides the response formats of the selected 298 employees' of the four power units (AGTP, KHEP, RHEP and HQ) of NEEPCO. The responses are categorised in terms of demographic factor which forms the basic foundation with respect to behaviour and preferences. Hence, the study proceeds into the deep area of subjective well-being.

4.1 Age-Wise Distribution of Respondents'

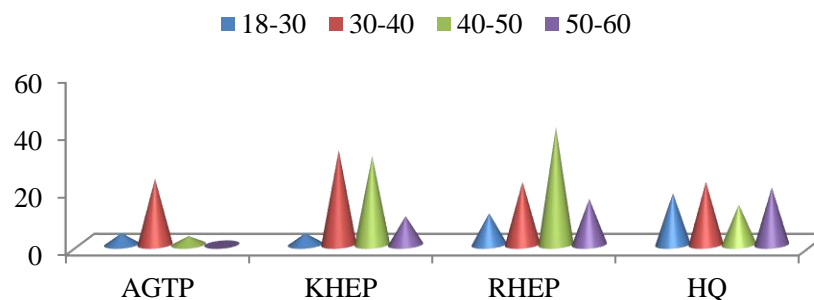
Age is one of most important demographic factor in understanding respondents' views about the particular problem. Even, an in depth analysis based on age can helps to compare the opinion(s) and maturity level of the employees (United States Census Bureau, 2013). The present study is based on the 298 employees among the four units of NEEPCO, India.

Table: 4.1- Age-Wise Distribution of Respondents'

Age	Units of NEEPCO							
	AGTP		KHEP		RHEP		HQ	
	f	%	f	%	f	%	f	%
18-30	4	13.3	4	5.1	11	12.2	18	18.0
30-40	23	76.7	33	42.3	22	24.4	22	22.0
40-50	3	10.0	31	39.7	41	45.6	14	14.0
50-60	x	x	10	12.8	16	17.8	20	20.0
Total	30	100.0	78	100.0	90	100.0	100	100.0

Note: f = Frequency & % = Percentage

Figure: 4.1- Age-Wise Distribution of Respondents' (in frequency)



The figure 4.1 depicts age wise distribution for the four units of NEEPCO. The diagram reveals, on an average, age of the respondents falls between 18-30 years. RHEP has the highest number of employees ranging between 40-50 years, whereas, AGTP has the maximum number of youth employees. From the diagram, it seems that the Headquarter has the employees of all age to shoulder the organisational responsibilities.

4.2 Gender Wise Distribution of Respondents'

Gender is another important variable within the Indian society which is variably affected by the social and cultural phenomenon and therefore gender analysis present comparative analysis of sex proportion (*Oxford Brookes University, 2009*). The present study investigates how the gender differentiates the opinion. Hence, the factor gender is considered significant to examine the well-being aspect.

Table: 4.2- Gender-Wise Distribution of Respondents'

Gender	Units of NEEPCO							
	AGTP		KHEP		RHEP		HQ	
	f	%	f	%	f	%	f	%
Male	28	93.3	73	93.6	66	73.3	78	78.0
Female	2	6.7	5	6.4	24	26.7	22	22.0
Total	30	100.0	78	100.0	90	100.0	100	100.0

Note: f = Frequency & % = Percentage

Figure: 4.2- Gender-Wise Distribution of Respondents' (in %)

