

A Study on Identifying Major Factor That Affect Job Satisfaction Level of Employees Working in Manufacturing Industry

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ABSTRACT

A study on identifying major factors that affects job satisfaction. Job Satisfaction is one of the crucial factors which have drawn attention of managers in the organization. Numerous studies have been conducted to find out the factors which determine job satisfaction. Though job satisfaction depends on several factors, it is still a prime concern for managers. Job satisfaction is a mental feeling of favorableness which an individual has about his job. It is often said that "A satisfied employee is a productive employee". Job Satisfaction is important because most of the

I. INTRODUCTION

Job satisfaction is a measure of workers' contentment with their job, whether they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Job satisfaction can be measured in cognitive (evaluative), affective (or emotional), and behavioral components. Researchers have also noted that job satisfaction measures vary in the extent to which they measure feelings about the job (affective job satisfaction), or cognitions about the job (cognitive job satisfaction).

Job satisfaction is also termed as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences". Others have defined it as simply how content an individual is with his or her job, whether he or she likes the job.

The term job satisfaction is quite frequently used for an individual's attitude towards the specific aspects of the total work situation. The word job refers to a specific task whereas the term job satisfaction is of higher orders where it is essentially related to human needs and their fulfillment through work. It is generated by the individual's perception of how well his job satisfies his various needs. It is often said that "A happy

spends 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 & happy human being. A highly satisfied employee has a better physical & mental well-being. The study tries to find out which factor majorly affect the job satisfaction level. It assesses how far welfare & financial factor motivate the employees in the company.

Keywords: Job Satisfaction, Manufacturing Industry, Factors affect job satisfaction

employee is a productive employee." Job satisfaction is 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 wellbeing. Though it is debatable as to which one is the cause and which the effect is, they are correlated to each other.

II. OBJECTIVE OF THE STUDY

- The main objective of the study is to assess the job satisfaction of the employees in manufacturing industry.
- To identify the employees' relationship with their supervisors and co-workers.
- To assess the satisfaction level of employees on working conditions and environment.
- To know the security and the safety measures taken by the organizations.

III. SCOPE OF THE STUDY

- The Scope of the study is limited to manufacturing industry with special reference to Somnath Region.

- The development of any organization is mainly dependent on the satisfaction level of the employees so that they can perform well in the organization.
- The company in manufacturing sector can analyze the factor that affect level of employee satisfaction in their organization.
- The companies can improve the working conditions, environment and other policies to satisfy the employees based on the results of the survey.
- To understand how an organization works and can get more insight on the concept of job satisfaction.
- It provides a great opportunity to relate theoretical concepts learnt in the course to the actual happenings in the organization.

IV. FACTORS RELATING JOB SATISFACTION

Communication: The most important process in an organization, satisfaction is linked with communication on a personal as well as on an organizational level. Communication in the organization motivates and stimulates employees to meet the organizational goals. Professional communicator should always link the diverse communication dimensions to the organizational strategies and the outcomes. Lack of communication creates a ripple effect in the organization and ultimately jeopardies the business goals. Lack of communication from the superiors also results in a plethora of problems. It results in proliferation of the grapevine and hence leads to low morale and loss of the individual and organizational productivity.

Culture: Organization culture or we can corporate culture comprises experiences, beliefs, attitudes and values of an organization. It can be defined as the specific collection of the norms and values that people share in an organization and the way they interact with each other and people outside. Senior management should also try to determine the corporate culture and wish to impose the standards of behavior and corporate values that reflect the objectives of the organization.

Working conditions:The provision of a workplace which is co-operative and where employees are cherished and wanted is essential for job satisfaction. This includes the prevention of harassment, involvement of employees in real goal setting, planning, and problem solving, showing respect for diverse ideas and opinions, giving and taking honest and constructive feedback, arranging for mentoring facilities, and sharing as much information as possible with employees.

Opportunities:Employees are more satisfied when they have challenging opportunities at work. This provides them with the chance of participating in interesting projects, job with satisfying degree of challenge and opportunities for increased responsibilities. There also exist 'promotional opportunity' as organizations have become flatter, promotion can be rare. People have found challenge through projects team leadership and special projects.

