

A STUDY ON JOB SATISFACTION AMONG THE EMPLOYEES AT ONE OF THE LEADING HOSPITAL IN BANGALORE

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Abstract

The Study of Employment Satisfaction is legitimized dependent on its dormant limit advantage of perception and in making the positive outcomes from both the various leveled and individual perspectives. There are an arrangement of components that can affect a person's level of Job Satisfaction. The idea of the working conditions, authority and social relationship, the action itself. The objective of the examination is to check the level of Satisfaction of Employees in regards to the association on various parameters, for instance, working condition, Salary, Relationship with representatives of Company and find the segments which by and large impact their action Satisfaction level. Factor Study was performed using Statistical Package for the Social Sciences. Study additionally recognized the single course anova and relationship of each came about factor with the movement Satisfaction scores. The Analysis was used on a case of 233 specialists of the Hospital of Bangalore in India. As demonstrated by them incredible working condition is the essential factor that impacts their movement Satisfaction level.

Keywords: Job Satisfaction, Working condition ,Factor Analysis, Hospital Employees.

1.INTRODUCTION

1.1 Definition:

Job Satisfaction:

Employment Satisfaction has gotten a significant subject to read for analysts. Workers have the right to be approached decently and with deference. Job Satisfaction somewhat is an impression of good treatment. Job Satisfaction can likewise be considered as pointer of passionate prosperity. Supervisors should focus on work Satisfaction of employees in light of the fact that disappointed workers are bound to offer substandard types of assistance. Job is a fundamental wellspring of pay just as a significant part of life. Employment removes a huge piece of specialist's day and furthermore adds to one's social standings. Satisfaction with one's activity is a significant segment for the prosperity of workers.

1.2 About the Study

- Job Satisfaction is a huge yield that representatives work for Organization.
- In short business Satisfaction is a person's attitude towards work.
- Employment Satisfaction is a manner which comes about due to modifying and summation of various specific inclinations.
- The investigation made regarding the matter of Job Satisfaction will reveal the factor of opinions of workers.
- Business Satisfaction can similarly be considered as marker of excited success.

- This report is important to the organization of the association to understand the Satisfaction levels of Employees.

1.3 Objectives of the study

- To Study the representative Satisfaction level at Hospital
- To Analyze the components affecting the worker Satisfaction.
- To Suggest the measures to improve the representative Satisfaction.

2.Literature review

According to Mohammad Sayed. A., & Akhtar N. (2014) studied the effects of perceived work life balance and job satisfaction on organizational commitment among healthcare employees. It was predicted that perceived work life balance fosters job satisfaction which leads to the organizational commitment among employees in the long run. Results showed that respondents have moderate level of perceived work life balance, job satisfaction and organizational commitment. Author concludes that work life balance and job satisfaction are important for developing and enhancing organizational commitment among healthcare workers

According to Singh Rajkumar G. (2013) conducted a study on hospital employees to probe the factors influencing job satisfaction. Author states that positive performance of employee in the organization is an outcome of his satisfactory job experience. Study investigated the factors influencing the job satisfaction among the private hospital employees of Manipur in India. There was a significant association between job satisfaction of employees and relationship behavior factors, pay and compensation factors and training and career growth factors. Pay and

compensation factors were the most important factors positively correlated with employee job satisfaction.

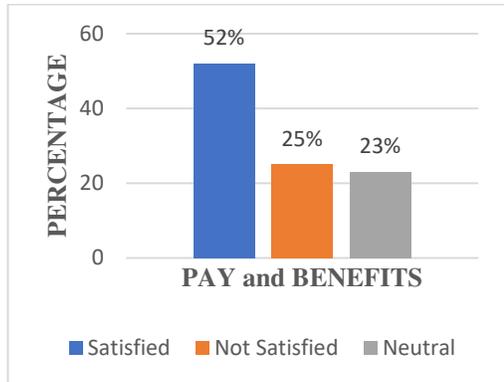
According to Bagheri S., et.al. (2012) in their study investigated factors affecting job satisfaction from the perspective of employees working in the health system. Using eight focus group discussions, factors affecting job satisfaction of the employees of health system were discussed. The factors identified from literature review were categorized in four groups: structural and managerial, social, work in itself, environment and welfare. The findings confirmed the significance of structural and managerial, social, work in itself, environment and welfare

