

EMPLOYEE JOB SATISFACTION AT ORGANIZATION AND ORGANIZATIONAL PERFORMANCE

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ABSTRACT

Employee job satisfaction is a key factor that influences organizational productivity, employee commitment, and long-term business success. The present study focuses on understanding the level of job satisfaction among employees and the factors that influence their attitude towards work. In modern organizations, employees are considered valuable assets, and their motivation and satisfaction directly affect organizational efficiency. This article examines the relationship between employee satisfaction and workplace environment, leadership, compensation, training opportunities, and works-life balance. The study highlights that organizations that focus on employee welfare, communication, and professional development tend to achieve higher productivity and improved employee retention.

The paper also discusses how job satisfaction contributes to organizational growth and positive workplace culture. Recommendation is provided for organizations to improve employee engagement through effective human resources practices and management supports.

1. INTRODUCTION

Job satisfaction refers to the extent to which employees feel positively or negatively about their work. It represents an employee's emotional response to job roles, responsibilities, and work environment. In manufacturing industries, especially food production, employee satisfaction directly influences productivity, quality standards, safety compliance, and operational stability. Organizations that maintain satisfied employees experience lower turnover, higher engagement, and improved performance outcomes.

Employees form the backbone of any organization. The knowledge, skill and dedication play a major role in achieving business goals. When employees feel valued and supported by the organization, they tend to perform better and contribute more effectively to organizational growth. On the other hand, dissatisfaction among employees can lead to low productivity, absenteeism, and high turnover rates.

Organization today recognize that employee satisfaction is not limited to salary alone.

Various factor such as,

1. Leadership style.
2. Recognition
3. Job security
4. Training Opportunities
5. Work culture

Communication systems influence how employees feel about those jobs. Understanding these factors is essential for managers and identify the factors that influence employees' attitude towards their work. The study also explores how satisfied employees contribute to improved organizational performance and long-term success.

2. RESEACH REVIEW

Job satisfaction can be defined as a sense of employee achievements and success. It is generally believed that it is directly related to productivity and work performance, as well, as to personal well-being. Job satisfaction means doing the work one likes, doing it well, and being rewarded for own efforts for own efforts (kaliski, 2007; Aziri, 2011). People can also have different approaches to various aspects of their work, such as the type of work they are doing, colleagues, superior, or subordinates, and their salary (George and jones,2008).

3. OBJECTIVES OF THE STUDY

The main objectives of study are to understand employees job satisfaction and its impact on organizational performance.

1. To identify the level of job satisfaction among employees.
 2. To analyze the factors that influence employee satisfaction.
 3. To understand the relationship between job satisfaction and productivity.
 4. To examine the role of management practices in improving employee satisfaction.
 5. To provide suggestions to improve job satisfaction within organizations.
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4. LIMITATIONS OF THE STUDY

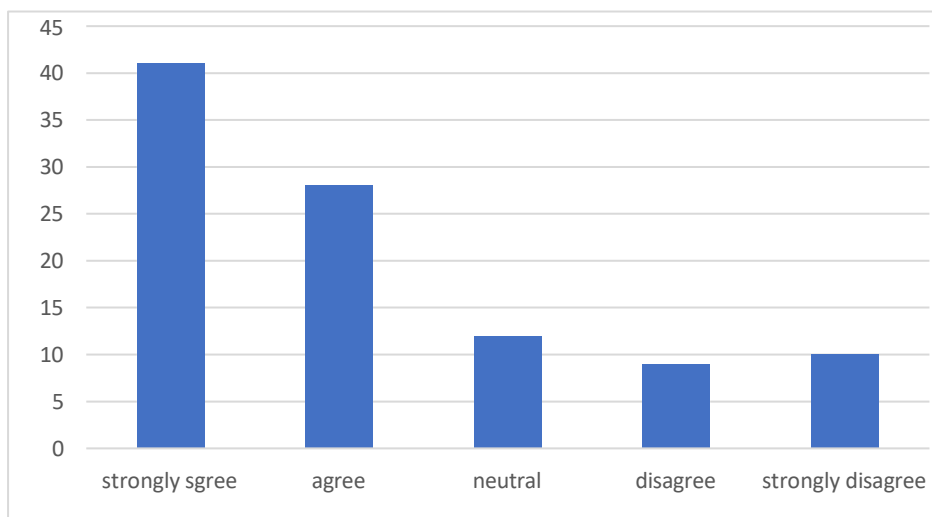
- Limited sample size may not represent all employee.
- Short duration of the study.
- Some information cannot be accessed due to its confidential nature.
- Personal bias of respondents may affect accuracy.
- Researcher’s interpretation may influence results.

