

A STUDY ON EMPLOYEE JOB SATISFACTION TOWARDS ORGANIZATION

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Abstract- The study is undergone at The project focuses on the employee's job satisfaction level. Job satisfaction refers to one's feelings towards one's job. If the employee's expectations are fulfilled (or) the employees get higher than what he/she feels with with satisfied. If job satisfaction increases organization commitment will increase This results in higher productivity. The main objectives of this paper are to assess the job satisfaction: to identify the effectiveness of job satisfaction and find out the several factors like personal and organizational factors influencing job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction of employees. In this study, 95 no's of respondents were been taken as a sample. Percentage analysis and chi-square have been incorporated for research analysis. The study helped in revealing the level of satisfaction of employees concerning the various factors provided in the organization. This study clearly shows that employees under organization are more or less satisfied with the job. The organization should consider the salary, relationship of employees and supervisors, grievance handling, and give more opportunities to the new employees

Key words – Job Satisfaction, Employee expectation

I. INTRODUCTION

The term “job satisfaction” refers to an employee general attitude towards his job. Job satisfaction is how content an individual is with his or her job. The employees can think that the organization can be fulfil their requirements such as pay, pension arrangement, working hours. It is useful to highlight its important aspects. There are three important dimensions to employee job satisfaction.

1. Employee job satisfaction refers to ones feeling towards one's job. It can only be inferred but not seen
2. Employee job satisfaction is often determined by how well Outcomes meet or exceed expectations satisfaction in one's job Means increased commitment in the fulfilment of formal Requirements. There is greater willingness to invest personal Energy and time in job performance

3. The terms of employee job satisfaction and job attitudes are typically used interchangeably. Both refer to effective orientations On the part of individuals towards their work roles, which they are presently occupying. Positive attitude towards the job are conceptually equivalent to employee job satisfaction and negative attitudes towards the job indicate employee dissatisfaction.

Though the terms employee job satisfaction and attitudes are used interchangeably, there are difference between the two. Attitudes, as was mentioned earlier, refer to predisposition to respond. Employee job satisfaction, on the other hand, relates to performance factors. Attitudes reflect ones feeling towards individuals, organizations and objects. But satisfaction refers to ones attitudes to a job. Employee job satisfaction is, therefore, a specific subset of attitudes.

Attitudes endure generally, but employee job satisfaction is dynamic, it can decline even more quickly that it developed. Managers, therefore, cannot establish the conditions leading to high satisfaction now and then neglect it, for employee satisfaction constantly

II. DETERMINANTS OF EMPLOYEE JOB SATISFACTION

Employee job satisfaction is critical concept to measure the employee's organizational behaviour. There are a number of factors influencing the employee's job satisfaction. Refers to a set of some commonly experienced stable characteristics of organizations, which constitutes the uniqueness of that organization and differentiates it from others. We face some difficulties in identifying this set of characteristics we do not yet know the various dimensions or factors of Employee job satisfaction on which we should look for these characteristics. Some of these common dimensions are described below

Mentally challenging work:

Employee tent to prefer jobs that give them opportunities to use skills and abilities and offer a variety of tasks, freedom and feedback on how well they are doing are some of the most important ingredients of a satisfying job.

Working conditions:

Employees are concerned with their work environment for personal comfort and for doing a good job. Temperature, light, noise and other environmental factors should not be extremes.

Company policies:

If the company has policies that can help the employee on the job and of the job then the employee does his duty effectively. It provides the employee to improve the attitude of dedication and co-operation.

Job security:

For employee the man aspects of his job are security. If the employee feels that in company here he is working then he will be satisfied and performs his duties with commitment.

Communication:

Communication includes both the transference and understanding of meaning. Good communication is essential to any group or organization effectiveness. Poor communication is probably the most frequently cited source of interpersonal conflict. An idea, no matter how great, is useless until it is transmitted and understood by others. Perfect communication, would exist when a thought or an idea was transmitted so that the mental picture perceived by the receiver was exactly the same as that envisioned by the sender.

