

A Study of Employees Marginal Utility at Work

*Mr. Arjun C. Thorat

*Asst. prof., Department of Management Studies R.I.T.Sakhrale, Tal.Walwa Dist Sangli, Mhaarahstra

Abstract:

Everyone knows that human stamina either mental or physical it diminishes with increase in day hours and amount of work they do. This phenomenon can be called as diminishing marginal utility of Human beings. When we consider human beings as a employee of an organization and observe his/her performance keenly by various parameters like energy level concentration level Attitude to learn, Interest about work, Stress bearing ability, Satisfaction level at work, Attitude to take responsibility, and Actual production from him.

We can come to know that whether the marginal utility of employees gets diminished or not. Hence this study will reveal that whether the marginal utility of employees will go on diminishing or not, and if it is then, what could be the disadvantages of it to organization to find out what could be remedial measures.

Introduction

Recently organization are act as a economic men they pursue maximum profit from employees for that they use various incentive schemes to stimulate the employees for maximum output so employees does work beyond their physical and mental capacity and get exploited as they do prolonged, extra work in sake of getting maximum incentives and rewards.

Organization ignores that the law of diminishing marginal utility is applicable to employees also as it shows with increasing consumption of one commodity, its total utilities are also increasing but marginal utility is decreasing. For employees it also same. With increasing working hours employee's total utilities to organization are also increasing. (in the form of production decision making selling etc.) But there marginal utility i.e. added utility each working hour is decreasing. Hence if organization concentrate on the nature of employees' diminishing marginal utility, can be able to find out solution for it as increasing there (physical and mental) stamina for working and it can also help to avoid the exploitation of employees which is also beneficial to organization .

When we consider human beings as an employee of an organization and observe his/her performance keenly by various parameters like energy level, Concentration level, Attitude to learn, Interest, Stress bearing ability, Satisfaction level, responsibility.

We can come to know that whether the marginal utility of employees gets diminished or not. Hence this study will reveal that whether the marginal utility of employees will go on diminishing or not, and if it is then, to find out what could be remedial measures for it.

Objectives

1. To know the concept of diminishing marginal utility of employees at work in organization.
2. To study how diminishing marginal utility of employees affect on production quality, quantity & productivity of an organization.
3. To study the opinion of employees to know their nature of diminishing marginal utility.
4. To find out and put-forth whether there could be the remedial measures to overcome Diminishing marginal utility of employees at work.

Let's understand about diminishing marginal utility

In economics, **diminishing returns** (also called **diminishing marginal returns**) is the decrease in the marginal (per-unit) output of a production process as the amount of a single factor of production is increased, while the amounts of all other factors of production stay constant.

Analytical Representation

➤ "The study is done in 'porwal irrigators' ltd. MIDC Islampur. Tal: Walwa Dist Sangli. With personal observation, questioner and calculation of actual output from employees in different sessions of the day as follows"

1. Energy level

Day/work hours	Responses by the employees [With the help of likert scale(in percentage)]				
	5	4	3	2	1
At the starting of work	80%	20%			
At the end of 1 st session	25%	75%			
At the end of 2 nd session		35%	65%		
At the end of 3 rd session		55%	45%		
At the end of 4 th session			35%	65%	

From the above table, if maximum percentage of employees is considered, it can be seen that the Energy level of employees goes on Decreasing as Day /Work Hours goes on Increasing.

It shows that employee works with high energy at morning sessions but they can't maintain same energy level at afternoon and evening sessions. 'Here one noticeable thing is that after the afternoon lunch and some rest, about 55%, employee feels that their energy level increases' (from 3 to 4).

2. Concentration level

Day/work hours	Responses by the employees [With the help of likert scale(in percentage)]				
	5	4	3	2	1
At the starting of work	75%	25%			
At the end of 1 st session	15%	75%	10%		
At the end of 2 nd session		5%	70%	25%	
At the end of 3 rd session			40%	60%	
At the end of 4 th session			20%	80%	

From the above table, if maximum percentages of employees are is considered, it can be seen that the Concentration level of employees goes on Decreasing as Day/Work Hours goes on Increasing.

