

A STUDY ON EMPLOYEE JOB SATISFACTION IN SESHASAYEE PAPER AND BOARDS PVT LTD WITH REFERENCE TO ERODE

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ABSTRACT

This paper analyses the level of job satisfaction among the employees of paper Industries along with the consideration of Gender, Age and experiences differences. In this research paper various variables responsible for employee satisfaction has been discussed such as performance, supervisory, culture, resources, career. This is a descriptive study that aims to identify the satisfaction level of employees in the organization. Interview schedule method of questionnaire collection was developed and collected. Descriptive Statistics, Chi-square test and Anova is used in this study. This study was conducted on 120 employees. The sample size was selected based on the random sampling method.

Keywords: Employees, Job Satisfaction, Culture, Supervisory, Resources

INTRODUCTION OF THE STUDY

Employee job satisfaction is in regard to one's feeling or state of mind regarding the nature of their work. It can be influenced by a variety of factors e.g. quality of one's relationships with their supervisor, quality which they work, degree of fulfillment in their work etc. Like give a comprehensive definition of job satisfaction as involving cognitive, effective and evaluative research or attitudes and states it is "A pleasurable or positive emotional state resulting from the appraisal of one's job or job experience."

FACTORS DETERMINING EMPLOYEES JOB SATISFACTION

- Factors affecting jobs are the main factors of job satisfaction, which may be challenging work, reward systems, working conditions, colleagues, learning and personality. Skill variety autonomy and significance are challenging tasks, which provide maximum satisfaction to employees.
- Working conditions influence employees level of satisfaction. Under conducive working condition, people prefer to work hard while in an adverse atmosphere people

avoid work. Working condition not only include physicals of the work but also the working relationships in the organization.

- Fairness in promotion, unbiased attitude of management, responsibilities and social status are the factors that are said to be providing satisfaction to employees.
- The relationship between the employees and the managers have an important bearing on job satisfaction.

STATEMENT OF THE PROBLEM

The study aims at for analyzing the level of employee job satisfaction survey investigating stress related factors in organization. By this the management can take effective measures for increasing the level of employee job satisfaction by concentrating on various factors as the success of any organization depends upon the ability of its employees. Work environment is a real phenomenon and it is associated with employee job satisfaction level of a worker in any place. In the case of employees of company there are many factors leading the employees in stressful work environment situations. Some important factors associated with organizational stress among the employees are their Fairness of waging system, Existence of exposure to negative factors such as noise, brightness, radiation or smoke rising from machines, equipment or working environment, Maintenance of participation into decision-making processes, The existence for opportunities of promotion, The existence for opportunities of promotion etc.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

To know the employee job satisfaction in Seshasayee Paper and Boards pvt Ltd with reference to Erode

SECONDARY OBJECTIVES

- To understand the superior - subordinate relationship in the organization
- To measure job satisfaction level among employees in the organization
- To analyze the factor that affect job satisfaction in the organization
- To provide suggestions to improve satisfaction level in the organization

SCOPE OF THE STUDY

- This study is on the impact of company policies, working conditions and on the job satisfaction of employees.

- It concentrates on the effect of factor in general and considers only the perceptual element of employees.
- To identify the most prominent cause of satisfaction amongst employees working in the company.
- To identify the relationship between work stress and job satisfaction with respect to employees working in marketing field of the company

LIMITATIONS OF THE STUDY

- Time is the major constraint.
- Analysis is based on the responses given by the employees.
- There could be chances for bias from the employees' side to give the socially accepted answer.
- Data bias is very difficult to control and to overcome.
- In designing questionnaire, there could be chances for not including all the factors that affect the employee job satisfaction.

REVIEW OF LITERATURE

Sinha and Singh (2023) studied the relationship between employee job satisfaction and absenteeism. A random sample was selected from various departments of districts. The sample consisted of high and low absentee workers. Respondents consisted of 50 each from both the categories. Job satisfaction questionnaire consisted of items of four components of job satisfaction namely nature of work, wages and security, supervisors and supervision and company's overall personnel policy. It was found that low absentees were significantly more satisfied with their job than high absentees.

