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A Study on Employee Job Satisfaction with Reference to GHCL Limited, Manapparai

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Abstract: *Employee job satisfaction refers to employee feelings towards the work. Employee expectation are fulfilled, they feel that their job is fully satisfied. The employee job satisfactions improve the involvement of employees, increase the productivity, work environment growth rate and effectiveness in the organization. Organization takes the responsibility for the employee job satisfaction. This study analyse the employee job satisfaction in study units. Sample size of the study is 90. The data is collected through questionnaire where the researcher and respondent face to face by using percentage analysis and chi-square test.*

Keywords: *Employee job satisfaction, commitment, productivity, Work environment*

I. INTRODUCTION

An employee job satisfaction survey was conducted to all the department of employees to measure the employee opinion about the organization. It helps to assess the employees how the department providing good working environment to their job. Job satisfaction depends on individual view, involvement of employees, relationship with colleague in the organization. Employee's expectations are job security, good salary, promotion, career growth, work life balance, safety, training, opportunity, rewards and recognition. Employee receiving the survey responded to following statements that express their expectation in the organization. The important component in the process of achieving the mission and vision of a business. Employees should meet the performance to ensure the quality of their work To meet the standards of organization, workers would like a operating surroundings that enables them to figure freely competently which will restrain them from activity up to the extent of their full potential. the target of this analysis is to analyse the impact of operating surroundings on worker job satisfaction.

Job satisfaction may be a general attitude:

- 1) Specific job factors,
- 2) Individual characteristics,
- 3) Group relationship outside the work.

A. Objective Of The Study

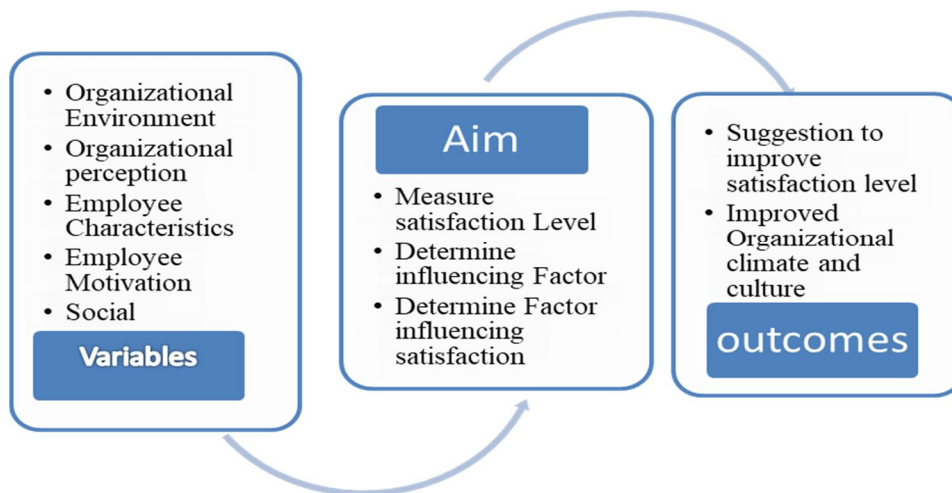
- 1) To measure the satisfaction level of employees in study units.
- 2) To determine the factor influencing the satisfaction of employees.

II. LITERATURE REVIEW

- 1) Dr.P.K.Mishra (2013) known that the task satisfaction is barely done by that workers read towards their job issue. such factors enclosed worker personal factors (sex, education, age) employee's outlet within the organization activity and their contribution to the task satisfaction.
- 2) Alexandra Hajdukova, jarmila klementova(2014) it ended that one people behaviour in operating shows the amount of job satisfaction. The amount of job satisfaction additionally based mostly upon individual age. Compared to the lower age, higher age has will increase with their job satisfaction.
- 3) Dr.subhasish chatterjee, Dr.smriti priya(2016) Determined that worker has pay and profit for his or her job satisfaction. worker relationship additionally essential for a corporation success. Worker involvement additionally play an important role for job satisfaction.
- 4) R.Naga bhavya sree, R.Satyavathi(2017) Recommend that smart operating setting condition ends up in the organization success. It additionally will increase the productivity, employee's job satisfaction, regulation. If there's a nasty operating setting the worker doesn't seem to be happy and additionally there probable capability isn't used for organization goals.

