

## **A Study on Impact of Effective Implementation of Enterprise Resource Planning on Organization in Selected Construction Chemical Companies in Chennai**

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### **Abstract**

Organizations are continually facing challenges that provoke them to rethink and adjust their structures, goals, processes and technologies. They must act promptly to make use of the changes to sustain their competitive advantage. To improve business performance, organizations need an efficient planning and control system to aid synchronized planning of all processes across the organization. Organization has played an important role in economic development. This has made great challenges to be able to maintain their existence and expand their businesses. The Enterprise Resource Planning affects organizations. It ought to improve operations efficiency, rearrange business cycles and make life easier for employees. Therefore this paper analyses the impact of effective implementation of Enterprise Resource Planning on Organization in selected construction Chemical companies in Chennai. In this paper both primary and secondary data were collected. Structured questionnaires were used to collect primary data from the Organizations' employee through questionnaires. The secondary data was collected from journals, websites and reports. For measurable investigations, utilized SPSS and Statistical tools like percentage analysis, ANOVA, Correlation, Chi-square and 'z' test applied. The findings based on Research hypothesis, demographic profile and various dimensions of effective implementation of Enterprise Resource Planning on Organization. Proposals and determinations will be based on these findings.

### **Introduction**

ERP provides total visibility into center business processes and optimizes frameworks through superior resource tracking and reporting, database management and data sharing and overall improved information frameworks. An organization's top reasons for implementing an ERP frameworks include: Improving internal business processes,

improving company execution, reducing IT expenses and labour costs. It is programming utilized for business management, encompassing modules supporting functional areas of management of planning and implementing activities related to production, selling, marketing, logistics, accounting, finance, service, maintenance, HR and many others.

Organizations that have a technologically-led motivation perceive “improved service time in accounting tasks” as an internal efficiency gain, “quicker response to business change” as client benefits, and financial benefits in terms of other improved efficiencies. Organizations that have a business-led motivation perceive “economies of scale” as an internal efficiency gain and financial benefits in terms of “lower headcount costs” and “lower selling, general and administrative expenses”.

ERP is a system which enables an organization to conduct e-business by combining information framework with different activities of various organizations. ERP provides robotized support for business process and bring all activities under one roof which generates operational benefits and improved productivity. Hence, ERP is not only business support software, but it is a strategic approach to lead a business.

The immediate profit from implementing ERP frameworks is reduced operating costs such as lower inventory control cost, lower production costs, lower marketing expenses and lower help desk support expenses. The other benefits from implementing ERP frameworks include facilitation of day-to-day management. ERP frameworks offer better accessibility thereby management can have minute access to information for decision making and managerial control. Another zone where ERP can be useful is order tracking. One of the important advantages of ERP is its accounting applications. It can integrate the cost, benefit and revenue data of sales. Enterprise Resource Planning can also be responsible for varying how a product is manufactured. Another area where ERP can be a crucial tool is the area of security. It can also safeguard a company against crimes such as misappropriation and industrial spying. Therefore, this paper takes to analysis about Impact of effective implementation of Enterprise Resource Planning on Organization.

### **Review of literature**

**Gupta M (2015)** has expressed that for assist of manufacturing process the Materials Requirement Planning MRP has founded, which was focused on resources necessity and need

time for production and MRP II has planned the approach for programming of production and relation with non-production information data from marketing and finance, after this two things ERP has been architected.

**Chou and Chang (2016)** tested ERP execution at the post implementation stage from managerial intervention point, featuring that both customization and organizational mechanism, as two correlative approaches to alignment, have an effect on intermediate advantages, such as coordination empowerment and task efficiency. They found that for a firm that has carried out Enterprise Resource Planning, the extra customization is related to more task coordination enhancements of Enterprise Resource Planning accumulated to that firm. In such firms, greater enhancement in coordination with other sub-units, and more task efficiency is associated with more standard Enterprise Resource Planning benefits. Additionally, they demonstrated that in such corporations, the more quantity to which the organizational mechanisms are gave, the impression to be characterized through strategic and operational organizational mechanisms, the greater coordination improvement and the project execution.

**Sumner, M. (2016).** Finding and retaining competent experts is a major challenge for Enterprise Resource Planning projects because such projects require multiple skill abilities, inclusive of practical, technical, business and interpersonal and often the hired consultants are not as knowledgeable as expected.

