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A Study on Employee Job Satisfaction at Titan Company Limited Hosur

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Abstract: Job Satisfaction is all about how a person likes the job. It is actually more of a journey than being a destination. It is of utmost requirement to organizations as it will increase the job involvement level of the employees and decrease the turnover. Job satisfaction has been a fascinating concept for researchers as well as experts since number of decades. This paper presents the study of past literatures of job satisfaction between the years 1981 to 2014. The purpose is to find out the different attributes used for evaluating the job satisfaction. From the review of extant literature, it has been found that it is always not salary which leads to job satisfaction rather it is the work environment.

1. INTRODUCTION

Job satisfaction is one of the important factors which have drawn the attention of managers in the organization as well as academicians. Various studies have been conducted to find out the factors which determine job satisfaction and the way it influences productivity in the organization. Though there is no conclusive evidence that job satisfaction affects productivity directly because productivity depends on many variables, it is still a prime concern for managers. Job satisfaction is the mental feeling of favorableness which an individual has about his job. The term "job satisfaction" refers to an employee general attitude towards his job. Job satisfaction is how content an individual is with his or her job. The employees can be think that the organization can be fulfil their requirements such as pay, pension arrangement, working hours. In literature on Industrial Psychology the job Satisfaction is quite frequently used for an individual's attitude towards the specific aspects of the total work situation. The word job refers to a specific task whereas the term job satisfaction is of higher orders where it is essentially related to human needs and their fulfillment through work. It is generated by the individual's perception of how well his job satisfies his various needs. It is often said that "A happy employee is a productive employee."

Objectives of study

- ❖ To identify the various welfare measures provided to employees.
- ❖ To know employee's satisfaction level towards the welfare measures
- ❖ To evaluate the internal and external employee welfare facilities in the company
- ❖ To analyze the Statutory welfare measures in the company.
- ❖ To understand how welfare measures, improve the motivation of employees.
- ❖ To find out employee performance towards welfare measures

Scope of study

The study entitled "A study on job satisfaction of employees of Titan Company Ltd Jewellery Division is to analyze the job satisfaction level of the employees and their problems. The study is conducted at Titan Company Ltd Jewellery Division to find the factors which determine job satisfaction and the way it influences productivity in the organization. Job satisfaction is the mental feeling of favorableness which an individual has about his job. It is very important because a significant amount of a person's life is spent at their workplace.

Review of Literature

Latifah, et al., (2023) This study aimed to discover the factors affecting employee performance by testing the relationship of change management, job satisfaction, organizational commitment and leadership style on employee performance in Indonesian sharia property companies. The study population was all members of "Sharia Property Developer" (DPS) across Indonesia with criteria of having subordinates at least one person and is listed as a DPS

member. The samples used were 71 people from the 200 members of DPS across Indonesia. The sampling method used was based on R^2 value and significance level with an 80% statistical strength. Data analysis was carried out using smart PLS software to test the relationship of change management, job satisfaction, organizational commitment and leadership style on employee performance.

Ekmekcioglu et al., (2023) This study aims to examine the relationship between discretionary human resource (HR) practices and job satisfaction, as well as the mediating role of job crafting in the relationship between discretionary HR practices and job satisfaction. Data were collected from 302 employees working in an information and communications technology (ICT) industry in Turkey. Structural equation modelling and bootstrapping procedure were used to test the hypothesized relationships. The findings suggest that discretionary HR practices are significantly and positively related to employees' job satisfaction. The results also show that discretionary HR practices stimulates job satisfaction through job crafting. Because this study was conducted using a cross-sectional research methodology with data acquired from the same source, conclusions concerning the causality of the variables cannot be inferred. The findings in this study have significant implications for human resource practitioners and business owners who invest in their employees to enhance both employee and organizational performance. The findings show that investment in HR practices prompt employees to be more proactive in devising measures and ways of performing their jobs which increases their job satisfaction hence bringing about desirable and favorable organizational outcomes.

Ovwobi et al., (2022) This study aims to explore the relationship between three primary constructs: leadership styles, job satisfaction and organizational commitment among private-practice quantity surveyors in the Nigerian construction industry. A questionnaire survey of 127 quantity surveying consultancy firms in Abuja was conducted using a quantitative research approach. A total of 76 acceptable questionnaires were returned from a total of 127 that were distributed, giving a response rate of approximately 60%. The data were analysed using partial least square structural equation modelling. Results showed a positive indirect link between leadership styles and organizational commitments, with job satisfaction acting as a partial mediator. It was also found through importance-performance map analysis, which is crucial for prioritizing managerial actions, that an employee's commitment to a task is strongly influenced by that person's level of job satisfaction. The study is quantitative and cross-sectional in nature, collecting information from a single source within an organization. A longitudinal strategy and a mixed methods approach should be used in future research.

Aman-Ullah et al., (2022) This research aimed to study the impact of compensation on employee retention and turnover intentions among healthcare employees. The study also tested the mediation role of job satisfaction in the relationship. In the present study, self-administrated questionnaires were distributed among 600 doctors working in public hospitals of Pakistan, following stratified sampling. The data analysis was conducted through SPSS and smart-PLS. Results of the present study supported all the hypotheses (H1–H7), such as the significant relationship of compensation with employee retention and turnover intentions. Results further confirmed the mediation effect of job satisfaction between compensation and employee retention as well as compensation and turnover intentions. This study is useful for policymakers and organizational managers since the study provides guidelines on employee retention and high turnover intentions and how these factors are influenced by improved compensation. This study sheds light on the relationship of compensation together with employee retention and turnover intentions through the mediating role of job satisfaction in healthcare context, which was overlooked in the existing literature.

