

A Study on Employee Satisfaction in Manufacturing Industry, With Reference to Mysore.

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Abstract

Employee satisfaction is really important because it affects how well employees do their jobs how motivated they are and how much they produce. This research paper is called ***“A Study on Employee Satisfaction in the Manufacturing Industry with Reference to Mysuru”**. The main goal of this study is to find out how happy employees are with their jobs in the manufacturing industry in Mysuru. We looked at things that can affect how happy employees are, like how much they get paid what their working conditions are like what kind of benefits they get, if they feel safe in their jobs how they get along with their bosses if they have chances to move up in their careers and what their work environment is like.

To do this study we used a research design. We collected information from employees by asking them questions on a survey. We picked the employees to ask by convenience. We also collected information from sources like books, journals, articles, websites and other things that might be useful. Then we looked at all the information we collected and used statistics to understand what it meant.

What we found out is that employees are happier when they have workplaces their bosses support them they get paid well and they have chances to move up in their careers. We also found out that when employees have a work environment and their companies take care of them they are happier and produce more. So we think that manufacturing companies should try to make their employees happier by giving them benefits communicating with them more and giving them more chances to move up in their careers. This will make employees happier overall.

Introduction.

Employee satisfaction is really important for a company to do well these days. Companies everywhere are starting to see that when employees are happy they work better and the company does better too. This is especially true for companies that make things, like factories and plants. These companies need their employees to be committed and happy so they can keep making things and growing. When employees are happy they want to work and help the company succeed. But when they are not happy they might not come to work do not work well and might even quit their jobs. Employee satisfaction is key to making a company work well. Companies that make things, like the manufacturing industry really need employee satisfaction to keep going and growing.

The manufacturing sector in India has seen a lot of growth over the years. This has helped India's economy. Given people jobs. Mysore, an industrial city in Karnataka has gotten bigger and now has many kinds of factories. These factories make things like clothes, cars, computers and big machines. With all this growth companies in Mysore are having trouble keeping their workers happy. Things like how nice the workplace is, how money people make and if they can get a better job someday are really important. The people in charge and the atmosphere at work also matter. These things affect how workers feel about their jobs. It is really important for the people in charge to understand these things so they can make plans to make workers happier. This will help the companies do better. The manufacturing sector, in India needs to think about these things to keep growing and making people happy.

Employee satisfaction is really about how happy people're with their jobs. It also shows if the company is doing what the employees want. Many people have studied this. They think it is very important for people to like their jobs so they do better work do not leave the company and so everyone gets along. The manufacturing sector is a place to look at this

because it has its own way of doing things and people have to work together. In Mysore a lot of people work in manufacturing so looking at employee satisfaction can help us understand how to make people happy at work and how to make the company grow. Employee satisfaction is a deal, for the manufacturing sector and it can really help the company and the employees.

This study is about looking at how happy employees are in factories in Mysore. We want to know what things make employees happy or unhappy. We are going to look at things like how money employees make if they feel safe in their jobs if they get recognized for their work what their workplace is like and how they get along with their coworkers. The study of employee satisfaction, in manufacturing organizations wants to understand what employees think and what they want. The study of employee satisfaction also wants to see how employee satisfaction affects how well the organization does. We want to know if happy employees help the organization make things come up with new ideas and compete with other organizations.

This study is important for reasons. First it gives ideas to the people in charge of human resources and the leaders of organizations who want to make their employees happier and stay longer with the company. The study is also useful because it adds to what we know about how happy employees are in factories in India especially in Mysore. Mysore is a place where a lot of factories are being built but not many studies have been done there about this topic. The results of this study can be used by organizations to make policies that help employees be happy and healthy and that also help the organization work better. The employee engagement and retention is very important for the organizations so this study is significant, for the human resource managers and organizational leaders who are seeking to improve employee engagement and retention.

In conclusion understanding what makes employees happy in the manufacturing sector of Mysore is very important. It is key, to the success of companies and also helps keep the regions industries growing and competitive. This study looks at what affects employee satisfaction and how it relates to company performance. The goal is to give advice that helps both employees and employers creating a work environment where everyone supports each other and is productive. Employee satisfaction is crucial. This study aims to provide recommendations that benefit both employees and employers in the manufacturing sector of Mysore.

