

A STUDY ON EMPLOYEES JOB SATISFACTION IN SALEM STEEL PLANT, SALEM

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ABSTRACT:

Job satisfaction refers to one's feelings towards one's job. If the employees expectations are fulfilled (or) the employees get higher than what he / she feels satisfied. If the job satisfaction increases organization commitment will increased. This results in the higher productivity. The main objectives of this paper are to assess the job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction of employees. In this study, 125 no's of respondents have been taken as sample.

INTRODUCTION TO THE STUDY:

The study focuses on job satisfaction among employees at the Salem Steel Plant in Salem. It discusses how job satisfaction is influenced by various factors such as the nature of the job, quality of supervision, relationships with co-workers, pay, and promotional opportunities. The introduction also highlights the importance of job satisfaction in relation to job performance, employee turnover, and absenteeism. Individual factors like education level, age, and other personal aspects are mentioned as determinants of job satisfaction. The study aims to analyze the job satisfaction level among employees, identify the influence of attitudes on the company, assess the relationship between management and employees, evaluate current programs and policies, and provide suggestions for improvement.

OBJECTIVES OF THE STUDY:

- To study and analyze the job satisfaction level among the employees of Salem Steel Plant.

- To identify the influence level of positive and negative attitudes on the company.
- To understand the relationship between management and the employees at the Salem Steel Plant.
- To measure the impact of current programs, policies, and procedures of the company and provide suggestions for further improvement.

SCOPE OF THE STUDY

- The study is focused on employees at the Salem Steel Plant in Salem.
- It aims to analyze and highlight the job satisfaction levels of the employees.
- The study seeks to identify ways in which the company can enhance working conditions.
- It aims to improve overall organizational functions by addressing dissatisfaction and providing a positive work atmosphere.

RESEARCH METHODOLOGY

The research methodology employed in the study on employees' job satisfaction at the Salem Steel Plant in Salem involves a descriptive research design. This design aims to accurately portray the characteristics of the employee group under study. The geographical area covered for data collection was limited to the Salem Steel Plant. Data collection methods included both primary and secondary sources. Primary data was gathered through questionnaires, observations, and direct interviews with respondents, while secondary data was obtained from existing sources. The methodology underscores the significance of generating, collecting, and evaluating data to assess explanations and draw meaningful conclusions about

job satisfaction levels and organizational dynamics at the Salem Steel Plant.

PRIMARY DATA:

Primary data in the study on employees' job satisfaction at the Salem Steel Plant was collected directly from the respondents through various methods such as questionnaires, observations, and direct interviews. This firsthand information obtained from the employees themselves is crucial for understanding their attitudes, perceptions, and levels of job satisfaction within the organization. By directly engaging with the employees, the researchers were able to gather specific and personalized insights that formed the basis of the analysis and conclusions drawn in the study.

Interview: Personal Interview and interaction with the respondents (employees).

Observation: by observing the working environment.

SECONDARY DATA

Secondary data in the study on employees' job satisfaction at the Salem Steel Plant refers to information collected from existing sources. This data was used to complement and support the primary data obtained directly from the respondents. Secondary data sources may include published reports, academic literature, company records, and other relevant documents that provide background information, context, and additional insights into the research topic. By incorporating secondary data into the study, researchers were able to enrich their analysis, compare findings, and strengthen the overall validity and reliability of their research outcomes.

Data sources

The data sources in the study on employees' job satisfaction at the Salem Steel Plant included primary data collected through questionnaires, observations, and direct interviews with employees. Secondary data sources comprised published reports, academic literature, and company records. This combination of primary and secondary data provided a comprehensive understanding of job satisfaction levels and organizational dynamics at the Salem Steel Plant.