Compensation and Rewards:

An employee reward system consists of an organizations integrated policies, processes and practices for rewarding its employee in accordance with their contribution, skill and competence and their market work. It is developed with in the frame work of organizations reward philosophy, strategies and policies and contains arrangement in from of processes, structures and procedures which will provide and maintain appropriate types and levels of pay, benefits and other forms rewards.

Safety and Health:

Safety, in simple terms, means freedom from the occurrence or risk of injury or loss. Industrial safety or employee safety refers to the protection of workers from the danger of the industrial accidents. An accident-free plant enjoys certain benefits. Major ones are substantial savings in cost, increase productivity, moral and legal grounds. The well being of the employee in an industrial establishment is affected by accidents any by ill health physical as well as mental. The need healthy the workers and health services are to be provided by the management to ensure the continuing good health of their employees.

Rewards and recognition:

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Career Development:

A career can define as a sequence but related work activities that provides continuity, and meaning in a person's life. Careers are both individually, perceived and society constrained; not only do people make careers out of their particular experience, but career opportunities in society also influence and make people.

Performance Appraisal:

Performance Appraisal is deemed by many to be an essential part of the executive job. A systematic and periodic appraisal process is deemed superior to a casual, intuitive, and at the absence of such preplanning. Systematic performance appraisal is that which provides information of great assistance in making and enforcing decisions such subject as promotions, pay increases, layoffs and transfers. It provides such information in advance of time when it may be needed, they by avoiding spot judgment when a decision must be made.

Training & Development:

Training is the formal and systematic modification of behaviour through learning, which occurs as a result of education, instruction, and development and planned experience. The fundamental aim of guiding is to help the organization achieve its purpose by adding value to its key resource- the people its employee. Training means investing its people to enable them to perform better and to empower them to make the best use of their natural abilities.

Individuals with guidance, encouragement and health from their managers as required carry out personal development are planning. A personal development plan sets out the action. People to take to learn and develop themselves.

Empowerment:

Empowerment is the process of giving employees more power to exercise control over, and take responsibility for their work. It provides greater space for individual to use their abilities by enabling and encouraging them to take decisions close to the point of impact. Empowerment is about engaging both the hearts and minds of people so that they can take the opportunities available to them for greater responsibility. Jobs are so structured that individuals can plan, execute and evaluate a complete operation in the total process personally. Empowerment can speed up decisions making process and accelerate the response time to meet the changing needs of the customer, release creativity of employee, provide for greater job satisfaction, motivation and commitment, give people more responsibility.

III. METHADODOLOGY

The data are collected from the employees of the organization using the set questionnaires created for the employees job satisfaction process.

Primary data collection method

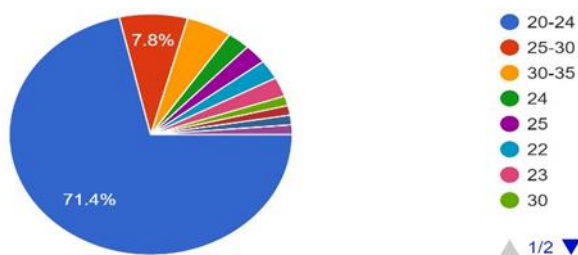
The primary data is that data which is collected fresh or first hand , and for first time which is original in nature .Primary data collect through personal interview, questionnaire etc.to support secondary data.

Limitations

- Duration is limited to 12 weeks.
- The study was limited to the extent of information provided by the employees.
- The responses from the employees could be casual in nature, chance of bias is present.
- The information was collected through questionnaires is subject to willingness of the respondent to respond.
- Feedback is not the opinion of the entire population; it only gives the opinion of a few respondents

IV. DATA ANALYSIS AND INTERPRETATION

AGE
77 responses

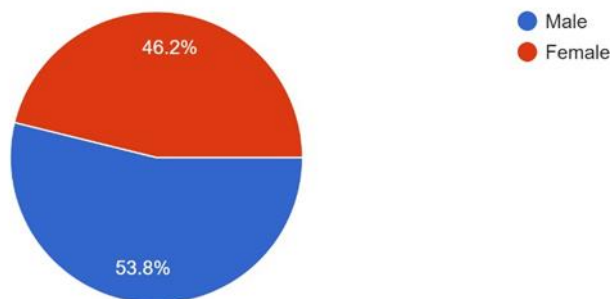


Age (in years)	No of responses	Percentage
20-24	55	71.4%
25-30	06	7.8%
30-35	04	10%

