

A Study on Job Satisfaction at Bharathi Cement Corporation Private Limited, Kadapa

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(Research Guidance)

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ABSTRACT

Job satisfaction is a critical factor in organisational success and employee well-being. It represents the degree of contentment, fulfilment, and happiness an employee experiences in their job role. This abstract provides an overview of the concept of employee job satisfaction, its importance, determinants, and potential implications for individuals and organisations. Job satisfaction is influenced by various factors, including intrinsic and extrinsic motivators. Intrinsic factors encompass the nature of the work itself, opportunities for growth and development, and the sense of autonomy and achievement. Extrinsic factors involve compensation, recognition, work-life balance, supportive leadership, and the overall organisational culture. Understanding the interplay between these factors is crucial for fostering and maintaining high levels of job satisfaction

Introduction

Employee job satisfaction refers to the degree of happiness and fulfilment employees feel with their work and overall job experience. It is an important part of organisational success because satisfied employees are usually more engaged, productive, and committed to their jobs and companies. Job satisfaction is shaped by different factors, including the type of work, the work environment, relationships with supervisors and coworkers, pay and benefits, chances for growth and development, and the overall company culture.

NEED OF THE STUDY:

Employee job satisfaction is important because it increases productivity and efficiency in the workplace. Satisfied employees are more loyal and less likely to leave the organization. Employee feedback on job satisfaction can also be used to improve performance management and support better decision-making.

SCOPE OF THE STUDY:

- The study is confined to Bharathi Cement Corporation Private Limited only.
- The study examines factors influencing job satisfaction, such as salary, working conditions, job security, and management support

OBJECTIVES OF THE STUDY:

- To study the level of employee job satisfaction at Bharathi Cement Corporation Private Limited, Kadapa.
- To identify the various factors influencing job satisfaction at Bharathi Cement Corporation Private Limited, Kadapa.
- To analyse the impact of working conditions on employee job satisfaction at Bharathi Cement Corporation Private Limited, Kadapa

LITERATURE REVIEW

Wickramasinghe (2016) delved into the position of job satisfaction endured by the IT graduates employed full-time in coastal outsourced IT enterprises in Sri Lanka, the demographic characteristics that prognosticate job satisfaction, perceptions towards IT jobs in outsourced IT enterprises, development and job hunt intentions. Using a clustered arbitrary sample of 122 repliers who filled in a questionnaire and a Pearson Correlation Measure, he established that gender and term are significant in job satisfaction measures.

Bang (2015) examined the moderating part of age in the connections between leader- member exchange confines and job satisfaction and between job satisfaction and intention to stay among leaders in non-profit sports associations. Using a clustered arbitrary sample of 214 levies in 22non-profit sports associations and a moderated hierarchical regression analysis, he established that age moderated the relationship between professional respect and job satisfaction, such that it was stronger for youthful levies, and job satisfaction had a lesser positive influence on intention to stay for aged rather than youngish levies.

RESEARCH METHODOLOGY

Data is collected through primary and secondary data.

- **Primary Data:** Primary data is collected through a questionnaire.
- **Secondary data:** Secondary data has been collected through various journals, company websites, and research reports.
- Type of sampling: convenience sampling method
- Sample size: 105