**Ke and Wei (2017)** researched how administration can affect Enterprise Resource Planning execution by fosterage the desired organizational culture. They contended that Enterprise Resource Planning execution is positively related with organizational culture along the factors of learning and development, participative decision making, power-sharing, guide and cooperation, and tolerance for risks and conflicts. They explained traits of organizational culture which are conducive to Enterprise Resource Planning usage and match Enterprise Resource Planning systems' inserted administration reasoning. Additionally, along the dimensions of organizational culture, they concentrated on strategic and tactical activities that top management can control organizational culture, with extraordinary enthusiasm to the formulation of a right strategic vision of Enterprise Resource Planning adoption, promotion of the vision, part demonstration setting up considering structure.

**Shang, S., and Seddon, P. B. (2018)** stated that their study found that it really took 1 to 2 years for business changes and companies learning and 2 to 3 years for users to forget the initial process problems and build new framework knowledge. Due to so many complications posed by Enterprise Resource Planning adopter companies, many Enterprise Resource Planning horror stories are abound in the literature and newspapers.

### **Research methodology**

#### **Statement of the problem**

The improved quality of Information Technology services and reduced price of the computer have drastically made it possible even for every organization to think of ERP systems. The maximum value of ERP implementation includes training of the end user of department personnel, implementation of solution, post implementation support and finally to analyze the level of advantages. Many organizations have attempted to move from stand-alone business information systems to an integrated enterprise system, referred to as enterprise resource planning, to create an opportunity for value-added business processes which may create some problems for organization in the movement as they implement new technology. The construction chemical organization to implementation of Enterprise Resource planning has lots of problems such as ERP system quality, ERP information quality, Complexity, User involvement, training and ERP usage. Thus, this paper is to take analysis about the impact of effective implementation of Enterprise of Resource planning on organization in selected construction Chemical companies.

#### **Objectives of the study**

The research has been undertaken with the following objectives:

1. To examine the level of impact of effective implementation of Enterprise Resource planning on organization.
2. To describe the various demographic profile of the employees.
3. To find-out implementation duration and ERP brands of the organizations.
4. To analyze various factors of impact of effective implementation of Enterprise Resource planning on organization.
5. To find out suitable suggestions for the organization towards success of implementation of Enterprise Resource planning and remove ERP complexity.

## **Research Design**

Research design proposed for the study is 'Descriptive' kind of research design. This type of research deals with employees who are working in the construction chemical companies in Chennai. In this paper the researcher attempts to analyze the various dimensions of impact of effective implementation of Enterprise Resource planning on organization such as ERP system quality, ERP information quality, Complexity, User involvement, training and ERP usage. Hence descriptive design was adopted.

## **Data collection**

Data was collected in two ways.

- i. Primary data and
- ii. Secondary data.

### **Primary data**

The primary data was collected by questionnaire survey method based on a pilot study. The primary data are those data which are collected a fresh and for the first time. It is the first hand data collected directly from the employees who are working in the construction chemical companies with a designed schedule for the purpose at Chennai in Tamil Nadu.

### **Secondary data**

Secondary data was collected from websites, journals and research articles to support the research.

## **Research Hypothesis:**

1. There is a significant correlation between respondents' age and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
2. There is a significant correlation between respondents' monthly income and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
3. There is a significant correlation between respondents' experience and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.

4. There is a significant inter correlation matrix among various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
5. There is a significant difference between respondents' gender and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
6. There is a significant difference between respondents' educational qualification and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
7. There is a significant difference between respondents' marital status and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
8. There is a significant difference between respondents' type of management and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
9. There is a significant variance among the respondents' department with regard to various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
10. There is a significant variance among the ERP brand with regard to various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
11. There is a significant association between implementation duration and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.

### **Sampling techniques**

Sample size: 92. The sample data was collected from the employees who are working in the construction chemical companies at Chennai in Tamil Nadu. Disproportionate sampling technique is used for the study. With disproportionate stratification, the sample size of each stratum does not have to be proportionate to the population size of the stratum. This means that two or more strata will have different sampling fractions.

### Period of study

The study on impact of effective implementation of Enterprise resource planning on Organization in selected construction chemical companies in Chennai was carried out during the period of October 4<sup>th</sup> to November 5<sup>th</sup> 2020.

### Analysis of data

Analysis of the collected data was carried out using percentage analysis, correlation test, 'inter correlation matrix'-test, 'z' test, ANOVA test and Chi-square-test.