Interpretation:

From the above table interpreted that 71.4% respondents is between 20 – 24 years old, 7.8% employees under 25 - 30 years old and 10% employees are under 30 -35 years old

GENDER
65 responses



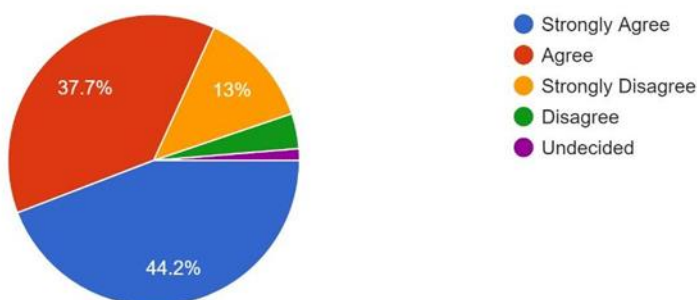
Particulars	No of responses	Percentage
Male	35	53.8%
Female	30	46.2%

Interpretation:

From the above table interpreted that 53.8% respondents are male candidates; 46.2% respondents are female candidates

1. Have you been trained well in your training program in the organization?

77 responses



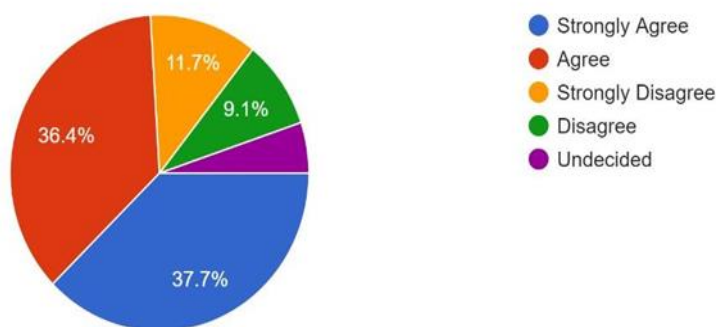
Particulars	No of responses	Percentage
Strongly agree	34	44.2%
Agree	29	37.7%
Strongly disagree	10	13%
Disagree	0	0

Interpretation:

From the above Table interpreted that 44.2% respondents are strongly agree the training program; 37.7% respondents are agreeing the training program; 13% respondents are strongly disagreeing the training program

2. Are there any opportunities (like Job rotation, employees' development) in your organization?

77 responses



Particulars	No of response	percentage
Strongly agree	29	37.7%
Agree	28	36.4%

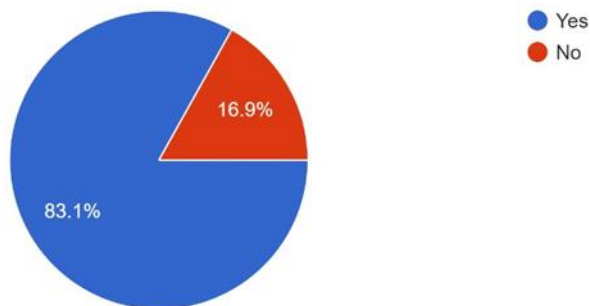
Strongly disagree	9	11.7%
Disagree	7	9.1%

Interpretation:

From the above table interpretation that 37.7% respondents are strongly agree for employee opportunity in organisation. 36.4% respondents are agreeing the opportunity. 11.7% respondents are strongly disagreed, 9.1% respondents are disagreeing the opportunity

3. Will you get appraisals for your good performance in your organization?

77 responses



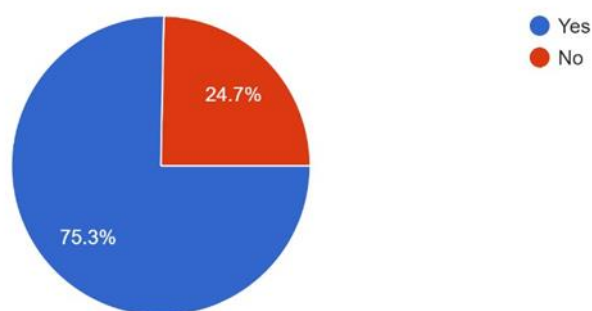
Particulars	No of responses	Percentage
Yes	64	83.1%
No	13	16.9%

Interpretation:

From the table graph interpretation that 83.1% respondents are Yes, 16.6% respondents are No.

