



A Study on Employees Satisfaction toward Compensation

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INTRODUCTION

Employee satisfaction is one key metric that can help determine the overall health of an organization, which is why many organizations employ regular surveys to measure employee satisfaction. It is used interchangeably with employee engagement; however, while engagement is one factor influencing overall satisfaction (and it may be said the reverse is also somewhat true) the two are not the same.

Deally, satisfaction occurs as a result of both material factors like compensation and benefits as well as less-tangible elements like engagement, recognition and strong leadership. If an organization fails to address both sides of the equation, they may find they have a complacent team made up of materially satisfied employees who are content to do only what's required to remain employed, or a staff of highly engaged employees who are performing well while they look for new opportunities at companies more willing or able to fill their material needs.

REVIEW OF LITERATURE

Muhammad Tausif (2012) studies the non-financial rewards on employee satisfaction in wash can't. The data were collected is primary data. The article which are published in the area of the influence non-financial reward on job satisfaction. The purpose of this study was to measure the non-financial reward and job satisfaction that use into employee's health workers leads to employee satisfaction. **Alma Sager, Dr. Sabena Raft, Ms. Puja Arawak (2012)** studies the identification of variable effect on employee satisfaction and the impact. The data was collected is primary data and secondary data. The policies of compensation used and the promotion of career development of job satisfaction in the work place the employee attitudes typically reflect the moral of the company. In areas of customer service and sales, happy employees are extremely important because they represent the company to the public. **Dr.R.Alamelu, Dr.S.T.Surulivel, Dr.L.C.Shakila, Dr.R.Amudha, Dr.S.Selvabaskar (2015)** studies the correlated of employee compensation and their commitment. The data was collected is secondary data. The employee perception towards pay model and employee commitment to the company and job satisfaction. It determine the factors of pay model that effecting the employee commitment towards their job in organization. **Shagufta Sarwar, James Abugre (2010)** studies the reward to employee and job satisfaction. The data was collected is secondary data. A questionnaire was constructed, tested and administered. The purpose of this study was to find out the relationship between employees' rewards, and the dimension of their job satisfaction in the service sector. **Evan Mardua Putra, Lise Asnur (2020)** studies the analysis of employee satisfaction towards the salary and position, promotion and supervision. The sample was obtained using a saturated sample technique. The data in this study were collected using a questionnaire and documentation. Job satisfaction is a general attitude towards one's job as difference between amount of reward received by employee and believed be received. This can be seen from four indicators, namely salary, position, promotion, and supervision. **A.Anthonia, H.Olubusayo (2014)** studies the compensation package: a strategic tool for employee performance. The results showed strong relationship between compensation packages and employees' performance and retention. The summary of the findings indicates that there is strong correlation between the tested dependent and independent variables (salary, bonus, incentives, allowances, and (range benefits). Qualitative and quantitative research evaluation. Managers must ensure that rewards are matched to employees' needs and preferences. Therefore, managers will do well to motivate employees if they offer what is called cafeteria compensation.

RESEARCH METHODOLOGY

The problem statement of the study is To identify employee satisfaction towards compensation, Employee perception towards the company compensation policy, employee expectations from the company in terms of compensation and other benefits. The information is important for company employees who wish to become and remain competitive in a tight labour market. The data are collected by the primary data to study the employee satisfaction towards compensation and secondary data is to examine the relationship between employee compensation and their job satisfaction and also to know the factors which increase the employee satisfaction in the organization. The research design are used in the study is exploratory, descriptive design. Data are collected through questionnaire. The sampling method is probability sampling method. The sample size of the respondents are 72 employee. Statistical tools such as table, chart, and diagram. Through the SPSS and Excel application.

FINDING OF THE STUDY

- **DEMOGRAPHIC PROFILE**
- **Frequency**

VARIABLE	RANGE	FREQUENCY	% OF RESPONDENTS
GENDER	Male	52	72.2
	Female	20	27.8
AGE	15-25	44	61.1
	25-35	23	31.9
	35-45	5	6.9
SALARY	5,000-10,000	18	25.0
	10,000-15,000	31	43.1
	15,000-20,000	18	25.0
	Above 25,000	05	6.9

From the above table is demographic profile, we can say that 52% of the respondents are male and 20% of the respondents are female at the company. So, majority of employee are male. 44% of the respondents are from age group 15-25, 23% of the respondents are from age group 25-35, 5% of the respondents are from age group 35-45. Majority of the respondents are from age group 15-25. 18% of the respondents are having salary between 5,000-10,000, 31% of the respondents are having salary between 10,000-15,000, 18% of the respondents are having salary between 15,000-20,000. Majority of the respondents are having salary between 10,000-15,000.

