

A STUDY ON EMPLOYEES JOB SATISFCATION SAKTHI SUGAR LIMITED COIMBATORE-A STUDY

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Abstarct

Job satisfaction is the positiveness or favorableness with which employees view their work. It expresses the amount of agreement between once expectations of the job and rewards that the job provides to him. Job satisfaction is a part of life satisfaction. Since a job is an important part of life, job satisfaction influences once general life satisfaction. The result is that satisfaction arises from a complex set of circumstances in the same way that motivation does job satisfaction is dynamic one. These has great relevance to the society and the management, when a worker is fully satisfied the mental pressure becomes less and he will be contributing to the organization and the nation. It also leads to a pleasant relationship with the family members.

**KEY WORD:Job Satisfaction, Motivation, Management, Rewards, Organisation
EMPLOYEES JOB SATISFACTION**

Job is defined as any definite piece of works especially a trifling or temporary in nature. It can be any under taking or employment with a view of profit. It can be task or bit of work.

According to oxford dictionary, job is a regular paid position or post. It is a piece of work, task or assignment. It is a responsibility or function of somebody towards something.

Job satisfaction is the favorableness or favorableness with which employees view their work. It expresses the amount of agreement between once expectations of the job and rewards that the job provides to him. Job satisfaction is a part of life satisfaction. Since a

job is an important part of life, job satisfaction influences once general life satisfaction. The result is that satisfaction arises from a complex set of circumstances in the same way that motivation does job satisfaction is dynamic one.

Job Satisfaction is closely linked to the psychological approach to motivation is, the job satisfaction. What are the characteristics of job, which give the job satisfaction to the employees? These are the dependent variables of job satisfaction; some of them are listed down by Locke and others.

SCOPE OF THE STUDY

1. To identify the employee's level of satisfaction on their job.
2. This study is helpful to the organization for conducting further research.
3. It is helpful to identify the employee's level of satisfaction towards safety and welfare measures.
4. This study will be helpful to the organization for identifying the area of job dissatisfaction for the employees.
5. This study helps to take managerial decisions as and when necessary by the organization.

OBJECTIVES OF THE STUDY

1. To know the importance of job satisfaction.
2. To identify the factors affecting job satisfaction .
3. To find out the problems faced by the employees if any in the organization.
4. To offer the valuable suggestions for the improvement of employees job satisfaction.

RESEARCH METHODOLOGY

RESEARCH DESIGN

The study is to investigate the various factors that influence the employee's satisfaction in their work. The study focuses its attention towards bringing up of satisfaction of the workers and describes them as search. As the feelings cannot be measured the researcher chooses the descriptive research design to place the facts as such.

FORMULATION OF RESEARCH PROBLEM

Job satisfaction is an important factor for the functioning of an organization. For some employee's job satisfaction is obtained through monetary benefits or by psychological factors. As the study is based on employee satisfaction of their work, it is necessary to take some established factors like pay, working conditions welfare measures, inter personal relationship, supervision & promotion prospects are analyzed and made as a problem for the study. So researcher has chosen the topic of a study on employee job satisfaction in SAKTHI SUGAR (INDIA) Limited.

METHOD OF DATA COLLECTION

Questionnaire method of data collection is the most common instrument of data collection. It contains a set of questions logically related to a problem of study. The respondents are required to answer the question by themselves, the questions are explained to the low level management respondents, because some of them are uneducated. The researcher believed that, the questionnaire framed, may lead to gather the relevant data's in a successful manner. The researcher framed the questionnaire in English.

The questionnaire based on different objectives of the study namely:

- Personal Data.
- Level of satisfaction towards payment.
- Working conditions
- Welfare measures.
- Safety measures
- Interpersonal relationship
- Extent of satisfaction towards supervision
- Participative management.
- Training & Development Program

SAMPLE SIZE

120 samples were chosen at middle and lower level management in SAKTHI SUGAR (INDIA)Ltd.

PERIOD OF THE STUDY

A study about the employee's job satisfaction in Sakthi Sugar limited in two year (2019-2020). I refer to the study in sugar mills that employee job satisfaction in there it was very useful to the project.

LIMITATIONS OF THE STUDY

1. Some of the employees are having fear to fill up the questionnaire. So, all the data cannot be correct.
2. Job satisfaction is wide area. In that the researcher, cannot cover all the area.
3. There may be error due to the bias of the employees.
4. The sample size at the study was limited to 120, not in entire employees of the employees.

Company Profila SAKTHI SUGARS LIMITED

Sakthi Sugars Limited is a part of the Sakthi Group of Industries under the Chairmanship of Arulsilver Dr.N.Mahalingam. The company has been flourishing like a banyan tree by adopting multi product and multi locational diverisification policy under the dynamic leadership of Mr.M.Manickam, Vice-chairman and Managing Director.