3. Attitude to learn

Day/work hours	Responses by the employees [With the help of likert scale(in percentage)]				
	5	4	3	2	1
At the starting of work	80%	20%			
At the end of 1 st session	20%	65%	15%		
At the end of 2 nd session		30%	70%		
At the end of 3 rd session			20%	80%	
At the end of 4 th session				40%	60%

From the above table, if maximum percentage of employees is considered, it can be seen that the Attitude to learn of the employees goes on Decreasing as Day/Work Hours goes on Increasing and at the end of the day it is very less.

Decision-making ability of employees

Day/work hours	Responses by the employees [With the help of likert scale(in percentage)]				
	5	4	3	2	1
At the starting of work	50%	50%			
At the end of 1 st session	5%	60%	35%		
At the end of 2 nd session			35%	65%	
At the end of 3 rd session			35%	65%	
At the end of 4 th session				25%	75%

From the above table, if maximum percentage of employees is considered, it can be seen that the Decision-making ability of employees goes on Decreasing as Day/Work Hours goes on Increasing. At the end of the day employees feels that they are not able to take proper decisions so they prefer to postpone those matters to next day.

5. Interest about work

Day/work hours	Responses by the employees [With the help of likert scale(in percentage)]				
	5	4	3	2	1
At the starting of work	85%	15%			
At the end of 1 st session		75%	25%		
At the end of 2 nd session			75%	25%	
At the end of 3 rd session			20%	70%	10%
At the end of 4 th session				30%	70%

From the above table, if maximum percentage of employees is considered, it can be seen that the Interest of employees about work is continuously declining as Day/Work Hours goes on Increasing and at the end of the day employees works with very less interest.

6. Stress bearing ability

Day/work hours	Responses by the employees [With the help of likert scale(in percentage)]				
	5	4	3	2	1
At the starting of work	70%	30%			
At the end of 1 st session		60%	40%		
At the end of 2 nd session		10%	30%	60%	
At the end of 3 rd session			45%	55%	
At the end of 4 th session				25%	75%

From the above table, if maximum percentage of employees is considered, it can be seen that the Stress bearing ability of employees goes on Decreasing as Day/Work Hours goes on Increasing. At the end employee don't want any kind of extra stress. They feel frustrated if problem arises due to any reason like faults in machine, or mistakes by subordinates, trainees etc.

7. Satisfaction level of employees

Day/work hours	Responses by the employees [With the help of likert scale(in percentage)]				
	5	4	3	2	1
At the starting of work	55%	45%			
At the end of 1 st session		80%	20%		
At the end of 2 nd session			65%	35%	
At the end of 3 rd session			50%	40%	10%
At the end of 4 th session			5%	65%	30%

From the above table, if maximum percentage of employees is considered, it can be seen that the Satisfaction level of employees goes on Decreasing as Day/Work Hours goes on Increasing.

8. Attitude to take responsibility

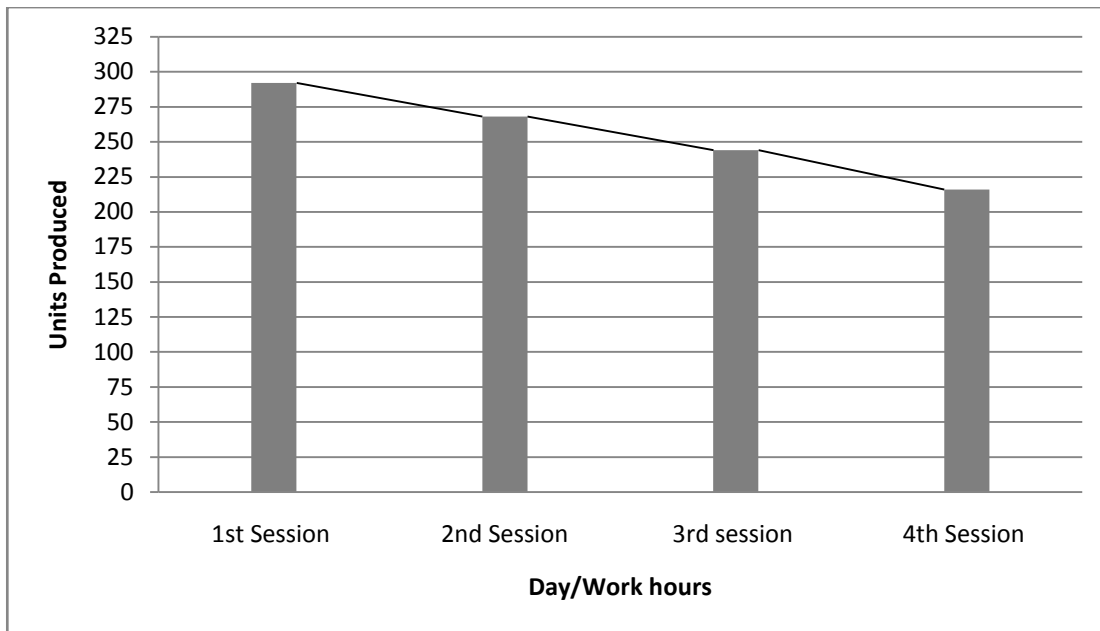
Day/work hours	Responses by the employees [With the help of likert scale(in percentage)]				
	5	4	3	2	1
At the starting of work	80%	20%			
At the end of 1 st session	30%	60%	10%		
At the end of 2 nd session		25%	60%	15%	
At the end of 3 rd session		55%	30%	15%	
At the end of 4 th session			10%	25%	65%

