

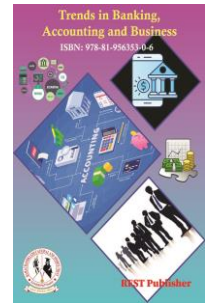


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# A Study on the Employee satisfaction and organization commitment on exide industry limited.

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**Abstract:** *Employee satisfaction refers to the degree to which employees feel fulfilled and content in their jobs. It is an important aspect of organizational behavior and is closely related to employee engagement, motivation, and retention. A high level of employee satisfaction is typically associated with higher levels of productivity, better job performance, and increased organizational commitment. Factors that contribute to employee satisfaction include job security, opportunities for advancement, fair compensation, positive relationships with coworkers and supervisors, and a supportive work environment. Employers often use employee satisfaction surveys and other measures to gauge employee satisfaction and identify areas for improvement. Employee satisfaction refers to the level of contentment and fulfillment that employees experience in their work environment. It is an essential aspect of an organization's success since satisfied employees are more productive, engaged, and loyal to the company. There are various factors that can affect employee satisfaction, including compensation, benefits, job security, work-life balance, and organizational culture. Organizations can measure employee satisfaction through various methods, such as surveys and feedback mechanisms, to identify areas of improvement and create a more satisfying work environment for their employees.*

## 1. INTRODUCTION

Human resource is considered to be the most valuable asset in any organization. It is the sum-total of inherent abilities, acquired knowledge and skills represented by the talents and aptitudes of the employed persons who comprise executives, supervisors and the rank-and-file employees. It may be noted here that human resource should be utilized to the maximum possible extent, in order to achieve individual and organizational goals. It is the employee's performance, which ultimately decides the attainment of goals. "Satisfaction refers to the level of fulfilment of one's need, wants and desires satisfaction depends basically upon what an individual wants and what he gets". According to SUSAN M. HEATHFIELD employee satisfaction is a term used to describe whether employees are happy and fulfilling their desires and needs at work. Many measures purport that employee satisfaction is a factor in employee motivation, employee goal achievement, and positive employee morale in workplace. Keeping morale high among workers can be of tremendous benefit to any company, as happy workers will be more likely to produce more, take fewer days off, and stay loyal to the company.

### objectives of the study

- To find out the satisfaction level of employees in Exide Industries Ltd.
- To investigate the various employee satisfaction factors, i.e., satisfaction with job, career development, working conditions, team work, safety and security, supervision and benefits in the company.
- To study and examine the relationship between the employee satisfaction and organizational commitment.
- To give feasible suggestion regarding improvement and perspective of the company.

### scope of the study

Employees are said to be true asset for the company. The organization success depends on employee performance. In order to get their desired outcome from employees it should work on employee satisfaction. Satisfaction creates loyalty, confidence and commitment to the organization. This study will help the management of the company in understanding the factors that affect employee satisfaction. As satisfaction has often been perceived as an important contributor towards high performance and work commitment, this would assist the management in creating conducive working environment to retain the valuable employees and minimize the turnover. The study covers the level of satisfaction among employees and the relationship between employee satisfaction and organizational commitment.

## 2. REVIEW OF LITERATURE

Sarantuya Jigjiddorj, et al.(2021)-examines Employees tend to be attracted to those organizations with a culture that values their work and focuses on organizational well-being, then there will be positive relationship between organizational culture, employee satisfaction and Organizational commitment of employees. Marchalina, L., et al. (2020)- says that there is a relationship between the personality traits and the employees' commitment to change, moderated by the organizational culture. Soomro, B. A. & Shah, N. (2020)-An entrepreneurial orientation has a positive and significant impact on organizational commitment. Job satisfaction is impacted by organizational commitment, while organizational culture is influenced by job satisfaction and entrepreneurial orientation has a non-significant impact on employee's performance. Hendri, M. I. (2019) Learning organization has a significant and positive effect on job satisfaction and organizational commitment, but it has no significant effect on the employee performance. Job satisfaction and organizational commitment have a significant effect on employee performance.

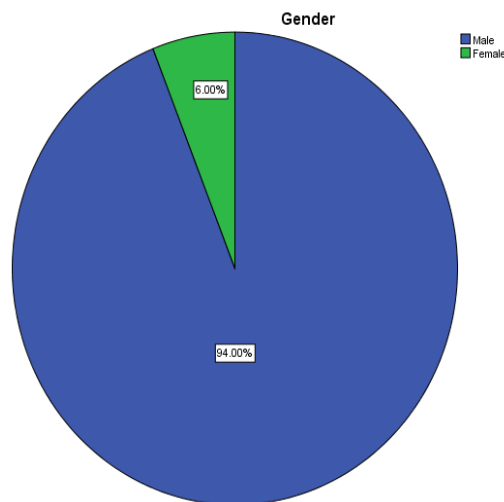
## 3. RESEARCH METHODOLOGY

Research methodology is a crucial aspect of any research project. It refers to the systematic approach that researchers use to gather and analyze data in order to answer research questions or test hypotheses. This approach involves several steps, including formulating a research question or hypothesis, conducting a literature review to identify gaps in knowledge, and choosing an appropriate research design. Once the research design is chosen, researchers must select data collection methods and statistical analysis techniques that will best suit their research objectives. The data collected is then analyzed and interpreted to draw conclusions and make recommendations. Proper research methodology ensures that the results of a study are reliable, valid, and generalizable, and can be used to make informed decisions in various fields such as social sciences, health sciences, and engineering