Sinha and Sharma (2024) conducted a research on attitude and employee job satisfaction with the help of randomly selected 100 workers which were from a light engineering factory around Culcutta. It was found that employee satisfaction was inversely related to favorable attitude towards the union. This implies, greater the job satisfaction, the less favorable was the attitude towards the union. He support this view by defining job satisfaction as the extent to which employees like their work. defined job satisfaction as the feeling that a worker has about his job or a general attitude towards work or a job and it is influenced by the perception of one's job.

Gardon (2025) in his research on the employee job satisfaction of the workers of industrial concern and human needs industries found that if person's individual needs are satisfied then their job satisfaction increases; thereby reflecting a positive relation with the job satisfaction.

He studied on the employee satisfaction and industry management and concluded that effective company is necessary to develop good image of the industry and that employee satisfaction increased by perfect management. Job satisfaction is enjoyable emotional state ensuing from appraisal of one's job and job experience. Another definition which supports affective component is one which defines it as an affective (emotional) reaction to a job that results from the incumbent's comparison of actual outcomes with those that are desired.

RESEARCH METHODOLOGY

RESEARCH DESIGN

A research design is considered as the framework or plan for a study that guides as well as helps the data collection and analysis of data. The research design may be exploratory, descriptive and experimental for the present study. The descriptive research design is adopted for this project.

SAMPLE SIZE: The study sample constitutes 120 respondents constituting in the research area.

SAMPLING AREA: The study is conducted in employees of Seshasayee Paper and Boards pvt Ltd at Erode.

SAMPLING DESIGN: The researcher has used probability sampling in which stratified random sampling is used.

Research period: The research period of the study has from 3 Month.

METHODS OF DATA COLLECTION

i) Primary Data: Primary goal is original and collected by the researcher freshly. In this study primary data was collected through questionnaire. A questionnaire is a popular means of collecting primary data. A questionnaire is a list of question for the own.

ii) Secondary Data: Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

TOOLS AND TECHNIQUES

The statistical tools used for analyzing the data collected are percentage method, chi square, bar diagrams and pie diagrams.

- Simple Percentage Method
- Chi-square Method
- Correlation

DATA ANALYSIS AND INTERPRETATION

COMPANY PROVIDE JOB SECURITY

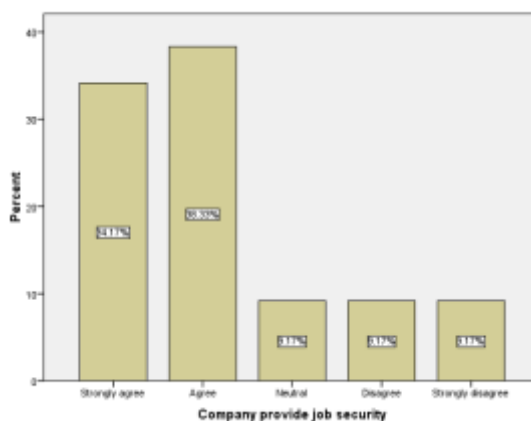
JOB SECURITY	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	41	34.2%
Agree	46	38.3%
Neutral	11	9.2%
Disagree	11	9.2%
Strongly disagree	11	9.2%
TOTAL	120	100.0%

Source: Primary data

INTERPRETATION: From the above table it is inferred that 38.3% of the respondents are agree that provide job security, 34.2% of the respondents are strongly agree, 9.2% of the respondents are neutral, 9.2% of the respondents are disagree and 9.2% of the respondents are strongly disagree.

Majority 38.3% of the respondents are agree with provide job security.

