

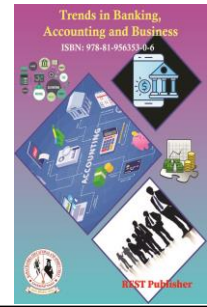


Trends in Banking, Accounting and Business

Vol: 2(2), 2023

REST Publisher; ISBN: 978-81-956353-0-6

Website: <https://restpublisher.com/book-series/tbab/>



A Study on Employee Job Satisfaction with Reference to Titan Company – (Watch Division) At Hosur

B.N. Sivakumar, Vishwa Balaji

Adhiyamaan College of Engineering, Hosur, Tamil Nadu, India

*Corresponding Author Email: vishwabalaji7@gmail.com

Abstract: *Employee satisfaction is a factor in motivation, retention and goal achievement in the place of work and commitment is a factor that include 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 118 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.*

Key Words: *Job satisfaction, motivation, stress level, rewards, goal achievement*

1. INTRODUCTION

Job satisfaction is the attitude a person has toward their work. It is simply accidental and cannot be seen. The degree to which results meet or surpass expectations frequently affects job satisfaction. Increased commitment to meeting formal criteria is a sign that one is happy with their job. There is a stronger readiness to devote personal effort and time to work output. Job attitudes and job happiness are frequently treated as synonyms. However, speak of people's effective orientation toward the jobs they are currently holding. Conceptually, a positive attitude toward the job is equivalent to job satisfaction, while a negative attitude toward the job denotes job unhappiness. Despite the fact that the phrases attitude and job satisfaction are sometimes used interchangeably, they have different meanings. Predisposition to respond is referred to as attitude. On the other side, job happiness is linked to performance elements. The way one feels about other people, groups, and things is reflected in their attitudes. But since job happiness is a function of one's attitude toward a job, attitude is a particular subject of job satisfaction.

Objectives of the study:

- ❖ To know about the socio democratic details of the respondents.
- ❖ To find out the various factors affecting job satisfaction among employees.
- ❖ To analyse the significant relationship and difference between the selected socio-demographic variables and the level of the employees.
- ❖ To suggest the employees to improve Job satisfaction.
- ❖ To understand the employees work-life balance.

Scope of the Study:

There is a significant relationship between the age of the respondents and the various dimensions of job satisfaction. There is a significant difference between the domicile of the respondents and the various dimensions of job satisfaction. There is a significant difference between the gender of the respondents and the various dimensions of job satisfaction. There is a significant difference between the married and unmarried of the respondents and the various dimensions of job satisfaction. There is a significant difference between the type of family of the respondents and the various dimensions of job satisfaction. There is a significant variance among between the educational qualification of the respondents and the various dimensions of job satisfaction

2. LITERATURE REVIEW

Fisher (2000) Described Yet, the primary method of measuring employment satisfaction as a positive reaction to one's job is typically a cognitive evaluation of job qualities. The real-time effect while working and conventional measures of job satisfaction are both subjects of the researcher's numerous potential correlation studies. Overall contentment is better predicted by the frequency of net positive feeling than by the intensity of good emotion. It is argued that the impact while working is both a crucial component of a positive work attitude and a phenomenon in and of itself that merits research. Christian Dormann (2001) Reviewing the evidence that suggests personal preferences contribute to job satisfaction and using a meta-analysis to examine job satisfaction stability coefficients from earlier studies. An upper limit estimate of 0.51 for direct dispositional influences on work satisfaction is suggested by prior longitudinal studies analysing samples of job changers. According to a survey of job changers that takes the stability of working conditions into account, this number needs to be drastically revised downward. Currently, it has been determined that the likelihood that dispositions indirectly affect job satisfaction through selection and self-selection processes is higher. Using work satisfaction as a tool for organizational assessment has implications, which are highlighted. Rana, Akshay (2003) Public and private healthcare organizations have both released studies on employment satisfaction. There were several job features that did not show a statistically significant correlation with the qualities of the job (compensation, 207 advancement, supervision, fringe benefits, type of work, and co-workers), despite the study finding a statistically significant association for most of the job facets (viz. contingent reward, operating procedures and communication). There are differences in the degree of contact between the public and private healthcare systems, though. The relationship between job facets satisfaction and total job satisfaction was examined in the study, and it was revealed that there was a statistically significant association between a job aspect and overall job satisfaction, though with various strengths.

3. RESEARCH METHODOLOGY

Research methodology and sampling plays a crucial role in determining the result of a project, in this study, descriptive analysis was carried out and the respondents working in the Manufacturing plant are considered. Sample size has been confined to about 100 respondents in Titan Company. Simple Random sampling technique were used for the study.

Tools Used

- Chi-Square Analysis
- Percentage
- One-way Anova

4. CHI-SQUARE TEST FOR ASSOCIATION BETWEEN QUALIFICATION AND REORGANIZATION RECEIVED

Null Hypothesis (H₀): There is no significant difference between qualification and reorganization received

Alternative Hypothesis (H₁): There is significant difference between qualification and reorganization received

TABLE 1.

Qualification * When I do a good job, I receive the recognition for it that I should receive. Crosstabulation								chi square value	p value
			When I do a good job, I receive the recognition for it that I should receive.				Total		
			strongly disagree	disagree	agree	strongly agree			
Qualification	UG	n	2	20	2	0	24	99.628a	0.000
		%	2	17	2	0	20		
	PG	n	0	4	56	14	74		

	%	0	3	47	12	63
Diploma	n	0	10	0	0	10
	%	0	8	0	0	8
others	n	0	10	0	0	10
	%	0	8	0	0	8

TABLE 2. One-way Anova for Work Experiences and Age of The Respondents

ANOVA					
Work Experience					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	140.918	3	46.973	184.349	.000
Within Groups	29.048	114	.255		
Total	169.966	117			

5. INTERPRETATION

The above table 3 shows that there is no significant difference between the work experience and age of the respondents. As demonstrated by one-way ANOVA, $F = 184.349$, $p = .000$.