Career development:All employees want to grow in their careers over time. Managers who wish to increase worker satisfaction look past formalities of annual appraisals and establish genuine growth paths for all their employees. The employees feel that the organization is providing them opportunities for growth in their careers and hence they feel more satisfied with their jobs. Career development is positioned as a change agent to bridge old and new realities and reinforce the messages of change needed and educate the employees about 'what's in it for them'. Career development is like a catalyst for bringing individual expectations in line with organizational realities.

Superior subordinate relationship: Supervision and type of leadership are important factors in determining job satisfaction. Generally, employee centered leadership style enhances a great amount of job satisfaction as the leader looks after the subordinates carefully, displays friendship, respect and warmth etc. towards employees. On the other hand, production-oriented leader may cause low job satisfaction to the employees and may affect the turnover and absenteeism adversely.

Training:It is a sub system of the organization. It is a learning process which includes acquisition of knowledge, sharpening of skills, concepts, rules and changing of attitudes and behavior to enhance the performance of the employees.

V. REVIEW OF LITERATURE

Hole et al. (2003), he discussed that the relations of job satisfaction and motivation may be due to their close related aspects. Some of the organizational factors motivate an employee to put in additional efforts and at the same time fulfil his/her emotional demands which leads to job satisfaction.

Neeraj Kumari (2011), said that the commitment and working conditions are significant and have a positive correlation. The provision of a workplace which is co-operative and where employees are cherished and wanted is essential for job satisfaction. This includes the prevention of

harassment, involvement of employees in real goal setting, planning, and problem solving, showing respect for diverse ideas and opinions, giving and taking honest and constructive feedback, arranging for mentoring facilities, and sharing as much information as possible with employees.

DR. A. SUMATHI (2014) says that Job satisfaction is one of the significant factors which influence the productivity of the any company. It has direct relationship with productivity. A highly satisfied employee will have high motivation and production whereas it is less in dissatisfied employees. The participative management and welfare schemes maintain the job satisfaction in an orderly way.

Mrs Anju K J &Mr.Sona George (2015) This study proves that the employees who are satisfied with the medical facilities, pension packages, club facilities and canteen facilities feel free from various tensions regarding their family security and thus they devote more time for their work. Thus, the priceless value of human resources is revealed and there lies the need to satisfy them.

DR. G. YOGANANDAN & MS.R.DIVYA (2015) The study suggests focusing on enriching the job, providing ample growth opportunities and providing competitive salary to the employees. It should be noted that Herzberg's two factor theory has not been applied as such, but applied only partially and focussed on the important factors contributing to job satisfaction and not focussed on the element of dissatisfaction.

Dr.U.Vani& Ms. P.Janani (2016) has analysed the workers satisfaction level towards various factors of wages and salary, promotion opportunities, working conditions, training and development, company policies and rules, relationship with co-workers, job security.

P. Murugan, R. Rajanbabu, G. Sankara Raman, N.R. Vembu, G. Uppili Srinivasan and Anto Auxilian (2017) the way the company can improve their measures towards enriching the employees to derive better performance and productivity and bring more blossoms to their quality of work life, it leads to directly enhancing the profitability of the company. Hence, an adequate effort must be made by the company to check the employee's Quality of Work Life is in high spirits. In general, the quality of work life of an employee is directly associated with their progressive performance of the company. Textile companies must come out with policies and strategies to improve the quality of work life of the employee which are directly associated with growth of the industry also.

Md. Sahedur Rahman, Kazi Omar Siddiqi & Sangita Basak (2017) said that by giving a satisfactory salary, ensuring job security and designing a better working environment, can ensure the job satisfaction of their workers. But other factors like recognition & rewards, supervisor's behavior, training facilities, effective communication, and involvement in decision making have also had moderate effects on job satisfaction.

Dr.P.SamimuthuSait (2018) Job satisfaction is a positive approach about one's job regarding an evaluation of its characteristics. Job satisfaction represents an attitude rather than behaviour. organizations believe that satisfied employees are more productive than dissatisfied and have been a basic tenet. A person with such an elevated level of job satisfaction holds positive feelings about the job. When people speak of employee attitudes more often than not they mean job satisfaction.

Dr.Shibi.B. & Manju Malathy (2019) An important finding for organisations to note is that job satisfaction has a rather tenuous correlation to productivity on the job. Employers face the challenges of maintaining productivity as well as keeping their workforce engaged and motivated. s. The happier people are within their job, the more satisfied they are said to be. One common research finding is that job satisfaction is correlated with life satisfaction.

