



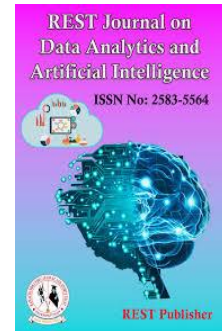
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A Study On Job Satisfaction with Reference to Reliance Trends

***Salloju Srujana, Jyothika Sony**

Aristotle PG College, Hyderabad, Telangana, India.

*Corresponding Author Email: srujanasalloju224@gmail.com

Abstract. *The study on job satisfaction helps to know their preference and problem of the employees. Mainly six factors are influenced on the job satisfaction, they include payment package, career development, interpersonal relations, inspiration, work circumstances, training and development. Retaining workers help to create a better environment, and makes it easier to recruit quality, talent and save money. A person is more likely to be actively searching for another job if they have low satisfaction; whereas, a person who is satisfied with their job is less likely to be job seeking*
Keywords: *Job satisfaction, T&D, Employees.*

1. INTRODUCTION

Hence job satisfaction is a product of leadership practices communication farther, enduring the systemic characteristics of the working relationship among person and divisions of the organization. Job satisfaction describes how content an individual is with his or her job. The happier people are within their job, the more satisfied they are said to be. Job satisfaction is not the same as motivation, although it is clearly linked. Job design aims to enhance job satisfaction and performance, methods include job rotation, job enlargement and job enrichment. Other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous work

position. Job satisfaction is a very important attribute which is frequently measured by organizations. The most common way of measurement is the use of rating scales where employees report their reactions to their jobs. Questions relate to rate of pay, work responsibilities, variety of tasks, promotional opportunities, the work itself and co-workers. Some questioners ask yes or no questions while others ask to rate satisfaction on 1-5 scale (where 1 represents "not at all satisfied" and 5 represents "extremely satisfied").

2. REVIEW OF LITERATURE

Samanvitha and Jawahar, (2017) aimed at determining and establishing a relationship between strategic emotional intelligence and job satisfaction among faculty members in Arts and Science Institutions. Sample consists of 98 faculty members in Tami Nadu. The result of the study showed that the emotional intelligence at work has a great influence on the level of job satisfaction and in turn on work performance.

3. RESEARCH METHODOLOGY

The job satisfaction refers to a person's feeling of satisfaction on their job. It is different from person to person. To measure the level of job satisfaction in RELIANCE TRENDS which is located at tarnaka in Hyderabad. The study considers the impact of factors on job satisfaction it concentrates on the effect of factors in general. The

scope of study covers basic pay, compensation, extra benefits, relations with colleagues, duly timings, promotion policy and other tangible and intangible benefits.

Objectives of The Study

1. To study the level of job satisfaction among employees in Reliance Trends.
2. To find out the factors which influence employee’s job satisfaction at reliance trends.
3. To study the role of job this gives satisfaction towards employee in Reliance Trends.
4. To analyze the monetary and non monetary benefits towards the employee this gives job satisfaction in Reliance Trends

4. RESEARCH METHODOLOGY

The methodology that is adopted for the study is such that it facilities the data accumulation. The information is gathered through survey method. The survey method has been adopted for collecting the data from employees.

Research Design: Research Design is defined as the specification of methods and procedures for acquiring the information needed. Generally the research design is any of the following three types-descriptive, exploratory and casual.

Descriptive study: Descriptive study/research is marked by the prior formulations of specific research questions. The investigator already knows a substantial amount about the research problem before the project is initiated. Hence this is chosen for my research.

Exploratory study: The major purpose of exploratory study is the identification of problem, the more precision formulation of problem and the formulation of new alternative courses of action.

Casual study: The study involves the determination of the causes of what the researchers are predicting. This is mainly a cause and effect study.

Research instrument: HR research has a one main research instruments in collecting primary data. That is questionnaires. In order to extract first hand information from the respondents, a pre-tested questionnaire was prepare and the same was administered to the respondents.

Limitations of The Study:

1. The suggestions given in the study may not be applicable to entire organization.
2. The study will have some questions related to organization and personal information which the employees would not like to reveal.
3. The study was conducted only for 45 days

5. DATA ANALYSIS & INTERPRETATION

Sources to know the vacancies at Hero Motors Ltd

TABLE 1. Are the working hours being convenient for you?

Particulars	No of responded	Percentage
Strongly agree	17	34
Agree	16	32
Neither agree nor disagree	9	18
Disagree	6	12
Strongly disagree	2	4
Total	50	100

Interpretation: From the above chart and table, it is clearly evident that 34% of the Respondents strongly agree that working hours are convenient from them and 32% agree with that and 18% neither agree nor disagree and 12% disagree with the working hours and 4% are strongly against working hours.

TABLE 2. Are happy with your work place?

Particulars	No of responded	Percentage
Strongly agree	15	30
Agree	20	40
Neither agree nor disagree	9	18
Disagree	4	8
Strongly disagree	2	4
Total	50	100

Interpretation: From the above table it is clear that 30% respondents strongly agree and 40% respondents agree that they are happy with their work place only 8% disagreed and 18% have no idea towards their work place.

TABLE 3. Do you feel you have too much work to do?

Particulars	No of responded	Percentage
strongly agree	4	8
Agree	4	8
Neither agree nor disagree	12	24
Disagree	19	38
Strongly disagree	11	22
Total	50	100

Interpretation: From the above table it is quite clear that the work load is not high, 38% of the respondents disagreed with the question "I feel I have too much work" and another 22% strongly disagreed, 16% admits they have too much work and 24% have no idea towards this question.

TABLE 4. Are the safety measures provided by the company?