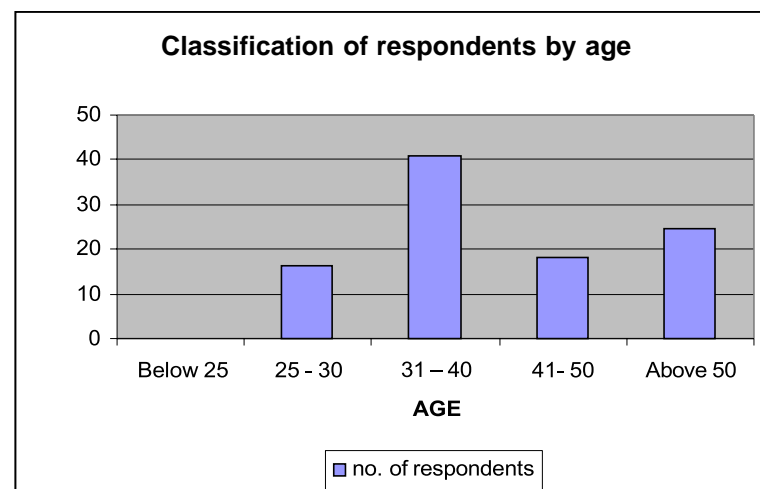
Research Instrument

For doing the survey research, structured questionnaire with both open ended and close end equations were used.

Data Analysis:

The data analysis in the study on employees' job satisfaction at the Salem Steel Plant involved simple percentage analysis, chi-square analysis, and ANOVA. These methods were used to examine the relationship between variables, determine associations, and compare means to understand factors influencing job satisfaction levels among employees. The analysis provided valuable insights for improving motivational factors and increasing productivity within the organization.

GENDERS STATUS OF THE RESPONDENT



FINDINGS

- 40.90% of the respondents fall in the age group of 31-40 years.
- 91.81% of the respondents are male.
- 33.63% of the respondents have an ITI background.
- 60% of the respondents have over 10 years of work experience.
- 54.54% of the respondents have an income level of 20,001 – 30,000.

- 89.09% of the respondents are married.
- 63.63% of the respondents are satisfied with the nature of work.
- 63.63% of the respondents are satisfied with the working hours.
- 54.54% of the respondents are satisfied with the working environment.
- 54.54% of the respondents are satisfied with the promotion opportunities.
- 52.72% of the respondents are satisfied with equitable promotions.
- 63.63% of the respondents are satisfied with the salary system.
- 61.81% of the respondents are satisfied with the incentive policy.
- 40.90% of the respondents are satisfied with the bonus system.
- 52.72% of the respondents are satisfied with fair treatment of employees.
- 47.27% of the respondents are satisfied with the relationships between colleagues.
- 49.11% of the respondents are satisfied with the training programs offered by the company.
- 36.38% of the respondents are satisfied with the manager's clear sense of direction.
- 38.20% of the respondents are satisfied with the frequency and period of training programs.
- 54.56% of the respondents are satisfied with the communication of information regarding changes within the company.

SUGGESTIONS:

- Increase awareness about promotional opportunities among employees.
- Implement programs to enhance relationships among supervisors, colleagues, and management.
- Introduce job enrichment and job enlargement initiatives to boost employee interest in their roles.
- Offer additional training programs and opportunities for employees.
- Clearly communicate bonus and increment policies to employees.
- Ensure top management and supervisors provide clear direction to employees.

- - Enhance recreation facilities to create a more comfortable environment for employees .

CONCLUSION:

The study on employee job satisfaction at Salem Steel Plant indicates that job satisfaction plays a crucial role within the company. Employees with high job satisfaction levels exhibit positive attitudes towards their work, leading to increased productivity and output. While the overall job satisfaction level among employees at Salem Steel Plant is deemed satisfactory, there are areas identified for improvement. Recommendations such as enhancing promotional opportunities awareness, improving relationships among supervisors and colleagues, implementing job enrichment programs, providing additional training opportunities, clarifying bonus and increment policies, and enhancing recreation facilities have been suggested to further boost employee morale and motivation. By addressing these areas, the company can potentially increase productivity, achieve organizational objectives more effectively, and foster a positive work environment for both employees and the employer .

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