

A STUDY ON EMPLOYEES' SELF CONTROL MECHANISMS FOLLOWED AT THEIR WORKPLACE WITH RESPECT TO MANUFACTURING COMPANY IN CHENNAI CITY

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Abstract

Self-control is a crucial asset when it comes to obtaining success in life. Most successful and healthy actions necessitate some measure of self-control. An Individual spend his/her significant portion of waking hours at workplace. He/she should always attempt to overcome urges that leads to react in unfavorable ways in stressful situations. Because doing so could squander their effort in trying to behave well. In fact, it's believed that controlling inclinations to behave automatically and habitually in circumstances that are appealing or in which one would be able to perform at their best takes up around 25% of a person's awake hours, or about four hours each day. A crucial tool for obtaining success in life is self-control. Most actions related to achievement and living a healthy life demand some amount of self-control. We exert energy trying to find methods to exhibit desired behaviour and spend a large portion of our waking hours trying to suppress urges that cause us to react in unfavourable ways under stressful situations. In fact, it's estimated that we spend four hours a day, or roughly 25% of our waking hours, controlling our impulses so that we don't behave automatically or habitually when faced with temptation or when we have the chance to shine. This study is conducted to examine the aspects that lead to self-control of an employee at workplace.

Keywords: Self Control, Employee Behaviour, Emotions, Stress Control, Habits, Wellbeing, Workplace, Desirable Behaviour.

INTRODUCTION

Self-control is the capability to control and alter behaviour in order to reduce undesired behaviours, increase good ones, and achieve long-term goals. According to research, exercising self-control might be crucial for one's health and wellbeing. Because these similar feelings arise in everybody who believes that their wants or desires are not being satisfied, self-control is an essential ability to learn. However, a person who challenges with self-control may react in a number of different ways, such as with physical aggression, rage, or by using harmful coping techniques. Leaders that have greater self-control at work exhibit more productive leadership philosophies. Recent research employing standardised techniques and several laboratories worldwide likewise came up empty (Hagger & Chatzisarantis, 2016). This various lab strategy was critiqued for adopting a modification that, although being comparable to other techniques, has not been shown effective in earlier research (Baumeister & Vohs, 2016). Even if the manipulation was subpar, a sample that size should have been able to pick up on modest

impacts. Regardless, it is obvious that much more study utilising a wide range of techniques is required to properly describe the constraints of this paradigm and to understand why the depletion effect may not always be detected. Reduced pro-social behaviour: Individuals with diminished self-control are less likely to raise issues at work, assist coworkers, and participate in corporate volunteers. Similar researches have been conducted by many authors (Benita, 2021; Monica, 2021; Kumar, 2020; Kumar & Shree, 2019; Monica & Supriya, 2019; Mahesh & Uma Rani, 2019; Mahesh, Gigi, & Uma Rani, 2019; Robert & Monisha, 2019; Kumar & Shree, 2018).

REVIEW OF LITERATURE

Being prone to inadequate self-control is linked to negative behaviours and results, such as impulsive purchase, according to Baumeister (2002). Numerous actions are predicted by variations in self-control traits. Discussions are conducted regarding the implications for consumer behaviour theory and research. This study also investigates the effects of those with poor self-control.

According to Duckworth and Seligman (2005), it seems sense to anticipate that those with greater levels of self-control would also have higher grades. However, evidence shows that self-control is a better predictor of academic success than even IQ. Additionally, this article asserts that those with high self-esteem will thrive in life. Moffitt et al., (2011) summaries, low self-control is linked to a variety of difficulties, including academic underachievement, an unhealthy lifestyle, procrastination and problems with the law. According to this study, people with low self-control might result in strained relationships and also concentration problems.

According to Mischel (2014), being able to control and regulate wants, desires, and emotions is essential for academic success. This study clearly shows how important it is for employees to have self-control at work in order to avoid conflicts that might lead to ego issues and other organisational politics.

According to Hoffman et al. (2014), those who have better self-control are happier and more appreciative of their life. This is due to a combination of lower emotional distress and avoiding the severe emotional conflict that occurs from giving in to alluring urges. The effects of these desires on people's mental health are severe.

According to Boden and Thompson (2015), self-control depends on the knowledge that emotional awareness offers, particularly the ability to recognise our emotions and comprehend the reasons behind our feelings. By encouraging emotion management and self-control, this awareness has been demonstrated to be both directly and indirectly related to both depression and wellbeing.