Particulars	No of responded	Percentage
strongly agree	14	28
Agree	15	30
Neither agree nor disagree	12	24
Disagree	6	12
Strongly disagree	3	6
TOTAL	50	100

Interpretation: From the above table it is evident that the safety measures provided by the organizations are good as 28% and 30% of the respondents agree with that and only 12% & 6% disagreed and 24% neither agreed nor disagreed.

TABLE 5. Is your relationship with your supervisor is cordial?

Particulars	No of responded	Percentage
strongly agree	15	30
Agree	20	40
Neither agree nor disagree	8	16
Disagree	3	6
Strongly disagree	4	8
TOTAL	50	100

Interpretation: From the above table it is clear that relationship between employees and their supervisors are cordial because 30% of respondents strongly agreed to it and 40% agreed to it and only 14% disagreed and 16% of respondents have neither agreed nor disagreed.

TABLE 6. Is your supervisor being not partial?

Particulars	No of responded	Percentage
strongly agree	9	18
Agree	15	30
Neither agree nor disagree	7	14
Disagree	10	20
Strongly disagree	9	18
TOTAL	50	100

Interpretation: From the above table it is evident that the supervisors are not partial to the employees as 18% strongly agreed and 30% agreed to the question but 20% disagreed and 18% strongly disagreed this level is quite high compared to other questions.

TABLE 7. Is your supervisor considering your idea while taking decision?

Particulars	No of responded	Percentage
strongly agree	13	26
Agree	22	44
Neither agree nor disagree	13	26
Disagree	1	2
Strongly disagree	1	2
Total	50	100

Interpretation: From the above table it is clear that 26% and 44% of the respondents agree that supervisors consider their employee’s ideas also and only 4% disagreed and 26% neither agreed nor disagreed.

TABLE 8. Are you getting proper support from the co-workers?

Particulars	No of responded	Percentage
strongly agree	10	20
Agree	24	48
Neither agree nor disagree	8	16
Disagree	4	8
Strongly disagree	4	8
Total	50	100

Interpretation: From the above table it is clear that relation with co-workers is quite good as nearly 68% of the respondents agree that they are satisfied with support from co-workers and only 16% disagreed and 16% have no answer to this. From the above table it is clear that in this organization people have concern over each other as 26% strongly agreed and 40% agreed and only 14% disagreed and 20% neither agreed nor disagreed.

TABLE 9. Are the refreshment facilities being good and satisfied?

Particulars	No of responded	Percentage
strongly agree	13	26
Agree	10	20
Neither agree nor disagree	15	30
Disagree	8	16
Strongly disagree	4	8
Total	50	100

Interpretation: From the above table it is clear that 26% employees are strongly satisfied with the refreshment facilities offered by the company as 16% of respondents disagreed and 8% strongly disagreed and 30% neither agreed nor disagreed and only 20% agreed.

6. FINDINGS

- In my analysis I observed from the above chart and table it is clearly evident that 34% of the Respondents strongly agree that working hours are convenient from them and 32% agree with that and 18% neither agree nor disagree and 12% disagree with the working hours and 4% are strongly against working hours.
- In my analysis I observed from the above table it is clear that 30% respondents strongly agree and 40% respondents agree that they are happy with their work place only 8% disagreed and 18% have no idea towards their work place.
- In my analysis I observed from the above table it is quite clear that the work load is not high, 38% of the respondents disagreed with the question "I feel I have too much work" and another 22% strongly disagreed, 16% admits they have too much work and 24% have no idea towards this question.
- In my analysis I observed from the above table it is evident that the safety measures provided by the organizations are good as 28% and 30% of the respondents agree with that and only 12% & 6% disagreed and 24% neither agreed nor disagreed.
- In my analysis I observed from the above table it is clear that relationship between employees and their supervisors are cordial because 30% of respondents strongly agreed to it and 40% agreed to it and only 14% disagreed and 16% of respondents have neither agreed nor disagreed.
- In my analysis I observed from the above table it is evident that the supervisors are not partial to the employees as 18% strongly agreed and 30% agreed to the question but 20% disagreed and 18% strongly disagreed this level is quite high compared to other questions.
- In my analysis I observed from the above table it is clear that 26% and 44% of the respondents agree that supervisors consider their employee's ideas also and only 4% disagreed and 26% neither agreed nor disagreed.
- In my analysis I observed from the above table it is clear that relation with co-workers is quite good as nearly 68% of the respondents agree that they are satisfied with support from co-workers and only 16% disagreed and 16% have no answer to this.
- In my analysis I observed from the above table it is clear that in this organization people have concern over each other as 26% strongly agreed and 40% agreed and only 14% disagreed and 20% neither agreed nor disagreed.
- In my analysis I observed from the above table it is clear that 26% employees are strongly satisfied with the refreshment facilities offered by the company as 16% of
- respondents disagreed and 8% strongly disagreed and 30% neither agreed nor disagreed and only 20% agreed.

7. SUGGESTIONS

- From the survey found that employee have lack of motivation and communication skills from their supervisors.
- Employee feel workings hours are more than they actually paid, management need to recognise their work according to their given hours or need to pay incentive or bonus
- Organization need to encourage their innovative thoughts by paying in the form of monetary or non monetary compensation.

8. CONCLUSION

A survey on satisfaction of employees has been conducted to know the existing levels of satisfaction so that steps can be taken to maintain and improve the levels and to have a positive attitude among the employees towards their work. After the survey, it is understood that employees are mostly satisfied in all the factors. There exists some dissatisfaction level, regarding some factors. Though it does not create a problem, the management can take care of those things to avoid big problem in future.

It is clearly understood that the organization has taken efforts to maintain the satisfaction level of the employees with respect to all the factors. If these actions are continued, this company will undoubtedly become the prime industry for the employees' satisfaction is concerned.

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