

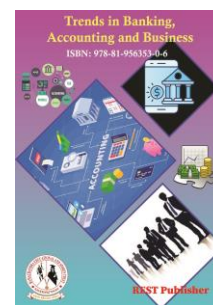


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# **A Study on Employees Job Satisfaction and Their Impact on Productivity with Reference to Maiva Pharma Pvt Ltd at Hosur**

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**Abstract:** *Employee job satisfaction significantly impacts organizational productivity, particularly within Human Resources (HR). This study investigates the relationship between job satisfaction and productivity among HR professionals, utilizing a mixed-methods approach that includes quantitative surveys and qualitative interviews. Results reveal that HR professionals with higher job satisfaction levels exhibit enhanced productivity, reduced turnover, and improved workplace dynamics. Critical factors influencing job satisfaction in HR include effective communication, professional development opportunities, recognition and rewards, and a supportive organizational culture. The study underscores the importance of fostering job satisfaction within HR departments to drive overall organizational efficiency and effectiveness, recommending targeted strategies to enhance the well-being and performance of HR employees. There are a variety of factors that can influence a person's level of job satisfaction. Some of the factors include the level of pay and benefits, the perceived fairness of the promotion, quality, leadership and social relationship. The specific objectives are; to investigate the impact of job safety and security and security on employee's productivity and to determine the extent to which promotion affect employee's productivity. Management should improve on job safety and security so that it will enhance high level of productivity. Good working conditions should be implemented in order to improve worker's performance.*

**Keywords:** *Job Satisfaction, Productivity, Job Safety and Security*

## **1. INTRODUCTION**

The objective of this research is to investigate the Employee's job satisfaction and their impact on productivity. It describes how content an individual works is done with his or him job. There are a variety of factors that can influence a person's level of job satisfaction. Some of the factors include the level of pay and benefits, the perceived fairness of the promotion, quality, leadership and social relationship. The specific objectives are; to investigate the impact of job safety and security and security on employee's productivity and to determine the extent to which promotion affect employee's productivity. Management should improve on job safety and security so that it will enhance high level of productivity. Good working conditions should be implemented in order to improve worker's performance.

## **2. OBJECTIVES OF STUDY**

To study about Employee's job satisfaction and their impact on Productivity in Maiva Pharma Pvt Ltd Company, Hosur. To find out Employee's job satisfaction in their existing working Environment. To find out the safety and welfare measures taken by organization for the benefit of the employees. To find out the factors which motivates the employees to perform more. To understand the impact of employees' job satisfaction on organizational outcomes

### 3. SCOPE OF THE STUDY

The scope of this study is for the management of the company to know the Satisfaction levels of employees and so they can take measures to increase productivity and to reveal the factors that play an important role in job satisfaction among the employees. It is very important to study the level of job satisfaction of each and every employee in any kind of organization because only when the employees are satisfied, they will be able to render a quality product and services. Increased productivity of output per hour worked seems to be a by-product of improved quality of working life.

### 4. REVIEW OF LITERATURE

Manickavasagam (2000) analyzed morale and some related factors of job performance such as productivity, labour cost turnover, absenteeism and accidents. This study found 2/3 of its employees with a high morale and very significant relationship between morale and accidents. The study pointed out that inverse relationships of morale with production, absenteeism, labour cost and profitability need deeper investigation. The study cautioned that inverse relationship may be a temporary phenomenon but concrete steps such as good working conditions, better prospects of promotion etc. may help to enhance the morale of employees of the undertaking.

Punnoose and Modekurti (2008) in their study of 340 firms in the Indian textile industry have attempted to establish a valid relationship between labour productivity and wages. The study found that there exists a positive relationship between wages and output produced by the firms. This relationship holds valid across size categories. However, the expected increase in output is more than proportionate increase in salary in the high category. This could possibly imply economies of scale effect or the learning curve effect.

Mueller et al. (2011) have used a longitudinal modelling approach to examine the effect of job satisfaction on survey non-response in an applied employee attitude survey. Members of a large electronics company were invited to participate in the survey in each of four consecutive years. It was found that the participants who were more satisfied on a given occasion were more likely to respond one year later, than those who were less satisfied. It was also found that satisfaction with one's supervisor plays an important role in survey participation.

Chetty & Phung (2018) The impact of leadership on employees' productivity A leader is defined as a person who has an impact on one or more followers and can direct them to achieve certain goals through his/her responsibility. (Siswanto & Yuliana, 2022) Employees were the most valuable strategic resources and asset for the company because to achieve customer satisfaction and external stakeholders, employee job satisfaction should be considered.

### 5. RESEARCH METHODOLOGY

A research methodology describes the techniques and procedures used to identify and analyze information regarding a specific research topic. It is a process by which researchers design their study so that they can achieve their objectives using the selected research instruments. It includes all the important aspects of research, including research design, data collection methods, data analysis methods, and the overall framework within which the research is conducted. While these points can help you understand what is research methodology, you also need to know why it is important to pick the right methodology.