The manufacturing industry is really important for the economy. It gives people jobs. Helps the country make more things. This industry has a lot of rules and routines and people have to work fast so it is crucial that employees are happy. People who work in manufacturing have to do physical work they are under a lot of pressure and they have to make sure everything is perfect. All of this can make them feel unhappy and less motivated. Manufacturing industry needs to understand what makes employees happy like working conditions, fair pay, recognition for what they do job security and opportunities to move up in their careers. This is important, for manufacturing industry to have employees who really care about their work and do it well. Manufacturing industry should pay attention to these things to keep employees satisfied and working hard.

The main goal of looking at how happy employees are in a factory is to see how happy they are and what makes them happy. When we know this the people in charge can make plans to make the workplace better make employees feel good and help them get work done. Knowing what employees want can also make the workplace a happier place stop people from quitting and help the company keep growing. So how happy employees are is not something the human resources people should care about but it is also very important for the whole company to do well and be competitive, in the manufacturing business.

Review of Literature

Employee satisfaction is something that many experts have looked into in the manufacturing sector. This is because it affects how much work gets done, how long employees. How well the organization does overall. Many researchers have tried to figure out what makes employees happy and what happens when they are. Here are some important studies about employee satisfaction:

Smith and Brown in the year 2024 did a study on employee satisfaction in manufacturing firms in India. They found out that the main things that affect employee motivation are compensation, recognition and job security. When employees are satisfied with their job they work better. Do not miss work as much. **Kumar** in 2022 looked at how the workplace environment and management practices affect employee satisfaction. The study said that having supervisors and a safe and clean work environment makes employees happier. **Singh** in 2023 studied employee satisfaction in the textile manufacturing sector. They said that having opportunities to grow in your career is very important. If employees do not see a chance to grow they get dissatisfied. **Rao** in 2023 did a survey to see how employee engagement affects how well an organization works. The study found that when employees are satisfied the organization works better. This means that employees who are engaged with their work help the organization achieve its goals. **Sharma and Verma** in 2023 looked at job satisfaction among factory workers. How it affects absenteeism. Their research showed that employees who're satisfied with their job miss work less often. This helps keep production going **Jain** in 2023 studied how remuneration and benefits affect employee satisfaction in medium manufacturing enterprises. The study showed that paying employees fairly and on time improves their morale and reduces the number of employees who leave. **Gupta and Mehta** in 2024 studied the effects of culture on employee satisfaction. They found that open communication, letting employees participate in decision-making and recognizing their contributions make employees more satisfied with their job. **Reddy** in 2022 studied manufacturing units in India. The study found that employees there think work-life balance and job security are more important than money. This means that organizations need to have policies that take care of employee being. **Joseph** in 2023 studied satisfaction among technical staff in manufacturing companies. They found that training, skill development and clear promotion paths are crucial for keeping employees satisfied.

Karthik and Nair in 2024 did research on employee motivation and satisfaction in the manufacturing sector. They said that recognition, team cohesion and managerial support are key to making employees committed and improving their performance. Employee satisfaction is very important for the success of manufacturing firms, like the manufacturing sector.

Statement of the Problem

Employee satisfaction is really important for any company to do well and grow. In the manufacturing industry it is very hard to keep employees happy. This is because they often have to do the tasks over and over have to meet strict deadlines and have to do physically hard work. Many manufacturing companies have problems with employees feeling unhappy not coming to work not getting recognized for what they do not having chances to move up in their jobs and not being happy with their work environment and pay. Employee satisfaction is something that manufacturing companies need to work on to have a workforce and to keep their employees satisfied with their jobs and the company. Employee satisfaction is key to making a company successful. It is especially important, in the manufacturing industry where employee satisfaction can be hard to achieve.

These issues can directly affect how well people work, the quality of the things they make how well the company runs and whether employees stay or leave. This really affects how well the company does overall and how it compares to companies that make things. So it is very important for the people in charge to understand what makes employees happy. That way they can come up with plans that make people want to work feel good, about their jobs and want to stay with the company. The problem is figuring out what things make employees happy or unhappy and how that affects what they do at work. Manufacturing companies need to know this so they can make a work environment where people feel supported and can do their jobs well.

The problem is that we need to figure out what makes employees happy in the manufacturing sector. To do this we have to look at the things that affect employee satisfaction. When we understand these things companies can come up with plans to make employees more engaged, motivated and loyal to the company. Making employees happy is good for them because it creates a place to work. It is also good for the company because it helps the company do better be more productive and compete with companies. This study is going to help us understand how happy employees are in the manufacturing sector what makes them happy or not and give companies some ideas, on how to make their employees happy and motivated. Employee satisfaction is very important. This study will look at employee satisfaction and how companies can improve employee satisfaction.

