

A Study on Job Satisfaction towards the Employees in Emperor Textiles Private Limited

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Abstract: The present study focused on the factors influencing the job satisfaction among the employees. Job satisfaction refers to an employee's general attitude towards his job i.e. the difference between the amounts of rewards worker receives and the amount they believe they should receive. It deals with the survey through questionnaire as well as personal interview from the employees. In this present study, 200 participants (138-male & 62 Female) were actively participated and indulge their experience. The study expresses the opinion of employees on their job satisfaction in motivational factor and commitment in the level of job. It was concluded that salary and pay factor is the major factor that influencing the job satisfaction.

Keywords: Job Satisfaction, Environment, Motivational Factor, Salary and Pay Factor.

I. INTRODUCTION

Job satisfaction is one's attitude toward his job satisfaction in work and the work environment is the basic constituent of employee job satisfaction employee attitude and values influence their behavior. Job satisfaction of an individual is a general attitude towards his or her job. Job satisfaction is a major determinant of an employee's Organization Citizenship Behavior (OCB) satisfied employee would seem more likely to talk positively about the organization help others and go beyond the normal expectation in their job.

Job satisfaction is the favorableness or unfavourableness with which the employee views his work. It expresses the amount of agreement between one's expectation of the job and the reward that the job provide. Job satisfaction is a part of life satisfaction. The nature of one's environment of job is an importance part of life as job satisfaction influences one's general life satisfaction.

Job satisfaction is the result of various attitudes possessed by an employee. In narrow sense these attitude are related to the job under condition with such specific factors such as wages, welfare facility, promotion opportunity, working environment and fair treatment by employer. Such factors as employee's gender, age, marital, qualification, experience and salary should be considered. Farther his family relationship, social status, recreational, outlets, activity in the organization etc. contribute ultimately to job satisfaction.

II. REVIEW OF LITERATURE

Borah, Sarat (2012)⁴, His study was an effort to examine the satisfaction level of employees in the Pipeline Department of Oil India Limited. Data was collected from 60 employees through a structured questionnaire by using convenience sampling technique. Collected data were analyzed through SPSS14.0. With the help of the results, we can say that pay structure is the key factor of job satisfaction.

Justin Thompson (2012)⁶, He tells that workers in transportation and utilities had the highest rate of job satisfaction with 67 percent in a career builder survey. Those least satisfied in their job? Retail workers. Nearly a quarter of workers in that industry found their job unsatisfactory.

Brikend Aziri (2011)¹¹, he says that job satisfaction represents one of the most complex areas facing today's managers when it comes to man aging their employees. Many studies have demonstrated an unusually large impact on the job satisfaction on the motivation of workers, while the level of motivation has an impact on productivity, and hence also on performance of business organizations.

Objectives of the study

- To identify the factor which influence the job satisfaction of employee.
- To find out the satisfaction level of employees towards various facilities provided by the company.
- To identify the level of employee participation in management decision making process.

III. METHODOLOGY

The survey method of research was deployed for the present study. Structured questionnaire was used to collect required data for the study. Research is defined as a "systematized effort to gain knowledge". Research comprises defining and redefining problems, formulating hypothesis or suggest solutions, collecting,

organizing and evaluating data, making deductions and reaching conclusions and at last carefully testing the conclusions to determine whether they fit the formulated hypothesis.

A questionnaire was prepared and most of the questions are consist of multiple choices. The structured interview method was undertaken. The interview was conducted in English as well as in Tamil. Proper care was taken to frame the interview schedule in such a manner it should be easily understood in view of educational level of the employees. Secondary data was collected from Internets, various books, Journals, and Company Records. Nearly 200 samples were taken at Emperor Textile Private Limited, Tirupur.

IV. ANALYSIS AND INTERPRETATION OF DATA

The Classification of Respondents Personal Profile

Demographical factor	Classification	No. of Respondents
Gender	Male	138
	Female	62
Age	Below 25 yrs	26
	26 – 35 yrs	91
	36 – 45 yrs	53
	Above 45 yrs	30
Marital	Married	140
	Unmarried	60
Qualification	School Level	45
	UG	71
	PG	37
	Others	47
Experience	Below 5 Yrs	67
	6 – 10 yrs	72
	11 – 15 yrs	36
	Above 16 yrs	25
Salary	Below 10000	58
	10001 - 15000	61
	15001 - 20000	43
	Above 20001	38
	Total	200

Source: Primary Data

From the above table, it is evident that 69% of the respondents are male and 31% of the respondents are female. From the above table, it is concluded that 13% of the respondents belong to the age group of below 25 years, 45% of the respondents belong to the age group between 26 to 35 years, 27% of the respondents belong to the age group 36 to 45 years and 15% of the respondents belong to the age group of above 45 years.

