

A STUDY ON JOB SATISFACTION LEVEL OF EMPLOYEES

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ABSTRACT

Job satisfaction is the widely discussed issues in organizational behavior, personnel and human resource management and organizational management. As job does require a great deal of thoroughness and commitment, so in job it is more important to have mental commitment and loyalty than physical presence. In this study the researcher investigated the present level of job satisfaction among the employee of engineering industry based on a survey. The study reveals the level of job satisfaction in ACCOUSTICS INDIA PRIVATE LIMITED. IT overall views of the job satisfaction explaining the needs and importance of the satisfied. The purpose of the study is proved suggestions to increase the satisfaction level of employees. Form the study it is clear that most of the employees are satisfied with the existing policies of the company and also the organizations have to find out the problems of each and every employee.

Keywords: Job satisfaction, Employee performance, Policies

INTRODUCTION

The human resource is considered as the backbone of any economic enterprise, be it public, private or cooperative, the human resources is are the most dynamic and important resources of the various kind of resources that are needed to move the wheels of an economic activity. Job satisfaction is all about how one feels about (or towards) one's job. An employee who expresses satisfaction is said to have a positive attitude towards the job, unlike a dissatisfied employee who has a negative attitude towards the job. A person having negative attitude shows a personality disposition which is inclined to experience nervousness, tension, worry, upset and

distress where as those with positive attitude will feel happy with themselves, others, and with their work.

OBJECTIVES OF THE STUDY

- To study the various factors determining job satisfaction of the employee.
- To study the impact of job satisfaction towards the employee performance.

LITERATURE REVIEW

SINGH & JAIN (2013)

Employees' attitude reflects the moral of the company. Happy employees play an important role in the areas of customers' service and sales as they are the one to interact with the customer on a daily basis. Work environment is the key factor in job satisfaction. Good work environment and good working conditions leads to job satisfaction at the same time helps in increasing employee work performance, profitability, customer satisfaction as well as retention.

WITTE (2012)

The study was done on the banking sector in Belgium. A model was created for testing the hypothesis .The model was "Job Demand Control support" and the analysis found says that job demand(It is a psychology which says the job requires certain capabilities)have the highest effect in explaining satisfaction in relation to the working conditions and less in relation to explaining satisfaction with job content.

MUDOR AND TOOKSON (2011)

Supervision, training and pay practices which are the three variables in HRM Practices are very adversely associated with job satisfaction. Effective jobs help in achieving job satisfaction with continuous training and good pay. Job satisfaction is directly related to turnover.

ARTZ (2010)

Fringe benefits always don't lead to job satisfaction. It is always acceptable to an extent where in the employee has a feeling that he is able to satisfy his needs. Many a times it is found that it doesn't match the requirement of the employee leading to dissatisfaction. Therefore, organizations have to review their system in a better way which will provide fringe benefits as required and provide employees every opportunity to avail them, ultimately leading to job satisfaction.

METHODOLOGY

A study is descriptive in nature i.e. descriptive research. Descriptive research is concerned with describing the characteristics of particular individual or group this includes surveys and facts finding enquiries of different kinds the main characteristics of the method is that the researcher has no control over the variable one can only reports what has happened or what is happening does the research design in case of descriptive study is a comparative design throwing light on all the areas and must be prepared keeping the objective of the study and the resource available

RESULTS AND DISCUSSION

CORRELATIONS

PARTICULARS	JOB SATISFACTION	EMPLOYEE PERFORMANCE
JOB SATISFACTION Pearson Correlation	1	.709**
Sig. (2-tailed)		.000
N	100	100
EMPLOYEE PERFORMANCE Pearson Correlation	.709**	1
Sig. (2-tailed)	.000	
N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

Interpretation:

The coefficient of correlation between job satisfaction and performance is identified to be +0.709, this shows that there is a high positive correlation among variables; therefore it is a clear that there is a significant relationship between job satisfaction and employee performance.

SUGGESTIONS

Majority of the workers are dissatisfied with the educational facility so the company may provide the educational facilities. For the worker's children's this would reduce the rate of dissatisfaction. The company may supervise the employee in mainly safety amenity provided to them it may improve employee health. The company may improve the work environment to retain. The company may change the shift that according to convenience of work it will increase the job satisfaction. The company may improve the promotion policy.

CONCLUSION

The management must have a positive attitude and concern towards job satisfaction. Even though it is impossible to elimination dissatisfaction completely it can be reduce and further steps be taken to see that job satisfaction is planed beforehand. At the same time impossible to increase the job satisfaction completely. This study reveals that the coefficient of correlation between job satisfaction and performance is identified that, there is a significant relationship on employee performance. From the various factors determining job satisfaction of the employee, incentives and promoting welfare schemes has only influence on job satisfaction of the employee.

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