COMPANY PROVIDE JOB SECURITY



AWARE OF TRAINING PROGRAMME

AWARE OF TRAINING	NO. OF RESPONDENTS	PERCENTAGE
Yes	90	75.0%
No	30	25.0%
TOTAL	120	100.0%

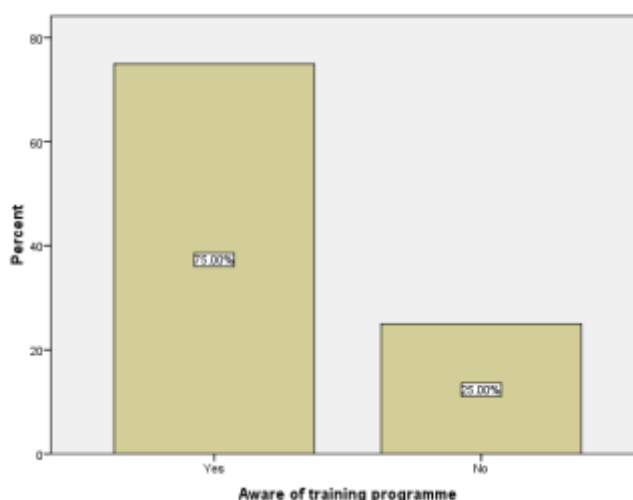
Source: Primary data

INTERPRETATION:

From the above table it is inferred that 75.0% of the respondents are aware about training programme and remaining 25.0% of the respondents are not aware about training programme.

Majority 75.0% of the respondents are aware about training programme.

AWARE OF TRAINING PROGRAMME



CHI SQUARE TEST

NULL HYPOTHESIS H_0 : There is no significance relationship between age of the respondents and satisfied with the work load

ALTERNATIVE HYPOTHESIS H_1 : There is a significance relationship between age of the respondents and satisfied with the work load.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.039E2 ^a	16	.000
Likelihood Ratio	219.940	16	.000
Linear-by-Linear Association	87.412	1	.000
N of Valid Cases	120		

a. 16 cells (64.0%) have expected count less than 5. The minimum expected count is .83.

RESULT:

The significant value (0.83) is > greater than the P value (0.000). Hence null hypothesis is accepted so there is no significant relationship age of the respondents and satisfied with the work load.

CORRELATION

The table shows that the relationship between monthly income and company provide reward based on performance.

Correlations

		Monthly Income	Company provide reward based on performance
Monthly Income	Pearson Correlation	1	.857**
	Sig. (2-tailed)		.000
	N	120	120
Company provide reward based on performance	Pearson Correlation	.857**	1
	Sig. (2-tailed)	.000	
	N	120	120

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

RESULT

This is a positive correlation. There are relationships between monthly income company provide reward based on performance.

SUGGESTIONS

- Most of the employees were satisfied with the work from home even though they were facing lot of problems during their working hours like internet connectivity issues not much friendly environment to work
- Employees were facing more work pressure compared to office they were feel like they have to sit in front of their system for a whole day they are having less breaks during their working hours so companies can look after this issues
- Compared to unmarried the married peoples are more comfortable in work from home because they can spend a time with their family but most of the bachelors are not preferring to work at home they are willing to work at office with their colleagues so the company can engage some activities and engage them in more actively

- Personal interactions are essential part of each company culture because they make work meaningful and enjoyable. These casual talks provide opportunities for the team members to come to get to know each other better.

CONCLUSION

A majority of the workforce face severe occupational stress and a lot of psychological problems. The productivity of the work force is the most crucial factor as far as the success of an organization is concerned. The productivity in turn is dependent on the satisfaction of the employees. The innovative behavior of employees is also important especially in service organizations. The present study was carried out with an objective of explaining the relationship between the occupational stress and job satisfaction. The researcher also scrutinized the available literature with respect to occupational stress and its impact on job satisfaction to conceptualize the frame work of the study. The findings of the study confirmed that stress affects the satisfaction level of the employees.

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