INTERNATIONAL JOURNAL
FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

International Journal for Research in Applied Science & Engineering Technology (IJRASET)

A Study on Job Satisfaction of Employee at Greaves Cotton Limited

V.S.Palaniammal[1], Gayathri.V[2]

[1]*Assistant professor,* [2]*M.Phil. Research scholar*
D.K.M College for women, Vellore.

Abstract: Employee job satisfaction plays an vital role in the organization. In organization the employees are satisfied and they will be recognized as a productive employee. The productive employee have many kinds of grievance related to the organizational sector. So every organization wants the feedback about the employee satisfaction and then the organization takes action on a feedback provided by the employee. This can be critical element to employee satisfaction. Also it will help the employee commitment towards the organization. Job satisfaction parameter like financial benefits, work environment, employee relation, employee welfare and clear job description. The verified data has been tabulated by using SPSS, ANOVA, Chi-square and Correlation.
Keywords: employee satisfaction, productive employee, working environment and welfare measures.

I. INTRODUCTION

Employee job satisfaction deals with job fulfillment of a need or it serves as a source of enjoyment. Satisfaction is the level where the individuals feel satisfied or dissatisfied about their job. Employee satisfaction directly depend on the management .If the employees feel satisfied it will help to improve the quality of their work and job productivity. So every organization gives higher attention to keep their employees satisfied by providing adequate facilities. Therefore the management tries the right things at the right time.

II. REVIEW OF LITERATURE

Bradley et.al , (2004) In this study they determined how the employees felt happy in their working environment. If they are satisfied with their job they stay loyal to their company and enjoy doing their work. The finding of the research is that there are many factors to improve, namely to maintain the job satisfaction, meanwhile employees should come out with new ideas in work place. Giri V. N and Pavan Kumar (2010) analyzed the impact on job satisfaction and performance. They collected data from employees were working at different levels in many organization in India. He used different scales to found the results, Where organization communication has a significant effects on job satisfaction and performance of employee. They indicated that employees possess perceived job satisfaction based on the employee designation. Finally he inferred Indian employees emphasis job satisfaction and performance depending on communication behavior in the organization.

Dr. R. Anitha (2011) examined the general attitudes to one's job comparing the rewards and believes that they should receive. Job satisfaction relates to inner feeling of workers. Every employee in an organization are considered as back bone of their organization. Employee will be more satisfied if they get what they expect. In this research they suggest that the organization give importance to fullfill the employee adequate facilities in turn, Employees may improve. Rajesh K. Yadav and Nishant Dabhade (2013) in their study figured out the working environment towards job satisfaction among employees. The study states that the initiative steps are taken by the management and they put effort on their work and getting better output from employees. They suggested the factors which satisfies the employees in working environment like good working environmental , challenging work and rewards which are also the factors to get the best achievement and accomplishments.

Abdulwahab S. Bin Shmailan (2016) in their research, analyzed the factors that contribute to job satisfaction. Every successful organization should know the employee satisfaction, performance of employee and employee engagement which is very crucial. Employee satisfaction and performance are related to improve the Business. This is the another key success factor for organization and then they suggested to provide compelling information, which would help to understand the performance as well as satisfaction of employee using the power to be competitive and profitable. Sowmya R and Panchanathan. N (2011) in their research analyzed the term job satisfaction which focuses on individual feelings about his/her work. Every individuals are satisfied in their job which are likely to be more productive. The researcher has done a factor analysis using principle component and finding the different factors to affect the employee satisfaction. Yanhan Zhu (2012) in his study examined the job satisfaction in an academic concept .

International Journal for Research in Applied Science & Engineering Technology (IJRASET)

Now a days organization are concentrating on management, psychological factor and practical operation. In this research they discuess the measurement of job satisfaction in several model. They analyzed and discussed the achievement of satisfaction level and mentioned a model to describe the performance of employee.

III. OBJECTIVES

To identify the factors that facilitates job satisfaction.
To evaluate the working environment.
To determine satisfaction regarding other benefits of the employee.

IV. HYPOTHESIS

H1: There is a significant relationship between reward and the skill.
H2: There is a significant relationship between Experience and the Promotion based on performance.
H3: There is a significant difference between Educational Qualification and Rewards.
H4: There is a significant difference between Consideration of problems by the management and Job description.
H5: There is a significant difference between Job security and Overall job satisfaction.
H6: There is a significant difference between Consideration of problems of employees by the management and the supervisor's attention to their grievance.

V. RESEARCH METHODOLOGY

The research used simple random sampling where sample size is 120 employees (Respondents) were taken from Greaves Cotton Limited. The study proceeded with the pre-defined questionnaires to collect the data. The data was analyzed using SPSS tools like Chi-Square, Correlation and One way ANOVA.

