



A STUDY ON JOB SATISFACTION OF EMPLOYEES AT JAI INDUSTRIES TRICHY

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Abstract:

Employee satisfaction is the terminology used to describe whether employees are feeling happy, contended and fulfilling their desires and needs at work. Many measures support that employee satisfaction is a factor in employee motivation, employee goal achievement and positive employee morale in the work place. Basically Employee satisfaction is a measure of how happy workers are with their job and working environment. In this paper various variables responsible for employee satisfaction has been discussed such as Organization development indicators, Job security indicators, Work task indicators Policies of compensation and benefit factor and opportunities which give satisfaction to employees such as Promotion and career development also has been described .This paper also deals the various ways by which one can improve employee satisfaction

Introduction:

Modern society is an organizational society. In this sense industry is also a social institution. Human resource is one of the most important and precious of all the resources on the earth and work is related with fulfillment of the human needs. Job satisfaction is mainly based on the needs of the individual. The stranger the needs the more closely does job satisfaction depend upon its fulfillment. Workers forms an essential part of human life and occupies too much of a Man's life and the satisfaction with the job assigned can affect the individual in every walk of life. Human being needs to occupy the life with some array of mental and physical actively and certainly work is not the only means of satisfying the need yet may men spend nearly half of their working hours. As in materialistic world now a day's man has to meet the multifarious problem in his life so whatever he earn by the job is not necessary will be fulfilling his desires and needs.

Statement of the Problem:

Desires, needs and interest are differ from one individual to another. Desire, need and interest are subject to change. An employee is satisfied if he gets wants and gets dissatisfied if he does not get it. Creating satisfaction of their job among all the employees in a company is difficult one. Set of condition are affected by some other employees. Employee satisfied in one situation and get dissatisfied if situation change. Ascertaining level of job satisfaction among the employees is difficult one. Garment industries are characterized by large facilities and low profit margin, high value operation that serve the consumer total needs for items. By considering this an attempt in made to study job satisfaction of employees working in garment industries. Hence it was chosen for this study job satisfaction of employees working in garment industries. Hence it was chosen for this study.

Objectives of the Study:

- 1) To analysis the job satisfaction of employees through several measures.
- 2) To study the relationship between job satisfaction and work environment.
- 3) To study the relationship job satisfaction and medical facilities.
- 4) To analyze the benefits giver to the employee by the Jai Engineering Industries, Trichy.

Methodology:

Primary Data:

The data which is collected by actual observation (or) measurement (or) count is called primary data.

Primary data is known as the data collected for the first time through field survey. Such data are collected in order to assess the current status of the variables. In simple, it is the Newton first hand a fresh information.

Secondary Data:

The data which are compiled form the recorded of other is called secondary data. Secondary data refers to the information or facts already collected. In simple it is the data which is already existed/ available. The main aim of collection of data is to understand the past status of any variable.

Limitations:

- ❖ Due to time constraints, the study is restricted only limited samples.
- ❖ One month training is not sufficient to get through knowledge about the JAI ENGINEERING INDUSTRIES.

Table 1
Age Group of Respondents

S.No	Age	No of Respondents	Percentage
1	20-35	22	44
2	35-40	20	40
3	Above 40	8	16
		50	100

Source: primary data

The above table reveals that 44% of the respondents belong to age of 20-35 years, 40% of the respondents belong to age of 35-40 years and remaining 16% of the respondents belongs to above 40 years.

Table 2
Gender Wise Classification of Workmen

S.No	Gender	No of Respondents	Percentage
1	Male	50	100
2	Female	-	-
	Total	50	100

Source: primary data

From the above table it is clear that only the male respondents are working in this industry.

Table 3
Higher Authority Approach

S.No	Description	No of Respondents	Percentage
1	Highly Satisfied	12	24
2	Satisfied	30	60
3	Dissatisfied	6	12
4	Highly Dissatisfied	2	4
	Total	50	100

Source: Primary data

From the above table reveals that the majority of respondent 605 are satisfied, the 24% of the respondents highly satisfied with the higher authority approach. The

higher authority approach were dissatisfied by 12% and the number of respondents say strongly disagree the statement with the (4%)

Table 4
Employees Feelings on Working Environment

S.No	Description	No of Respondents	Percentage
1	Very Good	40	80
2	Good	5	10
3	Fair	5	10
4	Inadequate	-	-
	Total	50	100

Source: Primary data

From the above table it is seen that (40%) of the respondents say that very good, (10%) of them say that good, (10%) of the respondent say that fair and there is no responder to say that inadequate.

Findings and Suggestions:

Findings:

- ✓ Most of the respondents are belong to the age group 20-35.
- ✓ 100% of the respondents are male.
- ✓ Majority (60%) of the respondents feels on the higher authority approach is satisfaction.
- ✓ 58% of the respondents strongly agree the task assigned in the job is adequate.
- ✓ 50% of the respondents are job suits in workers qualification is satisfaction.
- ✓ Most of the respondents are opinion that the promotion helps to improve the performance and increase the level of satisfaction.
- ✓ 56% of the respondents fees that the promotion helps to increase the employee turnover.
- ✓ 56% of the respondents feel that the workers are satisfied with the trade union activities.
- ✓ Majority (92%) of the respondents feel their welfare measures are satisfied.

Suggestions:

- ❖ The interpersonal relationship between worker and management will improve the job satisfaction. Hence the sample unit may develop good interpersonal relationship among employees.
- ❖ More training and development programmers may be organized for both middle level and supervisory level employees.
- ❖ Performance based incentive play may be introduced which will improve the motivation level of employees.
- ❖ The company will take care before assigning the job to workers. That will improve the job satisfaction of employee.
- ❖ The ensure the job is equate to the qualification of employee this will helpful for job satisfaction of employee.

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