2. RESEARCH METHODOLOGY

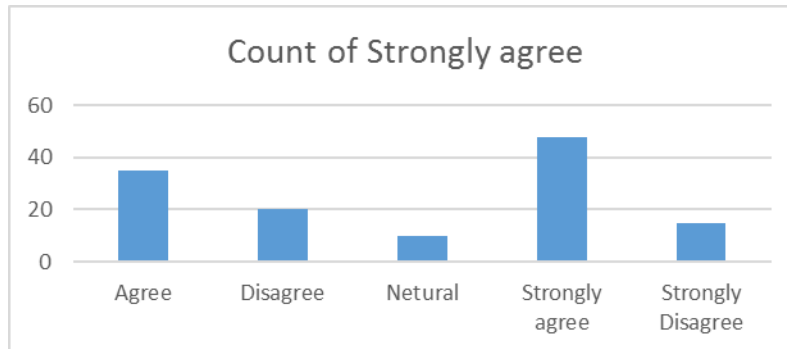
Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically in it we study the various steps that are generally adopted by a researcher in studying his research problem long with the logic behind them. It is necessary for the researcher to know not only the research methods techniques but also the methodology. It refers to process used to collect information and data for the purpose of making badness decision. The methodology may include publication research, interview, surveys and her research techniques, and could include both present and historical information.

Research Design

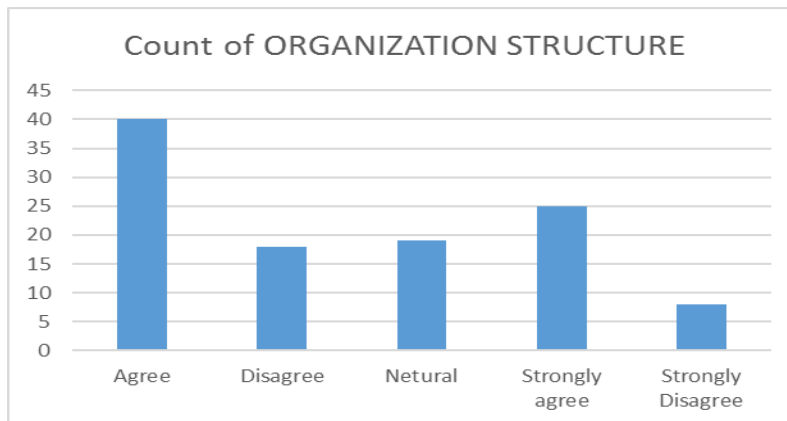
The formidable problem that follows the task of defining the research problem is the preparation of the design of the research, popularly known as the "research design". A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. As such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data.

3.DATA ANALYSIS

LACK OF ROBUST AND PROFESSIONAL RELATIONSHIPS WITH SUPPLIERS	RESPONDENTS	PERCENTAGE
Agree	35	0.32
Disagree	20	0.18
Netural	10	0.09
Strongly agree	48	0.44
Strongly Disagree	15	0.14
TOTAL	110	1.00



	RESPONDENTS	PERCENTAGE
Agree	40	0.36
Disagree	18	0.16
Netural	19	0.17
Strongly agree	25	0.23
Strongly Disagree	8	0.07
TOTAL	110	1.00



Anova: Single Factor

Groups	Count	Sum	Average	Variance
5.Age	110	194	1.763636364	0.897748123
12. What is the nature of your work?	110	236	2.145454545	0.565804837

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	8.018181818	1	8.018181818	10.95714611	0.001091062	3.884468888
Within Groups	159.5272727	218	0.73177648			
Total	167.5454545	219				

Findings

Majority 64% of the respondent are belongs to 20-25 years old.

Majority 79% of the respondents are male in gender Majority 72% of the respondents are unmarried in marital status.

Majority 34% of the respondents are working in Production department

Majority 32% of the respondents are Diploma qualification.

Majority 53% of the respondents are earned to below Rs.10,000 in monthly income

Majority 41% of the respondents are experience to 1 - 2 Years. Majority 45% of the respondents are highly satisfied in preventive maintenance

Majority 36% of the respondents are satisfied in reduction in the preliminary finishing time.

Majority 38% of the respondents are satisfied in reduction in series.

Majority 43% of the respondents are strongly agreed in financial resources affect. Majority 47% of the respondents are strongly agreed in organizations rules. procedures and policies affectlean supply chain.

Majority 39% of the respondents are said agree size of the firm affect. > Majority 39% of the respondents are agreeing unions affect lean supply chain. Majority 36% of the respondents are strongly agreed in age of the firm.

Suggestions

- As employees feel that they doesn't have freedom to take decision Which affects job satisfaction adversely, employees should have Some degree of freedom decisions at their workplace.
- Some employees have low level of commitment has they feel they are not much important in the dept they can explained how important there in the department.
- Some of the employees felt that their skills are not utilized completely; proper measure can be taken job design and placement.
- As more than half of the people not satisfy their personal development, company may provide carrier development programmers were people can achieve their personal and propositional goals.

4. CONCLUSION

The literature review indicates there are many factors which help in achieving job satisfaction The factors may be the type of work assigned to them; work environment, work design etc. Salary is certainly an important factor but it always doesn't play such a big role as it looks. Non-monetary benefits play a bigger role at large. Therefore, organizations have to have a intellect think on their HRM system on a regular basis so that it helps in improving the system, work environment, decreasing the job stress and finally leading to job satisfaction and more job involvement. Future studies can focus on factors such as mentoring, coaching and personal development plans influencing job satisfaction. The next generation employees, the Z generation is a completely different breed. Researches focused on understanding what influences the job satisfaction of these employees will be quite relevant for the organizations.

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