

A STUDY ON FACTORS INFLUENCING EMPLOYEES JOB SATISFACTION

Gangavarapu Mounika¹, Ms. C. Jyothika Sony²

¹Department of Management Studies Aristotle PG College, Chilkur, Moinabad, Ranga Reddy District, Telangana, India.

²Assistant Professor Aristotle PG College, Chilkur, Moinabad, Ranga Reddy District, Telangana, India.

DOI: <https://www.doi.org/10.58257/IJPREMS34873>

ABSTRACT

This project examines the reliability of the construct, Factors Influencing Employees Job Satisfaction. Responses of employees are collected through self-structured questionnaires. Result shows that four factors which influence the employee job satisfaction is operating facilities, relationship with co-workers, pay/salary and supervisor support. All four factors are positively correlated with each other and pay/salary is most controlling factor as compare others. Despite the sample size and area of the study is too vast. Further researchers, research on individual organisation of service sector, comparison between public and private sector and explore with another statistical techniques. Satisfied employees effectively participate in decision making which improve their performance as well better productivity which makes organisation development. It increases creativity skills and reduce turnover rates. The paper formulate that satisfied employees are more committed and loyal toward their job. Effective satisfaction level which make better commitment, increases performance and make employees loyal and retain them in the organisation.

Keywords: capital structure, fundamental issue

1. INTRODUCTION:

Job satisfaction is a big factor in employee engagement, and the level of discretionary effort team members are likely to make. No doubt, people's work performance suffers when they don't feel satisfied with their jobs, not to mention their quality of life. Of course, every person is unique in what they wish to achieve from their work, but there are some job satisfaction factors that psychologists usually agree on.

Job satisfaction depends on several different factors such as satisfaction with pay, promotion opportunities, fringe benefits, job security, relationship with co-workers and supervisors, etc.

Job satisfaction may lead to cost reduction by reducing absences, task errors, conflicts at work and turnover.

As work is an important aspect of people's lives and most people spend a large part of their working lives at work, understanding the factors involved in job satisfaction is crucial to improving employees' performance and productivity.

Factors affecting the level of job satisfaction are; Working Environment.

- Fair Policies and Practice.
- Caring Organization.
- Appreciation.
- Promotion.
- Feel of Belongings. Initiation and Leadership. Feel of Being Loved.
- Safety and Security.
- Challenges.
- Responsibilities.
- Creativity in Job.
- Personal Interest and Hobbies. Respect from Co-Workers.
- Relationship with Supervisors. Feedback.
- Flexibility.
- Nature of Work.

2. REVIEW OF LITERATURE

ARTICLE: 1

Title: Employees' Job Satisfaction And Their Work Performance As Elements Influencing Work Safety

Author: Szymon T. Dziuba¹, Manuela Ingaldi², Marina Zhuravskaya

Source: CzOTO 2020, volume 2, issue 1, pp. 18-25

Job satisfaction has a big impact on how an employee performs his job. Both elements have an impact on job safety and employee perception of it. A satisfied employee devotes himself to work, performs orders better, cares for others and for him. He feels safe in the enterprise. The aim of the paper was to assess employees' job satisfaction and their work performance with use of simply survey. In order to achieve this aim, a survey was conducted among employees of a chosen metallurgical enterprise who were asked to assess level of their job satisfaction. The employees defined their job satisfaction by referring to 20 statements describing this satisfaction and evaluating three factors that were used to compute the satisfaction index. The survey allowed for indication the general level of employee satisfaction. Keywords: job satisfaction, work performance, work safety.

ARTICLE: 2

Title: A Study on Employee Satisfaction And Organizational Commitment

Author: Maruti Sriram and Remya Lathabhavan

Source: MukT Shabd Journal

Employee satisfaction is a factor in motivation, retention and goal achievement in the place of work and commitment is a factor that includes no excess work load, treating employee with respect, provide recognition & rewards, fringe benefits and positive management. The purpose of this topic is to study the employee satisfaction and organizational commitment and to examine the satisfaction level of staff and its impact on Commitment. This is descriptive and empirical in nature and purposive sampling technique is used. The study is based on primary data, which has been collected through structural questionnaire, filled by member stake 50 respondents of has been selected on random sampling basis percentage method is used for data analysis. According to findings of this data the employee satisfaction effects commitment of management and staff. Factors affecting employee satisfaction and commitment are rewards, stress, leave, benefits and compensation given to the staff by the management which are important to improve the motivation level and employee satisfaction.