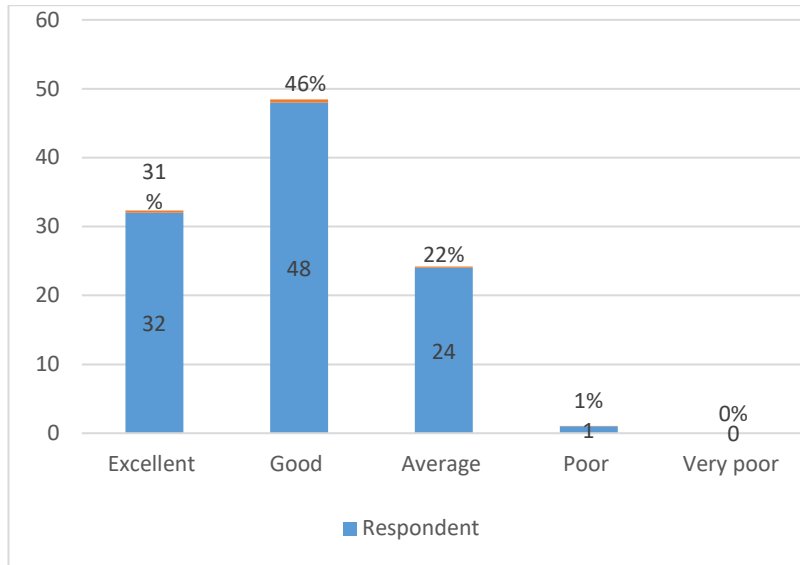
DATA ANALYSIS & INTERPRETATION

Employee-employer relationship in the company

Particulars	Respondent	Percentage
Excellent	32	31%
Good	48	46%
Average	24	22%
Poor	1	1%
Very poor	0	0%
Total	105	100%

Source: primary data

Chart



Interpretation:

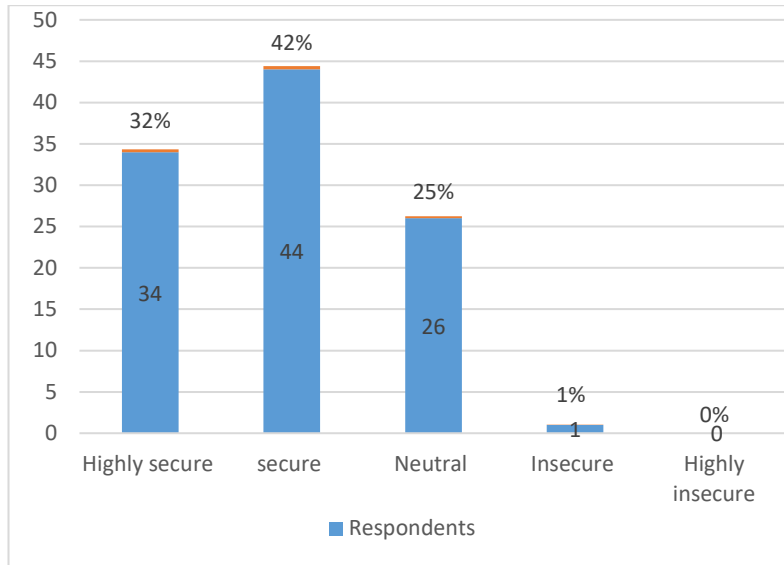
The table shows employees’ views on employer–employee relationships in the company. A majority of respondents 46% rated the relationship as Good. About 31% of employees felt the relationship is Excellent. Nearly 22% considered it Average, while only 1% rated it as Poor. Overall, the findings indicate that most employees have a positive perception of the company’s employer–employee relationship.

Employee feeling about job security.

Particulars	Respondents	Percentage
Highly secure	34	32%
secure	44	42%
Neutral	26	25%
Insecure	1	1%
Highly insecure	0	0%
Total	105	100%

Source: primary data

Chart



Interpretation:

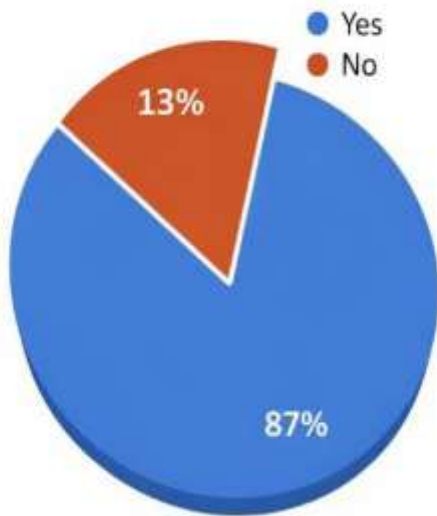
The table shows employees’ feelings about job security in the company. A majority of respondents 42% feel secure in their jobs. About 32% of employees feel highly secure. Nearly 25% of respondents have a neutral opinion, while only 1% feel insecure. Overall, the results indicate that most employees feel safe and confident about their job security.