### Data analysis & interpretation Percentage analysis

TABLE 1. Gender Of Respondents

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	94	94	94	94
	female	6	6	6	100
	Total	100	100	100	



### Interpretation

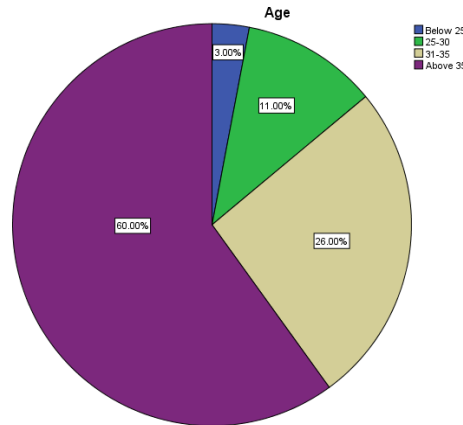
The above tabulation shows that, about 94% of respondents are male and 6% of respondents are female

TABLE 2. Age Of The Employees

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	below 25	3	3	3	3
	25-30	11	11	11	14
	31-35	26	26	26	40
	above 35	60	60	60	100
	Total	100	100	100	

Chart-2 Age Of The Employees



**Interpretation:**

The above tabulation shows that, about 3% of ages of respondents is below 25 years, 11% of ages of respondents is between 25-30 years, 26% of ages of respondents is between 31-35 years and 60% of ages of respondents is above 35 years.

**Correlation Analysis**

Relation between employee satisfaction and organizational commitment

**Null hypothesis (H<sub>0</sub>)** – There is a strong correlation between employee satisfaction and organizational commitment.

**Alternative hypothesis (H<sub>1</sub>)** – There is no strong correlation between employee satisfaction and organizational commitment.

**TABLE 3.** Correlations

		Organizational Commitment	Job Satisfaction
Organizational Commitment	Pearson Correlation	1	.106*
	Sig. (2-tailed)		0.029
	N	100	100
Job Satisfaction	Pearson Correlation	.106*	1
	Sig. (2-tailed)	0.029	
	N	100	100

\*. Correlation is significant at the 0.05 level (2-tailed).

**Interpretation**

From the above table we can see that the Pearson coefficient value is .106 and that it is statistically significant (p=0.029). There is a Weak, positive correlation between employee satisfaction and organizational commitment, which is statistically significant in Job satisfaction.

**Findings Of the Study**

- 94% of respondents are male and 6% of respondents are female.
- 3% of ages of respondents is below 25 years, 11% of ages of respondents is between 25-30 years, 26% of ages of respondents is between 31-35 years and 60% of ages of respondents is above 35 years.

- 4% of experience of respondents is below 2 years, 8% of experience of respondents is between 2-3 years, 25% of experience of respondents is between 3-5 years, and 63% of experience of respondents is above 5 years.
- Among the respondents 4% were neutral, 70% were satisfied and 26% were highly satisfied on the job.
- Among the respondents 6% were neutral, 72% were satisfied and 22% were highly satisfied on the career development.
- Among the respondents 67% were satisfied and 33% were highly satisfied on the Supervision.
- Among the respondents 68% were satisfied and 32% were highly satisfied on the working conditions.

### **Suggestions**

- The employees will be more satisfied when they get proper results for their work. The good work must be acknowledged in a way that the company problems must be considered as their own and they will be committed to the organization.
- The employees will be fed up when they do the routine work which will be below their intelligence levels. So, they must be provided with career development opportunities for those who are eligible for it.
- Management should take remedial measures to improve general working conditions of the firm there by employees will be satisfied in their job, proper guidance and counseling should be provided to the employees so that their mental satisfaction can be improved.
- There must be no discrimination and no place must be given for the ego conflicts to occur, whoever does good job must be rewarded. Management needs to develop and implement plans in order to improve the levels of satisfaction which in turn should improve organizational commitment.

## **4. CONCLUSION**

This study shows that the employee satisfaction and organizational commitment are closely connected. Organization would only need to increase and maintain variables (employee satisfaction and organizational commitment) to achieve positive results. After going through analysis, it has been found that the employees of Exide Industries Ltd are considerably satisfied with their job satisfaction, working conditions, supervision, teamwork, and benefits, career development and satisfaction level is high. At last the result shows the positive relationship between employee satisfaction and organizational commitment because if employees are satisfied then commitment is also high.

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