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The Effectiveness of Job Satisfaction of Employees in Automobile Industries

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Abstract: ***Employee job satisfaction is required to meet the dynamic and everincreasing challenges of maintaining the productivity of the organization by keeping their workforce constantly engaged and motivated. Moreover, environmental pressures, rising health costs and the diverse needs of employees also pose a challenge for management. This can be overcome by creating a work environment that maintains the convenience of the work environment and encourages people to perform exceptionally well in the workplace in order to achieve balance in the work life. This paper outlines the various variables responsible for employee satisfaction and the various ways in which one can increase employee satisfaction. The research is conducted by collecting responses from surveys containing 23 employee questions in various automobile industries among about 120 employees and it is estimated that the organization must improve allowances and career growth, empowerment and transparency.***

Keywords: Job satisfaction, automobile industries, employee empowerment, Productivity.

I. INTRODUCTION

Job satisfaction refers to a person's sense of job satisfaction, which acts as motivation to work. It is not self-satisfaction, happiness or self-satisfaction, but job satisfaction. Job satisfaction is related to the total relationship between the person and the employer for which he is paid. Satisfaction is the simple feeling of achieving any goal or objective. Job dissatisfaction leads to a lack of motivation at work.

Research personnel describe differently the factors that contribute to job satisfaction and job dissatisfaction. Hoppoke describes job satisfaction as "a combination of psychological, physical, physical and environmental circumstances that a person and truthfully say I am satisfied with my job.

"There are three important parameters for job satisfaction: Job satisfaction refers to the personal employee's / her feelings towards the job. It can only be guessed but not seen. Job satisfaction can also be determined by how the results meet good expectations or exceed expectations.

This performance results in a commitment to the fulfillment of formal performance requirements. Conditions, job satisfaction and job attitudes are often used interchangeably. Both show the positive and positive attitude of individuals towards their jobs. Simply an 'engaged employee' who is intellectually and emotionally bound to the organization, feels sharp about his goals and is committed to his values. It goes an extra mile beyond the basic job responsibilities and is associated with the tasks that drive the business. Moreover, in times of declining loyalty, employee engagement is a strong retention strategy.

A. Statement Of The Problem

Employees are the central forces of an enterprise and solely with their efficiency, an company can move into success. Only with a crew of cosy personnel the enterprise can lead into success. For employees delight the employer ought to supply ample welfare measures. By conducting a job satisfaction survey we can analyse whether or not the personnel are blissful or no longer and additionally whether or not they are inspired via the general, welfare, economic and different associated factors.

B. Objective Of The Study

1) To determine the level of satisfaction of the respondents regarding their job
2) To identify the various factors that motivates the employees
3) To study the attitude of the employees towards their work
4) To give suggestions for the growth and perspective of the company ➢ To study the employee's perception towards organization

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II. REVIEW OF LITERATURE

Adriana Anamaria Davidescu, Simona-Andrea Apostu, (2020). The purpose of this paper is to examine the impact of different types of relief - contract, functional, working time, and workplace flexibility - to highlight the importance of employee development and employee flexibility as important aspects of sustainable HRM to enhance the overall level of employee work. Satisfaction To make this possible, the "Employee Relief Combined Indicator," which takes into account a variety of flexibility, has been developed using feedback from Romanian employees, collected by the National Representative Survey using multiple correspondence analysis. Moreover, the effect of both individual and employee relief on the overall level of job satisfaction has been validated using binary logistics regression models. , job satisfaction, organizational performance. , Professional development and growth, social and professional relations and personal professional performance as well as the overall level of motivation of the work. Experimental results have shown that this new type of workspace is highly appreciated by employees, generating growing interest among them. The combination of housework, working from home and working in a company office fee is considered an excellent way to enhance organizational performance, social and business relationships,

Dziuba, Szymon & Ingaldi, (2020). A satisfied employee dedicates himself to the work, provides order well, takes care of others and himself. It feels safe in the enterprise. The purpose of the paper was to assess employees 'job satisfaction and their performance using simple surveys. To achieve this goal, a survey was conducted among the employees of the selected metallurgical enterprise who were asked to assess their job satisfaction level. Referring to the 20 statements describing this satisfaction, employees defined their job satisfaction and evaluated the three factors used to calculate the satisfaction index. The survey was allowed to indicate the general level of employee satisfaction.

