

# **An Analysis of Employee Satisfaction and Quality of Work Life Among Employee with Special Reference to Mythri Metallizing India Bangalore**

AUTHOR 1: NISHMITHA

IV Sem MBA, RR Institute of Advanced Studies, RR Institutions

Bangalore University, Bangalore.

E Mail Id: [nishusuresh2001@gmail.com](mailto:nishusuresh2001@gmail.com)

AUTHOR 2: Divya K Murthy

Head of The Department, RR Institute of Advanced Studies, RR Institutions

Bangalore University, Bangalore.

E mail Id: [sansdivyas@gmail.com](mailto:sansdivyas@gmail.com),

## **ABSTRACT**

This study investigates employee satisfaction and quality of work life (QWL) among employees at Mythri Metallizing in Bangalore, emphasizing the relationship between these two essential factors. Employee satisfaction is crucial for organizational success, impacting productivity, retention, and workplace morale. Quality of work life encompasses various dimensions such as working conditions, job security, compensation, and opportunities for personal and professional growth. Understanding how these elements interact within the context of Mythri Metallizing is vital for developing effective human resource strategies.

Utilizing a quantitative research approach, the study will employ surveys to collect data from employees regarding their perceptions of QWL and satisfaction levels. It is expected that the findings will reveal a significant positive correlation between high-quality work life and employee satisfaction, with factors like fair compensation and a supportive work environment emerging as key predictors. To analyse the research used a **T- Test** as a statistical tool. The insights gained from this analysis aim to guide management in implementing targeted improvements to enhance employee satisfaction, ultimately fostering a more engaged and productive workforce at Mythri Metallizing.

**Keywords:** Employee satisfaction, Quality of work life (QWL), Work-life balance, Job satisfaction, Career development Leadership style

## INTRODUCTION

Because they have a direct impact on worker performance, productivity, and retention, employee satisfaction and quality of work life (QWL) are essential elements of organizational success. Sustainable success in contemporary sectors, especially manufacturing, depends on establishing an atmosphere that promotes job satisfaction while upholding work-life balance. In order to examine how elements like pay, workplace culture, career growth, and job security affect employee satisfaction and QWL, this study focuses on Mythri Metallizing India, Bangalore. The study intends to offer practical insights for improving organizational processes in the manufacturing industry by identifying important drivers. Long-term success can be fuelled by a contented and driven staff since it can increase output, lower attrition, and enhance organizational performance. Knowing these factors in relation to the business will help you understand how employee treatment and working circumstances directly affect job satisfaction and the general quality of work life.

## 1. RESEARCH METHODOLOGY

This study employs a descriptive research design to understand employee satisfaction and quality of work life (QWL) at Mythri Metallizing India, Bangalore. The research methodology includes both qualitative and quantitative approaches to gather comprehensive data. This study evaluates the quality of work life (QWL) and employee satisfaction at Mythri Metallizing India in Bangalore using a descriptive research design. Structured questionnaires will be used to gather primary data from a random sampling sample of 100 employees. Company documents and pertinent literature will be the sources of secondary data. To find trends, statistical procedures like the mean and chi-square tests will be used in data analysis. Data collection and analysis will be the two stages of the study, which will yield information on the elements that affect employee happiness.

### 1.1 OBJECTIVE OF THE STUDY

- To assess overall employee satisfaction levels at Mythri Metallizing India.
- To identify key factors influencing employee satisfaction.
- To analyse the quality of work-life balance among employees.
- To examine the relationship between employee satisfaction and performance.

## 2. REVIEW OF LITERATURE

1. **Timsal, A., & Awais, M. (2020):** In their study, “Timsal and Awais explored the impact of remote work on employee satisfaction during the COVID-19 pandemic”. They found that the flexibility and autonomy provided by remote work arrangements led to increased job satisfaction for many employees. However, the study also highlighted challenges such as isolation and difficulties in communication, which negatively affected some workers' engagement and well-being. The research emphasized the need for organizations to balance flexibility with support systems to maximize employee satisfaction in a remote work environment.

2. **Suh, A., & Lee, J. (2021):** Suh and Lee examined “the effects of digital transformation on employee satisfaction in the workplace”. Their study revealed that the integration of digital tools improved work efficiency and productivity, leading to higher job satisfaction. However, they also noted that excessive reliance on digital platforms caused digital fatigue and blurred work-life boundaries, which could negatively impact employee well-being. The study highlighted the importance of finding a balance between leveraging digital tools and maintaining employee mental health and satisfaction.