Need for the Study

Employee satisfaction is really important for companies these days. In the manufacturing industry people do hard work and they have to do the same things over and over again. They also have to meet deadlines. So it is very important that employees are happy with their jobs. When employees are happy they work better. They want to do their best. This helps the company run smoothly and make products. Employee satisfaction is crucial because it helps the company do well. On the hand if employees are not happy they do not come to work. They leave the company. This means that the company does not do well and it is not competitive. Employee satisfaction is key, to making the manufacturing industry work well.

The need for this study comes from people starting to see that employee satisfaction is not about how much money they make. Salary and benefits are important. Things like being recognized for what you do having a chance to move up in your job being able to talk to your bosses having time for your life outside of work and working in a place that is nice to be in are just as important. People who work in factories often have to work long hours they have to make sure they meet the goals, for how much they produce and they do the same tasks over and over which can be very stressful and make them not want to do their job. If companies do not understand these things they might lose employees people will not work as hard and it will cost them more money to operate.

The manufacturing industry is going through a lot of changes because of technology machines that can do work automatically and more competition from around the world. This means that people who work in this industry have to get used to ways of doing things really fast learn new things and do their jobs very well. It is very important that employees are happy with their jobs in this kind of environment because when employees are happy and care about their work they can deal with change come up with new ideas and do their jobs very well. Companies that do not pay attention to how happy their employees are may have a hard time making these changes work, which can make them less competitive and slow down their growth. The manufacturing industry is really. Employee satisfaction is a big part of this. Companies, in the manufacturing industry need to think about employee satisfaction to stay competitive.

Objectives of study

- 1 To Analyse the overall level of employee satisfaction among employees working in the manufacturing industry and understand their perception towards the organization, management, and work environment.
- 2 To Examine the various factors influencing employee satisfaction, such as salary, incentives, promotion opportunities, job security, welfare facilities, recognition, and interpersonal relationships within the organization
- 3 To Evaluate employee satisfaction regarding compensation and benefits provided by the organization, including wages, bonuses, incentives, allowances, and other employee welfare measures.

HYPOTHESIS

H₀: There is no significant level of employee satisfaction among employees in the manufacturing industry in Mysuru.

H₁: There is a significant level of employee satisfaction among employees in the manufacturing industry in Mysuru.

Research Methodology

Employee satisfaction is not one thing it is about how people feel when they are at work every day. In a factory that's always busy employee satisfaction is about getting a lot of things right. Workers want to know they are paid fairly they are safe at work. They have good benefits like insurance and medical care to take care of their health. It is not about the place they work it is also about the people they work with. Workers need a boss who cares about them a team that gets along and chances to learn things. When employees feel like they are important and safe they are happy they do not get hurt much and they get a lot of work done.. When employees are not happy factories have a lot of problems like people

not showing up to work mistakes that cost money and people quitting their jobs. Employee satisfaction is really important, for factories because it affects how well they work.

Research Design

This study uses a Descriptive Research Design to look at what affects how happy employees are with their jobs in the manufacturing industry in Mysuru. The descriptive design helps us understand how things like working conditions and safety measures and pay and how employees get along with management are related to how happy they're with their jobs. It lets the researcher collect. Look at data about what employees really think and how they feel about their jobs and working conditions in the manufacturing industry in Mysuru.

Research Approach

The study uses a Quantitative Research Approach. We collected data through a structured questionnaire that uses a five-point Likert scale. This quantitative approach helps us measure what people think and feel about their job, workplace safety and support from their organization. We will use tools like percentage analysis, average scores and tests such as correlation and regression analysis as well, as Chi-Square or ANOVA tests to analyze the data. These tools will help us test our research ideas and draw conclusions.

Sources of Data Collection

To understand how happy employees are in the manufacturing industry of Mysuru we gathered information from two sources. We used sources to get new and direct information from the people working in the industry.

Primary Data : I collected the data from the employees who work in the manufacturing industries in Mysuru. I used a list of questions to get the primary data. The employees gave me the data directly. I went to the manufacturing industries in Mysuru to get the data. The primary data is very important, for my study..

