A Study on Employee Perception towards Job Satisfaction Factors at Femtosoft Technologies

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Abstract - This study explores employee perceptions of job satisfaction at Femtosoft Technologies, focusing on work environment, salary, recognition, and career growth. Surveying 115 employees, the analysis shows that recognition and workplace conditions impact satisfaction more than salary. However, a significant portion remains dissatisfied. The study finds no strong link between HR policies and job satisfaction, suggesting a need for policy revisions. Recommendations include improving workplace conditions, enhancing recognition programs, and balancing financial and non-financial rewards to boost employee engagement and retention.

*Key Words***:** Job Satisfaction, Recognition, Work Environment, HR Policies, Employee Engagement.

1. INTRODUCTION

Employee job satisfaction is a vital element for organizational success and sustainability. In today's competitive corporate environment, understanding the factors that drive satisfaction is crucial to maintaining a motivated and productive workforce. Organizations that focus on enhancing job satisfaction experience higher employee retention, better performance, and improved workplace culture.

This study focuses on analyzing employee perceptions of job satisfaction at Femtosoft Technologies. It examines key factors such as work environment, salary, recognition, and career growth opportunities to understand what influences employees' overall satisfaction. These factors were chosen due to their significant impact on daily work experience and long-term employee engagement.

The primary goal of this research is to identify which elements contribute most to job satisfaction and how the company's existing policies align with employee expectations. By surveying 115 employees, the study aims to provide actionable insights that can help Femtosoft Technologies create a more satisfying and engaging workplace for its employees.

2. METHODOLOGY

Descriptive research design is used in this research work. Employees who work at Femtosoft Technologies are our target population in the research work. Data collected through questionnaire using Google forms. Secondary data is collected from websites, journals and research papers. Analytical tools such as Regression, Weighted Average and Percentage Analysis are used for data analysis. SPSS software was used to conduct the tests.

Sample size:
It includes 115 employees of Femtosoft Technologies

Sampling technique:
The sampling technique used is Convenience sampling

Objectives:
1. To bring out the key factors contributing to employee satisfaction, such as work environment, salary, recognition, and career growth opportunities
2. To evaluate the impact of organizational policies and management practices on overall employee satisfaction levels.

3. DATA ANALYSIS AND INTERPRETATION

REGRESSION

Null Hypothesis (H0): There is no association between overall job satisfaction based on the company's HR policies and grievance-handling process.

Alternative Hypothesis (H1): There is an association between overall job satisfaction based on the company's HR policies and grievance-handling process.

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.500	2	.250	.130	.878[b]
	Residual	689.433	358	1.926		
	Total	689.934	360			

Figure 1: Regression

(0.878 > 0.05) Since the p-value (0.878) is greater than the significance level of 0.05, there is **no association between** overall job satisfaction with the HR policies and the grievance-handling process. Therefore, the null hypothesis (H₀) is accepted.

WEIGHTED AVERAGE

| S.No	Factors	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Weighted Average	Rank
1	Do you feel comfortable in your work environment	X1=24 W1=1 (X1*W1) = 24	X2=19 W2=2 (X2*W2) = 38	X3=20 W3=3 (X3*W3) = 60	X4=21 W4=4 (X4*W4) = 84	X5=31 W5=5 (X5*W5) = 155	= 361/15 = 24.066	2
2	How satisfied are you with your current salary	X1=20 W1=1 (X1*W1) = 20	X2=20 W2=2 (X2*W2) = 40	X3=26 W3=3 (X3*W3) = 78	X4=24 W4=4 (X4*W4) = 96	X5=25 W5=5 (X5*W5) = 125	= 359/15 = 23.933	3
3	Do you feel recognized for your contributions at work	X1=18 W1=1 (X1*W1) = 18	X2=20 W2=2 (X2*W2) = 40	X3=24 W3=3 (X3*W3) = 72	X4=31 W4=4 (X4*W4) = 124	X5=22 W5=5 (X5*W5) = 110	= 364/15 = 24.266	1
4	How satisfied are you with the training and development programs provided	X1=17 W1=1 (X1*W1) = 17	X2=23 W2=2 (X2*W2) = 46	X3=34 W3=3 (X3*W3) = 102	X4=20 W4=4 (X4*W4) = 80	X5=21 W5=5 (X5*W5) = 105	= 350/15 = 23.333	4

Figure 2: Weighted Average

Employees value recognition the most, followed by a comfortable work environment and salary. Training and development is the least prioritized. This shows that appreciation and a good atmosphere matter more than pay and training.

