EFFECTS OF JOB SATISFACTION ON ORGANIZATIONAL COMMITMENT

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Abstract

The research is intended to examine the Effects of job satisfaction on Organisational commitment. The research is basically carried out to determine the loyalty of employee for Organization by job satisfaction.

Employees are the soul of any organization. For any organization to work smoothly and without any intervention their employees must be satisfied with their team, management or environment of an organization. Its most negative point for an organization that their employees are not satisfied with them. It creates a situation where employees either leave the organisation or stay there with sad or de motivated presence of mind.

The following study is self-conducted research on how satisfied employees give their best to that organization and what works organizations can do for better results. This study also focused on Motivation factors that what things will help them to be loyal to that organization. A sample which collected of individuals was selected and was interviewed with a self-administrated questionnaire to obtain primary data and toughly self-analysed. The data was analysed using descriptive statistical analysis methods. This data helps us to improve drastically change in employee's behaviour of job satisfaction.

Keywords: Job Satisfaction, Employees Loyalty, Motivation Factors, Employees Behaviour.

Introduction

This Research is all about what employees want to in an organization and what they work for. The management of employees at work is a Crucial part of the organization. To understand the critical situation of employees in the organization is to recognize that the human element and the organization are related to each other. A well-organized organization usually sees an average worker are the efficient source of quality and productivity gains. Such organizations do not look to capital investment, but they usually invest in employees, as the fundamental source of organization gain or improvement of organization. An organization is effective to the quality of work to which its help to achieves its goals and objectives. An effective organization will make sure that there is a sufficient spirit of cooperation between all employees and sense of commitment and satisfaction regarding their and jobs. If we want to employees satisfied and committed to their jobs, so we need to do few things for them, so that they stay there and show loyalty towards organization. The organization need a strong and effective motivation for their employees for get commitment towards organization.

Motivation is all about psychological things which giving to employees by show some efforts towards their work. A recent study and comprehensive analysis showed that competitiveness nature in employees appear to be largely motivational in nature.

By the help of this research, we can find what is the key factors that will help us to understand employee point of view regarding their organization commitment and, it will help us to employee behaviour regarding works and what they need during work, sometimes the employees need respect, recognition and good working environment. All these things help them to be loyal to hat organization. Some organization is so good in all these criteria, and they think about their employees and trying to co-operate with them, there are several types of organization: -

- ➢ Employees Friendly Organization
- ➢ And some basically focus on work only.

So, as we talk about that the employee friendly organization, they generally have multiple departments where they also analyse the employee behaviour, their satisfaction level, are they happy with their job? And they planned some fun season so that they can easily change their mind and get some change from

work and release all the stress and pressure about the job. There are some other jobs which doesn't do all their stuff their main focus on work and company performance in the market, these company not so much focused about fun activity or other employee things but what they do try to give other things to motivate them like: - Promotions, Incentive, Appreciation letter, Bonus etc. these are the other important things to give the motivation to the employee so that they can show their commitment toward the organization and help that organization for growing well. In this research we will find what employees think about the organization and what type of changes they need.

Literature Review

In (Work Motivation, Job Satisfaction, and Organisational Commitment of Library Personnel in Academic and Research Libraries in Oyo State, Nigeria 2007) research they basically talk about the people of Nigeria and their respected country, but this is w0orld wide problem. Also, in that research we found that there are multiply factor regarding job satisfaction but none of them are the difficult to full fill but sometimes we have problem which cannot resolve. For those problem we must understand the problem sometimes which they are facing during work because of their work, because of their teammates, or maybe because of their team leader, or because of the environment where they are working.

Organization must understand that the employee needs good workplace for work otherwise they are not giving their best to the organization which cause both employee and organization negative point. They must cheer up their mood by giving them several rewards so that they have motive for work, and which help to think or resolve their doubt about the organization and help them to show their commitment to the organization.

We run some survey to find out what people need to change and what are the factors that affect all the stuff. This is the self-made research so the numbers are not so much but still we have plenty of responses which we going to discuss in our research. Let's talk about what think changes the circumstances change the employee's point of view regarding any organization, we can say that there are multiple factors like

company polices, their culture, also how they recognize their work to their client these things help them to consider that organization best for the employees.