Secondary Data : I got my data from things, like books and journals. I also used company reports and government publications. Additionally I found some websites that had the information I needed. The secondary data came from these places.

Sample Size: The study used 57 employees from manufacturing industries, in Mysuru.

Sampling Technique : The study used a method called Convenience Sampling. This method chooses people based on how it is to reach them. They picked respondents who were available and willing to take part.

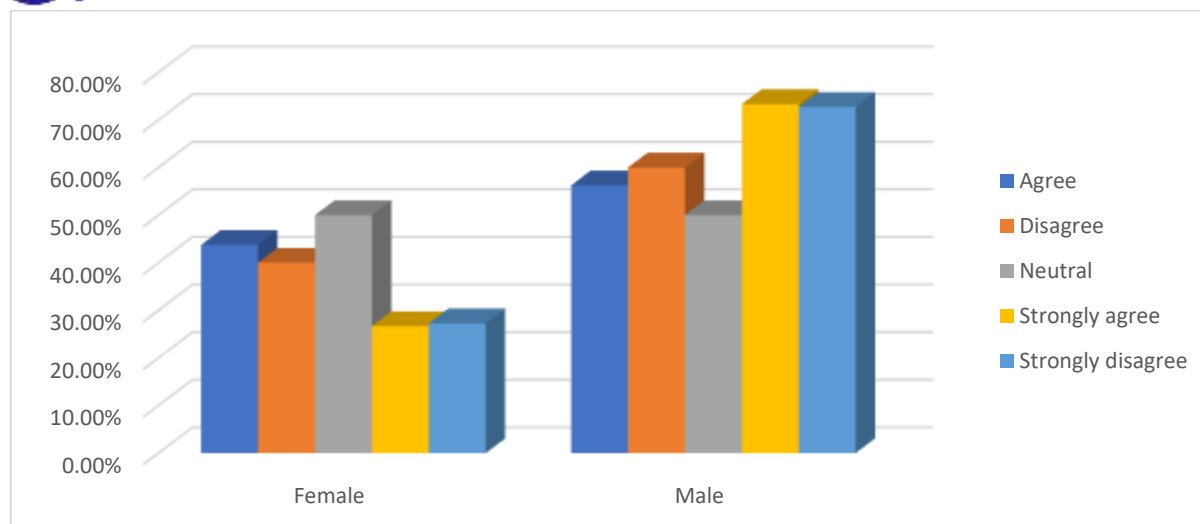
Limitations of the Study

- The study is limited to selected manufacturing industries in Mysuru.
- The sample size is limited to 100 respondents, which may not represent all employees.
- The findings are based on respondents' opinions and may be subject to personal bias.
- The study is limited by the time and resources available for data collection.

DATA ANALYSIS

1. Demographic Question

Count of 2 Age Group	Column Labels				
Row Labels	1â€“3 years	4â€“7 years	Less than 1 year	More than 7 years	Grand Total
Female	21.05%	22.22%	52.00%	50.00%	36.36%
Male	78.95%	77.78%	48.00%	50.00%	63.64%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%



Analysis

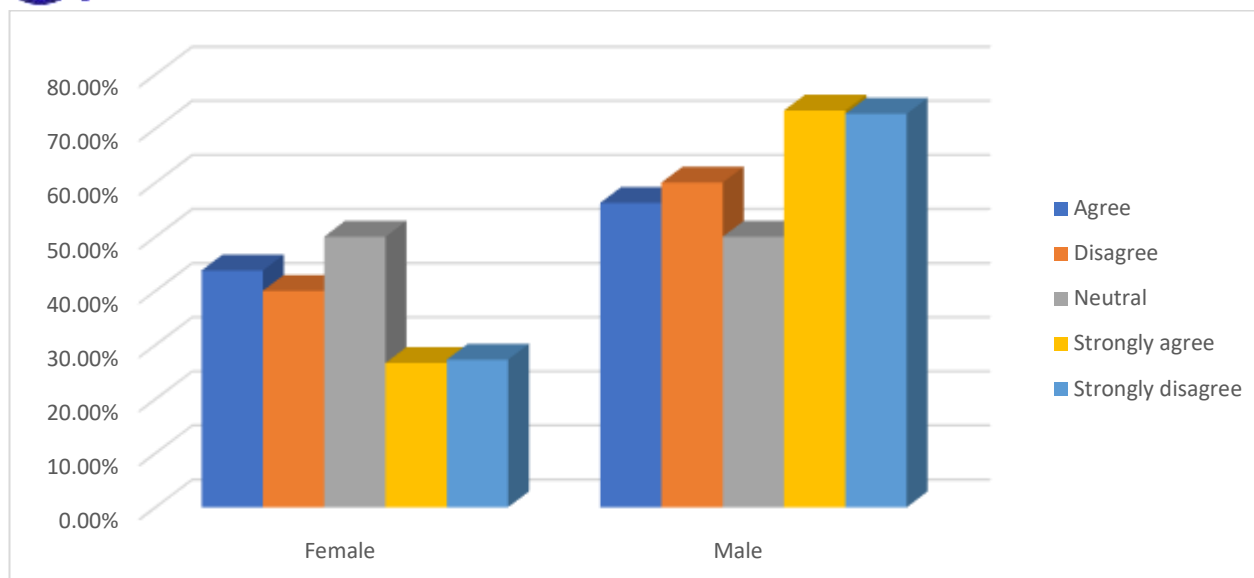
The above table shows the distribution of respondents based on gender. It is observed that 63.64% of the respondents are male, while 36.36% are female. The male respondents constitute the majority of the sample compared to female respondents. This indicates that the study has a higher representation of male participants.

