

A Study on Employee Job Satisfaction in Tasa Foods Pvt.Ltd, Puttur.

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ABSTRACT

One's attitude toward one's work is referred to as job satisfaction. If an employee receives more than what they feel content with, or if their expectations are met. The organization's commitment will grow as work satisfaction rises. Higher production is the outcome of this. This paper's primary goals are to evaluate job satisfaction, determine its effectiveness, and identify the various organizational and personal factors that affect employees' job satisfaction. One hundred respondents have been selected as a sample for this study. Research analysis has included percentage analysis.

Key words: Job satisfaction, productivity, organizational commitment

I. INTRODUCTION

Job satisfaction is one of the most difficult concepts to measure in the field of organizational behavior. There are two extreme points of view within which one may choose a framework for the study of satisfaction. One view is to assure that satisfaction is a totality or unitary concept representing a state of mind in the individual, which has no single referent. This is not to say that satisfaction, or the individual's overall feeling of content or discontent in a particular social context is unreal. This individual's satisfaction or dissatisfaction is determined by his total situation at work and at home in every aspect of his life. Dissatisfaction in one aspect of life, say work, still over and become dissatisfaction in another. The second view point, in the extreme, holds that an individual's satisfaction can be separated for purposes of study into major areas such as his job, the pay he receives, his superior, the company he works for and so forth. The subject can identify and separate these elements consciously and indicate relative degrees of satisfaction.

DEFINITION OF JOB SATISFACTION

According to Vroom (1967), "job satisfaction is the reaction of the workers against the role they play in their work". Blum and Naylor (1986) define "job satisfaction as a general attitude of the workers constituted by their approach towards the wages, working conditions, control, promotion related with the job, social relation in the work, recognition of talent and some similar variable, personal characteristics and group relations a part from the worklife".

II. REVIEW OF LITERATURE

Monica, Devi and Mohapatra (2020) did a study on Determinants of Job Satisfaction. Using a sample of 150 respondents and data collected using questionnaire method the study examined whether job characteristics (JC) and individual characteristics (IC) influence worker's job satisfaction (JS). The result suggests that job characteristics and self-efficacy are significant predictors of job satisfaction (JS).

Khaira, Afifah; Shariff, and Sima, (2021) did a study on the determinants of employee job satisfaction in Malaysia. This study aimed to determine demographic factors (gender and living areas), education and skills, work environment and compensation as the determinants of employee job satisfaction. Data collected from 132 employees from various sectors in Malaysia was analyzed using Pearson's correlation and the Ordinal Logistic Regression. From the study it was concluded that living area, education qualification and skills and compensation are significant and considered important factors to meet their job satisfaction compared to gender and work environment.

Vohra, Ozyesil & Esin (2022) conducted research on the impact of the working environment on job satisfaction of individuals. A sample of 210 staff members were selected through a simple

random sample procedure and a self-administered investigation form was developed for gathering data. The data was interpreted by making use of regression analysis and Cronbach's Alpha. Correlation among the working environment and job happiness was seen to be significant and positive. The authors suggested that the employees must be encouraged to work together in order to accomplish the company's aims and aspirations.

OBJECTIVES OF THE STUDY

- To study the employee's perception towards organization.
- To study the various factors determining job satisfaction of the employee.
- To make necessary recommendation for increasing the satisfaction levels of employee, if any.
- To measure the level of employee satisfaction towards their jobs.

NEED FOR THE STUDY

- Helps to understand where organization stands regarding to its employees.
- Measuring employee job satisfaction is essential to the development of effective strategies to implement process improvement towards operational excellence.

The result of this study will be more helpful to the organization to reorient and reorganize the existing conditions to improve the performance of the employees.

SCOPE OF THE STUDY

The scope of this study is analyzing the need of the employees enrich their morale and creating a friendly atmosphere which also enriches their work life then also be a possible scope.

Identifying, analyzing, and satisfying employee expectations create good and healthy environment between organization and employees.

The study views the present scenario of level of job satisfaction of the employee in the organization and the ways to improve.