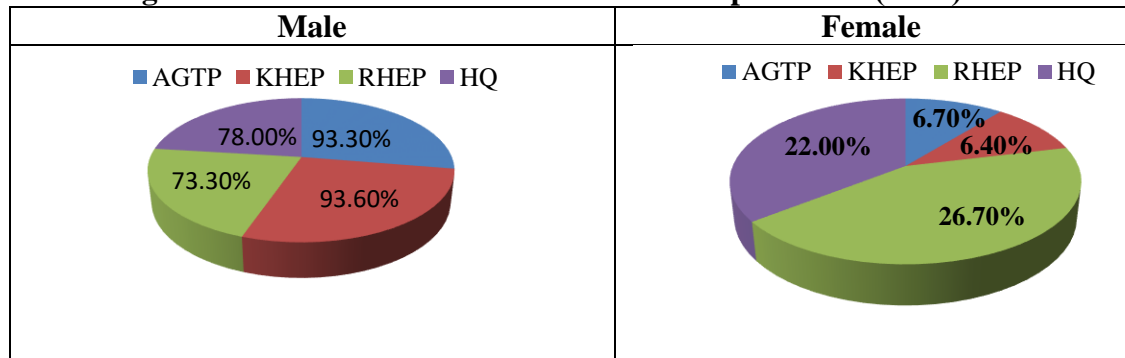


Figure 4.2 reveals a comparative study of the respondents' of male and female employee's. It is clearly visible that the majority of the employees are male whereas percentages of female employee's are very low specifically at the units of AGTP and KHEP and HQ. However, the scenario of RHEP is different with the presence of more number of female employees.

4.3 Grade-Wise Distribution of Respondents'

Grades are most essential factors as they reflect the importance of job in an organisation and provides basis for distinguishing the compensation rate. Grade structures are basic underlying elements of most compensation scheme. Grades are used by many organisations to help the managers to manage the compensation of new employees and establish appropriate pay increase for existing employees, while maintaining equity among jobs in the company. Therefore, grading system is highly subjective to the company and caters the need of benchmarking within the organisation and market. By and large the comprehensive analysis of the grading system provides clarifying distinction among employees to support career development, foundation for reward and talent management programmes and as well as retention of key talent (*Beyond Corporate Consulting Inc, www.beyondconsulting.co*).

Table: 4.3- Grade-Wise Distribution of Respondents'

Grade	Gender	AGTP		KHEP		RHEP		HQ	
		f	%	f	%	f	%	f	%
E	M	9	32.1	19	26.0	19	28.8	42	53.8
	F	1	50.0	1	20.0	3	12.5	8	36.4
S	M	5	17.9	12	16.4	9	13.6	18	23.1
	F	1	50.0	x	x	6	25.0	7	31.8
W	M	14	50.0	42	57.5	38	57.6	18	23.1
	F	x	x	4	80.0	15	62.5	7	31.8
Total		30	100.0	78	100.0	90	100.0	100	100.0

*Note: f= Frequency, %= Percentage, M=Male, F=Female
E=Executive, S=Supervisor, W= Workmen*

Figure: 4.3 – Grade-Wise Distribution of Respondents' (in frequency)



Figure 4.3 shows the grade wise distribution of male and female employees of the four units of NEEPCO. The grades are divided into three categories i.e. executives, supervisors and workmen among the three operation units (AGTP, KHEP, RHEP) and Headquarter, Shillong. Figure 4.3 reveals:-

- The maximum number of executives is present in HQ in case of both male and female employee's due to the huge number of administrative job which includes recruitment, preparation of new HR strategies and other sanctions of CSR activities etc. Regarding the other production units employees under executives cadre are mostly males whereas, female employees are very less in number.
- Under the supervisor cadre maximum number male employee's occupies a large group comparative to female employees. In case of male employees the numbers of supervisors are more or less are consistent in nature, whereas, the number of female employees varies among all the four units particularly at KHEP where there is total absence.
- The workmen cadre of all the four units are intermittent in nature both for male and female employees. In case of male employees the production units of KHEP and RHEP has the maximum numbers, whereas, AGTP has the minimum. In case of female employees RHEP has the maximum numbers compared to KHEP and HQ, whereas, AGTP shows the non existence of female employees as workmen.

4.4 Designation-Wise Distribution of Respondents'

Designation is necessary for the continuous growth of the company through proper organisational structure and to have proper allocation of work. For an organisation designation is important to meet the business objectives, keep employees motivated to work for getting the next promotion, organise proper delegation of power (*CiteHR, www.citehr.com*). Therefore, it's vital to understand how NEEPCO has derived the designation pattern to divide the manpower for the purpose of organisational reporting.