VI. DATA ANALYSIS

Table: 1 Demographic Profile Of Employees In Greaves Cotton Limited

Demographic Profiles		Frequency	Percent
Gender	Male	120	100.0
Age	21 to 30 Years	24	20
	31 to 40 Years	51	42.5
	41 to 50 Years	40	33.3
	Above 50 Years	5	4.2
Educational Qualification	Diploma	51	42.5
	Degree	46	38.3
	Post Graduate	3	2.5
	Others	20	16.7
Experience	0 to5 Years	48	40.0
	5 to 10 Years	55	45.8
	10 to 15 Years	11	9.2
	15 to 20 Years	6	5.0

A. Inference

From the table 1 we infer that 100% of respondents are male. 20 % of respondents are 21-30 years age category, 42.5% respondents are between 31-40 years age category,33.3% of respondents are 41-50 years age category and 4.2 % of respondents are above 50 years age category. Educational qualification of the employees 42.5% of respondents did their diploma,38.3% of the respondents are completed degree,2.5 % of the respondents are having post graduate and 16.7% of respondents fall under other category. Experience of the respondents are 40% of the employees are having 0-5 years of experience ,45.8% of respondents are having 5-10 years of experience,9.2 % of respondents are having 10-15 years of experience and 5% of respondents are having 15-20 years of experience.

International Journal for Research in Applied Science & Engineering Technology (IJRASET)

Table :2 Reward Based On Skill Descriptive

Skill necessary to do the job	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Highly satisfied	3	3.0000	1.00000	0.57735	0.5159	5.4841	2.00	4.00
Satisfied	88	2.2955	0.50649	0.05399	2.1881	2.4028	1.00	4.00
Neutral	29	2.1379	0.44111	0.08191	1.9701	2.3057	1.00	3.00
Total	120	2.2750	0.51795	0.04728	2.1814	2.3686	1.00	4.00

ANOVA

Skill is necessary to do the job	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.159	2	1.079	4.242	0.017
Within Groups	29.766	117	0.254		
Total	31.925	119			

B. Inference

Hence, the alternative hypothesis H_1 isaccepted as the p value is less than 0.05 at 5% level of significance. Therefore, there is a significant relationship between reward based on skill.

Table: 3 Experience With Promotion Based Performance

Experience in Greaves Cotton Limited * Promotion based on performance Cross tabulation								
			Promotion based on performance					Total
			Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	
Experience in Greaves Cotton Limited	0 to5 Years	Count	0	41	6	0	1	48
		Expected Count	1.6	37.6	7.2	0.8	0.8	48.0
	5 to 10 Years	Count	3	42	9	1	0	55
		Expected Count	1.8	43.1	8.3	0.9	0.9	55.0
	10 to 15 Years	Count	0	8	2	0	1	11
		Expected Count	0.4	8.6	1.7	0.2	0.2	11.0
	15 to 20 Years	Count	1	3	1	1	0	6
		Expected Count	.2	4.7	0.9	0.1	0.1	6.0
Total		Count	4	94	18	2	2	120
		Expected Count	4.0	94.0	18.0	2.0	2.0	120.0

International Journal for Research in Applied Science & Engineering Technology (IJRASET)

Chi – Square test

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	21.052[a]	12	0.050
Likelihood Ratio	16.228	12	0.181
Linear-by-Linear Association	.885	1	0.347
N of valid Cases	120		

Hence, the alternative hypothesis H_1 is accepted as the p value is equal to 0.05 at 5% level of significance. Therefore, there is a significant relationship between Experience and promotion based performance.

Table: 4 Educational Qualification With Rewards

			Reward is the factor facilitate job satisfaction			Total
			Highly satisfied	Satisfied	Neutral	
Educational Qualification	Diploma	Count	0	37	14	51
		Expected Count	1.3	37.4	12.3	51.0
	Degree	Count	2	36	8	46
		Expected Count	1.2	33.7	11.1	46.0
	Post Graduate	Count	1	2	0	3
		Expected Count	0.1	2.2	0.7	3.0
	Others	Count	0	13	7	20
		Expected Count	0.5	14.7	4.8	20.0
Total		Count	3	88	29	120
		Expected Count	3.0	88.0	29.0	120.0

Chi – Square test

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16.973[a]	6	0.009
Likelihood Ratio	11.252	6	0.081
Linear-by-Linear Association	0.018	1	0.893
N of valid Cases	120		

Inference: Hence, the alternative hypothesis H_1 is accepted as the p value is less than 0.05% level of significance. Therefore, there is a significant relationship between Educational Qualification and reward.

Table: 5 Management Considered Problems With Job Description

			Clear understanding of Job description			Total
			Strongly Agree	Agree	Neutral	
Management considered problems and solving it in work environment	Strongly Agree	Count	3	0	2	5
		Expected Count	0.5	3.4	1.1	5.0
	Agree	Count	7	56	15	78
		Expected Count	7.2	53.3	17.6	78.0
	Neutral	Count	1	25	9	35
		Expected Count	3.2	23.9	7.9	35.0
	Disagree	Count	0	1	1	2
		Expected Count	0.2	1.4	0.5	2.0
Total		Count	11	82	27	120
		Expected Count	11.0	82.0	27.0	120.0

302

International Journal for Research in Applied Science & Engineering Technology (IJRASET)

Chi – Square test

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	21.386^a	6	0.002
Likelihood Ratio	17.361	6	0.008
Linear-by-Linear Association	3.616	1	0.057
N of Valid Cases	120		

Hence, the alternative hypothesis H$_1$ is accepted as the p value is less than 0.05 at 5% level of significance. Therefore, there is a significant relationship between Management considering the problems and the job description.