Medical leaves provided by the Organization.

Particulars	Respondents	Percentage
Yes	92	87%
No	13	13%
Total	105	100%

Source: primary data

Chart



Interpretation:

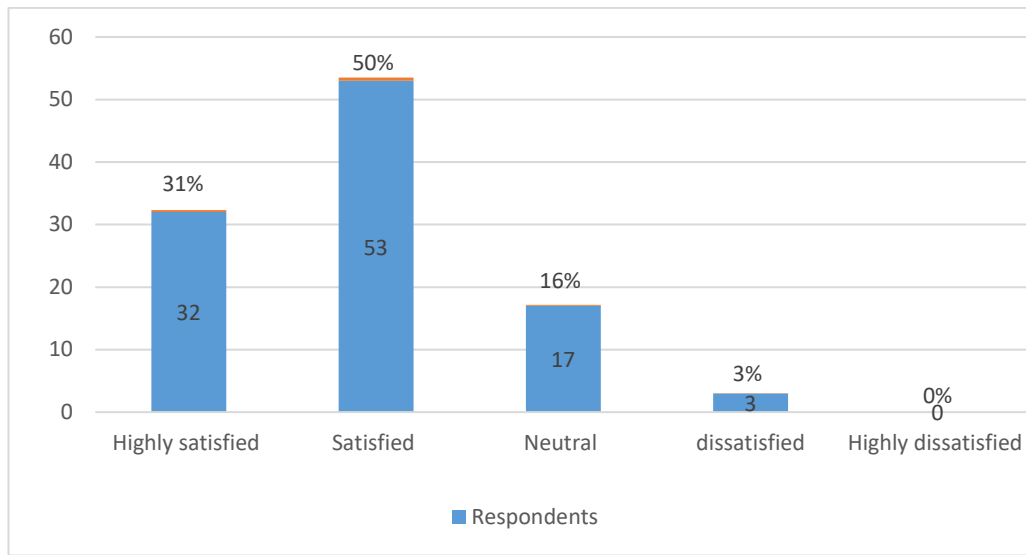
The pie chart shows the responses divided into “Yes” and “No” categories. A large majority, 87%, responded “Yes”, only 13% of the respondents selected “No.” This indicates that most participants have a positive opinion or agreement. Overall, the data clearly shows strong support for the “Yes” response compared to “No.”

satisfaction level towards the Welfare facilities.

Particulars	Respondents	Percentage
Highly satisfied	32	31%
Satisfied	53	50%
Neutral	17	16%
Highly dissatisfied	3	3%
Dissatisfied	0	0%
Total	105	100%

Source: Primary data

Chart



Interpretation:

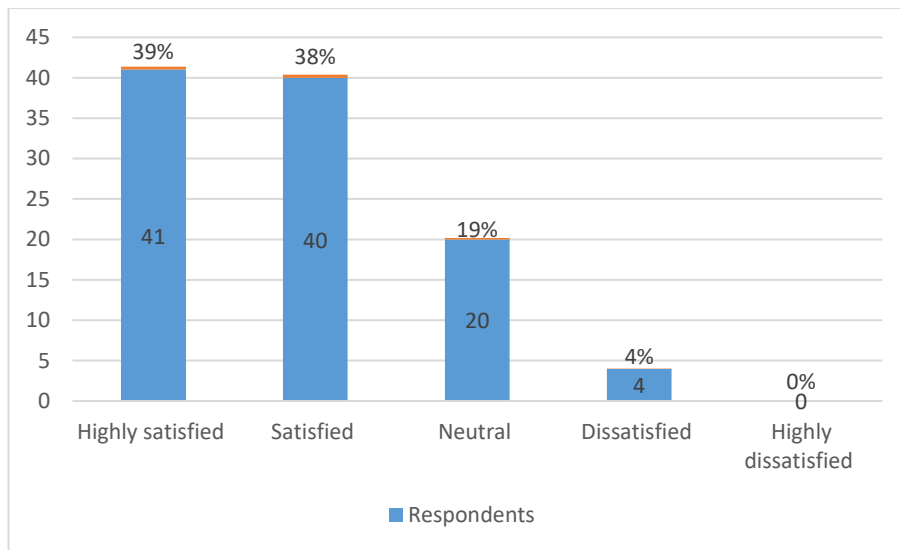
The data shows that a majority of employees are satisfied with the welfare facilities provided by the organisation. Nearly half of the respondents 50% reported being satisfied, while 31% expressed that they are highly satisfied. A smaller proportion of employees 16% remained neutral in their opinion. Only 3% of the respondents reported dissatisfaction, and none were strongly dissatisfied. Overall, the findings indicate a high level of employee satisfaction regarding welfare facilities.