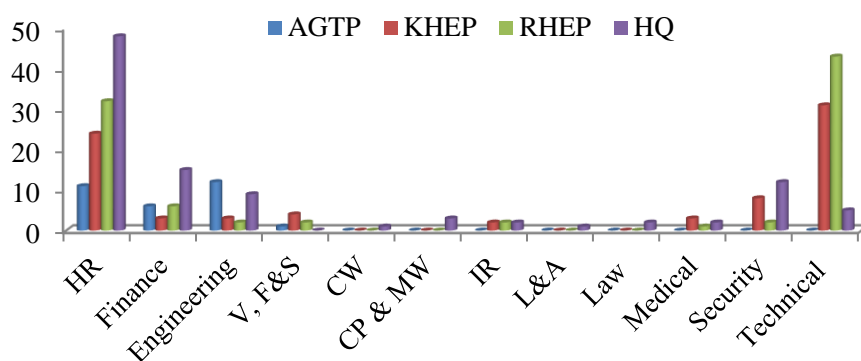
The table 4.4 (in appendix-II) shows the distribution of respondents according to the designation pattern of NEEPCO. The above designation covers all the three cadres that are Executives, Supervisors and Workmen, where both supervisors and

workmen are divided into grade-I, II & III. From the table it can also be interpreted that production units (AGTP, KHEP & RHEP) has mostly engineers, belonging to the lower level executives (E1, E2, & E3) and workmen (W1- W8). The supervisors (S1, S2 & S3,) along with Special Grade workers are also present consistently, supervising the work for reporting to higher level. The HQ section reflects the majority of manpower is present from all the three cadre of employees. The table depicts most of the higher level authority belonging to the executive cadre (E1-E9) employees are occupying HQ, which clearly signifies that the decision power of organisation positioned within the HQ itself.

4.5 Department-Wise Distribution of Respondents'

Departmentalization is a process of grouping various organisational activities into separate units. These units are the distinct section of business establishments with the employees who are alike in nature in terms of business works, and follow similar rules (Venkatesh, 2015). The department aims at: - Specialisation of activities for efficient performance; Simplifying the managerial control within a workable duration and Maintaining co-ordination and control of various activities. NEEPCO is also divided into wings mainly as Human Resource, Finance, Engineering, Law, Medical, Security, Vigilance etc. Thus, the in-depth analysis of departmental distribution is as follows:

Figure:- 4.4 Department -Wise Distributions of Respondents' (in frequency)



The figure 4.4 reveals that most of the executives are from HQ whereas; RHEP being the hydroelectric project has most of the employees from Technical Wing. It is also noticeable that some of the wings namely CP&MW, CW, L&A and Law wing are mainly present in HQ, which indicates that most of the business strategies and

propaganda are decided from HQ only. It indicates that number of employees belonging to HR department is more in AGTP followed by Engineering department. On the other hand, KHEP pictures an intermittent presence of all the departmental employees.

4.6 Distribution of Respondents' Based on Marital Status

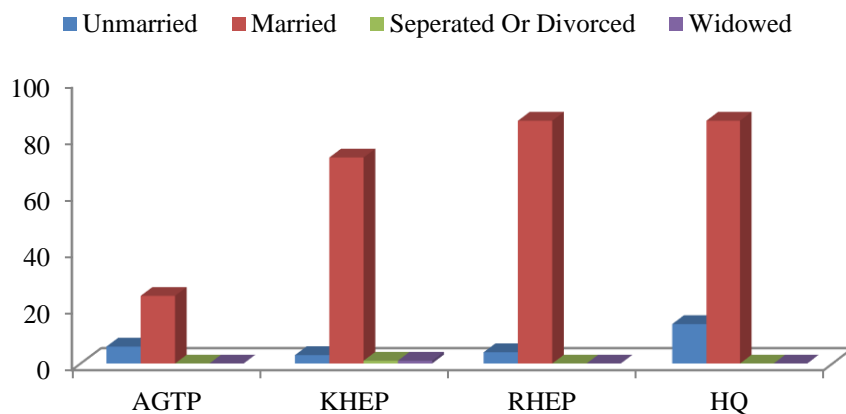
Marriage is one of the most important social institutions. The study of marital status provides the detail information about attitude and thought process to evaluate the effects on the intensity of well-being (Roy, 2015).