Table: 6 Job Security And Overall Job Satisfaction

			Job security as the factor facilitating job satisfaction				Total
			Highly satisfied	Satisfied	Neutral	Dissatisfied	
Overall satisfaction	Highly satisfied	Count	3	4	2	0	9
		Expected Count	0.5	5.3	3.2	0.1	9.0
	Satisfied	Count	3	53	31	0	87
		Expected Count	4.4	51.5	30.5	0.7	87.0
	Neutral	Count	0	14	9	1	24
		Expected Count	1.2	14.2	8.4	0.2	24.0
Total		Count	6	71	42	1	120
		Expected Count	6.0	71.0	42.0	1.0	120.0

Chi – Square test

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	20.919^a	6	0.002
Likelihood Ratio	13.316	6	0.038
Linear-by-Linear Association	5.028	1	0.025
N of Valid Cases	120		

Inference: hence, the alternative hypothesis H$_1$ is accepted as the p value is less than to 0.05 at 5% level of significance. Therefore, there is a significant relationship between Job security and the overall job satisfaction.

Table: 7 Management Considered Problem With Supervisor Pay Attention

		Management considered problems and solving it in work environment	supervisor pay attention to grievance
Management considered problems and solving it in work environment	Pearson Correlation	1	0.206[*]
	Sig. (2-tailed)		0.024
	N	120	120
supervisor pay attention to grievance	Pearson Correlation	0.206[*]	1
	Sig. (2-tailed)	0.024	
	N	120	120

Inference: Hence, the alternative hypothesis is accepted as the positive correlation exist between the two factors. There is a significance relationship between Management considered problems with supervisor paying attention to grievance.

C. Findings
62 per cent of the respondents are satisfied with the incentives given66 per cent of the respondents are satisfied with the salary

International Journal for Research in Applied Science & Engineering Technology (IJRASET)

provided.

66 per cent of the respondents are satisfied with the work schedule allotted to each of them.

72 per cent of the respondents are satisfied with the rewards given to motivate them.

77 per cent of the respondents are satisfied with the promotions given based on performance.

58 per cent of the respondents are satisfied with the factor of job security which actually paves way for job satisfaction.

Above ninety per cent of the respondents are satisfied with the overall satisfaction with regards to Greaves Cotton Limited.

D. Suggestion

The company should be improved healthy working environment in the workplace.so that employees would be satisfied and they may provide a good output.

General welfare measures can be improved in the organization .so that employees would be satisfied.

They should be maintain proper cooperation between superior and employees to avoid the grievance in the work place.

Organization can motivate individuals through proper counseling and guidance.

They should concentrate to revise the promotional policies to motivate the employees challenging to their work.

VII.   CONCLUSION

The respondents are satisfied with the current provisions from the management side. So in order to boost up the job satisfaction level which has influence on the productivity, the management can bring up new activities like recreations, paid holidays and other benefits. As these factors would help to retain the employees in the company for a longer duration.

REFERENCES

[1] Abdulwahab S. Bin shmailan (2016), A Study on employee Job Satisfaction, Performance of Employee and Employee Engagement, Journal of Business Management and Economics, Vol. 4(1), Pages 1-8.

[2] Bradley, Don .E. Robert, (2004), A study on Self-employment and Job satisfaction, Journal of Small Business Management ,Vol. 42 ,No. 1, Jan 2004.

[3] R. Anitha (2011),A Study on job satisfaction of paper mill employees with special referance toUdumalapet and Palanitaluk,Journal of Management and Science.

[4] Rajesh K. Yadav and Nishant Dabhade (2013), A study on Performance Management System, Journal of International Letters of School and Humanistic Science, Vol.4 Pages 49-69

[5] Sowmya R and Panchanathan N(2011), A Study on Factors Influencing Job Satisfaction of Banking sector, Journal of Law and Conflict Resolution, Vol.3(5), Pages 76-79

[6] Vijai N Giri, B Pavan Kumar (2006), A Study on Impact on Job Satisfaction and Work Performance Journal Psychological Studies, Volume 55,Issue 2 ,Pages 137-143

[7] Yanhan Zhu (2012), A Study on the Effects of Exchange Relationship Perception on Individual Behaviour,Asian Social Science Published by Canadian Center of Science and EducationVol.9,No. 1:2013 ISSN 1911-2017 E-ISSN 1911-2025.

INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Call : 08813907089 (24*7 Support on Whatsapp)