



A Study on Impact of Job Satisfaction on Employees' Performance

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ABSTRACT

Job is one of the important elements of people's life. Their living style and their social lives depend on their jobs. Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. The objective of this study is to study the factors affecting job satisfaction on employee's performance and to understand suitable measures to improve the satisfaction of the employees in the organization. It is not the self-satisfaction, happiness or self-contentment but the satisfaction on the job. Job satisfaction relates to the total relationship between the company an individual and the employer for which he is paid.

INTRODUCTION

Job satisfaction is the positive and negative feelings of an employee towards his job or it is the amount of happiness connected with the job. When an employee feels a satisfaction about the job, he/she is motivated to put greater effort to the performance. Then it tends to increase the overall performance of the organization. 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.

OBJECTIVE OF THE STUDY

- To study the factors affecting job satisfaction on employee's performance
- To understand the level of job satisfaction among the employees
- To understand suitable measures to improve the satisfaction of the employees in the organization

LIMITATIONS

- Time constraints
- The study was limited to the extent of information provided by the employees
- The responses from the employees could be casual in nature, chance of bias is present
- The information was collected through questionnaire is subject to willingness of the respondent to respond.

STATEMENT OF THE PROBLEM

Job satisfaction plays a main role in organization success, without employee satisfaction towards their job none of the employees will perform to the fullest and will not be able to contribute their best to the company. As a result, it will be very difficult to reach the organizational goals and objectives, hence job satisfaction helps to yield maximum output or performance from the employees, so that this study is undertaken to measure the satisfaction of the employees towards their job. This research attempts to understand if employees are fully satisfied with their work within the organization, so that they are motivated to work effectively in the organization.

SWOT ANALYSIS

STRENGTH

- Technical and experienced manpower
- Effective communication
- Successful track record of developing new products – product innovation.

WEAKNESS

- Attrition rate in work force
- Less social media presence

OPPORTUNITIES

- Supplying Internationally
- Sponsor popular events

THREATS

- Public image
- Competition

REVIEW OF LITERATURE

Anand, Tanu Kaur (2022)¹ The research concluded that Low pay was one of the important reasons cited for being dissatisfied. There is an urgent need to address all the factors affecting job satisfaction through proper planning and implementing relevant human resource policies for improvement in the work environment

PraptiDhanshetti ,August (2021)² The research concludes that pay, promotion, supervisor relation, training & development nature of work etc. are the main facets of Job satisfaction in IT sector. Satisfaction with pay, promotion & recognition are the main factor while operating condition is least important in IT sector. In this sector there is no significant difference in level of satisfaction among different level of employees but Job satisfaction factors varies for male & female. Job satisfaction is important factor for the organization in order to retain loyal, skillful employees, committed employees which will increase the productivity of the organization.

Wasaf Inayat (August 2021)³The aim of the present research was to study the effect of job satisfaction on the performance of employees working in private sector organizations of Peshawar, Pakistan. For that purpose, one hundred and eighty employees The company selected as a sample from private organizations of Peshawar. According to the findings of the study, the type of occupation has been shown significant correlation with job satisfaction. Similarly, the positive relationship of job satisfaction with performance of employees was also confirmed. Therefore, it is concluded from the study that satisfied employees , company better in performance as compared to dissatisfied employees, thus contributing significant role in the uplifting of their organizations. every organization should take action to make their employees motivated and satisfied towards high performance by adopting different techniques and methods.

Szymon Dziuba March (2020)⁴Job satisfaction has a big impact on how an employee performs his job. Both elements have an impact on job safety and employee perception of it. A satisfied employee devotes himself to work, performs orders better, cares for others and for himself. He feels safe in the enterprise. The aim of the paper was to assess employees' job satisfaction and their work performance with use of simply survey. In order to achieve this aim, a survey was conducted among employees of a chosen an enterprise who The companyre asked to assess level of their job satisfaction. The employees defined their job satisfaction by referring to 20 statements describing this satisfaction and evaluating factors. Their job satisfaction results in their work safety. Happy and satisfied employee performs better his duties, becomes more responsible, feels part of the enterprise.

Megha Rastogi (2020)⁵This research paper tries to find out what all factors influence job satisfaction of people working in various sectors during COVID-19.The result of the study highlights few factors which influence their satisfaction was long duty hours, less sleeping and rest time, extra

workload, less training to junior staff, pay not according to work and staying away from family, financial concern, excessive workload (home and office) career growth, job security, lack of knowledge of technical know-how, internet issues, unavailability of proper electronic gadgets, working environment.