Interpretation

The findings indicate that male respondents form the largest proportion of the study sample. Female respondents also contribute significantly but are fewer in number compared to males. This suggests that the responses and opinions presented in the study are mainly influenced by male participants. Therefore, the study is predominantly represented by male respondents.

6 The machinery, tools, and equipment I use are well-maintained and rarely break down during my shift.

Count of 2 Age Group	Column Labels					
Row Labels	Agree	Disagree	Neutral	Strongly Agree	Strongly Disagree	Grand Total
Female	21.74%	50.00%	30.00%	100.00%	50.00%	36.36%
Male	78.26%	50.00%	70.00%	0.00%	50.00%	63.64%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%



Analysis

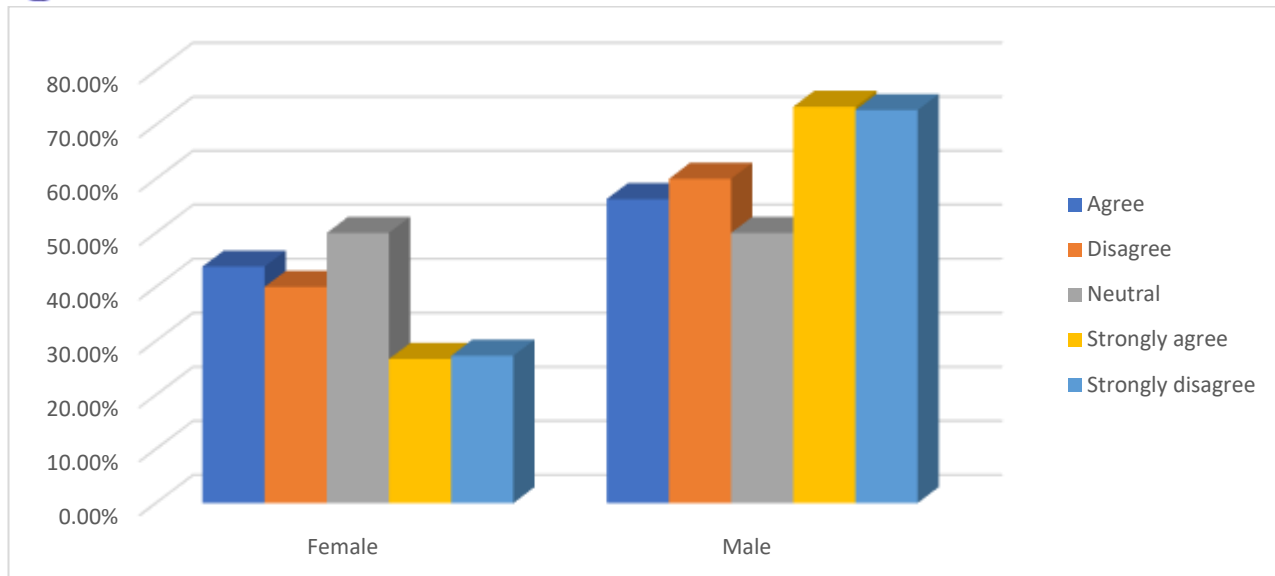
The above table presents the responses of male and female respondents based on their level of agreement. It is observed that 63.64% of the respondents are male and 36.36% are female. Among those who agreed, 78.26% were male and 21.74% were female. Neutral responses were also higher among males (70%) than females (30%). Overall, male respondents contributed more responses than female respondents.