**Table 1: Karl Pearson's Co-Efficient of correlation between the respondents' Age and various dimensions of impact of effective implementation of Enterprise resource planning on Organization**

| S.No | Impact of effective implementation of Enterprise resource planning on Organization | Correlation value | Statistical Interface   |
|------|------------------------------------------------------------------------------------|-------------------|-------------------------|
| 1.   | Age and ERP System Quality                                                         | 0.607**           | P < 0.01<br>Significant |
| 2.   | Age and ERP information Quality                                                    | 0.570**           | P < 0.01<br>Significant |
| 3.   | Age and Complexity                                                                 | 0.672**           | P < 0.01<br>Significant |
| 4.   | Age and User Involvement                                                           | 0.549**           | P < 0.01<br>Significant |
| 5.   | Age and Training                                                                   | 0.824**           | P < 0.01<br>Significant |
| 6.   | Age and ERPs usage                                                                 | 0.602**           | P < 0.01<br>Significant |
| 7.   | Age and Impact of effective implementation of ERP                                  | 0.655**           | P < 0.01<br>Significant |

\*\* Correlation is **significant** at the **0.01** level

\* Correlation is **significant** at the **0.05** level

**Table 1:** There is a significant relationship between age of the respondents and various dimensions of impact of effective implementation of Enterprise resource planning on

Organization such as ERP System Quality, ERP information Quality, Complexity, User Involvement, Training and ERPs usage.

**Table 2: Karl Pearson's Co-Efficient of correlation between the respondents' monthly income and various dimensions of impact of effective implementation of Enterprise resource planning on Organization**

| S.No | Impact of effective implementation of Enterprise resource planning on Organization | Correlation value | Statistical Interface   |
|------|------------------------------------------------------------------------------------|-------------------|-------------------------|
| 1.   | Monthly income and ERP System Quality                                              | 0.244*            | P < 0.05<br>Significant |
| 2.   | Monthly income and ERP information Quality                                         | 0.355**           | P < 0.01<br>Significant |
| 3.   | Monthly income and Complexity                                                      | 0.254*            | P < 0.05<br>Significant |
| 4.   | Monthly income and User Involvement                                                | 0.307**           | P < 0.01<br>Significant |
| 5.   | Monthly income and Training                                                        | 0.429**           | P < 0.01<br>Significant |
| 6.   | Monthly income and ERPs usage                                                      | 0.274**           | P < 0.01<br>Significant |
| 7.   | Monthly income and Impact of effective implementation of ERP                       | 0.335**           | P < 0.01<br>Significant |

\*\* Correlation is **significant** at the **0.01** level

\* Correlation is **significant** at the **0.05** level

**Table 2:** There is a significant relationship between monthly income of the respondents and various dimensions of impact of effective implementation of Enterprise resource planning on Organization such as ERP System Quality, ERP information Quality, Complexity, User Involvement, Training and ERPs usage.

**Table 3: Karl Pearson's Co-Efficient of correlation between the respondents' experience and various dimensions of impact of effective implementation of Enterprise resource planning on Organization**

| S.No | Impact of effective implementation of Enterprise resource planning on Organization | Correlation value | Statistical Interface   |
|------|------------------------------------------------------------------------------------|-------------------|-------------------------|
| 1.   | Experience and ERP System Quality                                                  | 0.533**           | P < 0.01<br>Significant |
| 2.   | Experience and ERP information Quality                                             | 0.531**           | P < 0.01<br>Significant |
| 3.   | Experience and Complexity                                                          | 0.587**           | P < 0.01<br>Significant |
| 4.   | Experience and User Involvement                                                    | 0.509**           | P < 0.01<br>Significant |
| 5.   | Experience and Training                                                            | 0.777**           | P < 0.01<br>Significant |
| 6.   | Experience and ERPs usage                                                          | 0.525**           | P < 0.01<br>Significant |
| 7.   | Experience and Impact of effective implementation of ERP                           | 0.583**           | P < 0.01<br>Significant |

\*\* Correlation is **significant** at the **0.01** level

\* Correlation is **significant** at the **0.05** level

**Table 3:** There is a significant relationship between experience of the respondents and various dimensions of impact of effective implementation of Enterprise resource planning on Organization such as ERP System Quality, ERP information Quality, Complexity, User Involvement, Training and ERPs usage.