5. DATA ANALYSIS AND INTERPRETATION

TABLE-1

THE COMPANY HAS AN EFFECTIVE WORK CULTURE

OPTIONS	RESPONDENTS	PERCENTAGE
Strongly agree	41	41
Agree	28	28
Neither	12	12
Disagree	9	9
Strongly disagree	10	10
TOTAL	100	100



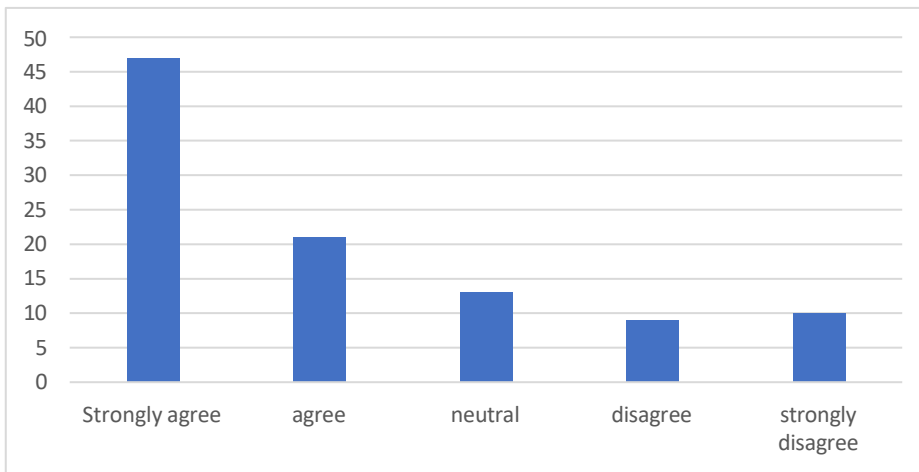
INTERPRETATION

From the above table, 41 % of employees are strongly agree with their work culture and 28 % of respondents are agree, 12% of employees are neutral, 9% of respondents are disagree, 10 % of respondents are strongly disagree.

TABLE-2

TRAINING PROGRAMS FOR EMPLOYEES ARE CARRIED OUT REGULARLY

OPTIONS	RESPONDENTS	PERCENTAGE
Strongly agree	47	47
Agree	21	21
Neutral	13	13
Disagree	9	9
Strongly disagree	10	10
TOTAL	100	100



INTERPRETATION

From the above table, 47% of respondents are strongly agree with the training program are carried out regularly, 21% of respondents are agree, 13% of respondents are neutral, 9% of respondents are strongly disagree, 10% of respondents are disagree.

INFERENCE

The majority of respondents are satisfied.

6. CONCLUSION

Employee job satisfaction plays a crucial role in determining the success and sustainability of an organization. Satisfied employees demonstrate higher productivity, stronger commitment, and better teamwork. Organizations must therefore focus on creating a supportive work environment, offering opportunities for professional growth, and maintaining effective

communication between management and employees. These practices not only improve employee satisfaction but also contribute to organizational efficiency and competitiveness. In conclusion, employee satisfaction should be considered a strategic priority for organizations seeking long-term growth and success. By investing in employee wellbeing and development, organizations can build a motivated workforce capable of achieving organizational goals.

7. REFERENCE

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8. BOOKS

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