- 5) M.shaju&D.shubashini(2017)In a very study analysed that there's a desire for relationship between performance, analysis and job satisfaction. there's a additional job satisfaction pointed out in high ranking position (ie.Supervisors). And there's a less job satisfaction pointed out in workers. The organization also can adopted for a more robust performance management system.
- 6) Mr.M.Ganeshan&Drt.M.K.Durgamani&Dr.R.Renuka(2018)They ended that job is critical for everybody life. Job places a positive and negative in everyone’s life. Whether or not it's a positive it provides peace for worker. Whether or not it's negative it affects each physically and mentally to the workers. The task satisfaction additionally supported relationship with a co-workers and managers. Thus organization ought to take responsibility to their workers for job satisfaction.
- 7) Dr.mohammed abuhashesh&Dr.Raud al-dmour&Dr.Raed Masadeh(2019) They recommend that the great operating condition not based mostly upon the setting. It’s solely supported that worker personal interest toward the task. long run worker is associate degree necessary for a corporation to exaggerated productivity, profit and potency. as a result of they need heap of skills and that they ar intimate person to inspire the new workers.
- 8) Potineni swapna &Dr.P. Narayanamma(2019) Determined that there's a desire for increase the involvement level of workers towards the task satisfaction. It additionally supported operating setting. It additionally cut back turnover.
- 9) Mrs.Kanimozhli&Dr.A.Rajmohan(2019) Recommended that job satisfaction is combined with a individual motivation and there nature of relationship. Job satisfaction enclosed each positive and negative feeling. Currently a day’s job satisfaction encompasses a nice impact associate degree monetary compensation.
- 10) Rashika karunarathna (2019) they ended that the link between quality of worker and leader is critical for a corporation and additionally necessary welfare of the society. Most of the upper structure success leads due to their worker job satisfaction.

A. Conceptual Framework



III. RESEARCH METHODOLOGY

Research methodology is that the systematic thanks to solve the analysis downside. It offers a concept regarding numerous steps adopted by the investigator Associate in Nursing exceedingly in a very systematic manner with an objective to work out numerous manners.

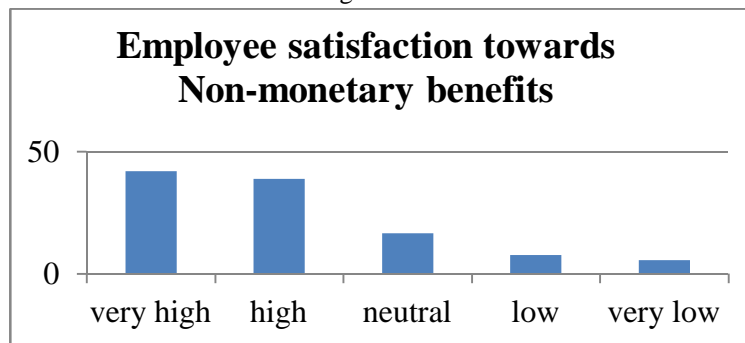
A research style is taken into account because the framework or arrange for a study that guides also as helps the info assortment and analysis of knowledge. The analysis style could also be beta, descriptive and experimental for the current study. The descriptive analysis style is adopted for this project. The investigator contacted the respondents in person with well-prepared consecutive organized queries. The form is ready on the idea of objectives of the study. Direct contract is employed for survey. i.e., contacting staff directly so as to gather information. The study sample constitutes 90 respondents constituting within the analysis space. The study is conducted in staff of GHCL limited, Manapparai. A stratified convenient sampling technique was adopted during this study. Most of (the information) collected by the investigator is primary data through form, wherever the investigator and respondent operate face to face.

