

A Study on Employee Job Satisfaction

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Abstract

Employee job satisfaction is a critical factor in organizational success, impacting productivity, retention, and overall morale in the workplace. This study examines the multifaceted components of job satisfaction, including internal factors such as recognition, career advancement, and work-life balance, as well as external elements such as compensation and work environment. Thanks to the approach of mixed methods, such as public opinion polls and interviews with various employees in various industries, this survey determines important factors in work satisfaction and an increase in satisfactory employees and organizational indicators. We emphasize the correlation. The results indicate that the aggressive culture in the workplace and the active processing of employee reviews is an important strategy to increase the satisfaction of work. The study highlights the importance of continually evaluating and adapting workplace policies to meet the changing needs of employees, which ultimately contributes to sustainable organizational growth and employee well-being.

Keywords: Career development, Job security, Quality relationships. Leadership, Communication.

1. INTRODUCTION

A person's occupation might indicate the favorable aspect or reluctance with which they approach a task, providing a measure of understanding between their own aversion to action and the great value that movement provides, which is a component of achieving success in life. The potential for an employee's profession is an essential aspect of life since an employee's overall level of personal happiness is impacted by their work performance. As a result, it acknowledges the various viewpoints that the delegate These viewpoints, as briefly stated, are connected to actions contingent upon particular elements. Pay, company supervisors, working conditions, social interaction at work, and manager's judicious decision-making are a few examples. Work satisfaction is a constant focal point for associations and has progressively taken precedence over other factors. How someone values movement is what determines their level of business happiness. These days, there is a lot of disagreement, and turnover is prompted when employees aren't satisfied with their jobs. Pay helps promote job happiness, but not always. Several unique elements contribute to the achievement of job happiness. In many cases, associations use certain practices in an attempt to achieve optimal job satisfaction, but they fail to satisfy representatives' needs, which leads to a low level of job satisfaction

India is the world's largest producer of short-staple and long-staple cotton. Cotton trade accounts for most of India's largest commercial activity. This systematically accounts for a significant portion of the total mechanical output of the country. The current state of the cotton industry depends on its ability to manage the overall demand for raw materials in the local market while maintaining a sufficient surplus for future

sales. Likewise, this trade interacts with a large population, increasing the average external wage of the country.

India is the world's largest producer and exporter of cotton products. These material exchanges are encouraged with a variety of countries, including the United Kingdom, Australia, Sri Lanka, Italy, Iran, Russia, Germany, Belgium, and many others. For centuries, India has refined the appearance of cotton, as well as hand weaving and spinning techniques. In 2008, a factory was set up in Gusuri, a place near Kolkata, to assemble materials based on basic cotton. However, it was immediately shut down due to a shortage of critical manufacturing components. The establishment of the Mumbai cotton industry in 1859 marked the beginning of a truly glorious distinction in organized commercial exploration in the western part of the country. Since then, after 1880, the trade has grown rapidly. In the middle of the forty-year season, this too is growing on a fine horse-track. The yarn, in any case, took a strange turn. The yarn was sold for duties to China. However, the yarn and materials ultimately end up being sent back into the country.

2. LITERATURE REVIEW

2.1 Related work

Morge N.C (1953) In his research on the contentment of white-collar workers with their jobs, he found that although 35% of women workers was not happy in their jobs, 55% of male professors were relating to the jobs. This study found that there is a relationship among job fulfilment and gender and concluded that gender affects satisfaction.

Sinha D And Singh P (1961) examined The relationship between satisfaction with employment and absenteeism. A representative sample was selected at random from all Tesco departments located in Jamshedpur. The sample consisted of both high and low absentee workers. In total, fifty individuals were involved in both groups.

Ednward E. Lawler Iii Lyman W. Poriter, (october 1967) Studies reveal a clear relationship between employee work happiness and production quality, reducing absenteeism, turnover, and increasing productivity. Decreased work discontent leads to higher output.

Mehra & Mishra (1991) The possible mediating effect of psychological well-being on This study looked at the relationship involving workplace stress and subjective work happiness. This resulted in 25o UPTRoN India ltd. hands-on modern workforce. The analysis's findings showed that the association between intrinsic employment satisfaction and occupational pressure is moderated by psychological well-being.

Paul E. Spector (1997) Highlights research on people's attitudes about their jobs, focusing on cultural and gender disparities in job satisfaction, organizational and personal factors that contribute to it, and possible outcomes of both job satisfaction and discontent. He gives a succinct summary of the uses, evaluations, origins, and no satisfaction.

Rama Devi(1997) A study on faculty job happiness in Andhra Pradesh institutions found that job independence, self-improvement opportunities, money, and stability contribute to employee contentment, while bureaucratic regulations and lack of appreciation contribute to discontent.

Saari and Judges (2004) The article highlights three gaps in research on employee attitudes and work satisfaction, focusing on the reasons behind these attitudes, the effects of high or low work satisfaction, and methods for gauging and influencing them. It provides advice on bridging these knowledge gaps and assessing current methods.

Lisee M Saari & Timothy A Judge (2004) The highlights gaps in research on worker mentalities, particul-

arly work fulfillment, including causes, effects, and measuring demeanors. Future studies understanding individual attributes affect hierarchical execution.

