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ijmrset@gmail.com



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A Study on Employees Job Satisfaction with Special Reference to Poppys Knitwear (P) Ltd., Erode

K.Arulini, B.Saran

Assistant Professor, Department of Management Studies, Nandha Engineering College(Autonomous), Erode, India

PG Student, Department of Management Studies, Nandha Engineering College(Autonomous), Erode, India

ABSTRACT: Job satisfaction is one of the important factors which have drawn attention of managers in the organization as well as academicians. Various studies have been conducted to find out the factors which determine job satisfaction and the way it influences productivity in the organization. Though there is no conclusive evidence that job satisfaction affects productivity directly since productivity depends on so many variables, it is still a prime concern for managers. Job satisfaction is the mental feeling of favorableness which an individual has about his job. It is often said that " A happy employee is a productive employee. " Job satisfaction is very important because most of the people spend a major portion of their life at their working place. Moreover, job satisfaction has its impact on the general life of the employees also, because a satisfied employee is a contented and happy human being. A highly satisfied worker has better physical and mental well-being. The study tries to evaluate how human resource factors affect the satisfaction level of employees in prabha garments privae limited.

I. INTRODUCTION TO THE STUDY

Employee satisfaction describes the overall outlook, relationship, and confidence that employees Feel at work. When employees are positive about their work environment and believe that they can meet their most important needs at work, employee morale is positive or high. If employees are negative and unhappy about their workplace and feel unappreciated and as if they cannot satisfy their goals and needs, employee morale is negative or low. Belief in themselves and their organization, its mission, goals, defined path, daily decision, Employee morale is defined by the employee's outlook, optimism, self-concept, and assured and employee appreciation. Faith in self and faith in their organization are both important factor in positive employee morale.

Employee morale refers to an relationship of satisfaction with a desire to continue and strive for attaining the objective of a factory. Morale is purely emotional. It is an satisfaction level of an employee towards his job, his superior and his organization.

II. STATEMENT OF THE PROBLEM

Human Resource is the vital resources among all other organization resources without the effective organization development of an organization cannot achieve its goals. Protecting and maintaining the human resource by providing various welfare measures is the pivotal role of any management. Organization development plays a crucial role in the development of the organization. The employee's job satisfaction and motivation are also closely linked with the social welfare.

Employee commitment is essential to increase the productivity. If the job satisfaction increases it will increase the employee commitment, further it will lead to increase in the productivity. It is very essential to study about the job satisfaction.



III. OBJECTIVE OF THE STUDY

- To assess the satisfaction level of employees on working condition and environment in an Organization.
- To identify the employees relationship with their supervisors and co-workers.

IV. SCOPE OF THE STUDY

- A study based on Employee job satisfaction provides an employee's perception and perspectives of organization.
- Workers expect the reward, personal relationship, safety and accident prevention, welfare facilities which need to be fulfilled by the organizations.

V. LIMITATIONS OF THE STUDY

- Perceptions of the employee may vary from time to time.
- The respondents may not express their strong negative feelings about the management.
- The results obtained from the responses fits to this unit alone and cannot be extended or fit to the universe.

VI. REVIEW OF LITERATURE

1. **Handel**, (2018), 'Arenas in which people try to satisfy their needs for happiness social recognition, prestige, money, self-interest and power. Informal social relationships within the organization create a shadow structure that has a life of its own, which may have positive or negative consequences.'
2. **Scott**, (2019), 'Organizations are systems of independent activities linking shifting coalitions pr participants, the systems are embedded in – dependent on continuing exchanges with and constituted by the environment in which they operate.'
3. **Sing**, (2020), Sing studies hop satisfaction in relation to nine dimensions of organizational development and observed a positive relationship between all those dimensions and satisfaction.
4. **Isaksen&Ekval**, (2021), Development is defined as the recruiting patterns of behavior attitudes and feelings that characterize life in organization.

VII. RESEARCH METHODOLOGY

The team 'research' refers to the systematic method consisting of enunciating the problem formulating a hypothesis collecting the facts or data analyzing and reaching certain conclusions either in the form of solutions towards the concerned problem or in certain generalization for some theoretical formulation research in common refers to a search for knowledge in research is an of scientific investigation.

