

Analyzing the Level of Employees Satisfaction in a Job

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Abstract— Job satisfaction can be measured in cognitive, effective, and behavioral components. Job satisfaction is the degree to which individuals feel positively or negatively about their jobs. The human resources should be utilized to the maximum possible extent, in order to achieve individual and organizational goals. It is thus the employee's performance which ultimately decides the attainment of goals. Hence, the employee's performance is to a large extent influenced by motivation and job satisfaction.

Key words: Employees Satisfaction, Job

I. INTRODUCTION

Employee satisfaction is one of the greatest importance in any organization be it small or large. The relationship between man and work has attracted the attention of philosophers, scientists and novelists. A major part of man's life is spent at the place of work. The nature and significance of work is important as it occupies so much of man's life span.

A persons' job is more than just the obvious activities of shuffling papers, waiting on customers or driving a truck. Jobs require interaction with co-performers and bosses; following organization rules and policies; meeting performance standards; living with working conditions that are often less than ideal and the like. Job to an individual is not only a means of earning a living but also serves other functions of individuals' expectations of job and rewards that the job provides. This means that employees assess men to how satisfied or dissatisfied he or she with his or her job is complex summation of number of discrete elements.

II. DIMENSIONS OF JOB SATISFACTION

- Job-Satisfaction is often determined by how well out-comes meet or exceeds expectations.
- Share a good relation with your boss.
- Happy with the work what you do.
- Don't choose a boring job.
- Expectations for the feedback and moving forward day by day.

III. IMPORTANCE OF THE STUDY

It can contribute to productive output in the form of high quantity and quality of products or services, as well as to organizational maintenance as represented by low absenteeism and turnover. Hence, job satisfaction is often much more important to the individual than to the employing organization. Individuals can change jobs, there by obtaining more satisfying work. Organization can shift people from job to job within the firm, but their capacity to move people from organization to organization is very limited. The obvious exception is when a firm provides outplacement assistance to its laid-off workers.

IV. SCOPE OF THE STUDY

- Job satisfaction is often thought to be synonymous with job attitudes, but is important to recognise that those with different theoretical orientations may use the term somewhat differently.
- Some measure job satisfaction in terms of the gratification of strong needs in the work place.
- Others see it as the degree of discrepancy between what a person expects to receive from work and what that person perceives is actually relieved.
- It can also be defined as the extent to which work is seen as providing those things that one considers conducive to one's welfare.
- In yet another view, job satisfaction is considered a purely emotional response to job situation.

V. JOB SATISFACTION AND LIFE SATISFACTION

The job satisfaction is strongly related to life satisfaction. The connection between job satisfaction and life satisfaction makes sense given how much of employee's lives are spent at work.

VI. RESPONSE TO JOB DISSATISFACTION

There are several ways of expressing employee dissatisfaction. For example, employees can complain, be insubordinate, steal organizational property or avoid a part of their work responsibilities. Most serious is quitting the organisation itself.

- 1) Exit: Represents behaviour directed towards leaving the organization.
- 2) Voice: Actively and constructively attempting to improve conditions, includes suggesting improvements.
- 3) Loyalty: It includes speaking for the organization in the face of the external criticism and trusting the management and the organization to do the right things.
- 4) Neglect: Passively allowing conditions to worsen, includes chronic absenteeism, reduced effort, and increased error rate.

VII. DATA ANALYSIS

In this Research Study t-Test: Paired Two Sample for Means and Percentage Analysis has been used to analyze the significance of difference. Data Analysis in excel is used for tabulation and analysis.

<i>t-Test: Paired Two Sample for Means</i>	<i>Junior Level Employees</i>	<i>Senior Level Employees</i>
Mean	59.125	55.875
Variance	435.2679	478.9821
Observations	8	8
Pearson Correlation	-0.55781	
Hypothesized Mean Difference	0	

Df	7	
t Stat	0.243628	
P(T<=t) one-tail	0.407252	
t Critical one-tail	1.894579	
P(T<=t) two-tail	0.814505	
t Critical two-tail	2.364624	

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VIII. FINDINGS

It is inferred from t-Test: Paired Two Sample for Means Table 1 that there is no significant (accept the Null hypothesis) association between Department of the respondents and various dimensions of "Employees Satisfaction in a Job".

IX. SUGGESTIONS

- Organization culture has to be improved by balancing work, space and priority for both married and unmarried employees.
- Team outing, team lunch can improve employee relationship among the team.
- Work environment can be improved to suit all age groups making everyone comfortable with the organization. For example, introducing yoga classes play area and gym can help to relax.
- Gender equality should be practiced .any means of sexual harassment has to be addressed seriously and particular employees must be punished accordingly.
- Candidates with basic qualification to satisfy a role should be recruited. Offering an unsuitable role may dissatisfy them.

X. CONCLUSION

The project was undertaken to analyses the current level of Employees satisfaction. The company may have rich resources of capital, infrastructure, machines and technology but if the quality of manpower is not good, the organization cannot succeed. If the organization concentrated on the findings and suggestions of this survey, we hopefully believe that the organization can further bring out their employees with full satisfaction and obtain good result.

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