Der-Jang, Chi.; Ing-San Hwang (Jun 2005) This article explores the connection within staff members and internal marketing job satisfaction, and organizational success in international hotels in Taiwan, providing valuable insights for managers and business service industry owners, and laying the groundwork for further research.

Santhapparaj(2005) was assessed using the job satisfaction of female managers employed in Malaysia's automotive industry. Based on a primary survey of 200 female managers, it was completed. This outcome demonstrated that, on the whole, the female managers were happy in their roles.

Ganapati Iyer, David Soberman, Markus Baptise (2006) This book aims to resolve any uncertainties on the relationships between the three main labor connection developments of travail, work execution, and job fulfillment. An authorized brain study of labor on work satisfaction ought to concentrate on the hyperlink involving employment fulfilment and work efficiency.

Wright, TA, Cropan-zano R, Bonett, DG(2007). The study found that Positive Work-life Balance (PWB) moderates the relationship between work fulfillment and job performance, with job satisfaction being most significant for job performance, according to Fredrickson's (2001) model.

Silverthorne (2008) Considered the effect of the locus of control's identity variable on the effectiveness of one's task and associated outcomes, such as occupation push and execution. Research reveals that a lower degree of the push for labor and a greater degree of occupation death and joy are caused by an inner center of control.

origo ET. Al (2008) investigated the relationship between flexibility and job satisfaction. They discovered that different aspects of flexibility, such as operational and statistical adaptability, have different effects on job satisfaction, which is frequently alien and inborn. They also tried to determine whether the features of the specialists influenced how adaptive people were in terms of job satisfaction.

Azirii (2011) Millions of Studies have been conducted to investigate the relationship between employee performance and job satisfaction. Most of them have found the following relationship: job contentment and employee efficiency because motivation is heavily influenced by workplace fulfilment, and desire drives output and performance.

Reddy, P Raghunadha and A Krishan Sudheer (2011) The purpose of this study was to investigate worker engagement and job satisfaction in the Indian business community. The findings show that engineers are not particularly engaged in their work, directors are not very devoted to the organisation, and leaders are never very satisfied.

Raghunathan ET. Al (2011) The study examines employee involvement and work satisfaction in the Indian corporate sector, finding that managers have less responsibility, engineers have minimal involvement, and representatives' administrative aspects have poor fulfillment dimensions.

Gurusamy and Mahendran (2013) When compared to other significant variables, salary holds the top spot in the determining of work satisfaction, as demonstrated by their examination. Only the Indian car industry was included in the survey, which had about 300 respondents.

Gopinath and Shibu (2014) Evaluated, using the work Descriptive Index (JDI) Scale, the degree of promotion and transfer linked to contentment at work amid BSNl employees. Pay, promotions, supervision, work, and co workers were all included in the JDI scale. The findings showed that the processes of transfer and promotion are critical to human resource development and have a significant impact on an organization's ability to succeed

Islam, Karim, and Mahmud (2014) This study evaluates Janata Bank limited employees' employment fulfillment using polling data. Factors such as job orientation, co-specialist cooperation, working conditions, facilities, welfare services, performance appraisal systems, manager behavior, career development, and promotion frameworks are analyzed.

S. Pragadeeswaran and Anitha S. (2016) A person's accomplishment is a significant concern for competitive business groups worldwide, necessitating improved work systems. Workers' performance levels vary based on fulfillment, inspiration, and conduct, and can be surveyed using qualitative and quantitative criteria.

Venkata Satya Naga Viswa Samba Murthy, P(2018) The study investigates the relation between fulfillment in work as well as employment anxiety among Indian professionals who work in libraries. The results indicate that nervousness is a result of unrealised worries, but work fulfilment is impacted by satisfying imagined job needs.

Bhadrapa Haralayya (2021) A Big Bazaar in Bidar survey on worker happiness, the majority of workers are pleased with their positions, the workplace environment, and the backing of management. The report emphasises how critical employee happiness is to the expansion and productivity of organisations.

Ahmad Prayudi and Imas Komariyah(2023) The review tells a comprehend how PT. Kalibaru Indonesia staff inspiration, work setting, and development opportunities affect their level of job satisfaction. A company's success depends on its workforce, and HR and businesses must have a mutually beneficial partnership.

2.2 Research Gap

The thesis study indicates that low job satisfaction and its impact on performance have a substantial financial cost to the economy. This study intended to address the research gap by presenting a recent data, statistics, and issues connected to professional pleasure and performance. Although the importance of job satisfaction has been studied by Mehra, Mishra, and Aziri, the research study described above fills in the Lack of understanding about how it affects performance indicators.

2.3 Research hypothesis and framework

By managing a formal survey about the job fulfillment experienced by representatives, the necessary data is obtained from the respondents.

The data information is gathered directly from primary sources by a researcher for a specific project or study, using techniques like questionnaires, experiments, interviews, surveys, and observations. This unprocessed, exclusive data is relevant and tailored to the researcher's needs, making it more accurate and trustworthy as it has not been altered or manipulated.