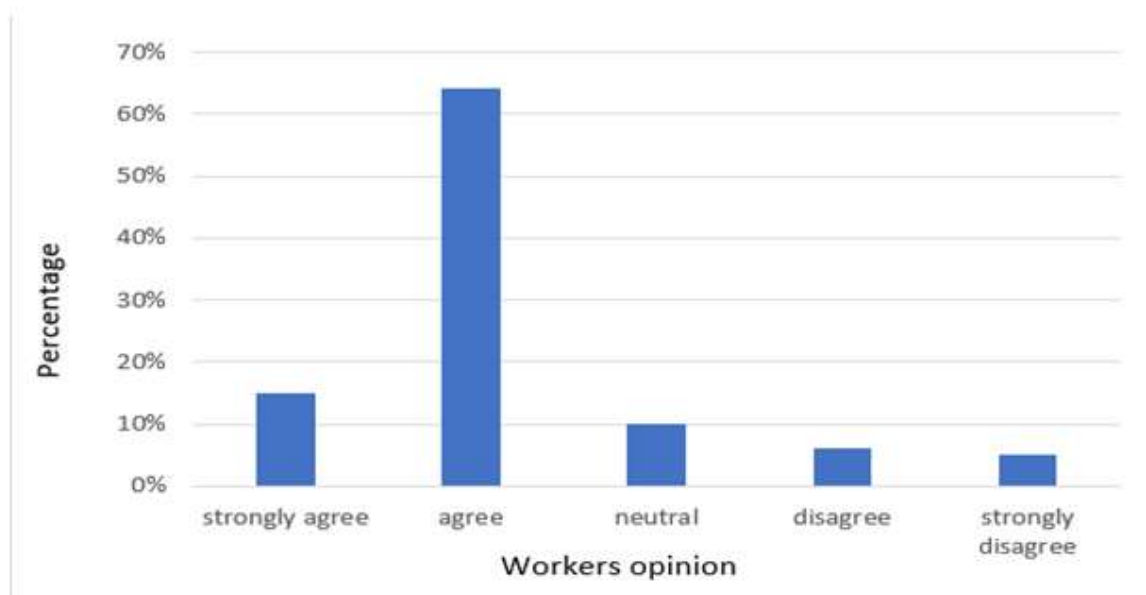
RESEARCH METHODOLOGY

- Data collection: Primary & secondary
- Type of research: Descriptive research
- Research instrument: Questionnaire
- Sample size: 100
- Sample method: Simple random sampling method
- Statistical tool: Percentage & graphical analysis like bar charts

III. DATA ANALYSIS & INTERPRETATION

1. Have you been trained well in your training and development in organization?

Workers Opinion	No Of Respondents	Percentage
Strongly Agree	15	15%
Agree	64	64%
Neutral	10	10%
Disagree	6	6%
Strongly Disagree	5	5%
Total	100	100%



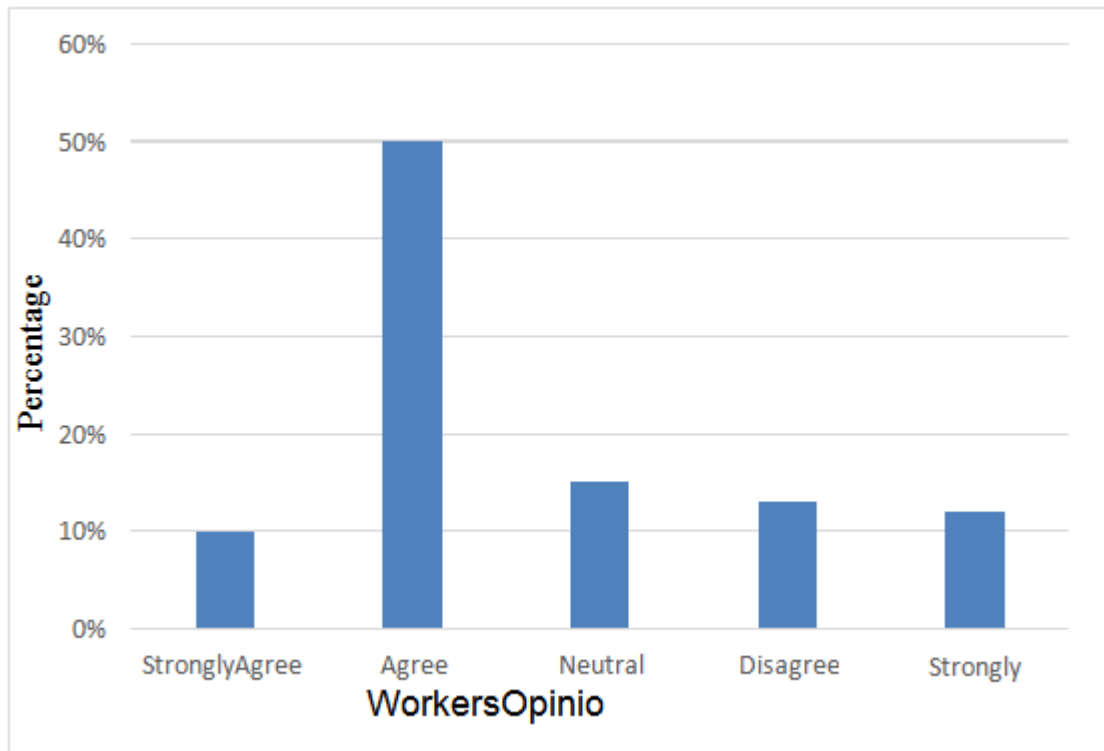
INTERPRETATION:

From the above table 15% of the employees strongly agree that they were trained well in their training & development program

conducted by the organization, 64% people agreed, 10% were neutral, 6% people disagreed, 5% were strongly disagree.

2. Are you satisfied with opportunities like job rotation, promotion and employee development in your organization?

Workers Opinion	NoOfRespondents	Percentage
StronglyAgree	10	10%
Agree	50	50%
Neutral	15	15%
Disagree	13	13%
StronglyDisagree	12	12%
Total	100	100%



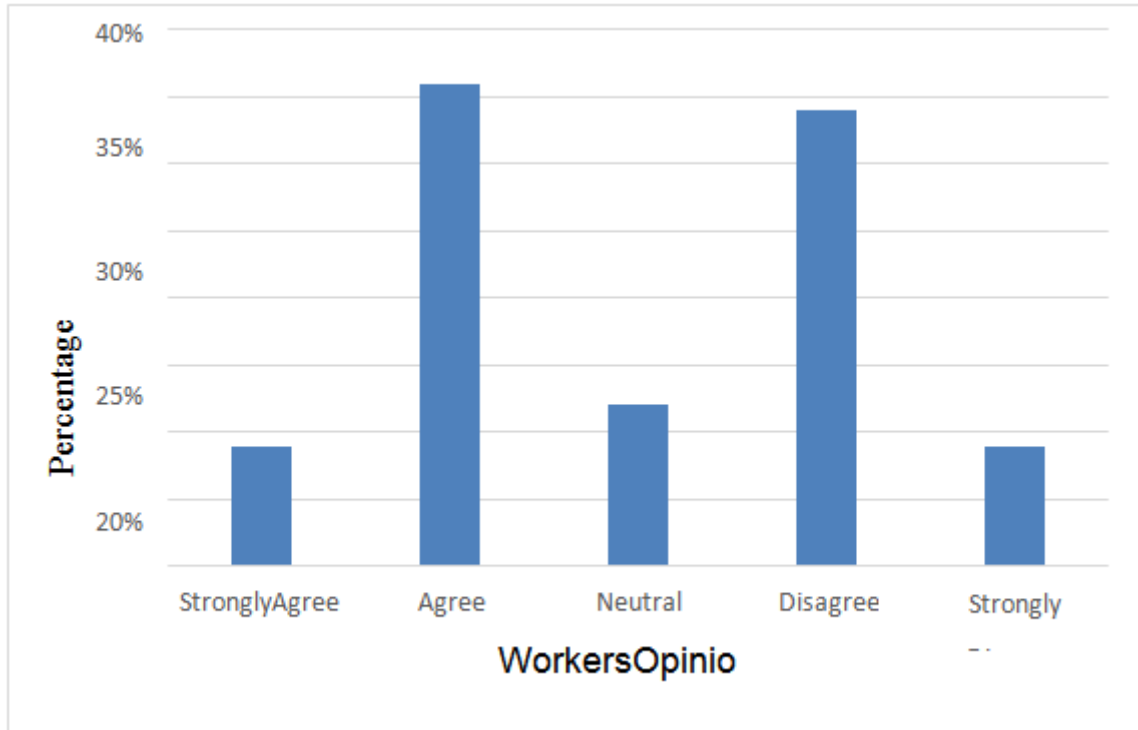
INTERPRETATION:

From the above table 10% of the employees strongly agree towards their opportunities (like job rotation, employee

development) in their organization, 50% agreed, 15% neutral, 13% disagreed, 12% strongly disagreed.

