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An Examination of Employee Attitudes toward Work Satisfaction

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Abstract: ***The current study examined the work satisfaction level of employees in Commercial Synbag, Pithampur-India. The sample size 60 employees from Commercial Synbag, Pithampur was considered for invetigation. In this research paper, an effort has been made to comprehend how employees' attitudes toward work satisfaction, organisational climate, work-life balance-oriented HR policies, satisfaction with HR policies, maintaining mutual responsibility between employees and employers, and work-life balance contribute to organisational success and effectiveness. Employee attitudes have been examined for this purpose based on employment position. The annova test was used to determine the relationship between the aforementioned variables and the demographic factor (job status) among the Commercial Synbag employees. The qualitative research includes target population sampling procedures, sampling techniques, sample size determination, and so on. Reliability, one way Anova and Rank analysis test were applied in SPSS to analyse the data***
Keywords: Employee Attitude, Work Satisfaction, Leadership, Motivation, Organizational Climate, Work Life Balance

I. INTRODUCTION

Job satisfaction is the sense of fulfilment one experiences while working, which serves as motivation. The phrase refers to the entire working arrangement between an employee and his employer.

Job satisfaction refers to a person's level of happiness at work. People are thought to be more content with their jobs the happier they are in their jobs. According to logic, the best performers should also be the most contented ("happy") employees.

The different attitudes that an employee has toward his or her workplace, other connected issues, and life in general affect how satisfied they are with their jobs.

A complex composite notion called "job satisfaction" includes:

1) A person's mental state.
2) The relationships between people who work in the same industry.

It can also be described as the fulfilment of one's desires, which is a result of a combination of good aspects relating to one's attitude, moral character, job, and overall society.

In the industrial context, job happiness is critical. The productive workforce increases output while maintaining high standards, and the business environment is generally conducive. The contented employees are imaginative and creative.

Job satisfaction and discontent are distinctive characteristics. A corporation may provide all of the amenities, including high pay and bonuses, but employees may be dissatisfied. At the same time, the worker with the lowest pay and benefits could occasionally have the highest job satisfaction. The elements that support a good moral code and attitude also lead to greater levels of job satisfaction.

II. LITERATURE REVIEW

The major goal of a review of the literature is to explain what information and concepts have been developed in a field of study, as well as their advantages and disadvantages. It keeps the researcher up to date on the current state of research in a field and any discrepancies that may exist that challenge the conclusions of other research studies.

A study on the "Heterogeneity of Organizational Climate" was undertaken by Srivastav, A. K. (2009). Its goal was to improve knowledge of organisational climate, its character, and complexity among various kinds of groups formed in the chosen company. The information was gathered from a sample of 453 executives from head quarters and then each production unit. The findings demonstrated that various work environments encouraged various employee behaviours. Additionally, this study helped build a contingency model to assist managers in developing staff members effectively for greater organisational effectiveness. The study's findings supported the notion that understanding climate across the company's constituent groups would improve employee behaviour comprehension, prediction, and management.

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Dubey Supriti et al. (2010) tried to determine how different personal aspects, like family, affected their findings. Working women need support, adequate health and diet, age, and a work-life balance. They examined the question of "Work Life Balance: Can Women Be Both Bearers and Managers" in their study. They attempted to investigate the impact of many aspects such as fair compensation, fringe benefits, training programmes and their quality, working environment (infrastructure, setting arrangement, atmosphere), and other schemes on work life balance. It has been noted that an inspiring atmosphere increases staff productivity and performance.

The study found a strong correlation between female respondents' training programmes, age, and their capacity to combine work and life.

A substantial association was also discovered between family support and the ability to combine work and life. Finally, they came to the conclusion that establishing work-life balance successfully requires not only on organisations but also on equivalent effort from family. It was advised that businesses should establish friendly surroundings so that workers may balance their professional and personal obligations.

Purohit Baskar and Wadhwa (2012) conducted research on "Organizational Climate from the Perspective of Motivation in District Hospital, India" using a complete framework. Studying and evaluating a District Hospital's organisational climate was the main goal. The study involved 66 personnel from the same district hospital, including 12 class I specialist doctors, 14 class II doctors, and 40 class III personnel. A proven tool called motivational analysis of climate was used to collect the data. Twelve organisational climate factors that were ranked by participants based on their perceptions were used in the study.