ARTICLE: 3

Title: A Study on Factors Affecting Employee Job Satisfaction

Author: Gnaneshwar Koorella¹ & Dr.R.Perumal²

Source: IJRAR- International Journal of Research and Analytical Reviews

Employee satisfaction and Loyalty represents one of the most key challenges faced by the managers today when it comes to managing their employees. Employees are the most valuable resource for all organizations; the longer an employee works for a company the more valuable it becomes. Many researchers have been conducted in various sectors to demonstrate the impact of Job satisfaction on employee loyalty. Employee satisfaction is all about employees being satisfied in the organization with a strong belief that working with that particular organization is their best option. The aim of the study was to find the impact of job satisfaction of an employee. This study also finds out various factors underlying employee satisfaction. To achieve the aim of the study questionnaire survey was used. The results show that there is direct impact of all the factors in the organization. Job satisfaction is related to different Socioeconomic and personal factors, such as: Age, Sex, Incentives, Working Environment, Education, duration of work etc. The present paper will highlight different factors affecting job satisfaction in pharmaceutical company in Hyderabad, India.

RESEARCH GAP:

The results show that there is direct impact of all the factors in the organization. Job satisfaction is related to different Socioeconomic and personal factors.

OBJECTIVES:

- To assess the satisfaction level of employees in Wipro Pvt Limited.
- To know the employees opinion regarding the benefits provided by the company.
- To offer valuable suggestions to improve the satisfaction level of employees.
- To measure the employees job satisfaction levels in Wipro.

- To study the employees perception towards organization.
- To study the attitude of the employees towards their work.

3. RESEARCH METHODOLOGY

Need For The Study

Job satisfaction studies often focus on the various parts that are believed to be important, since these jobs related attitudes predispose an employee to behave in certain ways.... Helps to Earn Higher Revenues .Satisfied Employees tend to handle pressure.

☐Lower Turnover

☐Higher Productivity.

Increased Customer Satisfaction.

☐Employee Absenteeism.

☐Helps to Earn Higher Revenues.

Scope Of The Study:

- The research shall appraise the nature and impact of job satisfaction on employee performance
- It shall determine measures for appraising the job satisfaction level of employees and proper useful information to managers and organizations.
- Job satisfaction is an important output that employees work for organization.
- It comprises of extrinsic and intrinsic factors and helps maintain able and willing workforces.

Methodology

SOURCES OF INFORMATION:

PRIMARY DATA:

Primary data are data gathered for a specific purpose or for a specific research report.

For systematically collecting the data the closed end questionnaire is used. The questionnaire consists of questions relating to various aspects of the study for proper data collection the questionnaire is divided into 2 sections. Both the sections are meant for the respondent only

SECONDARY DATA:

The data that has been already collected by someone other than the user an Secondary data are data that are collected for another purpose and already exist somewhere. Data pertaining to company is collected from company web site company catalogues and magazines. The company profile gives a detailed report of history various products manufacture by its etc. readily available from the sources is called Secondary Data.

RESEARCH DESIGN:

The research design of the study considering its objectives, scope and coverage was exploratory as well as descriptive in nature.

SAMPLING DECISIONS:

SAMPLE SIZE:

The appropriate number of sample size (i.e., 105) was put to use for the purpose of collecting primary data from the selected employees of the Wipro.

SAMPLING METHOD:

Random sampling design based on convenient sampling method has been used for this research study.

SAMPLING FRAME:

The representative sampling units comprises employees of different age groups, departments, designation, gender of Wipro.

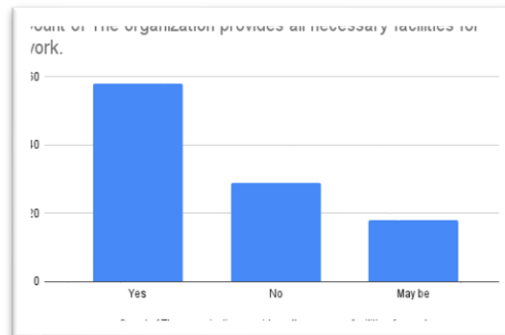
Limitations Of The Study

- The sample size is limited.
- The study is applicable only to few departments. Therefore, the results cannot be generalized for the whole industry.

4. DATA ANALYSIS & INTERPRETATION:

1. What is the level of satisfaction with the job responsibility?

Particulars	No of respondents	%of respondents
yes	58	59
No	29	24.8
May be	18	16.2

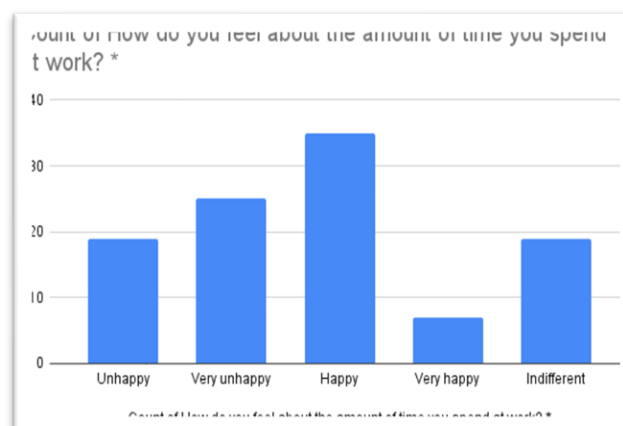


INTERPRETATION:

From the above analysis it was observed that 49% of the respondents are satisfied that organization provide necessary facilities and choices, while 26% were agreed that organization provide necessary facilities and choices, 25% of the respondents were neutral that organization provide necessary facilities and choices, 7% of the respondents were not clear that organization provide necessary facilities and choices and 6% of the respondents were strongly disagreed that their organization provide relocation facilities and choice.