Also, the other department or their head must think about their subordinates. They frequently talk to them about their work and their teammates which shows sweet gesture towards them and make a report and send it to the Human Resource department so that they provide enough counselling to those employees. This is the most important factor, or we can say that it shows how genuinely that organization care for the employees and the employees show their loyalty to this type of organization. Some organization have employee development department which listen employee's grievance and try to resolve it anyhow. And organization give employee promotion, incentives, Bonus and appreciation Letter or Awards for their work on the frequent basis. If an employee leaves any organization, its show not only that company negative point but also shows how poor their HR department as well so they must work on them.

RESEARCH QUESTIONS AND OBJECTIVES

The Effects of Job satisfaction on Organisational commitment was examined and investigated for this study. This research examines the impact of job satisfaction on Organisational commitment was common factor for all the organization because an organization spent a lot of money on hiring a loyal and potential employee for that organization. The study's is about basic need of employees for that organization so that they show their commitment: -

1) Do you feel comfortable asking for help if you need it?

2) How likely are you to call your company the "Best places to work"?

3) Do you trust in the approach taken by leaders to achieve the company objectives?

4) Do you feel positive and motivated within your workplace?

5) Do you feel that you are recognized fairly for your contribution to team efforts?

6) Are you complimented for your work by the leaders?

There is one more question which is not important to give every responder but only of those who really want to: -

☐ Any Suggestion regarding job satisfaction on Organization Commitment.

RESEARCH DESIGN AND METHODOLOGY

Sample & Data collection:

A survey is sent to the several employees and take their responses. The information was acquired when these seven questionnaires were entirely filled out. The response rate was acceptable. The "convenience sampling" method was used in this investigation. The information was gathered by a self-administered questionnaire, and participation was completely voluntary.

Measures taken and scales used:

Two elements were considered in this research: training and development, employee performance, and job satisfaction. In total, seven questions about training and development as well as employee performance were used.

These questions were borrowed from a job satisfaction study. All the attributes were rated on a yes, No, and Maybe as per the persons response and their experiences.

ANALYSIS AND RESULTS

The major purpose of this study is to determine the Effects of job satisfaction on organization commitment. A sample of respondents in this survey provided information on the job satisfaction effects organization commitment, motivation in the workplace.

The findings of this research study, as well as the subsequent assessment of the responses, reflect the major sectors of "Environment" and "Motivation," as well as the challenges they pose to "employee performance," "retention," and "morale." A total of thirty (30) workers were chosen at random to complete the structured questionnaire. The following is a survey data analysis:
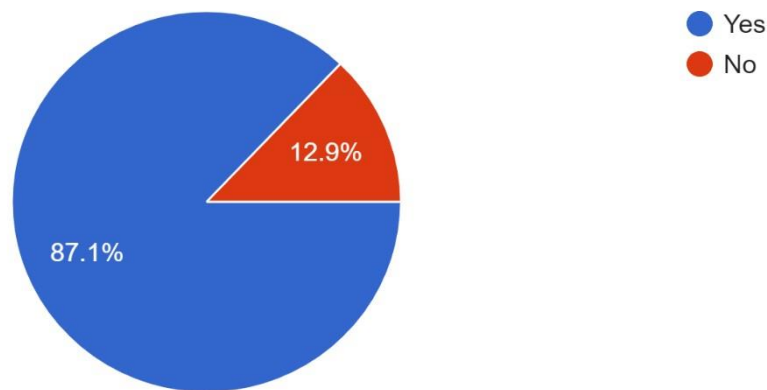
Figure 1 Do you feel comfortable asking for help if you need it.

According to the graph above,87.1 percent of polled employees are comfortable for asking help in the organization which shows that how much comfortable they are in that organization, while 12.9 percent are not feel same there are several reasons in it which cause that result.
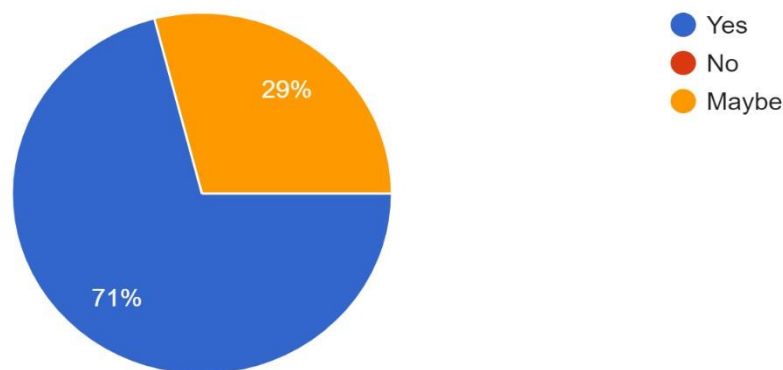
Figure 2: How likely are you to call your company the "Best places to work"?