According to this study, the organizational procedures in these district hospitals were comparable to those in government agencies, where employees are required to abide by established organizational standards but are not allowed to participate in decision-making. It was established that such organizations have clearly laid communication routes that are regulated by higher authorities and exhibit typical bureaucratic traits.

In their study "Organizational Climate, Leadership Style, and Emotional Intelligence as Predictors of Quality of Work Life Among Bank Workers in Ibadan, Nigeria," Adeyemo, Dzever D. A. et al (2015) explored the impact of organisational climate, leadership style, and emotional intelligence on the quality of work life. A sample of 250 bank employees has been taken from a few commercial banks in the Ibadan city.

In an effort to gauge teachers' work-life balance and job satisfaction, Agha, K., Azmi, F. T., and Irfan, A. (2017) conducted a study titled "Work-Life Balance and Job Satisfaction: An Empirical Study Focusing on Higher Education Teachers in Oman." They made an effort to investigate the connection between job satisfaction, teaching satisfaction, and work-life balance. The demographic factors taken into account for the current study included gender, nationality, educational attainment, years of experience, and current organisational grade. A sample of 625 higher education faculty members from Oman's governmental and private universities was collected. It was discovered that the connections were not significantly affected by the hypothesised demographic variables. Results of the study discovered that while work interference with personal life and personal life interference with work had a negative association with job satisfaction, work and personal life augmentation had a positive link with job satisfaction. Additionally, it was discovered that work happiness and contentment with one's teaching were positively correlated. It was determined that work and personal life must coexist together and shouldn't be allowed to negatively affect one another. This balance or imbalance affects both the teachers' and the organization's overall performance.

Employee perceptions of work-life policies, such as flex time, family-friendly benefits, and work-life programmes and initiatives, in firms indicated that employers cared about their workers' wellbeing. Employee work satisfaction increased as a result, which increased levels of loyalty and dedication to the organisational aim.

Ramesh Krishanan (2018) "The impact of work-life balance and job happiness on employee task performance" The major goal is to investigate the effects of work-life balance and job satisfaction on academic staff productivity in a few Malaysian public higher education institutions. The study found a correlation between academicians' task performance and job happiness and work-life balance. The results also showed that, in comparison to work-life balance, job satisfaction seems to be the best predictor of academicians' task performance.

III.RESEARCH OBJECTIVES

1) To analysis employees attitude towards work satisfaction.
2) To find the importance factors of work satisfaction that influence employees attitude

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IV. RESEARCH METHODOLOGY

This is an exploratory study in which the problem is not precisely defined. Data will be gathered as part of my research to examine the various elements that influence how satisfied individuals are with their jobs.

The following methodology is used in my research:-

1) Review of the literature that is currently accessible will be done for the job satisfaction research.
2) A personal survey of the business will be conducted.
3) The survey method will be employed.
a) *Research Type:* Exploratory research
b) *Study Population:* Employees of Commercial Synbag, Pithampur
c) *Sampling Method:* Stratified random sampling
d) *Sample Size:* 60 respondents
e) *Sources of Data:* Primary Data and Secondary Data.
f) *Data Analysis Software:* IBM SPSS 20 version
g) *Methods of Data Analysis:* Reliability, One Way Annova, Rank Analysis.

V. DATA ANALYSIS

Table 1.1 Reliability Statistics

Cronbach's Alpha	N of Items
.869	17

- *Interpretation:* The alpha coefficient for the 17 items is .869. Suggesting that the items have relatively high internal consistency. (Note that a reliability coefficient of .70 or higher is considered “acceptable" in most social science research situations.)

Table 1.2 Dempgraphic Profile

Age					Total
18-25years	26-35years	36-45 years	46-55Years	55 and above	60 (100%)
9(15%)	4(7%)	4(7%)	39(64%)	4(7%)	
Gender					
Male			Female		60 (100%)
53(83%)			7(17%)		
Marital Status					
Married			Unmarried		60 (100%)
46 (77%)			14(23%)		
Qualification					
UG	Graduate	PG	Diploma or Certificate		60 (100%)
36(60%)	18(30%)	4(7%)	2(3%)		
Income in Rs. on monthly basis					
Rs.10-20	Rs. 20-30K	Rs. 30-40K	Rs. Above 40K		60 (100%)
3(5%)	35 (58%)	16(26.7%)	6(10%)		
Total Experience					
0-5 yrs	5-10 yrs	10- 15 yrs	15 & above		60 (100%)
10(17%)	3(5%)	1(12%)	46(77%)		

