

A STUDY ON JOB SATISFACTION AMONG EMPLOYEES IN SUNDHARAM INDUSTRIES PRIVATE LIMITED CHENNAI

BHARANI ESWARI M ¹, SOWMYA G ²

¹Assistant professor, Department of MBA, Paavai Engineering College Anna University,

Namakkal, Tamil Nadu, India

²PG Student, Department of MBA, Paavai Engineering College Anna University,

Namakkal, Tamil Nadu, India

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

INTRODUCTION:

Job is one of the important elements of people's life. Their living style and their socially depend on their jobs. Therefore, every organization must have a satisfied workforce. Nowadays, the private sector plays a significant role in uplifting the economy of Pakistan. They are not only providing good services but are also providing job opportunities to a large group of people. Keeping in view the contribution of the private sector to society and the significant role of job satisfaction to improve the employees' performance, the present study aims to know the job satisfaction of employees and its relationship with the performance level.

There is a general understanding that the overall productivity and success of an organization depends on the effective and efficient performance of employees and that better performance depends on employees' job satisfaction. For that purpose,

researchers have identified various aspects of job satisfaction, its relative importance, and its relationship with performance and productivity.

Job satisfaction is the positive and negative feelings of an employee towards his job or it is the amount of happiness connected with the job. Therefore, job satisfaction is one of the most widely spread researched topics in the field of organizational psychology. According to Locke, job satisfaction is the positive and enjoyable feeling that results from the evaluation of one's job or job experience.

It is observed from the previous studies that when an employee is satisfied, he will perform at his level best to achieve the organizational objectives. Similarly, safety and good relationships with supervisors and co-workers are the biggest satisfiers nature of the job, way of supervision, job security, recognition, and advancement are important factors for employees' organizational commitment.

Likewise, participation of employees in pension, profit-sharing plans, and job security is positively correlated with job satisfaction, whereas many studies have recommended opportunity for professional development as the biggest determinant of job satisfaction.

and private sectors, greatly contributes to the overall growth of the nation. As far as the job satisfaction of doctors is concerned, Pakistan is facing various issues. Due to limited research in such an industry, the present study is intended to explore the satisfaction and performance level of medical doctors working in the private sector.

OBJECTIVES OF THE STUDY:

Primary Objective:

The objective of the research is to find employees' satisfaction levels with the organization.

Secondary Objective:

- To access the general attitude of the employee towards THE SUNDARAM INDUSTRIES PRIVATE LIMITED.
- To understand the problem of the employee in the working condition.
- To know the employee's opinion about the workplace, pay, and benefits.
- To study and analyze the various factors affecting the job satisfaction level.

NEED OF THE STUDY:

Beyond there search literature and studies ,job satisfaction is also important in everyday life .As many studies suggest, employers benefit from satisfied employees as they are more likely to profit from lowers staff turn over and higher productivity if their employees experience a high level of job satisfaction.

RESEARCHMETHODOLOGY

METHODOLOGY:

Research methods are the techniques and tools by which you research a subject or a topic .Research methodology involves the learning of various techniques to research and acquiring knowledge to perform tests, experiments, surveys,and critical analysis.

Research methodology simply refers to the practical “how” of any given piece of research. It's about how are searcher systematically design a study to ensure valid and reliable results that address the research aims and objectives.

RESEARCH INSTRUMENT:

A questionnaire was prepared to keep the objective in mind, the questions were structured and directed to make the respondent understand them easily. The respondent has to use a rating scale to answer some questions. The questionnaire includes open-ended and closed-ended questions.

DESCRIPTIVE RESEARCH:

Descriptive research design is called explanatory design. This describes the demo graphic characteristics of employers who are attending training programs. Descriptive studies are undertaken in many circumstances. When the researcher is interested in knowing the characteristics of certain groups such as age ,occupation, experience, etc., a descriptive study is necessary. Hence the researcher has chosen the descriptive research method for the study.

RESEARCH DESIGN:

The study was base don a survey method. The study aims to find the satisfaction levels of employees

PERIOD OF STUDY:

This study on employee satisfaction was conducted during 28 days.

SAMPLE SIZE:

The sample size of this study is 95 respondents.

STATISTICALTOOLS:

- Percentage Analysis
- Cross tabs statistics

DATA REQUIREMENT:

PRIMARY DATA:

In the study ,primary data were collected through personnel interviews using a questionnaire. The questionnaire was administered to hundred employees of Sundaram Industries Pvt Ltd.

SECONDARY DATA:

Secondary data forth is study was collected. Previously publishes records, statistics, research reports, and documents. Periodicals and websites.

SAMPLE SIZE:

The sample size of this study is 95 respondents

SAMPLINGDATA:

A sample design I sad definite plan for obtaining a sample from a given population.

The convenience sampling method was use din the selected.

QUESTIONNAIRE:

In this study, there searcher has used a questionnaire consisting of eight teen choice-based questions

GRAPHICAL REPRESENTATION OF DATA:

Graphicalrepresentationtoolssuchasbargraphsandpiechartshav ebeenused for the data analysis.