PERCENTAGE ANALYSIS FOR WORK ENVIRONMENT

Valid		Frequency	Percent
	Strongly Disagree	24	20.9
	Disagree	19	16.5
	Neutral	20	17.4
	Agree	21	18.3
	Strongly Agree	31	27.0
	Total	115	100.0

**Figure 3:** Percentage Table for Work Environment
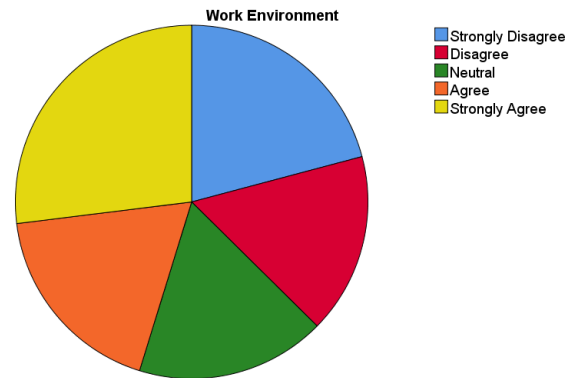
Figure 4: Pie Chart for Work Environment

Inference: The data shows that most respondents (**45.3%**) agree or strongly agree that they feel comfortable in their work environment, indicating a generally positive perception. However, a significant portion (**37.4%**) either disagree or strongly disagree, suggesting that a notable number of employees feel uncomfortable. Additionally, **17.4%** remain neutral, reflecting mixed opinions on workplace comfort.

PERCENTAGE ANALYSIS FOR EMPLOYEE RECOGNITION

Valid		Frequency	Percent
	Strongly Disagree	18	15.7
	Disagree	20	17.4
	Neutral	24	20.9
	Agree	31	27.0
	Strongly Agree	22	19.1
	Total	115	100.0

Figure 5: Percentage Table for Employee Recognition
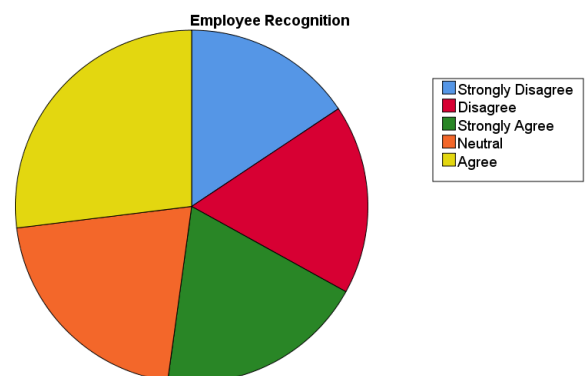
Figure 6: Pie Chart for Employee Recognition

Inference: The data shows that most respondents **(46.1%)** agree or strongly agree that they feel recognized for their contributions at work, indicating a generally positive perception. However, a notable portion **(33.1%)** either disagree or strongly disagree, suggesting some dissatisfaction. Additionally, **20.9%** of respondents remain neutral, indicating mixed opinions on workplace recognition.

3. RESULTS AND DISCUSSIONS

The study reveals that the majority of employees at Femtosoft Technologies fall within the 18–25 age group, indicating a young workforce. A balanced gender distribution was observed, with 53% males and 47% females. Key job satisfaction factors were assessed, and it was found that recognition received the highest weighted average score (24.266), followed closely by the work environment (24.066). This indicates that employees prioritize appreciation and a comfortable workspace over salary (23.933) and career growth (23.333). However, about 37.4% expressed discomfort with their work environment, and 33.1% felt unrecognized, showing that while these areas are important, they are also sources of dissatisfaction for many.

Despite 48.7% of employees reporting overall job satisfaction, a significant 34.8% expressed dissatisfaction. This signals a gap between employee expectations and current organizational practices. Notably, statistical analysis showed no significant relationship between job satisfaction and HR policies or grievance-handling mechanisms (p-value = 0.878). This suggests that current HR efforts are not effectively influencing employee satisfaction. The findings highlight a need for HR policy reform that better reflects employee concerns and expectations, particularly around communication and support processes.

Based on these insights, it is recommended that the company enhance workplace conditions by improving infrastructure, offering flexibility, and creating a more supportive culture. Since recognition is a top driver of satisfaction, structured appreciation programs like rewards, peer acknowledgment, and performance-based incentives should be introduced. HR departments should also conduct regular feedback sessions to identify and address dissatisfaction areas. Lastly, balancing financial and non-financial rewards is crucial—while salary

matters, employees clearly value a positive work environment and recognition more.

5. CONCLUSION

The study highlights that employee job satisfaction is influenced more by recognition and work environment than salary and career growth opportunities. While a significant portion of employees are satisfied with their jobs, a notable percentage remains dissatisfied, indicating areas for improvement. The findings suggest that organizations should prioritize workplace comfort and employee recognition to enhance overall satisfaction.

Additionally, HR policies and grievance-handling mechanisms need to be re-evaluated to ensure they effectively address employee concerns. By balancing financial and non-financial rewards, companies can create a more supportive and engaging work environment, leading to increased employee retention and productivity.

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