**Table 4: Inter Correlation Matrix among various dimensions of impact of effective implementation of Enterprise resource planning on Organization**

|  | ERP System Quality | ERP information Quality | Complexity | User Involvement | Training | ERPs usage | Impact of effective |
|--|--------------------|-------------------------|------------|------------------|----------|------------|---------------------|
|  |                    |                         |            |                  |          |            |                     |

|                                                  |        |        |        |        |        |        |   |
|--------------------------------------------------|--------|--------|--------|--------|--------|--------|---|
| <i>ERP System Quality</i>                        | 1      |        |        |        |        |        |   |
| <i>ERP information Quality</i>                   | .913** | 1      |        |        |        |        |   |
| <i>Complexity</i>                                | .901** | .826** | 1      |        |        |        |   |
| <i>User Involvement</i>                          | .694** | .677** | .771** | 1      |        |        |   |
| <i>Training</i>                                  | .763** | .662** | .800** | .788** | 1      |        |   |
| <i>ERPs usage</i>                                | .802** | .686** | .857** | .834** | .785** | 1      |   |
| <i>Impact of effective implementation of ERP</i> | .964** | .922** | .935** | .730** | .781** | .852** | 1 |

\*\* Correlation is **significant** at the **0.01** level

\* Correlation is **significant** at the **0.05** level

**Table 4:** There is a significant relationship among the various dimensions of impact of effective implementation of Enterprise resource planning on Organization such as ERP System Quality, ERP information Quality, Complexity, User Involvement, Training and ERPs usage at 0.01 level.

**Table 5: ‘z’ test between respondents’ Gender and various dimensions of impact of effective implementation of Enterprise resource planning on Organization**

| S.No | Impact of effective implementation of Enterprise resource planning on Organization | $\bar{X}$          | S.D                | Statistical Inference                                       |
|------|------------------------------------------------------------------------------------|--------------------|--------------------|-------------------------------------------------------------|
| 1.   | <b>ERP System Quality</b><br>Male (N:82)<br>Female (N:10)                          | 27.0244<br>33.0000 | 3.28474<br>1.05409 | <b>z =5.692</b><br>df=90<br>p < 0.001<br><b>Significant</b> |
| 2.   | <b>ERP information Quality</b><br>Male (N:82)<br>Female (N:10)                     | 28.2195<br>32.8000 | 3.18958<br>1.54919 | <b>z =4.461</b><br>df=90<br>p < 0.001<br><b>Significant</b> |
| 3.   | <b>Complexity</b><br>Male (N:82)<br>Female (N:10)                                  | 15.3049<br>19.4000 | 1.82364<br>.51640  | <b>z=7.035</b><br>df=90<br>p < 0.001<br><b>Significant</b>  |
| 4.   | <b>User Involvement</b><br>Male (N:82)                                             | 12.0732            | 2.43828            | <b>z =3.383</b><br>df=90                                    |

|    |                                                  |         |         |                          |
|----|--------------------------------------------------|---------|---------|--------------------------|
|    | Female (N:10)                                    | 14.7000 | .48305  | p < 0.01<br>Significant  |
| 5. | <b>Training</b>                                  |         |         |                          |
|    | Male (N:82)                                      | 12.2073 | 1.42930 | z=6.149<br>df=90         |
|    | Female (N:10)                                    | 15.0000 | .000001 | p < 0.001<br>Significant |
| 6. | <b>ERPs usage</b>                                |         |         |                          |
|    | Male (N:82)                                      | 15.0976 | 2.47261 | z=5.578<br>df=90         |
|    | Female (N:10)                                    | 19.5000 | .70711  | p < 0.001<br>Significant |
| 7. | <b>Impact of effective implementation of ERP</b> |         |         |                          |
|    | Male (N:82)                                      | 110.72  | 9.88611 | z=5.403<br>df=90         |
|    | Female (N:10)                                    | 127.90  | 4.62961 | p < 0.001<br>Significant |

**Table 5:** There is a significant difference between respondents' Gender and various dimensions of impact of effective implementation of Enterprise resource planning on Organization such as ERP System Quality, ERP information Quality, Complexity, User Involvement, Training and ERPs usage.