Factors Considered in Job Satisfaction of Employees: Garrett's Ranking Method

Factor Rank	1	2	3	4	5	Total	Mean	Rank
Scale value	79	66	57	50	43	Score	Score	
Pay Factor	(20) 1500	(50) 3000	(48) 2400	(40) 1600	(42) 1050	(200) 9550	47.75	IV
Welfare Facility	(50) 3750	(43) 2580	(25) 1250	(32) 1280	(50) 1250	(200) 10110	50.55	III
Promotion Opportunity	(18) 1350	(30) 1800	(35) 1750	(62) 2480	(55) 1375	(200) 8755	43.77	V
Co-Workers	(60) 4500	(43) 2580	(32) 1600	(35) 1400	(30) 750	(200) 10830	54.15	I
Working Environment	(52) 3900	(34) 2040	(60) 3000	(31) 1240	(23) 575	(200) 10755	53.77	II
Total	200	200	200	200	200			

ANOVA

Table1: Anova for Gender of the Respondents and Satisfied With the Transport Facilities

Source of Variation	Sum of Squares	DF	Mean Squares	F	Sig.(P)
Between Groups	0.179	1	0.179	0.146	0.703

Within Groups	243.376	198	1.229		
Total	243.555	199			

Level of Significance: 5 percent

The Table 5.1 shows, since the calculated F-values are greater than the probability value 0.05 at 5 percent level of significance, the hypothesis framed is rejected. Thus, it is concluded that the respondents differ in gender and their satisfied with the transport facilities.

Table2: Anova for Age and the Respondents Satisfied With the Training Program

Source of Variation	Sum of Squares	DF	Mean Squares	F	Sig.(P)
Between Groups	12.233	3	4.078	2.987	0.032
Within Groups	267.587	196	1.365		
Total	279.820	199			

Level of Significance: 5 percent

The above table shows that the calculated F-values are greater than the probability value 0.05 at 5 percent level of significance, the hypothesis framed is rejected. Thus, it is concluded that the respondents differ in age and the respondents satisfied with the training program.

Table3: Anova For marital and The Respondents Motivated By the Supervisors

Source of Variation	Sum of Squares	DF	Mean Squares	F	Sig.(P)
Between Groups	0.275	1	0.275	0.237	0.627
Within Groups	230.205	198	1.163		
Total	230.480	199			

Level of Significance: 5 percent

From the table shows that the calculated F-values are greater than the probability value 0.05 at 5 percent level of significance, the hypothesis framed is rejected. Thus, it is concluded that the respondents differ in marital and the respondents motivated by the supervisors.

Table4: Anova for qualification and the Respondents Satisfied with the Present Salary

Source of Variation	Sum of Squares	DF	Mean Squares	F	Sig.(P)
Between Groups	12.004	3	4.001	3.527	0.016
Within Groups	222.391	196	1.135		
Total	234.395	199			

Level of Significance: 5 percent

The following table shows that the calculated F-values are greater than the probability value 0.05 at 5 percent level of significance, the hypothesis framed is rejected. Thus, it is concluded that the respondents differ their qualification and the respondents satisfied with the present salary.

Table5: Anova for Experience and the Respondents have Freedom of Doing Job

Source of Variation	Sum of Squares	DF	Mean Squares	F	Sig.(P)
Between Groups	5.012	3	1.671	1.597	0.191
Within Groups	204.988	196	1.046		
Total	210.000	199			

Level of Significance: 5 percent

The Table 5.5 shows that the calculated F-values are greater than the probability value 0.05 at 5 percent level of significance, the hypothesis framed is rejected. Thus, it is concluded that the respondents differ in the experience and the respondents have freedom of doing job.

V. FINDINGS

ANOVA

- ❖ The respondents differ in their satisfied with transport facilities according to their gender.
- ❖ The respondents differ in their satisfied with training program according to their age.
- ❖ The respondents differ the qualification and the respondents satisfied with the present salary.
- ❖ The respondents differ in their experience and the respondents have freedom of doing job.

Suggestions

- ❖ The organization doesn't have experienced workers and the management should recruit more number of experienced workers. Management can provide the on-the-job training to the low experienced employees.
- ❖ Physical conditions like ventilation, space and cleanliness are good. This create good working climate for the employees and this is to be maintain.
- ❖ The organization should consider to improving the employees welfare facility of restroom facility must provide it. Providing clean and neat restroom facilities to the employees.

VI. CONCLUSION

Job satisfaction is one of the major problems, which constitutes the core of individual harmony. Its importance has now been realized by the management because Industrial Psychologists have established that great cause of industrial troubles in dissatisfaction on the part of workers. It is assured that satisfaction on the part of workers may increase their productivity. Borah, Sarat (2012) also concluded in his study pay structure is the major factor. From the above study it was concluded that salary and promotion is the major factor that influencing the job satisfaction.

VII. REFERENCE

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