Abuhashesh, Mohammad & Aldmour. (2019). To help Jordan's industrial sector reduce the amount of time and money spent on hiring and training new employees due to the rapid employee turnover rate, the study aims to determine the factors that Encourages people to stay in the job as it creates a negative feeling which leads to employees leaving the job.The research population is a group of Jordanian industrial workers, with a random sample of industrial workers representing the population. The quantitative method is used to investigate the research question. The study found that Jordanian employees care the foremost about their pay and position which it exceeds other factors. Therefore, we recommend that Jordanian producers consider studying the salary range for each position, so they do not miss out on talented people or lose a good employee.

Tharu, Ramesh. (2019). Multiple regression model fit savings and job satisfaction of employees working during a cooperative. The aim of the research study is to spot the many factors affecting the work satisfaction of employees working in defense and cooperative society in Nepalganj sub-metropolitan city Nepal district, Nepalganj; With the assistance of multiple rectilinear regression models. This study has used a totally departmental and descriptive statistical research design supported complete data. Representative samples of size 161 were collected from each employee employing a structured questionnaire. The F-ratio is calculated to check the general significance of the coefficient of the fitted multiple correlation model. Multiple rectilinear regression models fitted have shown that factors like facilities, working environment, training courses, incentive factors and motivational factors have a big impact on employee job satisfaction under study. The findings reveal that each one significant variable's have a positive effect on job satisfaction. However, variables like oversight, relationships with co-workers, and carrier development opportunities aren't significant within the final model but are important variables and are significant when related to job satisfaction.

Dr. V.Lavanya ,October 2017. Job satisfaction represents one among the foremost complex areas of the bulk when it involves managing their employees. Many studies have shown an unusually large impact on workers 'motivation on job satisfaction, while motivation levels have an impact on productivity, and therefore on the performance of professional organizations. The nature of his work and the employee's vision for the level of overall job satisfaction have a significant impact. Financial compensation also has a significant impact on the overall job satisfaction of employees. Job satisfaction represents one among the foremost complex areas of the bulk when it involves managing their employees. Many studies have shown an unusually large impact on workers 'motivation on job satisfaction, while motivation levels have an impact on productivity, and therefore on the performance of professional organizations. The nature of his work and the employee's vision for the level of overall job satisfaction have a significant impact. Financial compensation also has a significant impact on the overall job satisfaction of employees.

III. METHODOLOGY

The research design is regarded as a framework or research strategy that guides and facilitates data collection and data analysis. Descriptive research is research that is designed to show participants in an accurate way. To put it simply, descriptive research is about defining people who participate in a study. Descriptive research is a type of research that describes the number of people, situation, or object being studied.

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It focuses on answering the questions of how, when, when, and where If it is a research problem, not why. This is because it is important to have a proper understanding of what the research problem is about before investigating why it exists in the first place. The questionnaire sought to find out the answers of the staff especially to the key issues, based on the research conducted, and a few questions were included to measure the level of staff opinions and to gain an understanding of what employees expect from the organization. A simple sample is one of the main types of possible interventions. A simple sample is a type of sampling method in which a sample is taken from a group of people that is easy to contact or reach.

IV. DISCUSSIONS

In completing the project A Study On The Effectiveness Of Job Satisfaction Of Employees In Automobile Industries" the relationship between valued for contributions and factors that would recommend the organization to add on to their benefits and perks for employee satisfaction and relationship between Social security and Perks & bonuses.is done using correlation and ANNOVA.

A. One Way Annova

A relationship between valued for contributions and factors that would recommend the organization to add on to their benefits and perks for employee satisfaction.

ANOVA

VALUED FOR CONTRIBUTIONS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	18.291	9	2.032	245.911	.000
Within Groups	.909	110	.008		
Total	19.200	119			

- *Interpretation:* Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is no significance difference between valued for contributions and factors that would recommend the organization to add on to their benefits and perks for employee satisfaction

B. Analysis Using Karl Pearson's Correlation

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

1) *Null Hypothesis (H0):* There is positive relationship between Social security and Perks & bonuses.
2) *Alternate Hypothesis (H1):* There is negative relationship between Social security and Perks & bonuses.

Correlations

		Social security	Perks and bonuses
Social security	Pearson Correlation	1	.850**
	Sig. (2-tailed)		.000
	N	120	120 1
Perks and bonuses	Pearson Correlation	.850**	
	Sig. (2-tailed)	.000	
	N	120	120

**. Correlation is significant at the 0.01 level (2-tailed).

- *Interpretation:* Since r is positive, there is positive relationship between Social security and Perks & bonuses.