IV. DATA ANALYSIS AND INTERPRETATION

Table 1: Employee satisfaction towards non-monetary benefits

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	38	42.22
2	High	35	38.88
3	Neutral	15	16.67
4	Low	7	7.78
5	Very low	5	5.56

Figure No: 1

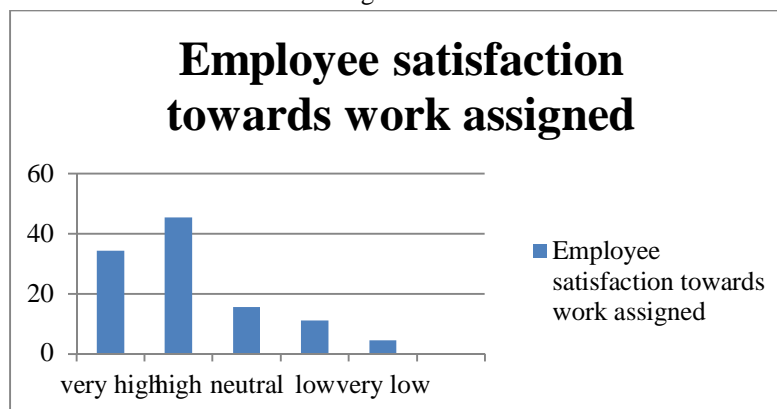


- Interpretation:* The above chart shows that employee satisfaction towards Non-monetary benefits. 42.22% of employees feel very highly satisfied. And 38.88% of employees highly satisfied. Then 16.67% of employees feel satisfaction is neutral. Remaining 7.78% and 5.56% of employees feel satisfaction is low and very low.

Table 2: Employee satisfaction towards work assigned

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	31	34.44
2	High	41	45.55
3	Neutral	14	15.55
4	Low	10	11.11
5	Very low	4	4.44

Figure No:2

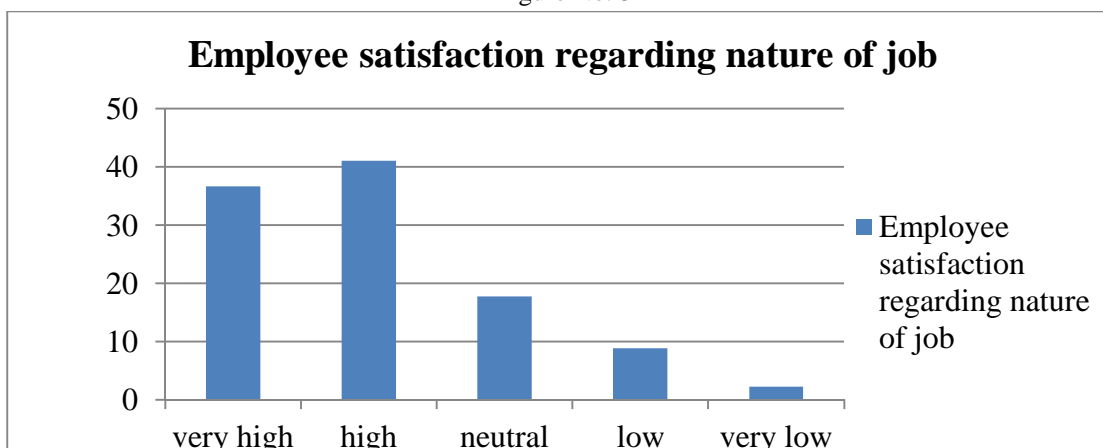


- Interpretation:* The above chart shows that employee satisfaction towards work assigned. 34.44% of employees feel very highly satisfied. And 45.55% of employees highly satisfied. Then 15.55% of employees feel satisfaction is neutral. Remaining 11.11% and 4.44% of employees feel satisfaction is low and very low.

Table 3: Employee satisfaction towards nature of job

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	33	36.67
2	High	37	41.11
3	Neutral	16	17.77
4	Low	8	8.88
5	Very low	2	2.22

Figure No: 3

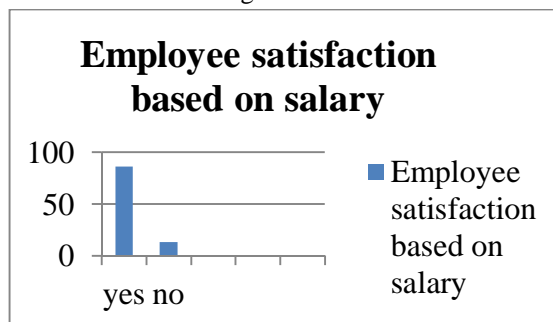


- *Interpretation:* The above chart shows that employee satisfaction regarding nature of job. 36.66% of employees feel very highly satisfied. And 41.11% of employees highly satisfied. Then 17.77% of employees feel satisfaction is neutral. Remaining 8.88% and 2.22% of employees feel satisfaction is low and very low.