3. **Carter, A., & Baghurst, T. (2021): Carter and Baghurst's study focused on “the relationship between mental health and job satisfaction in the post-pandemic workplace”.** They found that organizations prioritizing mental health support, such as counselling services and wellness programs, experienced higher levels of employee satisfaction. Employees who felt their mental well-being was supported were more engaged, productive, and loyal to their companies. The study emphasized that mental health is a critical factor in maintaining high job satisfaction, especially in challenging times.
4. **Gallup(2022): The Gallup Global Workplace Report (2022) emphasized “the critical role of employee well-being in driving job satisfaction and performance”.** The report highlighted that employees who feel supported in their well-being—through mental health resources, flexible work arrangements, and growth opportunities— are more satisfied and engaged in their jobs. It also revealed that workplace culture and strong leadership significantly influence employee satisfaction, with companies that prioritize well-being seeing better productivity and lower turnover rates.
5. **Bailey, C., & Madden, A. (2022): Bailey and Madden's research explored “the impact of purpose-driven work on job satisfaction”.** They found that employees who believed their work had a meaningful impact on society or aligned with a greater purpose reported higher levels of job satisfaction and engagement. Organizations that clearly communicated their mission and aligned employees' roles with this purpose experienced increased retention and overall performance. The study highlighted the importance of fostering a sense of purpose to enhance employee satisfaction.

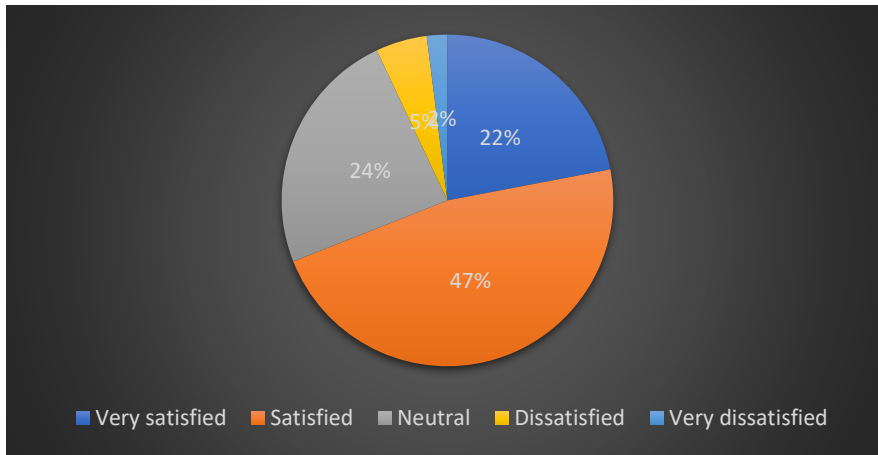
#### 4. DATA METHODOLOGY

**Table 4.1 satisfaction with the opportunities for career growth and development**

Particular	Response	Percentage
Very satisfied	22	22%
Satisfied	47	47%
Neutral	24	24%
Dissatisfied	5	5%
Very dissatisfied	2	2%

**Table 4.1**

**Analysis:** The satisfaction data indicates a generally favorable response, with 69% of participants reporting either "Very satisfied" (22%) or "Satisfied" (47%). However, 24% of respondents remain neutral, suggesting that some individuals may not feel strongly about their experience. Meanwhile, the low percentages of dissatisfaction (5% and 2%) indicate that negative perceptions are minimal.



**Graph 4.1**

### Interpretation

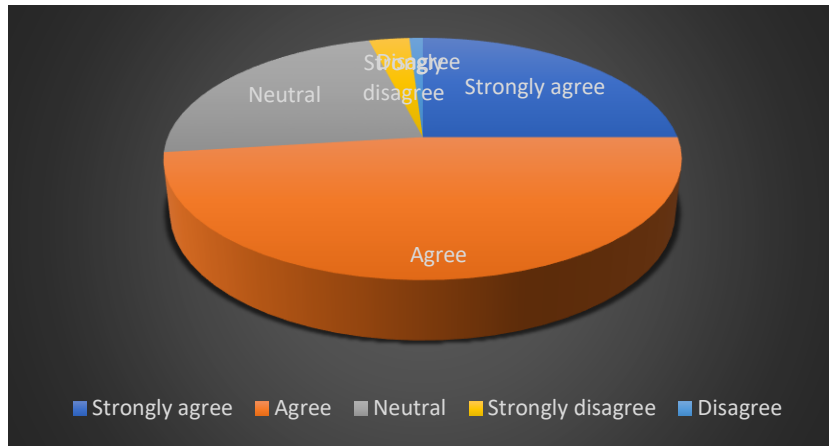
According to the analysis of the satisfaction statistics, 69% of respondents expressed satisfaction, indicating a strong overall favorable sentiment. The 24% of neutral replies, however, point to a group that would need more involvement or efforts at reform. The low levels of dissatisfaction imply that although the majority of participants are satisfied, future projects may see even greater levels of satisfaction if the worries of neutral responders are addressed.