### 6. DATA ANALYSIS

Percentage analysis

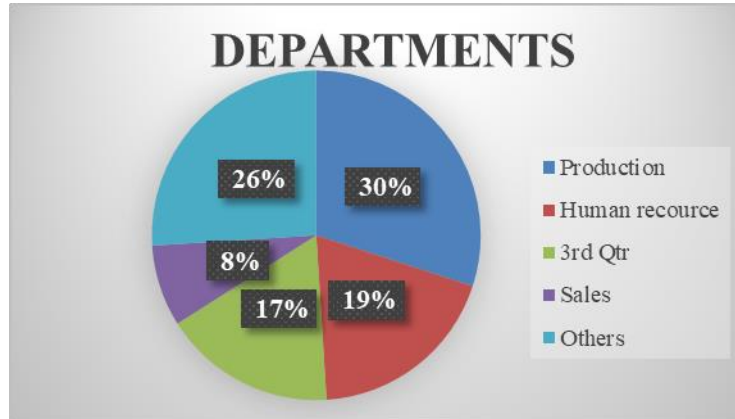
Department	No of respondents	Percentage
Production	31	30%
Human resource	20	19%
Finance	18	17%
Sales	8	8%
Others	27	26
Total	104	100

**TOOLS FOR ANALYSIS:**

Statistical Tools Used:

- Percentage Analysis
- Chi-square analysis

**Percentage Analysis:**



Percentage refers to special kind of ratio; percentage is used in making comparison between 2 (or) more series of data. It can also be used to compare the relative terms the distribution of 2 (or) more series of data.

SIMPLE PERCENTAGE =  $\frac{\text{Sample Size of satisfaction (or) dissatisfaction}}{\text{Total Sample Size}}$

Percentage is used in processing the data. Bar charts are used to explain the tabulation clearly.

**Chi-Square:**

Chi-square is a statistical test commonly used to compare observed data with data we would expect to obtain according to a specific hypothesis. The null hypothesis states that there is no significant difference between the expected and observed frequencies. The alternative hypothesis states they are different. For example, if, according to Mendel's laws, you expected 10 of 20 offspring from a cross to be male and the actual observed number was 8 males, then you might want to know about the "Goodness to fit" between the observed and expected. Were the deviations (differences between observed and expected) the result of chance, or were they due to other factors. How much deviation can occur before you, the investigator, must conclude that something other than chance is at work, causing the observed to differ from the expected. The chi-square test is always testing what scientists call the null hypothesis, which states that there is no significant difference between the expected and observed result. The chi-square is the sum of the squared difference between observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories. The level of significance (the point at which you can say with 95% confidence that the difference is NOT due to chance alone) is set at .05 (the standard for most science experiments.)

The chi-square formula used on these data is

$$\chi^2 = \sum \frac{(O-E)^2}{E}$$

Where O is the Observed Frequency in each category E

## **7. FINDINGS**

1. 61% of the respondents are male.
2. The majority of employees were in the age of 20-30 based on the responses.
3. 40% of the respondents completed their PG degree.
4. Most of the employees belong to the Production departments
5. 57% of the employees were satisfied with their current job
6. Most of the employees rated Good for their work life balance
7. 44% of employees gave 4 stars for management focus on employees' job satisfaction
8. 55% of employees are getting Supportive by their manager at work place

## **8. SUGGESTIONS**

The organization should maintain proper canteen facilities to the employees. It also required providing them effective transport facilities to all the employees. The management is suggested to promote the employees based on seniority as well as merit basis. It is required to maintain a long - lasting relationship with supervisors and subordinates. The organization should improve its communication system. It should adopt proper appraisal system. It is required to adopt the technological advancement at the right time.

## **9. CONCLUSION**

Employee job satisfaction significantly impacts productivity in the workplace. High levels of job satisfaction are associated with increased motivation, engagement, and commitment, which in turn enhance overall productivity and organizational performance. Satisfied employees are more likely to exhibit higher levels of creativity, better customer service, and lower absenteeism and turnover rates, all of which contribute to a more efficient and effective workplace. Conversely, low job satisfaction can lead to disengagement, higher rates of absenteeism, and increased turnover, which negatively affects productivity and can incur additional costs for the organization. Organizations aiming to boost productivity should prioritize strategies that enhance job satisfaction, such as fostering a positive work environment, providing opportunities for professional development, recognizing and rewarding employee contributions, and ensuring fair compensation and work-life balance. By addressing the factors that contribute to job satisfaction, companies can create a more motivated and productive workforce, ultimately driving better business outcomes.

## **REFERENCES**

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2. <https://www.researchgate.net>