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1) Objective 1: To analysis employees attitude towards work satisfaction

One-way Anova- to know whether personal factors have any influence on work satisfaction

$H_{1\text{-}6}$: There is no significant impact of demographic factors ***(***Age groups, gender category, marital status, Education level, Income level, Total Experience***)*** on employees attitude towards work satisfaction

Table 1.3 *ANOVA Test comparing personal factors with employees attitude towards work satisfaction*

Demographic Factor	Variation	SS	df	MS	F	Sig.	Result
H_1: There is no significant impact of age groups on employees attitude towards work satisfaction							
Age	Between Groups	.346	2	.173	.104	.902	Accepted
	Within Groups	94.987	57	1.666			
	Total	95.333	59				
H_2: There is no significant impact of gender type on employees attitude towards work satisfaction							
Gender	Between Groups	.687	2	.344	.168	.845	Accepted
	Within Groups	116.296	57	2.040			
	Total	116.983	59				
H_3: There is no significant impact of marital status on employees attitude towards work satisfaction							
Marital status	Between Groups	12.524	2	6.262	5.904	.005	Accepted
	Within Groups	60.459	57	1.061			
	Total	72.983	59				
H_4: There is no significant impact of education levels on employees attitude towards work satisfaction							
Education level	Between Groups	2.324	4	0.581	0.789	0.533	Accepted
	Within Groups	335.061	455	0.736			
	Total	337.385	459				
H_5: There is no significant impact of income levels on employees attitude towards work satisfaction							
Income level	Between Groups	1.854	2	.927	.544	.583	Accepted
	Within Groups	97.130	57	1.704			
	Total	98.983	59				
H_6: There is no significant impact of total experience on employees attitude towards work satisfaction							
Total Experience	Between Groups	5.548	2	2.774	2.215	.118	Accepted
	Within Groups	71.385	57	1.252			
	Total	76.933	59				

- *Interpretation:* The **table-**presents the results of the one way – ANOVA test, the results show that p value for age, gender, marital status, education levels, income and total experience sub-dimension/ dimension are above 0.05. So, we accept null hypothesis and conclude that those factors have no significant impact on employees attitude towards job satisfaction.

2) Objective 2: To find the importance factors of work satisfaction that influence employees attitude Analyzing rankings to determine the relative importance of employee attitude towards work satisfaction

Table 1.4 Rank analysis of Work Satisfaction Attributes

Attributes of work Satisfaction	1	2	3	4	5	Total	Weighted Total	Weighted Mean	Rank
HR Policies	30	8	12	4	6	60	1,017	69	7
Oranizational Initiatives	29	6	14	10	1	60	1,022	67	8
Interpersonal Relations	52	3	3	1	1	60	1,008	79	4
Retirement Schemes	43	6	5	3	3	60	1,149	63	9
Rewarding Mechanisms	20	24	13	1	2	60	1,192	87	1
Work Environment	10	27	3	5	15	60	1,187	84	2

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Work Life Balance	19	12	10	9	10	60	1,138	73	6
Safety Measure	28	11	8	6	7	60	1,109	76	5
Job Safety	27	20	5	3	5	60	1,176	80	3
Competence	30	8	6	12	4	60	977	59	10
Safety Measure	18	3	10	9	20	60	997	55	11
1= Strongly Disagree, 2=Disagree, 3= Neutral, 4=Agree, 5=Strongly Agree									

- *Interpretation:* It is concluded form the above table 4.5.5.1 that the Rewarding Mechanisms is the major attribute in Commercial Synbag, Pithampur and it is ranked 1st by respondents. Insurance sch Work environment eme is next major attribute which is ranked 2nd by the respondent. The 3rd ranked attribute is Job Safety, 4th ranked attribute is compensation interpersonal relations, 5th ranked attribute is safety measure, 6th ranked attribute is work life balance, 7th ranked attribute is HR policies, 8th ranked attribute is Oranizational Initiatives, 9th ranked attribute is Retirement Schemes, 10th ranked Competence based salary structure and lastly 11th ranked attribute is safety Measure.