3. Are you getting advice and assistance from your superiors at your work?

Workers Opinion	No Of Respondents	Percentage
Strongly Agree	9	9%
Agree	36	36%
Neutral	12	12%
Disagree	34	34%
Strongly Disagree	9	9%
Total	100	100%



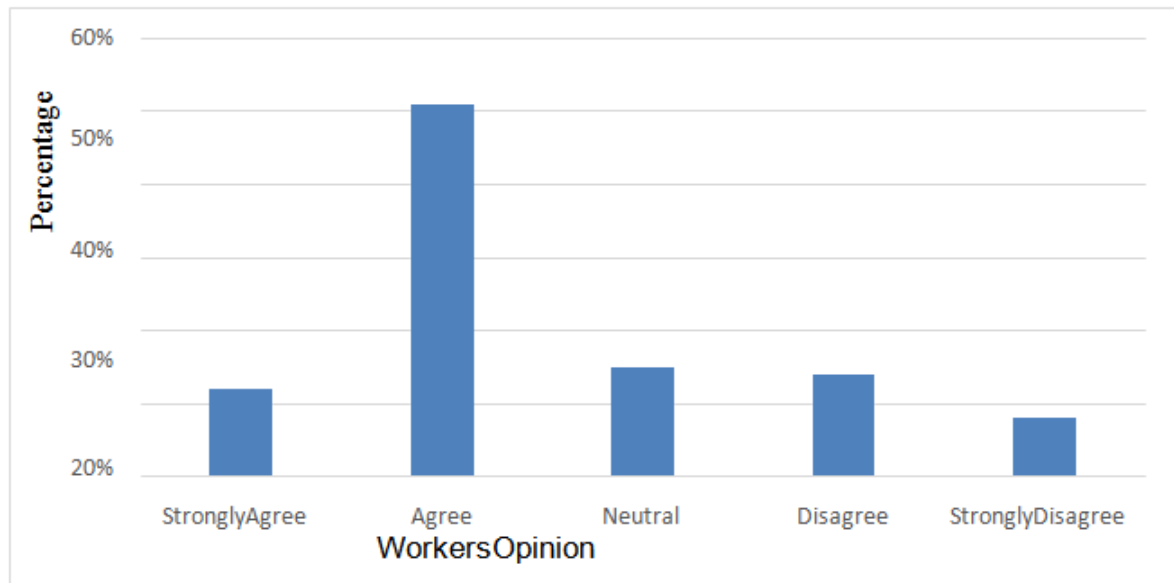
INTERPRETATION:

From the above table 9% of employees strongly agreed that they got help from their

superior to improve their performance level, 36% agreed, 12% neutral, 34% disagreed, 9% strongly disagreed.

4. Are you satisfied with welfare measures (accommodation, transport, medical facilities) in your organization?

Workers Opinion	No Of Respondents	Percentage
Strongly Agree	12	12%
Agree	51	51%
Neutral	15	15%
Disagree	14	14%
Strongly Disagree	8	8%
Total	100	100%



INTERPRETATION:

From the above table 12% of the employees strongly agreed that they satisfied with welfare measures like (accommodation, transport, medical facilities) and 51% people agreed, 15%, neutral 14%, disagree 8%, strongly disagree.

IV. FINDINGS

- 64% of the employees agreed that they have been trained well in training and development program in their organization.
- 71% of the employees that they are getting appreciation for their performance in the organization.
- Only 50% of employees satisfied with opportunities like job rotation, employee development and promotions.
- 85% of the employees satisfied with their working time.
- 50% of the employees agree that they get opportunity for learning and growth in the organization. Remaining people did not get opportunity for growth.

V. SUGGESTIONS

- In the organization superiors need to guide their subordinates with their advice and suggestions to motivate the employees do their work efficiently.
- organization needs to improve safety methods and policies for employees.
- performance based incentives should be provided to the employees which leads to job satisfaction.

- Programs like job rotation will enhance the skills of employee there by decreasing the monotony in the job.

VI. CONCLUSION

In this study it is found that majority of the employees are satisfied with their job. Employees are satisfied with their pay and working conditions, but employee and employer relationship need to improve Job satisfaction is a key as a key aspect for success of every enterprise, when employees are satisfied work of performance will increased. Finally, I would like to conclude that the employees of tasa foods pvt. ltd are satisfied with their work and organization.

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