

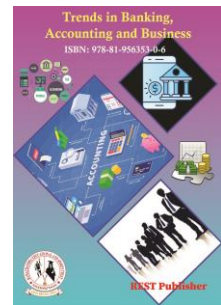


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## **A Study on Employees job Satisfaction at Tenneco Automotive India Pvt Ltd**

**\* R. Naveen Prakash, Madesh Kumar V**

*Adhiyamaan College of Engineering (Autonomous), Hosur, Tamil Nadu, India.*

\*Corresponding author Email: [naveenprakash.hr@gmail.com](mailto:naveenprakash.hr@gmail.com)

**Abstract:** *In today's dynamic and competitive business landscape, the job satisfaction of MBA professionals stands as a pivotal determinant of organizational success and individual well-being. This study undertakes a meticulous investigation into the myriad factors influencing job satisfaction among MBA graduates, with a focus on elucidating the intricate interrelationships and their implications. The quantitative phase encompasses a structured survey administered to a diverse cohort of MBA professionals across industries, probing into various dimensions of job satisfaction such as compensation, work-life balance, career advancement opportunities, organizational culture, job autonomy, and interpersonal relationships. This research underscores the imperative for organizations to adopt a holistic approach towards enhancing job satisfaction, encompassing not only tangible factors like compensation and career prospects but also intangible aspects such as organizational culture, work-life balance, and interpersonal dynamics. By aligning organizational policies and practices with the evolving expectations and values of MBA professionals, organizations can foster a conducive work environment that cultivates job satisfaction, thereby fostering employee engagement, retention, and organizational effectiveness.*

**Keywords:** *Job Satisfaction, Organizational Culture, Compensation, Work-Life Balance, Career Advancement, Job Autonomy, conducive work environment*

### **1. INTRODUCTION**

Job satisfaction: It is the process of study and collection of informative relating to the operations and responsibilities of a specific job. Job satisfaction is a general attitude resulting from various specific attitudes relating to Specific job factors such as steadiness of employment, supervision, advancement of opportunities, wages, working conditions, fair treatment by employees. Industrial characteristics such as employee's age, sex and treatment by employees. Group relationship outside the jobs. Methodology used by the researcher involves the survey method. The sample technique used in simple random sampling and size for the survey is 50. Definition: "Job satisfaction is a pleasurable or positive emotional reaction to a previous job experience"

### **2. SCOPE OF THE STUDY**

The scope covers various employees in TENNECO AUTOMOTIVE INDIA PVT LTD.

To know about the job satisfaction of the each and every employees in organization.

To know the reason for satisfaction and dissatisfaction of employees in the job.

To suggest the management to develop the employees in effective way.

To identify the employees level of satisfaction upon that job.

It is helpful to identify the employee's level of satisfaction towards welfare measure .

### 3. OBJECTIVE OF THE STUDY

- To evaluate the level of satisfaction of the employee
- To know the effectiveness of welfare and safety measures provided by the company.
- To analyze the factors affecting work conditions.
- To ascertain how for the HR policies useful to improve career prospects.
- To ascertain the individual employee in the organization.
- To analyze the relationship between superior and subordinate.

### 4. LITERATURE REVIEW

According to "E.A. LOCKE" defines job satisfaction as a "pleasurable or positive emotional state resulting from the appraisal of one's job experience". "Weiss, 2007" has argued that job satisfaction is an attitude but points out that researcher should clearly. "Vroom, 1964" defines job satisfaction focuses on the role of the employee in the workplace. Thus, he defines job satisfaction as effective orientations on the part of individuals towards work roles which they are presently occupying "Davis, 1985" Job satisfaction represents a combination of positive or negative feelings that workers have towards their work. Meanwhile, when a worker employed in a business organization, brings with it the needs, desires and experiences which determinates expectations that he has dismissed. job satisfaction is closely linked to that individuals behavior in the work place. "Armstrong, 2006" job satisfaction refers to the attitude and feelings people have about their work. Positive and favorable attitudes towards the job indicate job satisfaction Negative and unfavorable attitudes towards the job indicate job dissatisfaction.

#### Company Profile



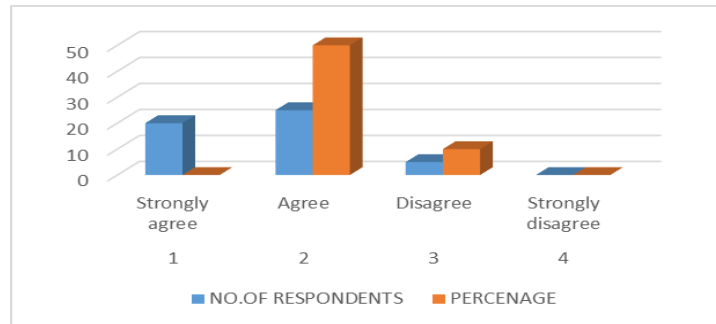
A global leader: Since becoming a standalone company in 1999, Tenneco (NYSE: TEN) has grown to become one of the worlds leading Jesigners, manufacturers and distributors of emission control and ride control products and systems for the automotive original equipment market and the aftermarket. The company is well-balanced across product lines, markets served and geographic regions. Our vision: Pioneering global ideas for cleaner air, and smoother, quieter and safer transportation Our Values: Accountability Accepting responsibility. Innovation - Discovering new solutions using engineering expertise and advanced technologies

### 5. RESEARCH METHODOLOGY

Research methodology is a method of solving the research problem systematically and scientifically. Research comprises defining and redefining problems, fomulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and researching conclusions, and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis. Title of the study: "A study on employee on job satisfaction". Sample Size.Fifty respondents were considered for this study. Data analysis;/ Percentage analysis:

**TABLE 1.** Satisfied with top management

S.no	Opinion	No. of respondents	Percentage
1	Strongly agree	20	0
2	Agree	25	50
3	Disagree	5	10
4	Strongly disagree	0	0
	Total	50	



## 6. FINDINGS

1. 70% of respondents are satisfied with their working environment
2. 76% of respondents are satisfied with their salary
3. 80% of respondents are satisfied with the superior relationship
4. 50% of respondents are highly satisfied with the workload
5. 80% of respondents are satisfied with the communication system
6. 60% of the respondents are satisfied with the welfare facilities
7. 70% of respondents accept that the policies of the company are very good.
8. 80% of respondents are agree that opportunities are given in the job.
9. 60% of respondents are dissatisfied with the safety facilities.
10. 60% of respondents are satisfied with the efficient training provided by management.
11. 80% of respondents are highly satisfied with the motivation to the employees.
12. 60% of respondents are satisfied with the working.
13. 60% of respondents are satisfied with the performance appraisal.
14. 60% of respondents are satisfied with the working time.

## 7. SUGGESTIONS

Employees feel that it would be better in the company increase the salaries, wages and holidays. Work fast that its actual performance. Company can utilize the resource properly. Security system seems to be more alert. It is found that the range experience of the employees of the organization varies from the freshers.

## 8. CONCLUSION

The job satisfaction in this company is really good. Majority of the respondents are satisfied with the working environment. It shows that management is highly enthusiastic in keeping employees satisfied. However, some employees are dissatisfied with some of the factors which is common in everywhere. This company is not an exemption. Suggestions made by the researcher on the basis of the study and findings will certainly improve the job satisfaction in the coming days. Hence, I conclude that job satisfaction is needed for all employees to survive in the organization for long term.

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