From the above table, if maximum percentage of employees is considered, it can be seen that the Attitude to take responsibility goes on Decreasing as Day /Work Hours goes on Increasing.

Here one noticeable thing is that after the afternoon lunch and some rest more than half of the employee's attitude to take responsibility increases by one unit'.

Units Produced In Different Sessions by employees

1 st Session	2 nd Session	3 rd Session	4 th Session
292	268	244	216



From the above chart we can see the average production from employees in 1st session e 292 units, in 2nd Session they produces 268 units, in 3rd 244, in 4th 216.

It shows that the marginal production from employees at every increasing session Day/Work Hour goes on diminishing.

Findings

1. The marginal utility of the employees goes on diminishing as the work hours and amount of their work, goes on increasing.
2. Researchers found that, there is more wastage of raw material due to manual faults at the end sessions of the day.
3. There is less production in the end sessions as compared to earlier sessions of the day
4. Employees feel de-motivated at afternoon session
5. Employees show less interest in job in afternoon session as compared to morning session
6. Employee's energy level goes on decreasing from the start to end of the work; after launch there is a certain improvement in energy level of employees.
7. Employees are more distracted in last session of the day.
8. Employee's decision making ability is high at morning session and at the end session majority of the employees postpone the decisions.
9. Employees stress bearing ability is high at starting session and lower down at end session.
10. Employee feels more dissatisfied in afternoon session
11. Employee avoids responsibilities in end session

Suggestions

1. Organization can increase the level or the amount of motivation in after afternoon sessions.
2. Organization can start and maintain daily record of performance of employees to know the rate of diminishing marginal utility of employees at work.
3. Organization can try to increase the stamina of employees
 - a. By the ways of
 - b. By providing yoga Meditation and pranayama facilities
 - c. By providing and /or advising healthy dilate, and dilate advise

Conclusion

Through this research it is concluded that the marginal utility of employee goes on diminishing as Day/Work hours and amount of their work increases as in studied organization Majority of employee have continuous decrees in their marginal utility at work. It is also seen from actual counting of production that output from employees shows decreasing graph.

Diminishing marginal utility of employees enables organization to make optimum utilization of various resources like Machine, Building and infrastructure etc. and be a reason for wastage of resources like Material, electricity etc.

Though it is not possible to overcome diminishing marginal utility fully, but it can be minimize it can be minimize by increasing the physical and mental stamina of employees with the help of Yoga, Meditation and advanced training program etc.

References

1. Ashwathappa K., Human Resource Management, Text & Cases, Tata McGraw hillpvt.ltd., 5th edition ,2009.
2. Gary Dessler, Biju Varkkey, Human Resource Management , Dorling Kindersley(India)pvt.ltd, 11th edition
3. Seth M.L, Micro Economics, Laxmi Narayan Agraval Publishers, Agra. 21st revised edition.
4. Misra S.K. Puri V.K., Economic Environment of Business (with case studies), Himalaya Publishing house, 6th Edition 2010.
5. D.M. Mithani, Anjali Sane, Business Economics, Himalaya Publishing House, Edtion2011.