Satisfactory level towards salary.

Particulars	Respondents	Percentage
Highly satisfied	41	39%
Satisfied	40	38%
Neutral	20	19%
Dissatisfied	4	4%
Highly dissatisfied	0	0%
Total	105	100 %

Source: Primary data

Chart



Interpretation:

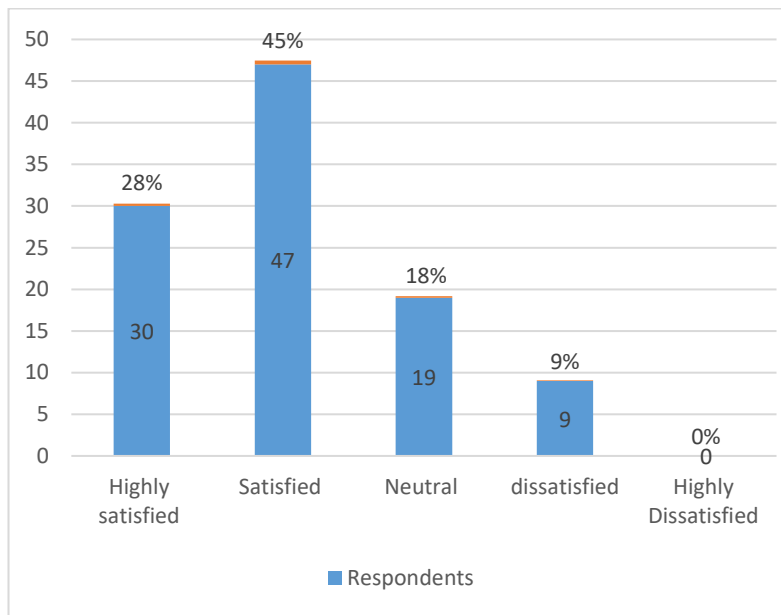
The data indicates that most employees are satisfied with the salary provided by the company. About 39% of respondents are highly satisfied, while 38% reported being satisfied. Nearly one-fifth, 19% of the employees expressed a neutral opinion regarding their salary. A small proportion, 4%, reported dissatisfaction, and none were strongly dissatisfied. Overall, the findings suggest that a majority of employees have a positive perception of their salary structure.

working conditions at job.

Particulars	Respondents	Percentage
Highly satisfied	30	28%
Satisfied	47	45%
Neutral	19	18%
Highly dissatisfied	9	9%
Dissatisfied	0	0%
Total	105	100 %