3.Methodology

The Analysis that point on the Employees of the picked Hospital and their workplace culture that is kept up in their hospital. The assessment methodology is used in order to assemble data. Around 233 employees were taken as sample using Morgan's Table are working in the Hospital. In order to accumulate data an overview has been encompassed, considering that examination questions legitimize what the expert is endeavoring to find and moreover to shape and direct the investigation. In like way the outline instrument is a sorted out overview isolated into two segments. The underlying section joins the fragment addresses, for instance, port of the respondent, sexual direction, length of organization, region, etc and the resulting part made out of twenty four requests that tends to the workplace culture among employees. The audit mechanical assembly has been changed over into Google structure structures gathering and flowed among the Employees of that hospital.

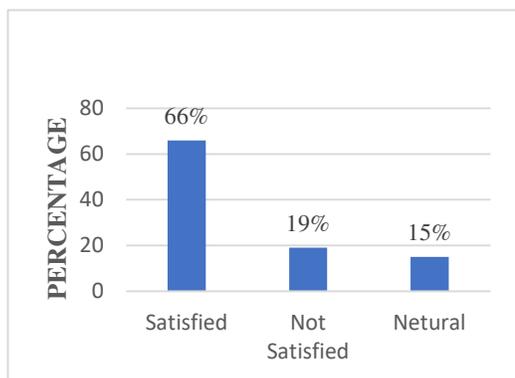
4. Analysis:

Chart:1 Chart Showing the Pay and Benefits of The Employees



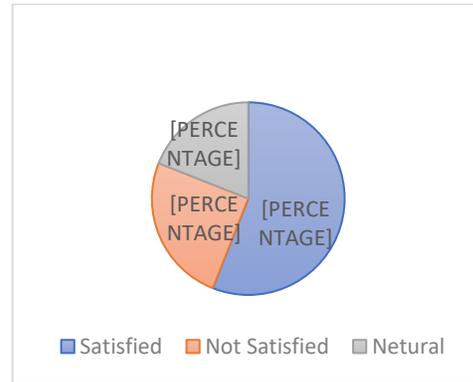
The Above chart shows the pay and benefits of the employees. It is found that 52% were Satisfied ,25% were Not Satisfied,23%were Neutral. Good Wages aren't the only reason employees find satisfaction in their jobs.

Chart:2 Chart Showing the Learning and Development of the Employees



The Above chart shows the learning and development of the employees. It is found that 66% were Satisfied,19% were not Satisfied,15%were Neutral.

Chart:3 Chart Showing the Future Opportunities of the Employees



The Above chart shows the Future Opportunities of the Employees. It is found that 56% were Satisfied,25% were not satisfied,19% were Neutral. Opportunities to gain new skills and experiences can increase employee motivation and job satisfaction.

5. Major finding& recommendations

- Employees in the selected hospital were satisfied with the Overall Job Satisfaction of the hospital.
- Majority of the Employees agreed they have learning opportunity in the hospital.
- Employees are Satisfied with Physical Working Condition.
- Major Concern was shown over the salary package given to them.

The Recommendation Conclude,

- The Hospital must provide reasonable wages to all workers.
- Conducting management training programmes to improve their coordination with their peers.
- Mutual cooperation between employees is very important.

6. Conclusion:

The Majority of staff working at this moment, content with their livelihoods at any rate there is degree of further update inside a handy range. Checking of Job Satisfaction could be endeavored constantly to find the segments that need improvement. By updating work fulfillment, medical clinic ,administrator and chiefs can improve not simply the mental, mental and social thriving of work power, yet furthermore the money related adequacy of an affiliation. From study it was furthermore observed that was there is a degree for the improvement of working conditions.

7. References

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