2. How do you feel about the amount of time you spend at work?

Particulars	No of respondents	%of respondents
Very unhappy	25	23.8
unhappy	19	18.1
Indifferent	19	18.1
happy	35	33.3
Very happy	7	6.7

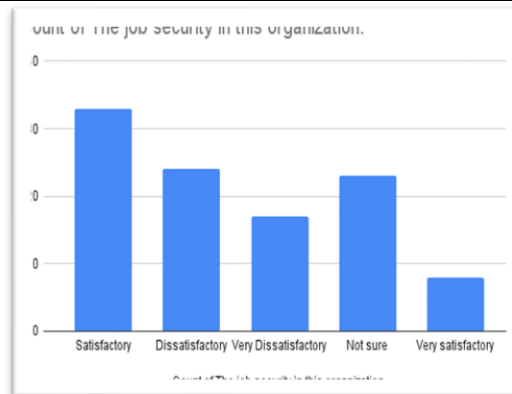


INTERPRETATION:

From the above analysis it was observed that 6.7 % of the respondents very happy that they feel about the amount of time they spend in organization, while 33.3% were happy that they feel about the amount of time they spend in organization, 18.1% of the respondents were indifferent that they feel about the amount of time they spend in organization, 18.1% of the respondents were unhappy with the organization and 23.8% of the respondents were very unhappy that they feel about the amount of time they spend in organization.

3. The job security in this organization.

Particulars	No of respondents	%of respondents
Very dissatisfactory	17	16.2
dissatisfactory	24	22.9
Not sure	23	21.9
satisfactory	33	31.4
Very satisfactory	8	7.6

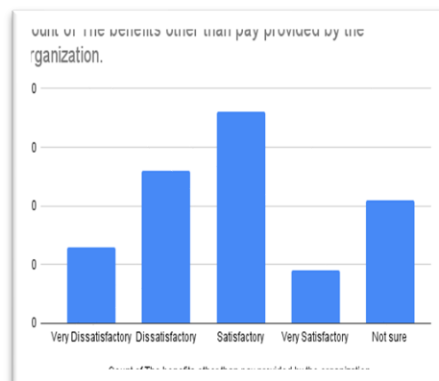


INTERPRETATION:

From the above analysis it was observed that 7.6% of the respondents very satisfied that the job security in that organization, while 31.4% were satisfied that the job security in that organization, 21.9% of the respondents were not sure that the job security in that organization, 22.9% of the respondents were dissatisfied that the job security in that organization and 16.2% of the respondents were very dissatisfied that job security in their organization.

4. The benefits other than pay provided by the organization.

Particulars	No of respondents	%of respondents
Very dissatisfactory	13	12.4
dissatisfactory	26	24.8
Not sure	21	20
satisfactory	36	34.3
Very satisfactory	9	8.6



INTERPRETATION:

From the above analysis it was observed that 8.6% of the respondents are very satisfied that organization provide benefits other than pay, while 34.3% were satisfied that organization provide benefits other than pay, 20% of the respondents were not sure that organization provide benefits other than pay, 24.8% of the respondents were dissatisfied that organization provide benefits other than pay 12.4% of the respondents were very dissatisfied that their organization provide benefits other than pay.

5. CONCLUSION

Satisfaction is feeling of a worker towards particular objects of conditions in his working conditions. Satisfaction facets may include the work itself, pay and benefits, promotional opportunities, supervision, co-workers, the organization and its management, and working conditions.

In all other aspects average number of employees are satisfied regarding the organization, but to satisfy the remaining employees the organization should improve salary range and the problems in the workplace are need to be addressed promptly and effectively so that employees can feel satisfied and also improving the appreciation system and rewarding systems are also necessary to improve employee satisfaction.

Employee satisfaction is the terminology used to describe whether employees are happy and comfortable and accomplishing their desires and needs at work. Employee satisfaction can also be based on the effect of an individual's experience of work, or the quality of their working life. Employee satisfaction can be well understood in terms of its connection with some key factors, such as well-being, stress at work, control at work, working condition etc. employee satisfaction is based on how the organization treats them, effective employee satisfaction for individuals reflects from the emotional feeling they have about their job.

6. REFERENCES

- [1] Academy of Management Journal, Volume 60, Issue 3, June 2016; Academy of Management
- [2] Human Relations, Volume 69, Issue 8, August 2016; Sage
- [3] Human Resource Management, Volume 55, Issue 6, November 2016; Wiley