Table: 4.5- Marital Status of Respondents'

Marital Status	Units of NEEPCO							
	AGTP		KHEP		RHEP		HQ	
	f	%	f	%	f	%	f	%
Unmarried	6	20.0	3	3.8	4	4.4	14	14.0
Married	24	80.0	73	93.6	86	95.6	86	95.6
Separated or Divorced	x	x	1	1.3	x	x	x	x
Widowed	x	x	1	1.3	x	x	x	x
Total	30	100.0	78	100.0	90	100.0	100	100.0

Note: f = Frequency, % = Percentage,

Figure: 4.5- Marital Status of Respondents' (in frequency)



From the table 4.5 it can be perceived that, the number of married employees are more in number (with 80% and above) than the unmarried employees (20% and below). The respondents under the category separated and widowed are almost negligible with 1.3% and only occurred at the production unit of KHEP. Since the large numbers of respondents are married, therefore it can be summarised that the well-being factor is highly affected by the marital status.

4.7 Distribution of Respondents' Based on Family Type

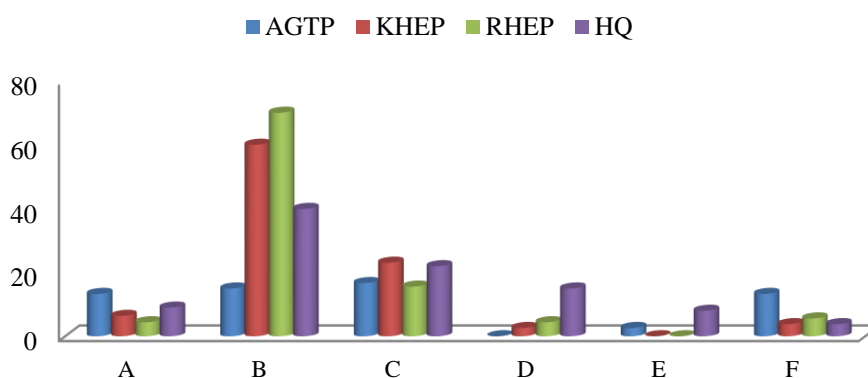
The type of family in which an individual lives and get socialize plays an integral role in development of values, attitudes, beliefs and shaping of behavioural pattern. The study of family type provides a basic idea regarding the quality of life and overall surroundings in which an individual is living (*Census Terms, GOI, 2010-11*).

Table: 4.6-Family Type of Respondents'

Type	Family Type	Units of NEEPCO							
		AGTP		KHEP		RHEP		HQ	
		f	%	f	%	f	%	f	%
A.	Single Couple	4	13.3	5	6.4	4	4.4	9	9.0
B.	Living with child/children & husband or wife	15	15.0	50	60.0	63	70.0	40	40.0
C.	Living with husband or wife/child/children & grandparents	5	16.7	18	23.1	14	15.6	22	22.0
D.	Child/children living separately	x	x	2	2.6	4	4.4	15	15.0
E.	Living with parents/grandparents/brother (s) and/or sister (s)	2	2.6	x	x	x	x	8	8.0
F.	Living Alone	4	13.3	3	3.8	5	5.6	3	3.8
Total		30	100.0	78	100.0	90	100.0	100	100.0

Note: f = Frequency, % = Percentage,

Figure:- 4.6- Family Type of Respondents' (in %)



The bar diagram 4.6, represent the existing family type of the employees of four units of NEEPCO, which is represented by serial number of each family pattern. From the diagram it is evident that, large majority of family type is belonging to the type B (Living with child/children & husband or wife) followed by type C (Living with husband or wife/child/children & grandparents). This trend signifies the changing pattern of family types for factors as longing for nuclear family, location of production units at sub-urban areas specifically hydro power projects or allotment of company

quarters for closed once only. On the other hand type E (Living with parents/grandparents/brother(s) and/or sister (s) signifies joint family of an employee which seems to in a very small percentage, whereas, type D (Child/children living separately) shows that most of the employees' children are living separately. These changes indicate the demand of higher studies, opportunities for jobs at multinational companies or for personal reasons as marriage etc. Focusing on type (Single Couple) and F (Living Alone) the percentage of employees having such family type is very less which indicates mainly personal causes as family living at other cities, unmarried etc.

