



A Study on Job Satisfaction of Employees in Manufacturing Industry

¹S. Akshaya, ²K. Tamil Selvi

¹Department of Management Studies, Periyar University, Salem – 636 011, TamilNadu.

² II- MBA, Department of Management Studies, Periyar University, Salem – 636 011, Tamil Nadu.

ABSTRACT

The term “satisfaction of employees” refers to an employee’s general attitude towards his job. To the extent that the person’s job fulfills his dominant needs and is consistent with his expectations and values, the job will be satisfying. Job satisfaction is one of the major interests to the field of organizational behavior and the practice of HRM. It reflects employee’s attitudes towards their job and commitment to an organization. Job satisfaction refers to one’s feelings or state of mind regarding the nature of their work. It describes how content an individual is with his or her job. Job satisfaction refers to a person’s feeling of satisfaction on the job, which acts as a motivation to work. It may be defined as “The satisfaction where in one derives from doing his which is composite product of favorable attributes, high level morale and the positive job related and even social factors”. Job satisfaction will Correlation of satisfaction to absenteeism is also proved conclusively. Job stress is the body’s response to any job-oriented factor that threatens to disturb the person’s equilibrium. In the process of experiencing stress, the employee’s inner stage changes. Prolonged stress can cause the employee serious ailment such as heart diseases, ulcer, blurred vision, lower back pain, dermises and muscle aches.

INTRODUCTION

Job satisfaction is one of the major interests to the field of organizational behavior and the practice of HRM. It reflects employee’s attitudes towards their job and commitment to an organization. Job satisfaction refers to one’s feelings or state of mind regarding the nature of their work. It describes how content an individual is with his or her job. Job satisfaction refers to a person’s feeling of satisfaction on the job, which acts as a motivation to work. It is not self satisfaction, happiness or self contentment but satisfaction on the job, which acts as a motivation to work. It is not self satisfaction, happiness or self contentment but satisfaction on the job. Job satisfaction is defined as the pleasurable emotional state resulting from the appraisal of one’s job as achieving or facilitating the achievement of one’s job values. Job satisfaction is not the same as motivation. It is linked to productivity, motivation, absenteeism, waste accidents, mental health, physical health and general life satisfaction. There are three important dimensions to job satisfaction.

- Job satisfaction is an emotional response to a job situation. It can’t be seen, only inferred.
- Job satisfaction is often determined by how well outcomes meet or exceed expectations.
- Job satisfaction represents several related attitudes.

REVIEW OF LITERATURE

Savery (2019) highlighted the job satisfaction of nurse in Perth, Western Australia. The job satisfaction level of the nurses was mainly due to interesting and challenging work which was followed by a feeling of achievement. Wherein, He even said salary was ranked as a very lower satisfier. The job satisfaction level increased as the person grew old Baron. The variables like gender, time in hospital, position held where controlled

Elizabeth Halcomb (2018) studied the job satisfaction and career intentions of registered nurses in primary health care nearly twenty papers were included in this review. Levels of job satisfaction reported were variable between studies. A range of factors impacted on job satisfaction. Whilst there was agreement of the impact of some factors, there was lack of consistency between studies on other factors. Four of the six studies which reported career intentions identified that nearly half of their participants intended to leave their current position.

Beumont (2017) In this article, highlights in the job satisfaction level of general housegoid in United States and Britain parent, there is a close fit relationship in US Britain. In the study he found that in US that is supposed to relationship between job satisfaction and age whereas in Britain it was considerably low.

Savery (2016) highlights the effects of motivation on job satisfaction. He states intrinsic motivators’ helps in achieving job satisfaction. The study says just being one of the major reasons leading to dissatisfaction. Therefore it has to be taken care of properly to reduce the level of dissatisfaction. The immediate supervisor is the person who has a major influence of job satisfaction.

Melvin (2016) Stated that the environmental design of an organization place a very important role in job satisfaction at the same time, it also plays an important role in employees. High job involvement. A good environmental design of an organization helps in resolving the conflicts and confusion.

Aristovnik (2014) Discusses influence of organizational and environmental factors on employee job satisfaction. The police employees rate salary and security as the least motivator and support from the management as police employees are rate trust and belongingness as the key factor to job satisfaction.

OBJECTIVES OF THE STUDY

- To study the socio-demographic profile of the employees.
- To study the level of job satisfaction of the employees.
- To identify the factors influencing Job satisfaction of employees.
- To suggest suitable measures to improve the job satisfaction of the employees.