TABLE NO – 1
CLASSIFICATION ON THE BASIS OF WORKING EXPERIENCE

S. No	Category	No. of Respondents	Percentage(%)
1	Below 5 years	11	11%
2	6 – 10 years	15	15%
3	11– 15 years	34	34%
4	16- 20 years	23	23%
5	Above 21 years	17	17%
	Total	100	100%

Source: Primary data

INTERPRETATION

The above table shows the working experience of respondents, 11% of respondents have an experience below 5 years, 15% of respondents have an experience of 6-10 years, 34 % of respondents have an experience of 11-15 years, 23 % of respondents have an experience of 16-20 years and 17% of respondents have an experience of above 21 years.

TABLE NO – 2
CLASSIFICATION ON THE BASIS OF INCOME LEVEL

S. No	Category	No. of Respondents	Percentage (%)
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1	Below 10,000	21	21%
2	Rs. 10001 - Rs. 14,000	21	21%
3	Rs. 14001 – Rs. 18,000	20	20%
4	Above Rs. 18,000	38	38%
	Total	100	100%

Source: Primary data

INTERPRETATION

The table shows that 21% of respondents salary is below Rs. 10,000, another 21% of respondents salary is between Rs.10,001- Rs.14,000, 20% of respondents salary is between Rs.14,001 - Rs. 18,000 and 38% of respondents salary is above Rs. 18,000.

TABLE NO – 3
CLASSIFICATION ON THE BASIS OF OPINION ON JOB

S. No	Category	No. of Respondents	Percentage (%)
1	Very easy	10	10%
2	Easy	16	16%
3	Normal	52	52%
4	Difficult	18	18%
5	Very difficult	4	4%
	Total	100	100%

Source: Primary data

INTERPRETATION

The above table shows that 10% of the respondents say that opinion on job is “Very Easy”, 16% of the respondents say that job is “easy”, 52% of the respondents say that job is “Normal”, 18% of the respondents feel job is “difficult” and 4% of the respondents say job is “Very Difficult”.

TABLE NO – 4
CLASSIFICATION ON THE BASIS OF WORKING ENVIRONMENT

S. No	Category	No. of Respondents	Percentage (%)
1	Excellent	18	18%
2	Good	62	62%
3	Fair	16	16%
4	Poor	4	4%
5	Very poor	Nil	Nil
	Total	100	100%

Source: Primary data

INTERPRETATION

The above table shows that 18% of respondents feel that working environment is “excellent”, 62% of the respondents feel that working environment is “good”, 16% of respondents are Said that fair and 4% of respondents are said that working environment is “poor”, and none of them felt working environment “Very Poor”.

TABLE NO – 5
CLASSIFICATION ON THE BASIS OF OPINION ON PROVIDING EQUIPMENTS

S. No	Category	No. of Respondents	Percentage (%)
1	Always	17	17%
2	Frequently	40	40%
3	Sometimes	34	34%
4	Rarely	4	4%
5	Never	5	5%
	Total	100	100%

Source: Primary data

INTERPRETATION

The above table shows the respondents opinion on providing equipments out of 100 respondents, 17% of the respondents say that equipments are provided “always”, of them said “frequently”, 34% of the said “sometimes”, 4% of them said “rarely”, and 5% of the respondents are said always, 5% of the respondents of saying “Never”.

TABLE NO – 6

CLASSIFICATION ON THE BASIS OF OPINION ON WORK SHIFT

S. No	Category	No. of Respondents	Percentage (%)
1	Highly Satisfied	23	23%
2	Satisfied	47	47%
3	Neutral	23	23%
4	Dissatisfied	7	7%
5	Highly Dissatisfied	Nil	Nil

	Total	100	100%
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Source: Primary data

INTERPRETATION

The above table shows the opinion on work shift Out of 100 respondents, 23% of the respondents are “Hailey Satisfied”, 47% are “satisfied”, 23% of the respondents are “Neutral”, 7% of the respondents “Dissatisfied”.

TABLE NO -7

CLASSIFICATION ON THE BASIS OF PROPER SCHEDULING OF WORK

S.No	Category	No. of Respondents	Percentage(%)
1	Strongly Agree	33	33%
2	Agree	24	24%
3	Neutral	19	19%
4	Disagree	15	15%
5	Strongly Disagree	9	9%
	Total	100	100%

Source: Primary data

INTERPRETATION

From the above table it is clear that 33% of the respondents have strongly agreed about the proper scheduling the work and adequate rest, 24% the respondents have agreed, 19% of the respondents were neutral and 15 % of the respondents have disagreed.

