

A STUDY ON EMPLOYEES JOB SATISFICATION TOWARDS METRO FABRICS, KARUR

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ABSTRACT: Successful companies, including FABRIC companies dealing with certain problems, are conditioned by an optimal combination of material and nonmaterial factor directed towards employee motivation. Employee motivation is very important for the success of a company and its work processes. The quality concept of a business life encompasses aspects which influence employees being satisfied with the job, compensation system, working environment, respecting employee rights and needs. The satisfaction of employees with a job is based on social, economic and working conditions. The issue of earnings is one of the most important issues for the relation between employers and employees, which at the same time has a strong influence on social and economic development and social relations in society.

INTRODUCTION TO THE STUDY:

Textiles touch our daily lives, from casual wear to household textiles to more technically advanced materials used in medical applications to industrial products. Textiles are engineered to fulfill a purpose; the next generation of high-performance fibers will provide complex functionalities for technical applications. Textiles have been synonymous with human activity for thousands of years and as the years have progressed, the usage has become wider and more varied (McLaughlin and Hayes, cited in Jones & Styli's, 2013

Fibers have reshaped the way humans interact with the world around them. Humans have used fabrics in almost the same way to provide basis warmth and aesthetics (Chandler, 2016). Many people's perception of textiles is on traditional

materials such as apparel, home furnishings, curtains, and bedding. However, textiles have diversified and advanced into areas that affect our lives daily from automotive textiles to even more high-tech end uses such as smart materials that are able to react to the environment. High-performance products for outdoor pursuits such as camping, walking, and hiking are particularly big areas of the textile market.

OBJECTIVES OF THE STUDY:

The study has been designed with the following objects

- To know awareness about the concept of "Employee job satisfaction.
- To know employees Job Satisfaction strategies in this company of employees.
- To give suggestions to improve the labour job satisfaction in the company. Ensure continuous development of human Resources.
- To maintain good relationship between the management and workers.
- To find out various job satisfaction
- Facilities provided at the Company.

SCOPE OF THE STUDY

- The study "Employee job satisfaction" provided by METRO FABRIC AT KARUR.
- It has thrown light to the Job Satisfaction of employee who marks in the organization.

- This study will help the top management to improve their labour Job Satisfaction in favourable for employees of METRO FABRICS AT KARUR.
- The Study covers the whole organization is taken into consideration and the survey is conducted among the workers through the Questionnaire and present study is restricted to Gray Grain Polymer Rubber Industry at Madurai and data is analysed based on the information provided by employees of the METRO FABRICS AT KARUR.

RESEARCH METHODOLOGY

A Research design is simply the framework or plan for a study. The design may be a specific presentation of the various steps in the process of Research. For this descriptive design was used. Descriptive research includes survey and fact-finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs, as it exists at present. In this method the researcher has no control over the variables. He/She can only report what has happened and what is happening.

The methodology adapted to collecting information from a sample size of 100 respondents by using simple random sampling technique, in order to analyze and interpret the respondent's opinions and views with respect to the Job Satisfaction provided by METRO FABRICS AT KARUR. The entire study is based on both the primary data and Secondary data.

PRIMARY DATA:

For collecting the primary data, the questionnaire method was employed. Each respondent was given a questionnaire and they answered it and returned back in two weeks' time

Questionnaire: A Questionnaire has been prepared and distributed among the respondents (employees) for both executives and non-executives.

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

Observation: by observing the working environment.

SECONDARY DATA

For secondary data the researcher depends on various company records, websites and journals etc. The secondary data is that which have been already collected by someone or else which have been passed through statistical data can be categorized into two broad categories named published and unpublished statistics.

Data sources

Primary data was collected by the questionnaire based marked survey. Secondary data was obtained from journals, magazines newspapers, books and the internet.

Research Instrument

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

Data Analysis:

The mode of survey was personal interview with the respondents during the filling up of the questionnaire.

Sampling Techniques:

The sampling used for this study was probability sampling. Since the study is only meant for certain specific categories within the total population, a stratified random sample was used. Three groups of categories have been taken into account viz. students, professionals and general public.

Sample Size:

A sample size of 50 respondents is used for the study

DATA ANALYSIS AND INTERPRETATION:

GENDER	NO OF RESPONDENT	PERCENTAGE
FEMALE	29	78.3%
MALE	21	21.7%

TABLE SHOWS THE GENDERS STSTUS OF THE RESPONDENT

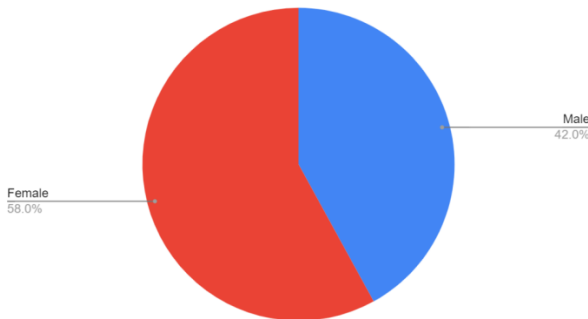
INTERPRETATION

Most of the respondents are almost 78.3% female and less respondents are 21.7% male.

Majority of 78.3 % of the respondents are female.

GENDERS STATUS OF THE RESPONDENT

Count of Gender



FINDINGS

- Majority 78.3 of the respondent are female.
- Majority 34% of the respondent are belong to 30-40 age
- Majority 34% of the respondent belongs to Graduated
- Majority 80% of the respondent are married
- Majority 28 % of the respondent are above 5 years
- Majority 68% of the respondent are satisfied with their teams
- Majority 56% of the respondent are satisfied for working their company
- Majority 66% of the respondent are satisfied with the holidays provided by the company

- Majority 62% of the respondent is feeling stress in their work
- Majority 58% of the respondent with the working hours
- Majority 60% of the respondent are agrees with that the company provides regard reward and recognition to the employees.
- Majority 40% of the respondent said slightly challenging in the work in that company.
- Majority 56% of the respondent are satisfied with the infrastructure facilities provided by the company
- Majority 36% of the respondent are between the level of income Rs5000-Rs10,000
- Majority 50% of the respondent are satisfied with the salary
- Majority 68% of respondent are working in production department
- Majority 68% of the respondents are comfortable to sharing their opinions
- Majority 58% of the respondent are feel secured in their job.

SUGGESTIONS:

- It would be beneficial to explore initiatives to promote gender diversity and inclusion within the workplace.
- The company could explore educational and skill enhancement programs to further empower and engage this group.
- To conduct a detailed analysis to identify the sources of stress and implement measures to alleviate or manage stress levels.
- Consider expanding or refining these programs based on employee feedback to further boost morale.
- Assess whether this is a positive or negative aspect and consider adjustments as necessary.
- Understand specific aspects contributing to satisfaction and potential areas for improvement of infrastructure
- To ensure fair compensation and identify potential financial wellness initiatives.
- Assess the unique challenges and satisfactions within this department to tailor strategies accordingly.

CONCLUSION:

The motivation factors have a strong influence on employee satisfaction resulting in any positive feelings that accompany human, who is trying to keep this state as long as possible, which leads to further efforts. Employee's satisfaction represents one of the most complex areas facing today's managers when it comes to managing their employees. Many studies have demonstrated an unusually large impact on the employee's satisfaction on the motivation of workers, while the level of motivation has an impact on productivity, and hence also on performance of business organizations. There is a considerable impact of the employees' perceptions for the nature of his work and the level of overall job satisfaction.

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