4.8 Distribution of Respondents' Based on Housing Type

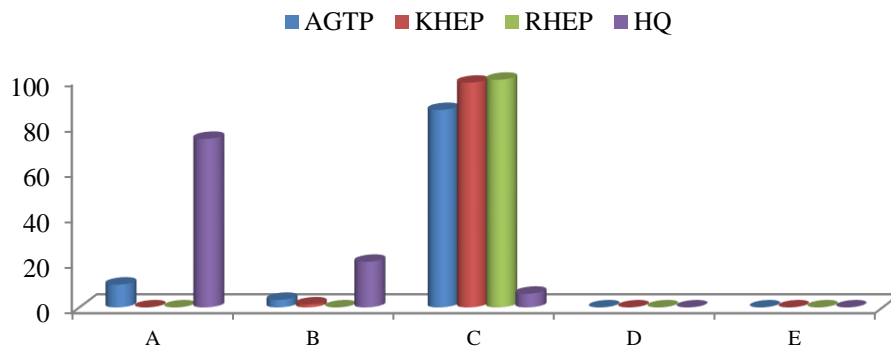
Housing type provides a robust frame work for examining the connection between housing pattern and well-being. The type of housing in which a person stays not only focuses on the physical aspects of good quality housing but also refers to belief system, surrounding neighbourhood, standard of living etc (Rowan, www.housingandwellbeing.org). Hence, the factor housing type is studied.

Table: 4.7-Housing Type of Respondents'

Type	Housing Type	Units of NEEPCO							
		AGTP		KHEP		RHEP		HQ	
		f	%	f	%	f	%	f	%
A.	Rented Apartment/House	3	10.0	x	x	x	x	74	74.0
B.	Own House/Apartment	1	3.3	1	1.3	x	x	20	20.0
C.	Company provided House/Quarter	26	86.7	77	98.7	90	100.0	6	6.0
D.	Staying at Hotel	x	x	x	x	x	x	x	x
E	Staying as Paying Guest	x	x	x	x	x	x	x	x
	Total	30	100.0	78	100.0	90	100.0	100	100.0

Note: f = Frequency, % = Percentage,

Figure:- 4.7- Housing Type of Respondents' (in %)



From the figure 4.7 it can be clearly state that, the majority of the respondents particularly of the production units that is AGTP, KHEP and RHEP are residing at type C (Company Provided Quarters). This signifies the township building capability of the NEEPCO for its employees. The employees of NEEPCO are given a well structured housing facility with 24 hours water and electricity services along with cooperatives (for stationary and grocery items), children parks, sports arena etc., which leads to high degree of well-being. On the other hand if HQ is considered, it is evident that most of the employees are staying at type A (Rented Apartment or House) Only some employees belonging to Workmen cadre are given in-campus as a care taker and 20% of employees are also residing within type B (Own House or Apartment). This indicates the non-availability of the NEEPCO Colony, non-availability of the land to build township area within the state of Meghalaya. While focusing on the other housing options like hotel and paying guest the data shows total absence and thus, NEEPCO is capable to fulfil its employees housing as a basic need.

4.9 Number of Children the Couple Respondents Want to Have

The sole objective to analyse the number of children is to reflect what people consider personally about the family planning. Therefore, the analysis on the other way around helps to gather information about the ultimately intended family size (OECD, 2014).

Table: 4.8- Number of Children of the Couple Respondents

Units of NEEPCO	Gender	No. Of Children	Frequency	Percentage
AGTP	Male	0	9	32.1
		1	2	7.1
		2	8	28.6
		3	5	17.9
		4	4	14.3
Total			28	100.0
	Female	1	1	50.0
		1	1	50.0
Sum Total			2 (30)*	100.0
KHEP	Male	0	8	11.0
		1	16	21.9
		1	1	1.4
		2	25	34.2
		3	18	24.7
		4	5	6.8
Total			73	100.0
	Female	2	4	80.0
		3	1	20.0
Sum Total			5 (78)*	100.0