4. Is there any feed back given to you by the superiors after completion of a particular task or work?

77 responses



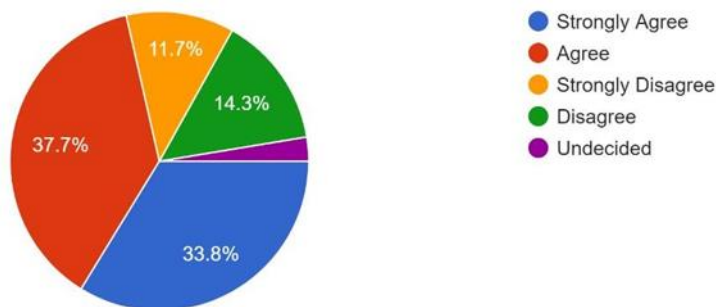
Particulars	No of responses	Percentage
Yes	60	75.3%
No	17	24.7%

Interpretation:

From the above table interpretation that 75.3% respondents are yes, 24.7% respondents are No.

5. Do you get help from your superiors

77 responses



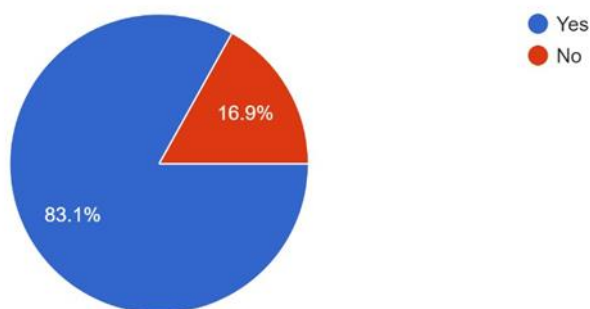
Particulars	No of responses	Percentage
Strongly agree	26	33.8%
agree	29	37.7%
Strongly disagree	9	11.7%
disagree	11	14.3%

Interpretation:

From the above table interpretation that 33.8% respondents are strongly agree for getting help from their superiors, 37.7% respondents are agree, 11.7% respondents are strongly disagree, 14.3% respondents are disagree

6. Are you satisfied with your working time?

77 responses



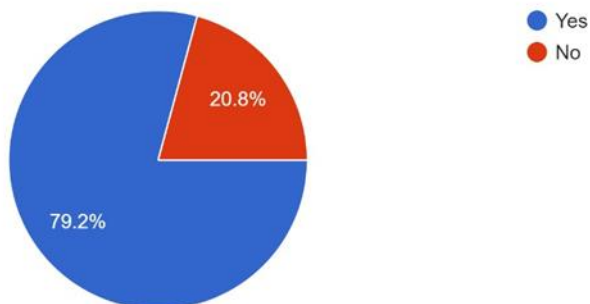
Particulars	No of responses	Percentage
Yes	64	83.1%
No	13	16.9%

Interpretation:

From the above table interpretation that 83.1% respondents are satisfied with their working time, 16.9% respondents are unsatisfied with their working time

10.Are you satisfied with your salary?

77 responses



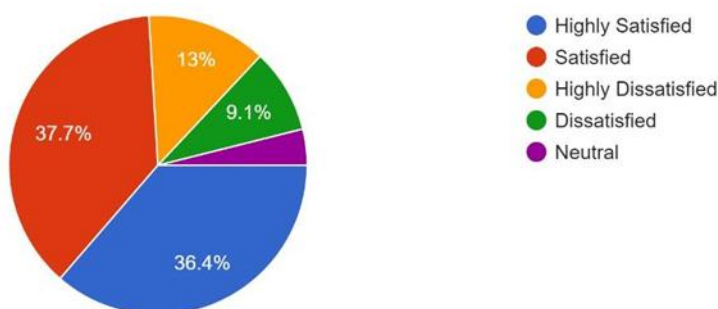
Respondent option	No of responses	Percentage
Yes	61	79.2%
No	16	20.8%

Interpretation:

From the above table interpretation that 79.2% respondents are satisfied in their salary, 20.8% respondents are unsatisfied with their salary

17.Are you satisfied with your job?