**Table 6:** One way analysis of variance among the respondents' department with regard to various dimensions of impact of effective implementation of Enterprise resource planning on Organization

| S.NO | Source                         | Df | SS      | MS      | $\bar{X}$  | Statistical Inference |
|------|--------------------------------|----|---------|---------|------------|-----------------------|
| 1.   | <b>ERP System Quality</b>      |    |         |         |            |                       |
|      | Between Groups                 | 4  | 658.141 | 164.535 | G1=25.1562 | F=26.310              |
|      | Within Groups                  | 87 | 544.076 | 6.254   | G2=25.6667 | p < 0.001             |
|      |                                |    |         |         | G3=28.1667 | Significant           |
|      |                                |    |         |         | G4=29.2857 |                       |
|      |                                |    |         |         | G5=32.0000 |                       |
| 2.   | <b>ERP information Quality</b> |    |         |         |            |                       |
|      | Between Groups                 | 4  | 356.440 | 89.110  | G1=26.4375 | F=11.465              |
|      | Within Groups                  | 87 | 676.212 | 7.773   | G2=28.0667 | p < 0.001             |
|      |                                |    |         |         | G3=29.6667 | Significant           |
|      |                                |    |         |         | G4=30.0000 |                       |
|      |                                |    |         |         | G5=31.5263 |                       |

|           |                         |    |         |        |            |                    |
|-----------|-------------------------|----|---------|--------|------------|--------------------|
| <b>3.</b> | <b>Complexity</b>       |    |         |        |            |                    |
|           | Between Groups          | 4  | 247.681 | 61.920 | G1=14.2812 | <b>F=31.037</b>    |
|           | Within Groups           | 87 | 173.569 | 1.995  | G2=14.8000 | p < 0.001          |
|           |                         |    |         |        | G3=15.8333 | <b>Significant</b> |
|           |                         |    |         |        | G4=16.0714 |                    |
|           |                         |    |         |        | G5=18.6842 |                    |
| <b>4.</b> | <b>User Involvement</b> |    |         |        |            |                    |
|           | Between Groups          | 4  | 196.111 | 49.028 | G1=10.5312 | <b>F=12.220</b>    |
|           | Within Groups           | 87 | 349.052 | 4.012  | G2=12.5333 | p < 0.001          |
|           |                         |    |         |        | G3=13.0000 | <b>Significant</b> |
|           |                         |    |         |        | G4=13.0714 |                    |
|           |                         |    |         |        | G5=14.3684 |                    |
| <b>5.</b> | <b>Training</b>         |    |         |        |            |                    |
|           | Between Groups          | 4  | 176.335 | 44.084 | G1=10.9375 | <b>F=65.388</b>    |
|           | Within Groups           | 87 | 58.654  | .674   | G2=12.0667 | p < 0.001          |
|           |                         |    |         |        | G3=13.0000 | <b>Significant</b> |
|           |                         |    |         |        | G4=13.3571 |                    |
|           |                         |    |         |        | G5=14.5789 |                    |

Continued.....

| <b>S.NO</b> | <b>Source</b>                                    | <b>Df</b> | <b>SS</b> | <b>MS</b> | <b><math>\bar{X}</math></b> | <b>Statistical Inference</b> |
|-------------|--------------------------------------------------|-----------|-----------|-----------|-----------------------------|------------------------------|
| <b>6.</b>   | <b>ERPs usage</b>                                |           |           |           |                             |                              |
|             | Between Groups                                   | 4         | 331.474   | 82.868    | G1=13.5000                  | <b>F= 21.143</b>             |
|             | Within Groups                                    | 87        | 340.993   | 3.919     | G2=14.9333                  | p < 0.001                    |
|             |                                                  |           |           |           | G3=16.0000                  | <b>Significant</b>           |
|             |                                                  |           |           |           | G4=16.5714                  |                              |
|             |                                                  |           |           |           | G5=18.5789                  |                              |
| <b>7.</b>   | <b>Impact of effective implementation of ERP</b> |           |           |           |                             |                              |
|             | Between Groups                                   | 4         | 5639.342  | 1409.836  | G1=104.22                   | <b>F=24.046</b>              |
|             | Within Groups                                    | 87        | 5100.962  | 58.632    | G2=108.73                   | p < 0.001                    |
|             |                                                  |           |           |           | G3=114.50                   | <b>Significant</b>           |
|             |                                                  |           |           |           | G4=117.93                   |                              |
|             |                                                  |           |           |           | G5=124.58                   |                              |

G1= Marketing, G2= Finance, G3= Sales, G4= R &amp; D and G5= Production

**Table 6:** There is a significant variance among the respondents' department with regard to various dimensions of impact of effective implementation of Enterprise resource planning on Organization such as ERP System Quality, ERP information Quality, Complexity, User Involvement, Training and ERPs usage.