Gillebaart and others (2016), Furthermore, compared to individuals with poor self-control, those with high self-control are better equipped to handle self-control conundrums when they do arise. People with high self-control handle difficult situations without any problems.

Although Berkman et al (2017).’s study of self-control as a recent analysis of self-control as a value-based decision has some similarities, its significance for the present advancements in the area has not yet been recognised. Value-based decisions assist in maintaining self-control and controlling emotional patterns.

According to Gillebaart & De Ridder (2017), self control is the mechanism that enables the cool system to take priority over impulses originating from the hot system by blocking or overcoming them. Self-control may preserve the entire system by dominating overpowering urges.

The dispersion of definitions for an important psychological notion, as summarised by Milyavskaya et al. (2018), is, to put it mildly, astonishing. The components of self-regulation are explained by the TOTE Model. The acronym TOTE, which stands for Test - Operate - Test - Exit, describes how to define standards, detect deviations, and more.

RESEARCH METHODOLOGY

Descriptive research methodology is employed in this study. The data was collected from employees of Manufacturing Company through the sampling method and the sample size is 42. The tool used for the data collection is a structured questionnaire. The independent variables included in this study were age, gender, occupation and the dependent variables used for study were good resistance temptation, distraction, trouble in concentrating, and work effectively towards long term goals. SPSS was used to analyse the collected data. Table 1 demonstrates about the demographic sketch of respondents of this study. The demographic factors include gender of respondents and age of respondents.

Table 1: Demographic Sketch

Demographic profile		Frequency	Percentage
Age	Male	22	51.2
	Female	20	46.5
Gender	20-30 years	14	32.6
	31-40 years	10	23.3
	41-50 years	7	16.3
	Above 50 years	6	14.0

Table 1 clearly explains that the majority of respondents are male (51.2%) followed by female (46.5%) and are between 20-30 years of age followed by 31-40 years of age , 41-50 years of age and above 50 years of age. Table 2 demonstrates about the various mechanisms followed by employees to control themselves in their work place with respect to manufacturing sector using mean analysis.

Table 2: Self Control Mechanisms followed by Employees at their Work Place

S. No	Self-Control Mechanisms followed by Employees	Mean	Rank
1	Resistance Temptation	3.14	10
2	Laziness	2.95	11
3	Distraction	3.19	8
4	Breaking of Bad Habits	3.17	9
5	Refusing fun if it is not good	3.27	7
6	Lack of thinking about the consequences	3.36	4
7	Motivation	3.48	3
8	Concentration Issues	3.35	5
9	Long term goals	3.90	1
10	Impulsive action	3.29	6
11	Thinking about alternatives	3.50	2

It is evident from the above analysis that Long term goals variable possess highest mean value followed by other variables such as thinking about alternatives, motivation towards work, lack of thinking about the consequences, concentration issues, impulsive action, refusing fun if it is not good, distraction, breaking of bad habits, resistance temptation, laziness. From the mean table, it is evident that employees are focussed towards their long term goals which is the first point in self-control mechanism.

RECOMMENDATIONS

Self-management of the employees at geographic point is said to be sensible, tolerance, resistance towards change, employees' laziness, distraction from work, trouble in concentrating, etc. Finally, research has recommended that self-management may be strong through observation over time. Worker coaching associated with maintaining work life balance additionally improves self-management of the employees in an organisation. Setting personal goals that measures double goals and measurable will assist employees in building self-discipline over time by accomplishing specific connected tasks.

CONCLUSION

In order to effectively regulate behaviour in these situations, self-control is a crucial ability to have in the job. High self-control people may be more effective at achieving their goals and more likely to arrange their life in a way that makes it easier for others to see coherence, continuity, and comprehensibility, all of which can help with the process of creating meaning.

The people need to think about a variety of things while improving self-control. Knowing one's job obligations and tasks, being able to work under pressure, gathering data on job performance, and identifying flaws and finding solutions to them are some of these. The advantages of exercising self-control include the ability to develop self-reliance, enhance interpersonal relationships, enhance skills and abilities, make time for leisure and relaxation activities, produce feelings of pleasure and contentment, and strengthen future plans and establish new goals. Finally, it can be said that exercising self-control will significantly improve a person's performance.

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