VI. RESEARCH METHODOLOGY

Design of the study

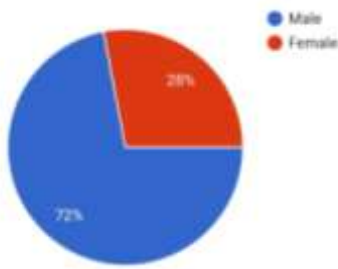
The present study is based on descriptive analysis using primary data to investigate the objectives and testing the hypothesis. A well-structured questionnaire was used to collect the primary data.

Sampling

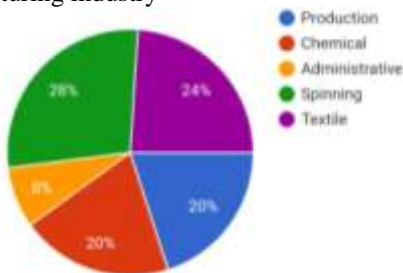
Random sampling method was used among the sample size of 50 employees of Somnath Region, Gujarat. Thus, the collected data were analyzed using statistical tool namely Percentage testing method, and Regression analysis.

VII. DATA ANALYSIS & INTERPRETATION

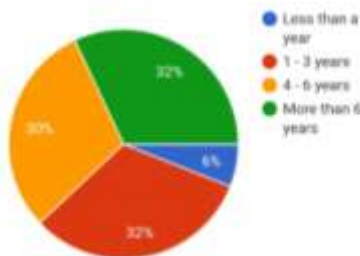
Out of 50 employees 28 % were female & 72% were male



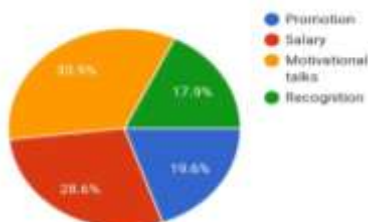
The following were the department of manufacturing industry



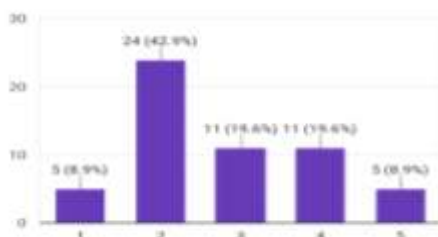
Experience of employees
50 responses



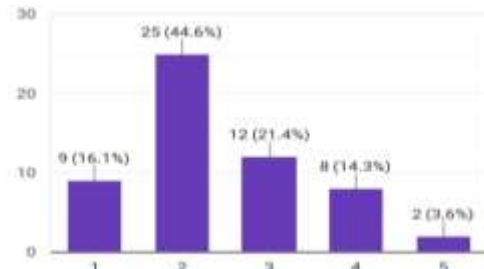
1. Which factor motivate you the most?



2. Do you Agree that the company provides good growth Opportunities?



3. Are you satisfied with your current pay?



4. Are you satisfied with the policy for promotion for all employees?



Hypothesis

1. There is no association between Gender and job satisfaction

As per the hypothesis test there is no association between both the Variables Gender & Job Satisfaction level of Employees as the value is 0.060 which is less than 0.5.

	Gender	Satisfaction level regarding working life in an organization?
Gender	1	
Satisfaction level regarding working life in an organization?	0.060691	1

2. There is no association between Working Experience and overall job satisfaction

As per the hypothesis test there is no association between both the Variables Working Experience & Job Satisfaction level of Employees as the value is -0.00292953 which is more than -0.5 it also shows Negative relation between working Experience & job satisfaction.

	How many years have you been with the company?	Satisfaction level regarding working life in an organization?
How many years have you been with the company?	1	
Satisfaction level regarding working life in an organization?	-0.00292953	1

VIII. FINDINGS OF THE STUDY

In the Research conducted about job satisfaction of employees in manufacturing sector with special reference of Somnath region, Gujarat .Their job satisfaction results in their work safety. Happy and satisfied employee performs better his duties, becomes more responsible. The Factor which motivates them most are Motivational talks and salary in the Organization. From the results, it can be noticed that there is a Negative correlation between Job satisfaction of employees and the Experience.

JOB SATISFACTION

a study at AT& S India Pvt Ltd Nanjangud (mysore District, Karnataka)

GIRISHA M C

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