## **FINDINGS AND SUGGESTIONS**

### **Findings based on socio-demographic profile of the employee**

1. Nearly half (i.e.) 47.8 per cent of the respondents were in the age group of 36 to 45 years.
2. High majority (i.e.) 89.1 per cent of the respondents were male.
3. High majority (i.e.) 89.0 per cent of the respondents were Professional.
4. High majority (i.e.) 81.5 per cent of the respondents were married.
5. Nearly half (i.e.) 45.7 per cent of the respondents received monthly income of Rs.40001 to Rs.60000.
6. Nearly half (i.e.) 45.7 per cent of the respondents had 11 to 20 years of experience.
7. High majority (i.e.) 80.4 per cent of the respondents were in the middle management.
8. One-third (i.e.) 34.8 per cent of the respondents were working in marketing department.
9. A considerable few (i.e.) 27.2 per cent of the respondents spent less than 2 years for ERP implementation.
10. One-third (i.e.) 34.8 per cent of the respondents stated that Oracle brand installed.

### **Findings based on Low and high level of various dimensions of impact of effective implementation of Enterprise resource planning on Organization**

1. More than half (i.e.) 51.1 per cent of the respondents had high level with regard to ERP systems quality.
2. More than half (i.e.) 57.6 per cent of the respondents got high level with regard to ERP information quality.
3. More than half (i.e.) 53.3 per cent of the respondents obtained high level with regard to complexity.
4. Majority (i.e.) 63.0 per cent of the respondents got high level with regard to user involvement.

5. More than half (i.e.) 52.2 per cent of the respondents had high level with regard to training.
6. Majority (i.e.) 62.0 per cent of the respondents obtained high level with regard to ERPs usage.
7. More than half (i.e.) 51.1 per cent of the respondents had high level with regard to impact of effective implementation of ERP.

### **Findings based on the Research hypothesis**

1. There is a significant correlation between respondents' age and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
2. There is a significant correlation between respondents' monthly income and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
3. There is a significant correlation between respondents' experience and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
4. There is a significant inter correlation matrix among various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
5. There is a significant difference between respondents' gender and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
6. There is a significant difference between respondents' educational qualification and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
7. There is a significant difference between respondents' marital status and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
8. There is a significant difference between respondents' type of management and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
9. There is a significant variance among the respondents' department with regard to various dimensions of impact of effective implementation of Enterprise resource planning on Organization.

10. There is a significant variance among the ERP brand with regard to various dimensions of impact of effective implementation of Enterprise resource planning on Organization.
11. There is a significant association between implementation duration and various dimensions of impact of effective implementation of Enterprise resource planning on Organization.

### **Suggestions**

1. Organization should foresee feasibility of the ERP system implementation before brining it on the table.
2. Vendors of ERP packages should initiate in spreading the awareness among the organizations proprietors or the key decision makers about the benefits of using ERP software.
3. Traditional training, initially provided by the software vendor, is essential for successful ERP implementation.
4. Work with the client who designed the legacy systems to understand the nuances and high-risk areas of the system that will be replaced by the efficient ERP system.
5. Make the end users understand the requirements for all areas of ERP implementation and not just surrounding functionality. Requirement categories include: security, workflow, reports, interfaces, forms, performance, archiving and usability.
6. End-users need to put pressure on the company to receive a good training and an ongoing service support. Operating without understanding the tactics of ERP will harm the overall success.
7. ERP vendors should concentrate their efforts on improving attitude aspects of service quality rather than technical aspects.
8. Users of ERP normally consider its purchase as an investment. Most of the organizations suffer either no capital or form low capital problems. Therefore, it is necessary to make them go through the success stories of ERP users and the benefits achieved by them. So that the organization can reach a purchasing decision confidently.
9. Organizations must try and put maximum level of efforts to decrease the ERP price which most of the organization will be able to purchase the ERP system for the organizational operations.

10. Government should encourage the organization for the implementation of ERP to enhance their performance.

**Conclusion:** This paper purposes to analyse the impact of effective implementation of Enterprise Resource Planning on organization in selected construction chemical companies at Chennai in Tamil Nadu. At present all construction chemical companies are competitive pressure to innovate, while continuous innovation and successful implementation for the innovation are critical to achieving success and economic gains in today's rapidly changing environment. The above suggestions can provide helpful information to all construction chemical companies when they consider implementing their ERP systems. This information should help companies reduce tremendous ERP implementation risks so that companies can have more chances to improve their business value with success of ERP systems.

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