TABLE 3. Percentage Analysis For Age Of The Respondent

Age of the Respondent			
		Frequency	Percent
Valid	18-24	58	49.2
	25-30	8	6.8
	31-40	28	23.7
	41 and above	24	20.3
	Total	118	100.0

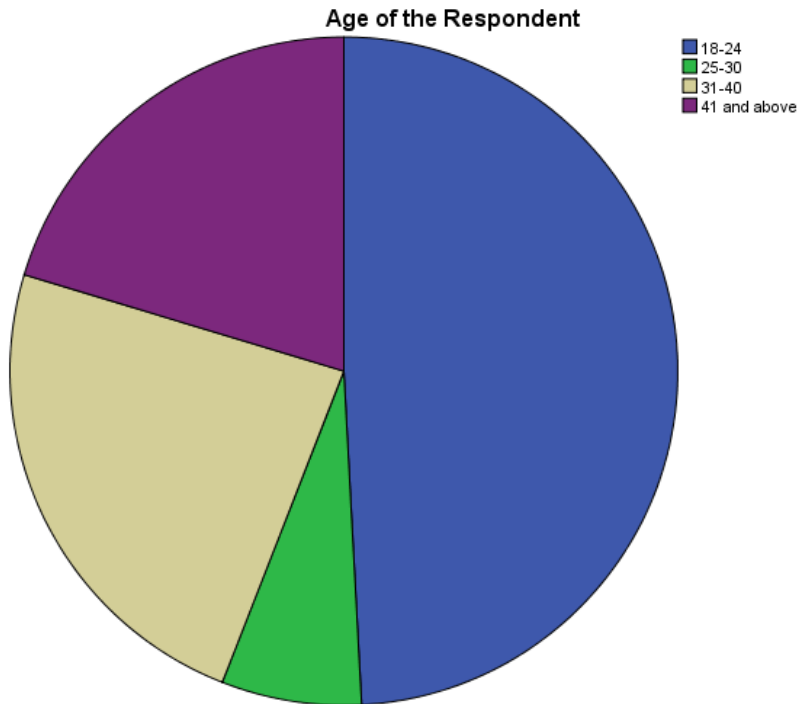


FIGURE 1.

Interpretation:

Table 1 shows the number of respondents to the questionnaire. Out of 118 respondents, 49.2% of the respondents are the age between 18-24, 6.8% of the respondents are the age between 25-30, 23.7% of the respondents are the age between 31-40 and 20.3% of the respondents are the age above 41. This shows that majority of the respondents are the age group of 18-24.

Findings:

- ❖ An association between qualification and leadership was observed, $\chi^2(9)=6.161a$, $p=0.0=0.724$. So, we accept the Null Hypothesis (H_0).
- ❖ The percentage analysis shows the age of respondent as 83.3% of the respondents are the age between 18-25, 8.3% of the respondents are the age between 25-35, 5.6% of the respondents are the age between 36-50 and 2.8% of the respondents are the age above 51 out of 108 respondents, This shows that majority of the respondents are the age group of 18-25
- ❖ There was statistical significant difference between work experience and how comfortable are you discussing your social and cultural background with your team mates as demonstrated by one-way ANOVA $F = 2.035$, $p = 0.114$.

Suggestions:

- ❖ According to the findings, the Research recommended a few actions to enhance the respondents' working environments.
- ❖ In order to lessen job pressure and workload, management should take action. Advanced equipment should be made available to workers in order to lessen their workload, and workers should also have access to adequate counselling services in order to cope with the mental stress brought on by both work-related and personal issues.
- ❖ The majority of respondents believe there is a high amount of social influence, which indicates they are experiencing some social issues at work. It is as a result of poverty, social exploitation, and temporary job. The higher ups can increase the salary of women employees and provide them with equal assistance

6. CONCLUSION

The present research was conducted to determine the level of job satisfaction in TITAN CO. PVT LTD. The productivity of the workforce is therefore a factor in the industry's viability. Better working conditions and sufficient labor welfare policies can help achieve this. But the research revealed that most employees disagree with the claims that they have decent working conditions at their place of employment. So, the management of the TITAN COMPANY should implement the necessary procedures to enhance the working environment for their staff. Women should be compensated sufficiently and adequately in the watches business in order to enhance the working conditions for these workers wage and guaranteed periodic advancement. Hence it is important for the management to make sure that their employees are medium level of satisfied with their organization.

REFERENCES

- [1]. Abdul Rafeeqe AK. (2020). A study on the job satisfaction among tea plantation women workers in wayanad district. Journal of university of shanghai for science and technology.
- [2]. Awka. (2021). Job satisfaction and employee productivity . International journal of business & law research.
- [3]. Aziri B. (2011). Job satisfaction : A Literature review management research and practice. job satisfacton, vol.3 no.8-77.
- [4]. Basumallick, C. (2021). Job satisfaction Definition, Factors, Importance, Statistics, and Examples. Bharath C. (2011). Job satisfaction and motivation among software professionals. Caroline Murugi Njue. (2019). Determinants of employooyee job satisfactin in the parlimentary joint services kenya. International Acedemic journal of Human Resource and Business Administration, vol.3 no.496-513. Christian
- [5]. Doramann. (2001). Job satisfaction : A meta annaysis of stabilities. Journal of Organizational Behaviour, 483-504.