The study on Variables Affecting women Employee Satisfaction and Their Impact on the Organizations

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Abstract:

Employee satisfaction is the language used to define the enjoyment, conflict and fulfillment of workers ' desires and needs at work. Most studies promote employee satisfaction in the workforce as a variable in worker engagement, job accomplishment objective and healthy employee morale. Employee satisfaction is essentially an indicator of how happy employees are with their work and work .Different variables responsible for employee satisfaction have been discussed in this paper, such as organizational development factors, job security factors, work task factors, compensation and benefit factor policies and opportunities that also give employees satisfaction, such as promotion and career development.

Keywords: Satisfaction, Employee satisfaction, Importance of Employee Satisfaction

Introduction: Employee efficiency is affected by various factors at workplace. Job performance can determine whether a individual is doing a job well. Employee performance indicates the effectiveness of the specific actions of employees which contribute to the achievement of organizational objectives. It is known as the way to perform the tasks in accordance with the specified job description. welfare is providing all residents with a basic degree of well-being and social care, also referred to as public assistance. Welfare is primarily funded by the government in most developed countries, and to a smaller degree by charities, voluntary social associations, religious organizations, and intergovernmental organizations. he welfare of women is a debatable subject. They'd earlier achieved equal status with men. Yet during the post-Vedic and epic ages they had encountered some difficulties. They were handled several times as slaves. Since the beginning of the 20th century (national movement) their status was slowly and steadily improved. We listed the name of the British people in this regard. Afterwards, In Freedom In this definition the welfare state extends to include programs such as universal welfare is providing all residents with a basic degree of well-being and social care, also referred to as public assistance. Welfare is primarily funded by the government in most developed countries, and to a smaller degree by charities, voluntary social associations, religious

organizations, and intergovernmental organizations. In this definition the welfare state extends to include programs such as universal. It has been widely accepted that the goals of human development are closely intertwined with development and welfare of women, who, as an

independent group, constitute about 49.5 percent of the total population of Haryana as per census 2011. Women constitute a valuable human resource and their socio-economic development is imperative for sustainable growth of the economy. Our laws, development policies, plans and programmers are aimed at origination.

women's advancement & excellence in different spheres gender equality and empowerment of women are essential priorities per se. These are also possible means of achieving positive outcomes in the fields of fertility, child welfare, education, and alleviation of poverty (e.g., Duflo, 2003; Lundberg, Pollak, & Wales, 1997; World Bank, 2012). This has resulted in women's empowerment becoming a key policy objective in recent decades, especially since the adoption of the Convention on the Elimination of all Forms of Discrimination

LITERATURE OF REVIEW:

The literature starts with the overwhelming array of various variables that can influence employee efficiency in the field of work. The factors that may affect the factors that may affect the exclusive existence and role of job satisfaction improvement, or systemic development or weakening in job satisfaction over spell, some researchers and practitioners claim. The researcher enquired. his influence has been diminished by organizational tenure and mediating variable has been future-oriented work. Rashid saeed et al. (2013), test that there are several variables influencing employee performance at work in Pakistan's banking sector using Multiple regression analysis in SPSS, and find that there is a positive relationship between the attitude of the manager and the performance of employees.

Satisfaction relates to the degree of satisfaction of one's wants, aspirations and wishes, according to Nancy C. Morse (1997). It is certain that several things will influence the productivity of the company and one of them is the happiness of the worker. Bhatia & Qureshi, (2007) Good organizations should have a culture that promotes employee satisfaction. Workers who are happy with Hunter & Tietyen (1997) are more loyal and efficient, and these pleased workers impact customer satisfaction and organizational efficiency, Potterfield (1999). There is no ceiling to the full satisfaction of the workforce and it can differ from employee to employee. Sometimes, in order to execute their tasks more efficiently, they need to adjust their attitudes to achieve greater job satisfaction, Miller (2006). Having good interactions with employers, high wages, good working conditions, incentives for training and education, career development.There is no ceiling to the full satisfaction of the workforce and it can differ from employee to employee. Often, in order

to execute their tasks more efficiently, they need to adjust their habits to achieve greater job satisfaction, Miller (2006).

Employee satisfaction is the language used to define the enjoyment, conflict and accomplishment of workers ' desires and needs at work. Most studies promote employee satisfaction in the workforce as a variable in worker productivity, job performance objective and healthy employee morale. As Spector (1997) described job satisfaction as all the feelings regarding his / her work and its different aspects that a given individual has.

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1-Need for WOMEN Employee Satisfaction

Everyone from management, recruitment officers and HR needs to get a grip on employee loyalty and engagement And how dedicated the workplace is to the business and whether employees are really happy with the way things are done to determine their chances of sticking with the group. The assessment of employee satisfaction is one of the core aspects of human resource management. Companies have to make sure that employee satisfaction is high among the workers, which is a precondition for increasing productivity responsiveness, and quality and customer service. The litmus test is to study turnover and average length of service. If turnover is on the rise, loyalty levels are low and vice versa. Comparing them to industry averages gives good idea of attrition probabilities.