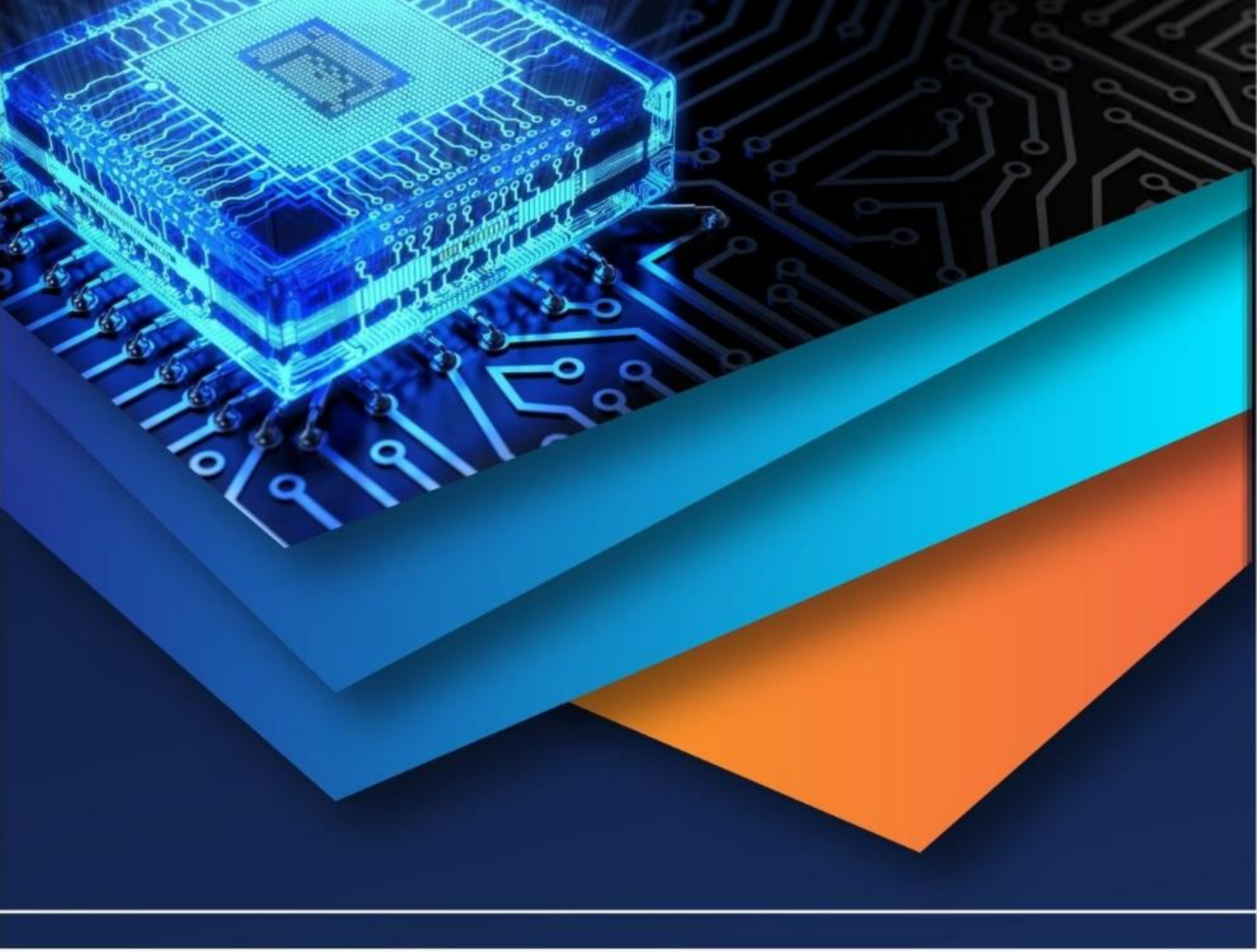
VI. CONCLUSION

The staff at Commercial Synbag are happy with their work. They are working to the best of their abilities and help the company succeed. Additionally, there is good cooperation between the individual and his or her superiors. The employees' performance improves as a result of this. Employee performance in firms is influenced by the degree of work satisfaction and how people view their jobs. Employee satisfaction on the workplace is crucial for the success of the organisation since without workers, a firm cannot reach its goals and objectives. To prosper, a firm needs ensure that its people are happy with their jobs. To avoid difficulties and personnel issues, the firm must have the appropriate strategies. Employees are the foundation of any business; without them, it cannot thrive. A desirable consequence for an individual is job satisfaction. Not only is job satisfaction vital for employees, but it's also important for the business because happy people are more likely to work well together.

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