Table 4: Employee satisfaction based on salary

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Yes	78	86.67
2	No	12	13.33

Figure No: 4

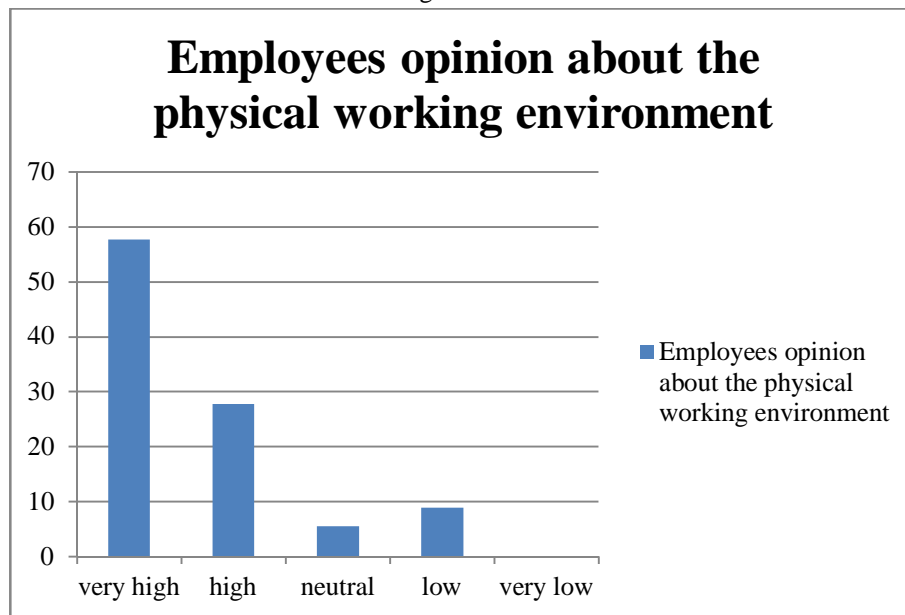


- *Interpretation:* The above chart shows that employee satisfaction based on salary. 86.67% of Employees satisfied with salary. Remaining 13.33% of employees not satisfied with salary.

Table 5: Employee opinion about the physical working environment

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	52	57.77
2	High	25	27.77
3	Neutral	5	5.55
4	Low	8	8.89
5	Very low	0	0

Figure No: 5

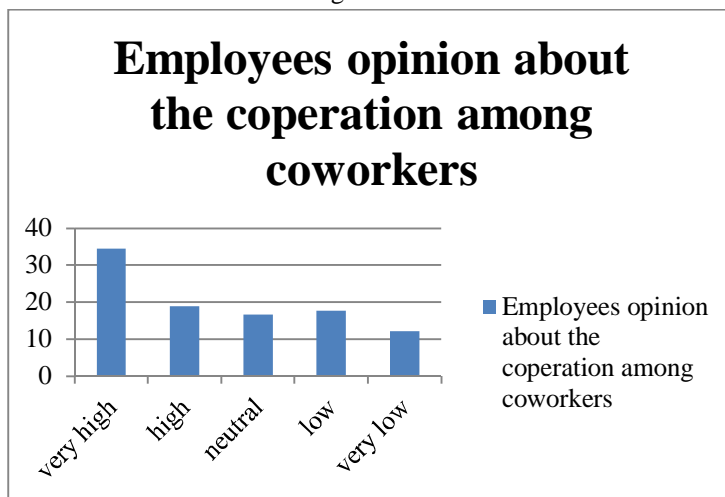


- Interpretation:* The above chart shows that employees opinion about the physical working environment. 57.78% of employees feel very highly satisfied. And 27.77% of employees highly satisfied. Then 5.55% of employees feel satisfaction is neutral. Remaining 8.89% of employees feel satisfaction is low.