Studying retention and average service period is the litmus test. When churn is increasing, the rate of loyalty is small and vice versa. T Comparing them to the statistics in manufacturing gives a good idea of the chances of turnover. According to Heskett et al (1994), more happy workers are promoting a chain of constructive actions that lead to a better business

II-Employee and Career Development system

Improving business operations is a multi-step process; planning is one of the critical elements to focus on. Realizing successful planning requires involvement of a knowledgeable development practitioner who can help restructure the organization. In the process, some of the areas that experience the direct impact of organizational development include leadership, diversity, corporate design, and co organizational structure is intended to ensure that all facets of an organization function in harmony in order to maximize productivity and enhance business operations. When you dive into organizational preparation, there are some main considerations to bear in mind: analyzing helps you understand what you would expect to accept what benefits your business. As such, it is important to examine the effect of all of those improvements before they are implemented. Any change in the tactics, policies and plans of a business will bring either positive or negate most proposals to boost organization's activities directly impact workers. As such it is necessary to involve the employees before making any changes to current policies, strategies and programs. In the

meantime, you get to understand your staff's worries and concerns about upcoming changes. You also get insight into the problems that they're able to take on. In the end, you h ive change within the organization. You can do away with needless policies, plans, and tactics.

III-job security system

According to a recent study survey, most Americans regard technology as a possible factor in destroying their employment prospects while there are still a large number of people across developing countries who find globalization as well as off-shoring the greatest danger to their jobs. Nevertheless, health at work is one of the most disgusting thoughts the people of the modern world have to have. Everything that everybody yearns for and yet is so hard to find. The truth is the workers are under constant pressure from a number of sources. When time progresses and technology is increasingly fine-tuned and widespread, the market's secret arm is all set to have more of these drafts.

Although most people enjoy a bit of spontaneity, fun and excitement, they generally want those feelings outside of the workplace, not while they are at the office! Travel, vacations, extreme sports – these are usually the moments we want to get our thrills and feel excited. We may want to be challenged when it comes to the workplace and face a series of new tasks, but in the end we want job security. When it comes to enhancing your financial health, the most important thing you can do is keeping your career goals on track. Employees who settle in a long-term job are likely to achieve their career goals, and their personal lives and financial conditions would be positively impacted.

With too much market pressure the company can't afford to spend heaps of money on recruitment. Replacing only one employee will cost more than € 30,000, and much of this is being spent on a lower productivity rate. It can take over 28 weeks for an employee to be educated to the standard and to perform to the expectations of the company. Imagine how much money you would required.

III-work task factors

The need to ensure and boost the productivity of employees is a fact which no company can ignore. If you run a company, when you can, you're going to want to lean away from doing the mundane and the routine. It is likely, however, that you may experience factors that can under obviously, such productivity-killers would need to be mitigated. The first thing you need to do is recognize certain causes, so you can actively prevent them from arising or worsening. If they already exist, you should be able to kill them too. Avoidance isn't enough, however. Still take a constructive approach. in or extinguish the morale of employees and dampen productivity.

Alongside them there is a strong support system of coworkers to help them achieve their goals. Such protection will improve the productivity of the employee because they do not continually look over their shoulder – concerned about what's happening behind their back.

The secret to creating a safe community is fostering ideals like openness, collaboration, teamwork and achievement. Make these ideals a part of your culture by asking the senior management and human resources staff to support them on a regular basis. Employees who uphold these principles will also be compensated during evaluation period.

the most successful companies create systems for almost all of their ongoing activities and projects. For example, most HR teams have a procedure for on boarding employees, but off boarding of employees is typically ignored, which may also lead to legal, network access and enforcement issues about data privacy.

IV-;Reward and Compensation Systems

Enterprises provide workers with a range of incentives and benefits to perform their work. Such pay and benefit approaches should be clearly described in the employee handbook or company policy and procedure manual and should be communicated to employees. Suppose you're Synergy Corporation's pay and benefits department. You are responsible for studying, creating, interacting, and reviewing the company's compensation and benefit policies continuously. Those initiatives would have transparent and fair solutions for workers.

You plan to update the employee handbook of Synergy Corporation to provide specifics of the workers ' compensation and benefits available. You are studying direct financial monetary rewards, indirect financial benefits, and using advantages in designing successful policies for businesses.

They should also identify incentives for businesses to pay and profit. The programs would comply with compensation and benefits legislative and tax standards. We will also explain the importance of the benefits to existing workers, as well as in the recruitment of potential employees.

What you need to learn about the factors that impact workers ' compensation. Compensation is a very critical topic in Human Resource Management (HRM), which impacts management-worker relationships. Compensation is also a significant source of conflict between employers and workers. Employees provide their services to the company; they contribute their time, money, expertise, organizational knowledge. Employer gives workers benefits in the light of this dedication.

The salary given to the employee depends on the amount of effort that has been expended, the complexity of the work and his abilities. In addition, there are several other internal and external factors which affect the compensation.

TO many small companies, the fight to compete to talent with bigger firms is an uphill battle — especially when it comes to offers for benefits. Although you know it's crucial to hire and retain, you may not be sure if the benefits you provide are a selling point for your future employees. This list (and its definitions) will help; compare the 16 forms of workplace benefits that we have defined

CONCLUSION :This report is an effort to examine the value of safety interventions to improve the welfare of women workers at the workplace. Compare to the past, women workers ' knowledge about health and protection is strong now a few days. It is the organization's duty to have strong and efficient physical, envi ROMENT Employees male and female are like the twin side of the coin. Both are important to the organization's growth, women workers are not given as much importance in most industries as men are. This paper is designed to raise awareness of safety initiatives and examine the role of women workers at present.

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