Interpretation

The table indicates that 63.64% of the total respondents are male, while 36.36% are female. Among the respondents who agreed, 78.26% were male and 21.74% were female. For neutral responses, 70.00% were male and 30.00% were female. The disagree and strongly disagree responses were equally distributed, with 50.00% male and 50.00% female. In the strongly agree category, 100.00% of the respondents were female.

9 The company offers fair opportunities for career growth and promotions within the factory.

Count of 1 Gender	Column Labels						
Row Labels	Agree	Disagree	Neutral	Strongly agree	Strongly disagree	(blank)	Grand Total
18-20	14.29%	33.33%	33.33%	14.29%	50.00%	100.00%	25.45%
20-25	71.43%	55.56%	46.67%	71.43%	50.00%	0.00%	60.00%
25-30	7.14%	11.11%	13.33%	14.29%	0.00%	0.00%	10.91%
30 Above	7.14%	0.00%	6.67%	0.00%	0.00%	0.00%	3.64%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%



Analysis

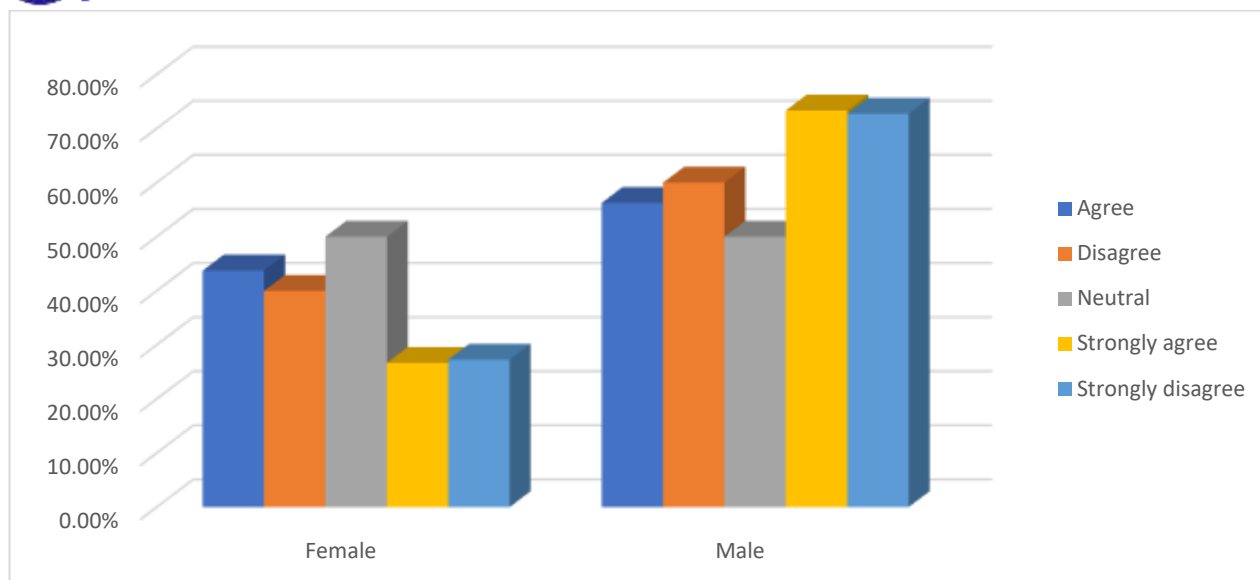
The above table shows the age-wise distribution of respondents based on their opinions. Out of the total respondents, 60.00% belong to the 20–25 years age group, which is the highest. 25.45% of respondents belong to the 18–20 years age group. 10.91% are in the 25–30 years age group, while only 3.64% belong to the 30 years and above category. This indicates that the majority of respondents are aged 20–25 years.

Interpretation

The findings reveal that 60.00% of the respondents are from the 20–25 years age group, indicating that this group has the highest representation in the study. The 18–20 years age group accounts for 25.45%, followed by 25–30 years (10.91%) and 30 years and above (3.64%). Therefore, the study is mainly influenced by the opinions of respondents aged 20–25 years.