RESEARCH METHODOLOGY

Data collection- Primary data: The primary data is collected through questionnaire.

Secondary data: websites

Sample design: This study is based on census technique

Sample size: The sample size for the research is taken 50

RESEARCH DESIGN:

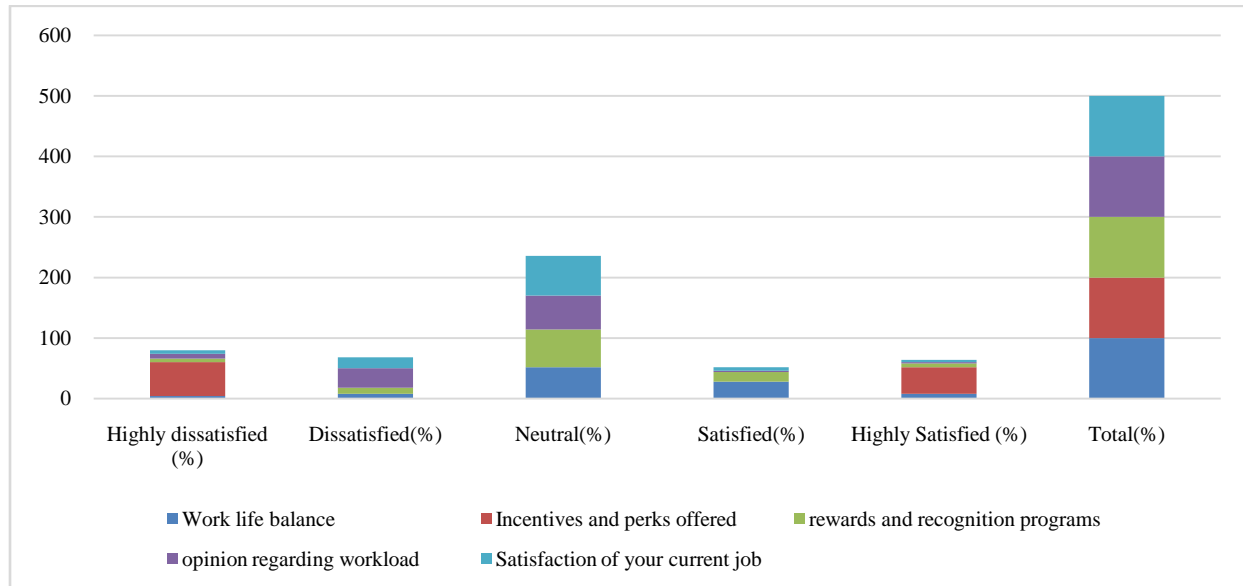
A research design is a matter plan specifying the methods and procedures for collecting and analyzing the needed data. It is the frame work for the research plan of action. Research design based on the descriptive research technique employing the survey method and analysis is made on this primary data collected for this projects study.

DESCRIPTIVE RESEARCH DESIGN:

Descriptive research design was selected to achieve the stated objectives. Research studies are those, which are concerned with describing the characteristics of a particular individual, or group on determining the relationship between the company and the variables as to be measured descriptive research design was selected. The objective of the descriptive design is to answer the company the “who”, “what”, and “how” of the subject under investigation. Descriptive research is company structured. Primary data is chosen for data analysis

ANALYSIS AND INTERPRETATION

Opinion	Highly dissatisfied(%)	Dissatisfied(%)	Neutral(%)	Satisfied(%)	Highly Satisfied (%)	Total(%)
Work life balance	4	8	52	28	8	100
Incentives and perks offered	56	0	0	0	44	100
rewards and recognition programs	6	10	62	16	6	100
opinion regarding workload	8	32	56	2	2	100
Satisfaction of your current job	6	18	66	6	4	100



CONCLUSION

- This study concludes that job satisfaction tends to increase the overall performance of the organization.
- In other words, a satisfied individual employee and his effort and commitment are crucial for the successfulness of the organization.
- Job satisfaction has a negative relation with increase in absenteeism, turnover and low work drive, but creates positive high staff morale among employees, increases employee commitment to an organization, and enhances their level of motivation, and directly impact on the productivity level.
- Work life balance has also a huge impact on employee performance.
- Motivated employees can help make an organization competitively more value added and profitable.
- The recognition is a process of giving an employee a certain status within an organization. This is a very crucial factor towards an employee motivation. Only if an employee is motivated, he will perform his job to the fullest. Recognition describes how the work of an employee is evaluated and how much the appreciation he receives in return from the organization.

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