Question		Frequency	Percentage%
How happy are you with the company as over all?	Strongly agree	29	40.3
	Agree	11	15.3
	Neutral	23	31.9
	Disagree	9	12.5
How happy are with working conditions?	Strongly agree	15	20.8
	Agree	20	27.8
	Neutral	27	37.5
	Disagree	7	9.7
	Strongly disagree	3	4.2
How happy are you with company basic salary provided to you?	Strongly agree	16	22.2
	Agree	20	27.8
	Neutral	31	43.1
	Disagree	4	5.6
	Strongly disagree	1	1.4
How happy are you with your compensation benefits by company?	Strongly agree	12	16.7
	Agree	25	34.7
	Neutral	21	29.2
	Disagree	12	16.7
	Strongly disagree	2	2.8
How happy are you with the work environment of the company?	Strongly agree	18	25.0
	Agree	19	26.4
	Neutral	26	36.1
	Disagree	5	6.9
	Strongly disagree	4	5.6
Courage you have to take a risk for organization.	Strongly agree	12	16.7
	Agree	20	27.8
	Neutral	33	45.8
	Disagree	5	6.9
	Strongly disagree	2	2.8
Organization use an informal	Strongly agree	15	20.8

style that emphasizes the positive.	Agree	28	38.9
	Neutral	22	30.6
	Disagree	3	4.2
	Strongly disagree	4	5.6
My organization provide training programs to employee.	Strongly agree	17	23.6
	Agree	29	40.3
	Neutral	21	29.2
	Disagree	1	1.4
	Strongly disagree	4	5.6
Appreciation is important to me.	Strongly agree	14	19.4
	Agree	27	37.5
	Neutral	20	27.8
	Disagree	4	5.6
	Strongly disagree	7	9.7
Appreciation recipients are communicated timely.	Strongly agree	14	19.4
	Agree	26	36.1
	Neutral	23	31.9
	Disagree	5	6.9
	Strongly disagree	4	5.6
I am aware of the criteria for receiving any appreciation at work.	Strongly agree	15	20.8
	Agree	23	31.9
	Neutral	23	31.9
	Disagree	5	6.9
	Strongly disagree	6	8.3
Your supervisor and you have a good working relationship.	Strongly agree	17	23.6
	Agree	25	34.7
	Neutral	18	25.0
	Disagree	11	15.3
	Strongly disagree	1	1.4
I am satisfied with the health-care benefits provide by organization.	Strongly agree	19	26.4
	Agree	18	25.0
	Neutral	24	33.3
	Disagree	7	9.7
	Strongly disagree	4	5.6
Job security	Strongly agree	13	18.1
	Agree	32	44.4
	Neutral	18	25.0
	Disagree	4	5.6
	Strongly disagree	5	6.9
I plan to be working for the company a year from now.	Strongly agree	14	19.4
	Agree	25	34.7
	Neutral	22	30.6
	Disagree	7	9.7
	Strongly disagree	4	5.6

From the above table it shows the relationship of employee satisfaction towards compensation. 40.3% of the respondents are happy happy with the company. 27.8% of the respondents are happy with working conditions and salary provided by the company. 34.7% of the respondents are happy with compensation benefits. 36.1% of the respondents are happy with working environment. 45.8% of the respondents are ready to take risk for the company. 38.9% of the respondents are strongly that organization use an informal style that emphasizes the positive. 40.3% of the respondents are strongly agree that company provide training. 37.5% of the respondents are strongly agree that company appreciate them. 31.9% of the respondents are strongly agree that company communicate timely with them. 31.9% of the respondents are also aware of criteria for receiving any appreciate at work. 34.7% of the respondents are having good relationship with supervisor and working. 33.3% of the respondents are satisfied with health care benefits provided by the company. 44.4% of the respondents are strongly agree that they are happy with job security. 34.7 of the respondents plan to work for the company from now.

CONCLUSION:

This research proof that the compensation is an important Part of the employees, compensation makes employee to keep motivate, boost the morale, and set with the goals. It makes employee want to act. Most of the respondent are strongly agree with the overall satisfaction with organization. Most of the respondent are strongly agree with their compensation given by organization. They are strongly agree with their working condition, basic salary they pay to employee, compensations benefits, health-care benefits , job security, appreciation of work, and employee welfare facilities. The study also concludes that working relationship with supervisor also very good, lunch break, rest break are provided by the organization. The respondents are agree with their training programs given by the organization, nature of work organization having. The respondent are agree with their housing facilities.

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