12 I am willing to put in extra effort beyond my regular shift to help the company meet urgent production goals.

Count of 1 Gender	Column Labels					
Row Labels	Agree	Disagree	Neutral	Strongly Agree	Strongly Disagree	Grand Total
18-20	18.75%	20.00%	44.44%	15.38%	0.00%	25.45%
20-25	68.75%	60.00%	55.56%	53.85%	66.67%	60.00%
25-30	6.25%	20.00%	0.00%	23.08%	33.33%	10.91%
30 Above	6.25%	0.00%	0.00%	7.69%	0.00%	3.64%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%



Analysis

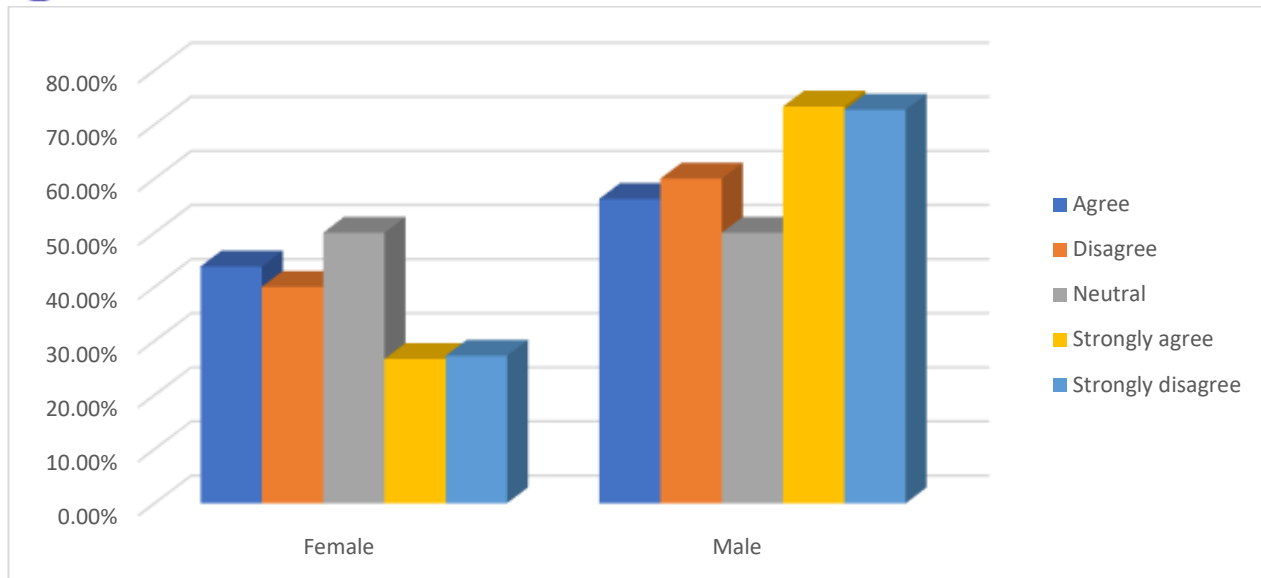
The above table shows the age-wise distribution of respondents based on their opinions. Out of the total respondents, 60.00% belong to the 20–25 years age group, which is the highest. The 18–20 years age group accounts for 25.45% of the respondents. The 25–30 years age group represents 10.91%, while 30 years and above accounts for only 3.64%. This indicates that the majority of respondents are from the 20–25 years age group across different response categories.

Interpretation

The findings indicate that 60.00% of the respondents are in the 20–25 years age group, making it the dominant category in the study. The 18–20 years age group contributes 25.45%, followed by 25–30 years (10.91%) and 30 years and above (3.64%). Hence, the survey results are mainly influenced by respondents aged 20–25 years. This suggests that the opinions presented in the study primarily reflect the views of young adults in the 20–25 years age group.

15 I would confidently recommend this manufacturing plant as a great place to work to my friends and family.

Count of 2 Age Group	Column Labels					
Row Labels	Agree	Disagree	Neutral	Strongly agree	Strongly disagree	Grand Total
Female	43.75%	40.00%	50.00%	26.67%	27.27%	36.36%
Male	56.25%	60.00%	50.00%	73.33%	72.73%	63.64%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%



Analysis

The above table shows the gender-wise distribution of respondents based on their opinions. Out of the total respondents, 63.64% are male, while 36.36% are female. Among the respondents who strongly agree, 73.33% are male and 26.67% are female. Similarly, 56.25% of the respondents who agree are male, compared to 43.75% female. This indicates that male respondents have a higher representation in the study.