METHODOLOGY OF STUDY

The research adopted is descriptive. The secondary records were collected from specific sources. That include the articles and websites.

JOB SATISFACTION

COMPONENTS OF JOB SATISFACTION OF EMPLOYEES

According to Abraham A. Korhan, there are two types of variables that determine the Job satisfaction of employees of an individual. They are:

1. Organizational variables.
2. Personal variables.

The individual variables are occupational level, job contents, considerate leadership, pay, promotional opportunities, and interaction and work group. The personal variables are age education level, sex and family size and service with the company.

The following are some of the job factors that is taken into consideration is developing JOB SATISFACTION OF EMPLOYEES scales. There are three types of job factors, which includes,

- Personal factors.
- Factors inherent in the job.
- Factors controllable by management.

DIMENSIONS OF JOB SATISFACTION

There are six dimensions that represent the most important characteristics of a job about which people have effective responses.

The work itself: The content of the work itself is a major source of satisfaction. This means the extent to which the job provides the individual with interesting tasks, opportunities for learning, and the chance to accept responsibilities. Some of the most important ingredients of job satisfaction include interesting and challenging work and a job that provides status.

Compensation: Wages and salaries are significant, but a complex and multidimensional factor in job satisfaction. Money not only helps people attain their basic needs, but also is instrumental in providing upper level need satisfaction. Employees often consider salary as a reflection of how management views their contribution to the organization. Fringe benefits are also important, but they are not as influential.

Career Growth: Promotional opportunities seem to have a varying effect on the job satisfaction. This is because promotions take different forms and include a variety of rewards. For example individuals who are promoted on the basis of seniority often experience job satisfaction but not as much as those who are promoted based on their performance.

Supervision: Supervision is another moderately source of job satisfaction. There are two dimensions of supervisory style that effect on job satisfaction. One is employee centeredness, which is measured by the degree of which a supervisor takes personal interest in the welfare of employees. The other dimension is participation or influence, illustrated by managers who allow their people to participate in decisions that a participative environment.

Coworkers: Friendly, cooperative coworkers are a modest source of job satisfaction the work group serves as a source of support, comfort, advice, and assistance to the individual. A good work makes the job more enjoyable. If this factor is not considered with care, then it may have reserve effects, meaning there by that the people are difficult to get along with. This will have a negative effect on job sat environment.

Work Environment: Work environment and working conditions are factors that have a modest effect on job satisfaction. If working conditions are good clean, attractive surroundings, employee, find it easier to carryout their job.

THEORIES OF JOB SATISFACTION

There are some theories to describe the job satisfaction,

Fulfillment theory:

This theory measures satisfaction in terms of rewarded. A person receives or the extent to which his needs are satisfied. Further they thought that there is a direct relationship between job satisfaction and the actual satisfaction of the expected needs. The main difficult what he feels he should receive at there would be considerable difference in this approach is that job satisfaction as observed by willing is not only a function of what a person receives but also what he feels he should receive at there would considerable difference in the accruals and expectations of persons. Thus job satisfaction can't be regard as merely a function of how much a person receives from his job.

Discrepancy theory:

The proponents of this theory argues that satisfaction is the function of what a person actually receives from his job situation and he thinks he should receive or what expect to receive. When the actual satisfaction is desired less than expected situations, it results dissatisfaction are functions of the perceived relationship between what one wants from ones job & wht one perceives it is offering.

Equity theory:

The proponents of this theory are of the viewed that persons satisfaction is determined by this perceived equity which in turned is determined by his input output balance compared to his comparison of others input output balance. Input output balance is the perceived rate of what a person receives from his job relative to what he contribute to the job. This theory is of the view that both under the over rewards lead to dissatisfaction, while the under reward causes feeling of unfair treatment over reward leads to feelings guilt and discomfort.

Two factor theory:

This theory was developed by Herzberg, Mmusener, Peterson and corpwell who identified certain factors as satisfies and dissatisfies. Factors such as achievement, recognition, responsibility etc., are satisfy, the presence of which causes satisfaction by their absence however does not result in job satisfaction.

CONCLUSION

In short, job satisfaction is an important aspect that helps organization improves their overall performance and productivity. Besides that, the employee turnover rate may have a dramatically decrease since the employees satisfy with their current job. The organization can also prevent wasting money in recruiting and training new employees. An employee with high level of job satisfaction may perform well and put in more effort in his/her job. However, the employees with low level of job satisfaction may bring a lot of effect to the organization. For example, the employees may have negative attitude, betray their organization and increase complaint and absenteeism. These negative effects may cause the company lose image and reduce their performance and productivity.

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