TABLE NO – 8

CLASSIFICATION ON THE BASIS OF OPINION ON REWARD SYSTEM

S. No	Category	No. of Respondents	Percentage (%)
1	Highly Satisfied	26	26%

2	Satisfied	46	46%
3	Neutral	18	18%
4	Dissatisfied	8	8%
5	Highly Dissatisfied	2	2%
	Total	100	100%

Source: Primary data

INTERPRETATION

The above table shows the opinion on reward system out of 100 respondents, 26% of the respondents were Satisfied, 46% of them were Highly Satisfied, 18% of the respondents are neutral, 8% of them were dissatisfied and 2% of the respondents were highly dissatisfied.

TABLE NO – 9

CLASSIFICATION ON THE BASIS OF OPINION ON MEDICALE FACILITIES

S. No	Category	No. of Respondents	Percentage (%)
1	Highly Satisfied	26	26%
2	Satisfied	46	46%
3	Neutral	18	18%
4	Dissatisfied	8	8%
5	Highly Dissatisfied	2	2%
	Total	100	100%

Source: Primary data

INTERPRETATION

The above table shows that opinion on medical facilities out of 100 respondents, 26% of the respondents were Satisfied, 46% of them were Highly Satisfied, 18% of the respondents were neutral, 8% of them were dissatisfied and 2% of the respondents were highly dissatisfied.

TABLE NO -10

CLASSIFICATION ON THE BASIS OF INDIVIDUAL'S EDUCATIONAL BACKGROUND

S.No	Category	No. of Respondents	Percentage(%)
1	Strongly Agree	30	30%
2	Agree	25	25%
3	Neutral	25	25%
4	Disagree	15	15%
5	Strongly Disagree	5	5%
	Total	100	100%

Source: Primary data

INTERPRETATION

The above tables shows the individual educational background. Here 30% of the respondents said that they strongly agree 25% of respondents said that they agree another 25% of the respondents said they are neutral 15% of the respondents said they disagree and 5% of the respondents said that the strongly disagree.

TABLE NO – 11

OPINION ABOUT THE QUALITY OF FOODS SERVED IN THE COMPANY CANTEEN

S. No	Category	No. of Respondents	Percentage (%)
1	Highly Satisfied	9	9%

2	Satisfied	10	10%
3	Neutral	30	30%
4	Dissatisfied	42	42%
5	Highly dissatisfied	8	8%
	Total	100	100%

Source: Primary data

INTERPRETATION

The above table shows the satisfied with the quality of foods served in the company canteen 9% of the respondents said that they are highly satisfied, 10% of the respondents are satisfied, 30% of the respondents are neutral and a minimum of 8% respondents said they are highly dissatisfied.

TABLE NO – 12

**OPINION ABOUT THE SATISFACTION WITH SAFETY MEASURES
PROVIDED IN YOUR COMPANY**

S. No	Category	No. of Respondents	Percentage (%)
1	Highly Satisfied	5	5%
2	Satisfied	62	62%
3	Neutral	20	20%
4	Dissatisfied	8	8%
5	Highly Dissatisfied	5	5%
	Total	100	100%

Source: Primary data

INTERPRETATION

The above table shows the satisfaction of the respondent safety measures provided

Out of 100 respondents, 5% of the respondents they are Satisfied, 62% of them are Neutral, 20% of the respondents are dissatisfied, 8% of them are dissatisfied and 5% of the respondents are highly dissatisfied and highly Satisfied.

TABLE NO – 13
OPINION ABOUT THE RELATIONSHIP WITH THE EMPLOYERS CO
WORKERS

S. No	Category	No. of Respondents	Percentage (%)
1	Excellent	32	32%
2	Good	28	28%
3	Fair	20	20%
4	Poor	15	15%
5	Very poor	5	5%
	Total	100	100%

Source: Primary data

INTERPRETATION

The above table shows that 32% of the respondents said excellent, 28% of the respondents said good, 20% of the respondents said fair, 15% of the respondents said poor and a minimum of 5% of the respondents said very poor.

TABLE NO – 14
OPINION ABOUT THE SATISFACTION WITH THE POLICY IN YOUR
FACTORY

S. No	Category	No. of Respondents	Percentage (%)
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1	Highly Satisfied	12	12%
2	Satisfied	42	42%
3	Neutral	40	40%
4	Dissatisfied	6	6%
	Total	100	100%

Source: Primary data

INTERPRETATION

The above table shows the satisfaction of the respondent with the policies in their factory. Out of 100 respondents, 12% of the respondents are satisfied, 42% of the respondents are neutral, 40% of them are highly satisfied and 6% of the respondents are dissatisfied.