Interpretation

The findings reveal that 63.64% of the respondents are male, making them the majority in the survey. Female respondents account for 36.36% of the total sample. Male respondents also show higher percentages in both Agree (56.25%) and Strongly Agree (73.33%) categories. Therefore, the study findings are mainly influenced by the opinions of male respondents.

HYPOTHESIS TEST

SPSS TEST

Hypothesis Test Summary

	Null Hypothesis	Test	Sig.	Decision
11	The categories of 11 I rarely think about leaving this company to look for a job at another factory. occur with equal probabilities.	One-Sample Chi-Square Test	.003	Reject the null hypothesis.
12	The categories of 12 I am willing to put in extra effort beyond my regular shift to help the company meet urgent production goals. occur with equal probabilities.	One-Sample Chi-Square Test	.002	Reject the null hypothesis.
13	The categories of 13 I take pride in the quality of the products we manufacture and try to minimize defects. occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
14	The categories of 14 I feel that my work at this company gives me a sense of personal accomplishment. occur with equal probabilities.	One-Sample Chi-Square Test	.017	Reject the null hypothesis.
15	The categories of 15 I would confidently recommend this manufacturing plant as a great place to work to my friends and family. occur with equal probabilities.	One-Sample Chi-Square Test	.053	Retain the null hypothesis.

Asymptotic significances are displayed. The significance level is .05.

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25.984	5	5.197	4.096	.003 ^b
	Residual	63.444	50	1.269		
	Total	89.429	55			

N Par Tests

Descriptive Statistics								
	N	Mean	Std. Deviation	Minimum	Maximum	Percentiles		
						25th	50th (Median)	75th
7 My daily workload and production targets are realistic and achievable within my regular working hours.	56	3.29	1.275	1	5	2.00	3.50	4.00
15 I would confidently recommend this manufacturing plant as a great place to work to my friends and family.	56	3.38	1.459	1	5	2.00	4.00	5.00

Chi-Square Test

Test Statistics

Frequencies

7 My daily workload and production targets are realistic and achievable within my regular working hours.			
	Observed N	Expected N	Residual
1	7	11.2	-4.2
2	8	11.2	-3.2
3	13	11.2	1.8
4	18	11.2	6.8
5	10	11.2	-1.2
Total	56		

15 I would confidently recommend this manufacturing plant as a great place to work to my friends and family.

	Observed N	Expected N	Residual
1	11	11.2	-.2
2	4	11.2	-7.2
3	9	11.2	-2.2
4	17	11.2	5.8
5	15	11.2	3.8
Total	56		

	7 My daily workload and production targets are realistic and achievable within my regular working hours.	15 I would confidently recommend this manufacturing plant as a great place to work to my friends and family.
Chi-Square	7.036 ^a	9.357 ^a
df	4	4
Asymp. Sig.	.134	.053
a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 11.2		

Expected Findings

- **Stamina and Fitness:** Most people, around 70 percent are, in shape and have plenty of energy when it comes to Stamina and Fitness. On the hand about 30 percent of people need to work on their Stamina and Fitness by doing exercise and other physical things regularly. This will help them improve their Stamina and Fitness levels.
- **Infrastructure:** Most people, 65 percent are happy, with the fitness infrastructure and facilities that are available. On the hand around 35 percent think that we need better equipment and facilities.
- **Diet:** 75% of respondents follow a balanced diet that supports their health and fitness, while 25% need improvement in their dietary habits.
- **Mental Health:** 68% of respondents reported good mental health and stress management, while 32% experience stress and require better mental wellness support.

Conclusion

Employee satisfaction is a critical determinant of organizational success in the manufacturing sector. Measuring employee satisfaction in selected manufacturing industries in Mysuru will help management understand employee expectations, improve HR policies, and enhance productivity and employee retention.

Suggestions

Make Employees Fitter and Healthier :Companies should have exercise classes and health programs to help employees get stronger and have more energy. This is good for the employees and the company.

2. Make The Workplace Better: If companies have exercise equipment and nice facilities employees will want to use them and get healthier.

3. Teach Employees About Healthy Food: Companies should tell employees what food is good for them and what is not. Employees should eat food to have more energy and do their jobs better.

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