77 responses



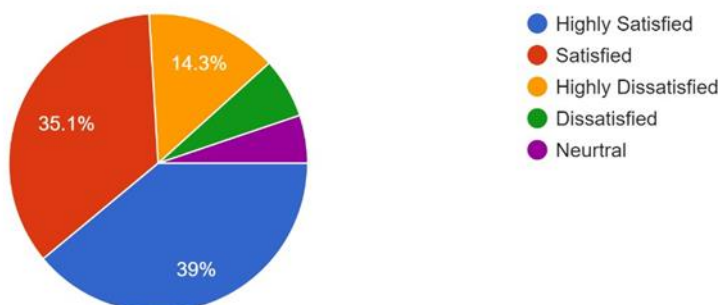
Particulars	No of responses	Percentage
Strongly satisfied	28	36.4%
Satisfied	29	37.7%
Strongly unsatisfied	10	13%
Unsatisfied	7	9.1%

Interpretation:

From the above table interpretation that 36.4% respondents are highly satisfied with their job, 37.7% respondents are satisfied, 13% respondents are highly dissatisfied , 9.1% respondents are dissatisfied

19. Are you satisfied with the organization as a place to work?

77 responses



Particulars	No of responses	Percentage
Highly satisfied	30	39%
Satisfied	17	35.1%
Highly dissatisfied	21	14.3%
Dissatisfied	0	0

Interpretation:

From the above table interpretation that 39% respondents are highly satisfied with their organisation place to work, 35.1% respondents are satisfied, 14.3% respondents are highly dissatisfied

V. FINDINGS

- Majority of the respondents belong to the age of 20-24(71.4%)
- Majority of the respondents are male (53.8%)
- Most of the people strongly agree that they are trained well (44.2%)
- Most of the people strongly agree that their organization have opportunities like job retention & employee development (37.7%)
- Majority of the respondents get appraisal in their organization (83.1%)
- Majority of the respondents says feedback is given by their superior (75.3%)
- Majority of the respondents are satisfied with their working time (83.1%)
- Most of the respondents gets help from their superior (33.8%)
- Majority of the respondents are satisfied with their salary (79.2%)
- Most of the respondents are satisfied with their job (36.4%)

VI. RECOMMENDATION

- The work environment of the organization should be improved.
- The organization should provide flexible working hours for the employee.
- The organization should provide proper provident fund to their employees.
- The organization can provide incentives for the better performance of the employee

VII. CONCLUSION

In conclusion, employee job satisfaction is a critical factor in the success and well-being of both employees and organizations. It refers to the overall contentment, fulfillment, and happiness that employees experience in their work environment. Numerous studies have shown that high levels of job satisfaction are associated with various positive outcomes, including increased productivity, better job performance, reduced turnover rates, and improved employee morale. Factors influencing job satisfaction can vary from individual to individual, but common elements include a sense of meaningful work, opportunities for growth and development, fair compensation, supportive leadership, work-life balance, and a positive work environment. When these factors are present, employees are more likely to feel engaged, motivated, and committed to their organization. Conversely, low levels of job satisfaction can lead to negative consequences, such as decreased productivity, increased absenteeism, higher turnover rates, and a decline in overall organizational performance. Therefore, it is crucial for employers to prioritize employee job satisfaction and actively work towards

creating a positive work culture that fosters satisfaction and well-being. Organizations can enhance employee job satisfaction through various strategies, including providing regular feedback and recognition, offering opportunities for skill development and advancement, promoting work-life balance, cultivating a supportive and inclusive work environment, and ensuring fair and competitive compensation packages. Overall, recognizing the significance of employee job satisfaction and taking proactive measures to improve it can result in a more engaged, productive, and satisfied workforce, leading to long-term organizational success. By prioritizing the well-being and satisfaction of their employees, organizations can create a positive work environment that fosters growth, innovation, and success for both individuals and the organization as a whole

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