**Table 4.2 The company's high ethical standards in its operations and practices**

Particular	Response	Percentage
Strongly agree	25	25%
Agree	48	48%
Neutral	23	23%
Strongly disagree	3	3%
Disagree	1	1%

**Table 4.2**

**Analysis:** The response data shows a favourable outlook, with 73% of participants either "Strongly agree" (25%) or "Agree" (48%), indicating strong support for the statement. Meanwhile, 23% remain neutral, suggesting some individuals may have reservations or lack strong feelings on the matter. The low levels of disagreement (4% combined) indicate that opposition is minimal



**Graph 4.2**

### Interpretation

The analysis of the response data reveals a high degree of agreement, with 73% of participants supporting the statement, while 23% of respondents were neutral, indicating a potential for more participation. The low percentage of disagreement (4%) suggests that although support is widespread, addressing the concerns of neutral respondents could promote more agreement and understanding.

### TESTING THROUGH T- TEST

**Table 4.3: The tools and resources needed to perform their job effectively**

Particular	Response	Percentage
Yes, always	33	33%
Yes, most of the time	39	39%
Some time	21	21%
Rarely	6	6%
Never	1	1%

**Table 4.3**

### P value and statistical significance:

The two-tailed P value equals 0.0534

By conventional criteria, this difference is considered to be not quite statistically significant.

### Confidence interval:

The hypothetical mean is 0.00

The actual mean is 20.00

The difference between these two values is 20.00

The 95% confidence interval of this difference:

From -0.48 to 40.48

Intermediate values used in calculations:

$t = 2.7116$

$df = 4$

standard error of difference = 7.376

GraphPad's web site includes portions of the manual for GraphPad Prism that can help you learn statistics. First, review the meaning of P values and confidence intervals . Then learn how to interpret results from a one sample t test\_.

Review your data:

Mean 20.00

SD 16.49

SEM 7.38

N 5

### Interpretation

According to the data interpretation, 72% of respondents confirmed consistent participation, indicating a largely positive level of engagement.

But the 21% who selected "Sometimes" point to a group that could require more encouragement or drive to participate more regularly.

Targeting the "Sometimes" group could encourage increased involvement and improve overall commitment, despite the small replies of "Rarely" (6%) and "Never" (1%) suggesting that disengagement is not common.

## 5.FINDING AND SUGGESTION

### 5.1 FINDING

- Career Growth Satisfaction is the given data 69% of employees are satisfied with career development opportunities.
- Ethical Standards is on 73% of employees agree with the company's high ethical standards.
- Job Resources 72% feel they have consistent access to tools and resources needed for their jobs.
- Workplace Engagement a majority engage regularly, but 21% report occasional participation.
- Statistical Significance the P-value of 0.0534 shows the results are not statistically significant.

### 5.2 SUGGESTIONS

- Career Growth is focus on engaging neutral respondents to further enhance career development satisfaction.
- Ethical Standards is address neutral employee concerns to strengthen perceptions of ethical practices.
- Job Resources regularly evaluate and improve resource allocation to ensure consistency.
- Workplace Engagement encourage more frequent participation from the "Sometimes" group to boost engagement.
- Statistical Analysis conduct further studies with a larger sample size to ensure more reliable conclusions.

## 6. CONCLUSION

According to a study conducted at Mythri Metallizing India in Bangalore on employee satisfaction and quality of work life (QWL), worklife balance, career development opportunities, compensation, and a supportive workplace culture all have a big impact on workers' happiness and wellbeing. Increased QWL lowers turnover, increases employee loyalty, and boosts productivity. In order to guarantee sustainable organizational growth in the industrial sector, the findings highlight the necessity of proactive HR policies and an emphasis on creating a happy work environment.

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