Observed frequency(H_0) : Work joy and carrying out do not significantly correlate..

Alternative frequency(H_1): The connection between completion of the task and its execution is essential to efficient management and high output.

3. Research Methodology

The present investigation is of the descriptive type. Through qualitative studies on the population under study, the distinctiveness of a population is expressed. The collection of data is the initial stage of this study, which will be used to test theories or address specific queries about the current status of the area. The intention of describing the particular condition as it was during the study period and investigating the source of an extraordinary observable fact.

3.1 Data collection

Primary data: The following sources provide optional information for examination: Statistics, already disseminated records, analyze reports, documents, books, and websites.

Secondary data: It is information gathered, analyzed, and disseminated by another party, often used for unrelated research purposes. It comes from sources like books, studies, reports, official publications, databases, websites, and archives. It is pre-existing, cost-effective, and time-saving. It can offer a broad perspective or background information, often involving multiple research or large datasets. However, researchers have less control over the quality of this data, as it was gathered by others.

3.2 Research design

No matter what kind of technology managers have access to, a company's ability to maintain a happy workforce is still vital. Unhappiness at work has a detrimental impact on supervisors, employees, and the business overall. It is able to result in subpar work, little opportunity for professional advancement, a bad work-life balance, ineffective management, low morale, and low motivation. In order to achieve both effectiveness and a competitive edge, managers at all levels must give careful consideration to each employee's work happiness

Sampling Size: 100 Samples

Sampling Area: Arvind ltd offices and near locations

Sampling Type: Convenience Sampling

3.3 Tools for data analysis

CHI SQUARE TEST:

A Statistical technique for determining if, in a number of groupings, there is a substantial discrepancy among the measured and predicted probabilities.

Table shows Male and female represents working efficient level

Table no 3.3.1

Effectiveness Level	Male Represents	Female Represents	Grand total Represents
Very in effectively	8	4	12
Ineffectively	10	6	16
Neutral	2	14	16
Effectively	15	16	31
Very Effectively	20	5	25
Total	55	45	100

4. RESULTS AND DISCUSSION

Calculate Expected frequency:

Each cell's predicted frequency is determined using:

$$E_{ij} = (R_i \times C_j) / N$$

where R_i is the total Row,

C_j is the total column

N is the Grand total

Frequency Expectation Table:

Effectiveness Level	Male (Expected)	Female (Expected)
Very in effectively	6.6	5.4
Ineffectively	8.8	7.2
Neutral	8.8	7.2
Effectively	17.05	13.95
Very Effectively	13.75	11.25

Table no 3.3.2

Chi square Table:

(O-E) ² /E	Male(M)	Female(F)
	0.296969697	0.362962963
	0.163636364	0.2
	5.254545455	6.422222222
	0.246480938	0.30125448
	2.840909091	3.472222222

Calculate the chi-square statistic

$$\chi^2 = \sum (O-E)^2/N$$

Where O - Observed frequency

E - Expected frequency

N - Grand Total

The Chi - square value is 19.561

Determine the Degrees of Freedom

$$\text{Degrees of freedom (df)} = (r-1) \times (c-1)$$

Where r is the total number's of rows and c is the number of columns

Here, r=5 (Effectiveness Level) and c=2 (Genders), so:

$$df = (5-1) \times (2-1) = 4 \times 1 = 4$$

finally df=4

Compare chi-square statistics to critical value

Find the crucial value at the intended level of significance (usually 0.05) through a chi-square distributed model for df = 4.

The critical value for df = 4 and α equal to 0.05 is around 9.488.

We refute that a null because the computed Chi-Square value (19.561) is more than the crucial value (9.488).

Interpreation

The study reveals a significant correlation between gender and the perception of the effectiveness of processes in promoting new ideas.

5. CONCLUSION

Apart from the workforce's efficiency, role in the country's economic growth. The faster-paced globe has made competitiveness more severe since human skill will determine which connections will be profitable in the future owing to globalization. In order to do this, a company has to take the required actions to in their positions, as this has an impact on output. Workers are content with the tools at their disposal and the manager's faith in them, and they take pleasure in their jobs. Improving canteen amenities is crucial to boost employee happiness. It is critical to emphasize the importance of having a job statement that outlines an employee's duties, responsibilities

To create unique, creative designs, management has a strong design team and close working relationships with its employees. Chiefs are skilled in problem solving and creating presentations. They support the company's performance assessment method because they believe it is fair and objective.

Employees are eager to enhance the quality of their work and receive constructive comments on their talents and relevant training when they believe that business policies safeguard their interests and that Arvind Limited's objectives, vision, and values are apparent to them. Employee satisfaction with management decisions and awards for high-achieving teams is high, motivating them to keep doing at their best. People are pleased with the managerial choice. infrastructure, work ethics, and health and safety precautions that make up their workplace. Workers are happy with elements of their jobs, such as professional growth and learning. Management must take action to enhance the employee induction process, which fosters a favorable reputation. Employee work satisfaction is highly ranked overall. Arvind limited's people resources are often quite happy in their jobs, which leads to them working extremely hard and excellently to meet company goals.

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