7.1 RESEARCH DESIGN

A Research Design is the arrangement of conditions for collections and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure .Descriptive type of research design is used in this study.

SAMPLING TECHNIQUE

Simple random method was used during the research.

POPULATION

The total number of employees is 276.



SAMPLE SIZE

In this study the size of the sample is 150.

DATA COLLECTION METHODS

The data consists of both primary data and secondary data.

PRIMARY DATA

The primary data has been collected in the form of questionnaire.

SECONDARY DATA

The secondary data has been collected from various websites.

QUESTIONNAIRE

The questions were arranged in logical sequence. They were sent to the persons concerned with a request to answer the questions.

7.2 STATISTICAL TOOLS USED

- Simple Percentage analysis
- Weighted average Ranking method

SIMPLE PERCENTAGE ANALYSIS

It is used to know the accurate percentages of the data. It is done through the below formula.

Simple Percentage analysis=

$$\frac{\text{No of respondents}}{\text{Total no of respondents}} * 100$$

Total no of respondents

WEIGHTED AVERAGE RANKING METHOD

The ranking is the data information in which the numerical or either values are replaced by their rank when the data is sorted. The weighted average that makes a concern of varying levels of the importance of number is a set of data.

Here in this study the rank has been given for the problems faced by consumers due to social media.

$$XW = \frac{\sum WX}{\sum X}$$

X – weightage

W – Number of respondents



VIII. DEMOGRAPHIC DETAILS

Details of the respondents		Number of respondents	Percent age
Age	Below 30 years	82	55
	31-40 years	42	28
	41-50 years	19	12
	Above 50 years	7	5
	Total	150	100
Gender	Male	68	45
	Female	82	55
	Total	150	100
Educational qualification	10th	48	32
	12th	60	40
	Diploma	20	13
	Degree	22	15
	Total	150	100

INTERPRETATION

From this study we could know that 55%of respondents belong to the age category Below30, 55% of respondents are Female, 40% of respondents are 12th (HSC).

Analysis Using Weighted Average Method

TO FIND THE RANKS OF DIFFERENT FACTORS WHICH ARE LISTED BELOW ACCORDING TO THE OPINION OF RESPONDENTS

FACTORS	5	4	3	2	1	TOTAL	AVERAGE	RANK
	H.S	S	N	D.S	H.D.S			
Ventilation	230	156	123	28	10	547	36.46	3
Noise control	210	228	99	24	6	567	37.08	2
Cleanliness in	180	120	177	26	7	510	34.00	4



workplace								
Handling wastes	215	236	114	14	3	582	38.08	1

INTERPRETATION

From the above table we could know that handling wastes is ranked first with the score of 38.08%. Noise control is holds the second rank with the score of 37.08%. Ventilation holds on to third rank with a score of 36.46%. Cleanliness in workplace has the fourth rank with the score of 34%.

X. FINDINGS

- 55% of the respondents belong to the age group of below 30 years.
- 45% of the respondents are male and remaining 55% of the respondents are female.
- 40% of the respondents are 12th in their qualification.
- Handling wastage holds the first rank with an average of 38.08%

XI. SUGGESTIONS

- To maintain job satisfaction, guidance of the supervisor is must to the bottom level employees, hence, the management shall first train their supervisors and change their attitude towards the employees.
- However employees problem, and the steps taken by the management play vital role. A monthly feedback or the grievance redressed committee will be the appropriate solution to overcome the situation.
- Employee attrition will happen if the wages paid to the employee when it is not matching their experience and qualification.
- Majority of the respondents feel that their workload is not reasonable. Distribution of work, educating the technical aspects and proper allocation will definitely help the organization to Satisfied the employees and overcome this situation.

XII. CONCLUSION

Employees job satisfaction improve the organization productivity. Employees job satisfaction plays an important role in distinguishing organization form one another and impact the behavior of employees and organization. Problems exists everywhere invariably, may be office or home. It is important to make sure that the work environment is not aggravating the peace of the workers that shall lead to personal depression and low productivity.

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