Source: Primary data

Chart



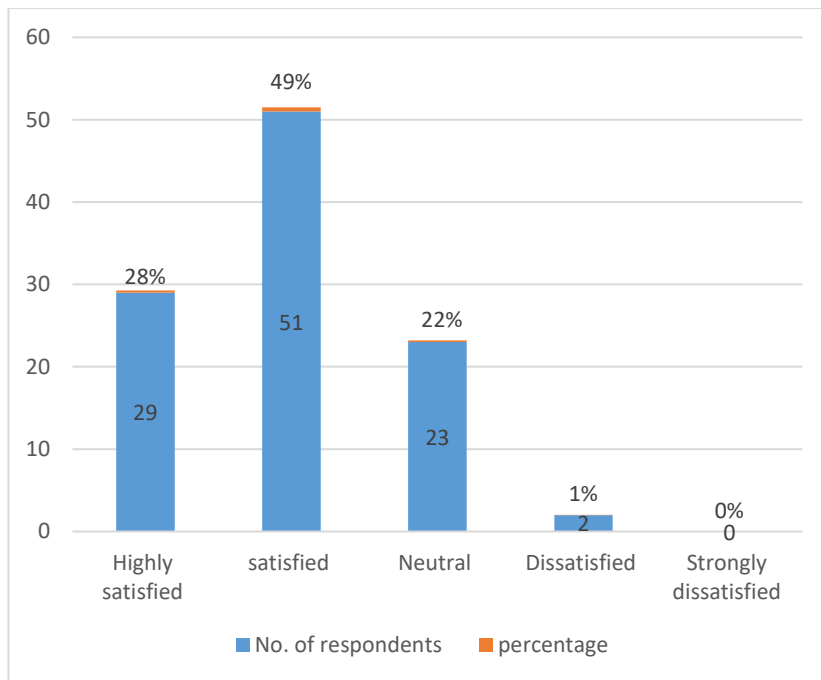
Interpretation:

The data indicate that most employees are satisfied with the physical working conditions of their job. A significant 45% of respondents reported being satisfied, while 28% expressed high satisfaction. Additionally, 18% of employees remained neutral in their opinion. A smaller proportion, 9%, reported dissatisfaction, and none were strongly dissatisfied. Overall, the findings suggest that the majority of employees have a positive perception of their physical working conditions.

Overall satisfaction level towards the job.

Particulars	No. of respondents	percentage
Highly satisfied	29	28%
satisfied	51	49%
Neutral	23	22%
Dissatisfied	2	1%
Strongly dissatisfied	0	0%
Total	105	100%

Source: Primary data

Chart**INTERPRETATION:**

The data shows that a majority of employees are satisfied with their overall job. Nearly half of the respondents 49% reported being satisfied, while 28% expressed high satisfaction. About 22% of employees remained neutral in their opinion. Only a very small proportion 1% reported dissatisfaction, and none were strongly dissatisfied. Overall, the findings indicate a high level of overall job satisfaction among employees in the organisation.

FINDINGS

- 77% of the respondents rated the employer–employee relationship as good, while 22% rated it as average, showing a positive workplace relationship.
- 75% of the respondents feel secure in their job, 25% are neutral, and very few feel insecure, indicating confidence in job security.
- 87% of the respondents confirmed that medical leave facilities are provided, showing strong support for employee welfare policies.
- 73% of the respondents are satisfied with working conditions, 18% are neutral, and 9% are dissatisfied, indicating a generally favourable work environment.
- 81% of the respondents are satisfied with welfare facilities, while only 3% expressed dissatisfaction, indicating strong welfare support.
- 77% of the respondents are satisfied with salary, 19% are neutral, and 4% are dissatisfied, indicating a positive perception of salary structure.
- 77% of the respondents expressed overall job satisfaction, indicating a high level of employee satisfaction in the organization.

CONCLUSION

The study concludes that employees at Bharathi Cement Corporation Private Limited generally have a positive level of job satisfaction. Most employees are satisfied with their working environment, employer–employee relationships, job security, and benefits provided by the company. The company also maintains good production performance, which reflects the efficiency and satisfaction of the employees. The organisation offers supportive policies such as medical leave, retirement benefits, and HR allowances, which contribute to employee satisfaction.

SUGGESTIONS

- The company should conduct more training and development programs to enhance employee skills and efficiency.
- Improving the working conditions can significantly contribute to higher employee satisfaction and productivity.
- The organization should further strengthen and expand employee welfare facilities, including health benefits and safety measures, to improve employee comfort and satisfaction at the workplace.

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