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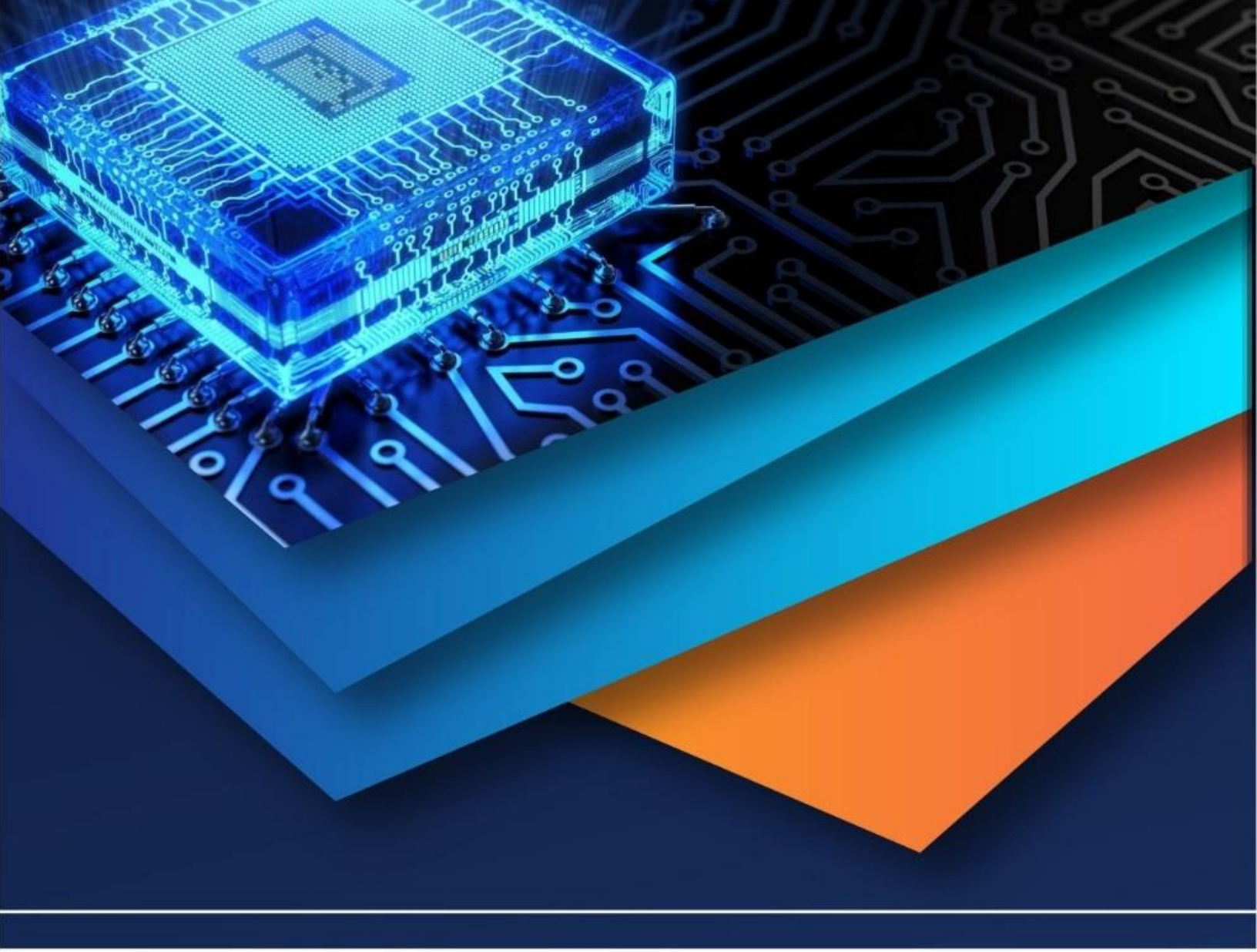
V. SUGGESTIONS

As the Majority of the employees felt insufficient with the salary, so that the company should reformulate the salary packages. The company can take steps to open up a new canteen and provide hygienic and variety of food items. As the Majority of the employees felt that the allowances provided by the company are not satisfactory, so the company should the level of allowances to satisfy the employees. Restroom and Washroom facilities should be improved. The company should follow the informal way of communication to have a smooth relationship with employees.

VI. CONCLUSION

The main objective of any organization is to increase productivity and this can be achieved only when the employee is satisfied with their job. The study concludes that most employees feel that the allowances and salary offered by the company are not satisfactory, so the company should create a level of allowances to satisfy the employees. Most employees felt that there was enough with the salary, so the company could revise the salary packages. It is also examined that it is necessary to make full use of the skills of the employee for good investigation. By improving, it is speculated that they may create a way to advance their careers in their company.

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