PERCENTAGE ANALYSIS:

Percentage analysis refers to a special kind of ratio. % is used in making a comparison between two or more series of data, % issued to describe a relationship. It can be used to compare the relative terms and the distribution of two or more series of data.

$$\% \text{ of Respondents} = (\text{No. of respondents} / \text{Total}) * 100$$

CROSS TABS STATISTICS:

In statistics, a contingency table (also known as a cross tabulation or crosstab) is a type of table in a matrix format that displays the (multivariate) frequency distribution of the variables. They are heavily used in survey research, business intelligence, engineering, and scientific research.

DATA ANALYSIS AND INTERPRETATION

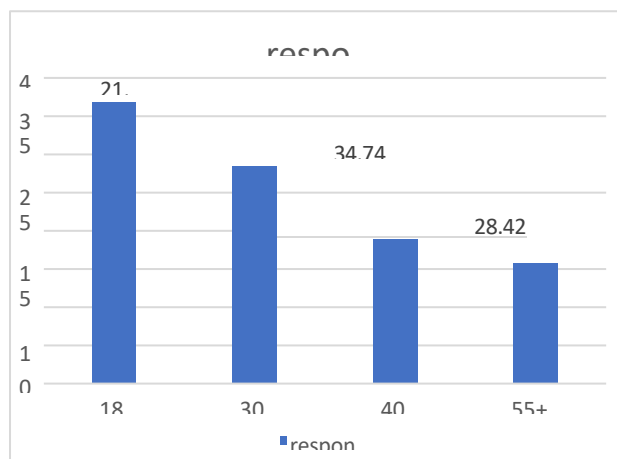
PERCENTAGE ANALYSIS

The following consist of the data analysis and interpretation of my questionnaire Survey analysis of data

TABLE NO: 6.1.1 Age of respondents

AGE	NO.OF.RESPONDENTS	PERCENTAGE
18-29	20	21.05
30-39	33	34.74
40-55	27	28.42
55+years	15	15.79
Total	95	100

Charts



INTERPRETATION:

The above table interpreted that 36.84% of respondents are of the age group 18-29, 28.42% of them belong to the age group 30-39 and 18.95% belong to the age group 40-55 and 15.79 are the age group of 55+ years.

FINDINGS:

- Majority of 36.84% of respondents are aged below.
- From the survey 68.42 respondents are male and 31.58 are females.
- 44.21% of employees strongly agree the organization is open to the change.
- 41.05% of employees strongly agree that the company has an effective work culture.
- The majority of employees are satisfied that the communication is effective among people.
- 49.47% of employees strongly agree delegation of work is effective.
- 56.84% of employees are highly satisfied that the organization provide all kind of required materials.
- 49.47% of employees are satisfied that the job responsibilities are defined.
- The overall employees accepted the company follows the strategic objectives
- 46.32% of employees agreed that management involves success in personal
- Growth and professional growth.

SUGGESTIONS:

- They have to conduct training programs regularly.
- Management should provide an opportunity to practice the learned in the workplace.
- Training program should also include the latest technology and current information.
- The trainee should make the employees to aware of the personal benefits he can achieve.
- Better performance through training.
- Training provided to employees on their requirements.

CONCLUSION:

The study was conducted to find out the link between job satisfaction and the performance of employees working in private organizations. While studying the relationship of job satisfaction with different variables such as qualification, gender, occupation, family system, and marital status, it is concluded that job satisfaction has no significant association with gender, qualification, family system, as well as marital status. It is determined from the study that job satisfaction is significantly correlated

With the occupation of employees. Hence, medical doctors are more satisfied with their jobs as compared to teachers and bankers. Further more ,it is also concluded from the aboveresultsthattheperformanceofsatisfiedemployeesissuperiorascomparedto dissatisfied employees.

REFERENCE:

1. .P. Green, "The perceived influence on organizational productivity: a perspective of a public entity," Problems and Perspectives in Management ,vol. 14, no. 2, pp. 339–347, 2016.View at: Publisher Site| Google Scholar
2. A.B.Shamalian,"Therelationshipbetweenjobsatisfaction,jobperformanceand employee engagement: an explorative study," Business Management and Economics, vol. 4, no. 1, pp. 1–8, 2016.View at: Google Scholar
3. .A. Hira and I. Waqas, "A study of job satisfaction and its impact on the performance in the banking industry of Pakistan," International Journal of BusinessandSocialScience,vol.3,no.19,pp.174–179,2012.Viewat:GoogleScholar
4. J. K. Singh and M. Jain, "A study of employees' job satisfaction and its impact on their performance, "Journal of Indian Research, vol. 1, no. 4, pp. 105–111, 2013.View at: Google Scholar
5. R. Shahu and S. V. Gole, "Effect of job stress and job satisfaction on performance: an empirical study," AIMS International Journal of Management, vol. 2, pp. 237–246, 2008.View at: Google Scholar
6. P. E. Spector,Job Satisfaction: Application, Assessment, Causes, and Consequences, SAGE, Thousand Oaks, CA, USA, 1997.