Units of NEEPCO	Gender	No. Of Children	Frequency	Percentage
RHEP	Male	0	6	9.1
		1	5	7.6
		2	26	39.4
		3	26	39.4
		4	3	4.5
Total			66	100.0
	Female	0	3	12.5
		1	5	20.8
		2	13	54.2
		3	3	12.5
		Sum Total		
HQ	Male	0	14	17.9
		1	9	11.5
		2	28	35.9
		3	21	26.9
		4	6	7.7
Total			78	100.0
	Female	0	8	36.4
		1	2	9.1
		2	9	40.9
		3	3	13.6
Sum Total			22(100)*	100.0
Grand Total			298	
Note: * = Sum total of number of children of employees' of the specific unit of NEEPCO				

Table 4.8, depicts the ideal number of children among the employees are more or less is constant. The largest number of children is found to be 4 from a couple, followed by having 3 numbers of children in a family. This signifies the differences in personal preference, thought process over family planning. Consequently, some of the employees' have only 1 to 2 numbers of children which signifies parents' personal consciousness for having two or less numbers of children. On the other hand some employees' responded with no siblings. This can be for many factors as not married, late marriage, divorce, death of sibling etc. etc.

4.10 Distribution of Respondents' Based on Work Experience

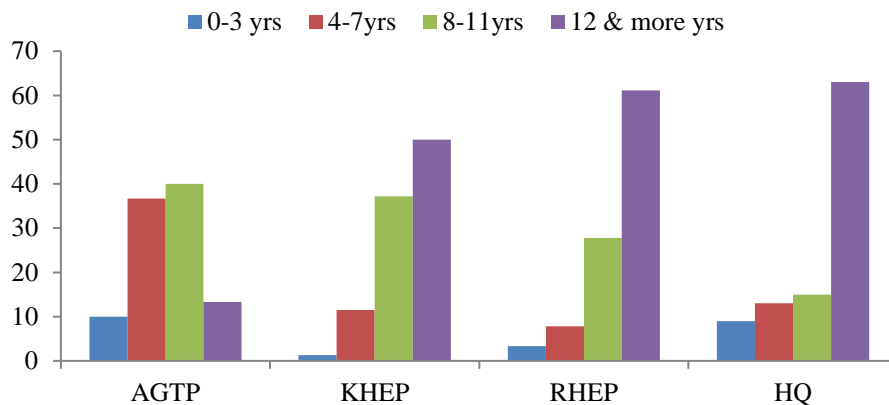
Work experience helps to crystallise the mind about the career choice through developing personality. Therefore, work experiences, equips a person with various skills as: team working, communication skills, and commercial awareness, industrial or corporate outlook and thus, signifies professional success over the years (*IET, 2015*). Consequently, it is an essential factor to understand how number of years of work experience influences the status of well-being in once life.

Table: 4.9-Distribution of Respondents' according to Work Experience

WE (in years)	Units of NEEPCO							
	AGTP		KHEP		RHEP		HQ	
	f	%	f	%	f	%	f	%
0-3	3	10.0	1	1.3	3	3.3	9	9.0
4-7	11	36.7	9	11.5	7	7.8	13	13.0
8-11	12	40.0	29	37.2	25	27.8	15	15.0
12 & more	4	13.3	39	50.0	55	61.1	63	63.0
Total	30	100.0	78	100.0	90	100.0	100	100.0

Note: f = Frequency, % = Percentage,

Figure:- 4.8 - Distribution of Respondent's according to Work-Experience (in %)



It is evident from the figure 4.8 that near about half of the total respondents (KHEP- 50.0%, RHEP- 61.1%, and HQ- 63.0%) are working for more than 12 years as an employee of NEEPCO. Whereas other half of employees (AGTP- 40.0%, KHEP- 37.2%, RHEP- 27.8% & HQ- 15.0%) are still working for more than 8 years. This signifies that the employees of the NEEPCO experience the high degree of job satisfaction due positive work culture and work-life balance which encourages commitment and loyalty. While focusing on other experience years it is clear that respondents working for less than 7 years are far less with maximum 36.7% of AGTP & minimum of 1.3% of KHEP which shows mostly low rate of recruitment in organisation also reveals considerable level of dropouts of new joiners etc.

By and large the respondents of all the four selected units appeared to be more cooperative in nature. The information provided in the chapter gives a reasonable picture of the demographic profile of the sample. Hence, the sample is presentable and helpful for the research purpose. The insight into the demographic profile reveals the type of employees' of NEEPCO the study focusing on.