TABLE NO -15

CLASSIFICATION ON THE FACILITIES PROVIDE IN THE COMPANY

S.No	Category	No. of Respondents	Percentage %
1	Canteen	35	35%
2	Transport facilities	30	30%
3	Mineral water	20	20%
4	Lighting / illumination	15	15%
	Total	100	100%

Sources: primary data

INTERPRETATION

From the above table it is cleared that 35% of the respondents are satisfied with the canteen facilities, 30% of the respondents are satisfied with the transport facilities, 20% of the respondents are satisfied with the mineral water facilities, 15 % of the respondents are satisfied with lighting / illumination

TABLE NO -15
CLASSIFICATION ON THE BASIS OF MOTIVATION IN YOUR COMPANY

S.No	Category	No. of Respondents	Percentage(%)
1	Always	35	35%
2	Frequently	30	30%
3	Sometimes	10	10%
4	Rarely	15	15%
5	Never	10	10%
	Total	100	100%

Source: Primary data

INTERPRETATION

From the above table it is clear that ,35% of the respondents said always, 30 % of the respondents said frequently, 10% of the respondents said sometimes, 15 % of the respondents rarely, 10% of the respondents said never.

TABLE NO -16
OPINION ABOUT THE PHYSICAL WORKING CONDITIONS

S.No	Category	No. of Respondents	Percentage %
1	Very Good	40	40%
2	Good	20	20%
3	Poor	25	25%
4	Very Poor	15	15%
	Total	100	100%

Sources: primary data

INTERPRETATION

From the above table it is clear that 40% of the respondents said very good, 20% of the respondents said good, 25% of the respondents said poor, 15 of the respondents said veer poor.

TABLE NO -17

OPINION ABOUT THE POSITIVE ROLE OF THE MANAGERS

S.No	Category	No. of Respondents	Percentage (%)
1	Yes	45	45%
2	No	35	35%
3	Not sure	20	20%
	Total	100	100%

Sources: primary data

INTERPRETATION

From the above table it is clear that 45% of the respondents said Yes, 35% of the respondents said No, 20% of the respondents said Not sure.

TABLE NO -18

MAINTAIN REASONABLE BALANCE BETWEEN FAMILY LIFE AND WORK LIFE

S.No	Category	No. of Respondents	Percentage %
1	Strongly Agree	34	34%

2	Agree	29	29%
3	Neutral	22	22%
4	Disagree	10	10%
5	Strongly Disagree	5	5%
	Total	100	100%

Sources: primary data

INTERPRETATION

From the above table is clear that 34% of the respondents have strongly agrees about to maintain the reasonable balance between family and work life, 29% of the respondents have agreed, 22% of the respondents were neutral, 10% of the respondents have disagreed and 5% of the respondents have strongly disagreed.

FINDINGS

- Mostly 100 respondent only 17% have an experience of 21 years.
- Maximum 38% of the respondents level of income for the workers.
- Maximum 52% of the respondents are normal opinion toward job.
- Maximum 62% of the respondents are good in working environment .
- Maximum 40% of the respondents are said frequently in providing equipment.
- Mostly 47% of the respondents are satisfied in the shift work
- Mostly 33% of the respondent are strongly agree in the proper schedule work .
- Maximum 46% of the respondents are satisfied in the reward system.
- Maximum 46% of the respondents are satisfied with the medical facilities .
- Majority 30% of the respondent have strongly agree about the individuals educational background .
- Maximum 42% of the respondents are dissatisfied with the food served .
- Majority (62%) of the respondent are satisfied with the safety measures
- Maximum(32%) are said excellent in relationship with the employers and co-workers.
- Majority (42%) of the respondent are satisfied in the policies in your factory.
- Mostly (35%) of the respondents are canteen facilities provided in the company
- Maximum (35%) of the respondents are always motivation in your company
- Mostly (50%) of the respondents have “YES” about the “NO” overload of work.

- Majority (45%) of the respondent are “YES” with about the positive role of the models.

SUGGESTIONS

- I recommended to the personnel management to provide sufficient employees facilities like drinking water, availability tools, materials and equipments.
- Most of the employees are not satisfied with quality of the food served in the factory.
- Some of the employees are not satisfied with the safety measures. So I recommended for providing the sufficient safety measures to the employees.
- It may be understand that the few employees were not satisfied with the work place relationship. So that the factory should develop the relationship to the employees
- I appeal to the management the company should provide opportunity to the employees to share to share their valuable views and suggestions

CONCLUSION

In this study the areas causing satisfaction have been identified and some suitable measures recommended, it followed discount can be removed so as to enhance employees satisfaction.

As far the researcher has studied, this is a a general positive note about the employees job satisfaction SAKTHI SUGAR LIMITED, COIMBATORE.

. These has great relevance to the society and the management, when a worker is fully satisfied the mental pressure becomes less and he will be contributing to the organization and the nation. It also leads to a pleasant relationship with the family members.

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