Table 6: Employee opinion about the cooperation among co-workers

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	31	34.44
2	High	17	18.88
3	Neutral	15	16.66
4	Low	16	17.77
5	Very low	11	12.22

Figure No:6



- Interpretation:* The above chart shows that employees opinion about the cooperation among co-workers. 34.44% of employees feel very highly satisfied. And 18.89% of employees highly satisfied. Then 16.67% of employees feel satisfaction is neutral. Remaining 17.77% and 12.22% of employees feel satisfaction is low and very low.

Table 7: Employee opinion about the relationship with top management

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	32	35.55
2	High	22	24.44
3	Neutral	10	11.11
4	Low	14	15.55
5	Very low	12	13.33

- Interpretation:* The above chart shows that employees opinion about the relationship with top management. 35.55% of employees feel very highly satisfied. And 24.44% of employees highly satisfied. Then 11.11% of employees feel satisfaction is neutral. Remaining 15.55% and 13.33% of employees feel satisfaction is low and very low.

Table 8: Employee opinion about the relationship with their subordinates

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	30	33.33
2	High	15	16.66
3	Neutral	15	16.66
4	Low	20	22.22
5	Very low	10	11.11

Figure No:8

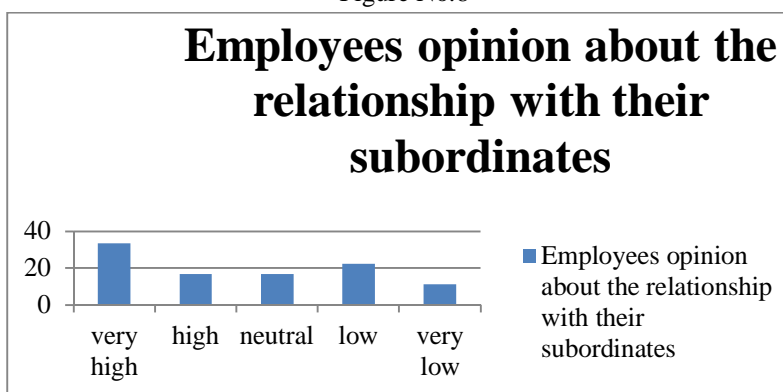
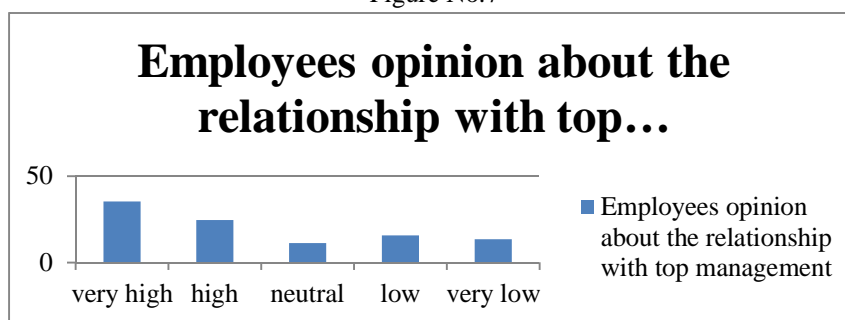


Figure No:7



The above chart shows that employees opinion about the relationship with their subordinates.33.33% of employees feel very highly satisfied. And 16.67% of employees highly satisfied. Then 16.67%of employees feel satisfaction is neutral. Remaining 22.22% and 11.11% of employees feel satisfaction is low and very low.

V. CONCLUSION

The employees to be satisfied there are various factors to be checked upon so that they stay along with company. The various factors are salary, motivation, job training, job security etc. if these don't seem to be happy then the staff won't be happy could be able to result in high turnover of the staff that is a loss to the organization. The study reveals that if the coaching wants are taken care of then the workers |the staff are additional productive which can increase the amount of employee satisfaction on survey and analysis moreover because the company's profit. Also salary is an important thing to be taken care of because every employee depends on it. As a whole there are many factors are responsible for the overall employee satisfaction on survey and analysis.

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