According to the graph above, 71 percent of the employees polled agree with this statement, while 29 percent disagree. Furthermore, maybe the reason will be same as that they might not get same work recognise that's why this happened.
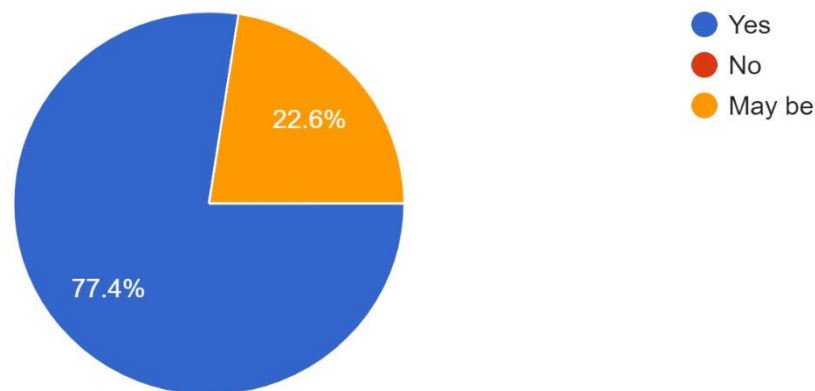

Figure 3: Do you trust in the approach taken by leaders to achieve the company objectives?

According to the graph above, 77.4 percent of the employees polled agree with this statement that show how much they trust their leader so that they approach on them which help them to think, or we can say that to show their commitment to the organization, while 22.6 percent disagree. Furthermore, maybe the reason will be same as that they might not get same work recognise that's why this happened.
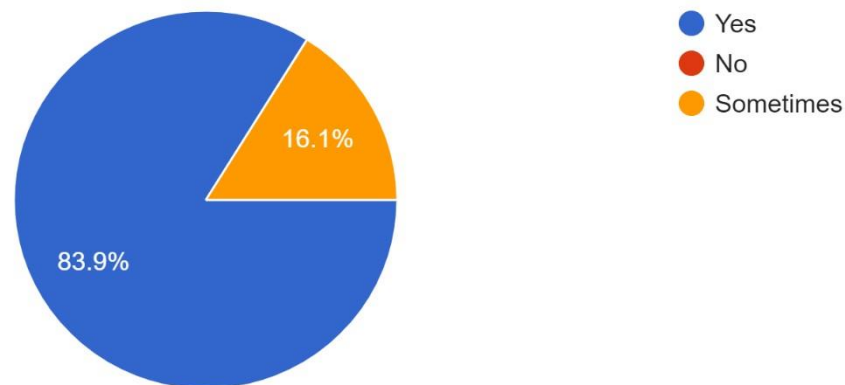
Recommendation

I also put one more question for the employees so that they give their own suggestion what they feel, or they need from their respected organization. This is the correct way to know find correct information to the employees, the answer is: -

- ➢ Recognition and monetary benefits inculcate more effective performance,
- ➢ Encouraging employees is very important, work culture should be nice,
- ➢ If an employee feels low at times, there should me something to cheer them up. May be motivational talk or interaction,
- ➢ Leaders should be more open and less judgemental,

Constant motivation would make employees perform the task which makes them feel job satisfactory rather than a burden. Providing incentives to the employee and his family would make the employee feel that organization is a home to him. He will be inclined to work in favour of the organization. Provide financial benefits along favourable atmosphere to work at.

Also, I am going with that employee need a proper recommendation and give some benefits and encouraging employees and less judgemental. This will help them to understand to make an employee friendly organization which shows organizational commitment as well.

Conclusion

Motivation and job commitment are key components for any organization. Individuals will be more than competent if they have the knowledge and competence to do the task. It is vital for businesses to select talented and capable personnel to boost performance. Employees get benefits when they do work and don't have any issue with the organization if they wanted to progress their careers and positions within the company.

As a result, the purpose of this study is to investigate the job satisfaction affects organization commitment positively. As a result, the HR Department is continually hiring skilled workers from a variety of sectors and providing training to deal with organization internal challenges. Companies retain talents in the firm through a variety of HRM activities and training modules, as well as ensuring a career path for employees to act and perform more effectively and efficiently to contribute significantly to the company.

References

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