



The Core Relation between Job Satisfaction on the Employee's Performance

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ABSTRACT:

The purpose of this survey is to learn more about how Adani Company employees feel for about their jobs and the management there. This study focuses on how employees perceive their employer and workplace, whether they have a positive or negative attitude towards it, and what kinds of challenges or problems they encounter at work. In this study, 60 personnel from various Adani Private Limited various departments were selected through the use of purposive sampling. The majority of employees are generally content with their management and work environment. Employees thought that organizational policies needed to be modified as well. The study's conclusion is that improving employee job happiness will ultimately improve both employee and organization productivity.

Keywords: The effect of job happiness on employee performance

I. INTRODUCTION

In every business, regardless of size, employee satisfaction is given high attention. The success of an organization depends on employee happiness at work. Given that service industry workers interact directly with customers, it is essential. Last but not least, a company's profitability is influenced by its customers. When a worker is content, he will work longer and more effectively, which will be advantageous to the company. In today's environment, getting a job is not everything. To further enhance their skills and abilities, they seek opportunities for learning and advancement. A worker's social and personal growth might be positively impacted by their job more than their mental health can. Although a happy employee might not necessarily be productive, a disgruntled employee could make it more difficult to accomplish goals.

Job Satisfaction

Job satisfaction is the pleasant or happy emotional state that arises from an assessment of one's work or professional experience (Locke, 1976). Regarding various characteristics of the workplace and work surroundings, job satisfaction is defined as a collection of attitudes. Stewart and McShane (2009). According to Jafar et al. (2010), the job itself, the manager, the coworkers, the pay, and the promotions are the five main components of job satisfaction. They assert that between 1950 and 1960, numerous studies sought to demonstrate a direct link between job satisfaction and performance, but after carefully examining all of the material, they found that while there is a favorable relationship between both, there is no conclusive link.

The social and personal development of an individual is positively impacted by their job more than their mental health is. Even if a happy person isn't always productive, their dissatisfaction might harm a company's productivity and reputation. In order to decrease turnover and absenteeism, a company must pay close attention to the wants and preferences of its workforce.

II. REVIEW OF LITERATURE

1. **Rizwan M., et al. (2012)** emphasized a number of elements that affect employees' job satisfaction. A survey of employees was used to collect data, and multiple regression analysis was used to show how various factors affected how satisfied employees were with their jobs. The four main factors are teamwork, the workplace environment, rewards and recognition, and training and development. As a result of the research, it was clear that cooperation had the biggest impact. A favorable work environment, in the author's opinion, can improve rewards and recognition, teamwork, and employee satisfaction.
2. **Hazriyanto and Badaruddin I. (2019)** looked into a range of factors that influence professors' dedication to their work, levels of job satisfaction, and productivity at work. By using exploratory factor analysis to primary data, these three components were found. The study's findings showed that trust, belief, financial rewards, and connections to universities were the key components that led to organizational commitment. Employee performance additionally takes into account the type of work, time standard, quality standard, division of roles,

leadership, etc. while job happiness just considers the work itself, a suitable income, working conditions, coworkers, organization and management, and dispositional factors.

3. **Le-Hoang P.V. (2019)** described factors affecting employees' job satisfaction at the Land Sale. Researchers used multiple regression and exploratory factor analysis to show how independent traits relate to employee happiness. Employee satisfaction was shown to be significantly influenced by five factors, including working conditions, advancement and training opportunities, the type of employment, compensation, and coworkers, however the leadership component was found to be irrelevant in this particular organization. According to study, building a company culture and providing adequate compensation, including commission, can increase employee satisfaction levels.
4. **Hee, O.C., et al. (2020)** there is a direct relationship between overall job satisfaction and monetary pay, as well as favorable working conditions, workload, and top-level management leadership. Following their extraction using factor analysis, these factors were subsequently connected using multiple regression analysis. The study's findings indicated that senior management leadership had the biggest impact on job satisfaction, followed by salary and benefits, work environment, and remuneration. The senior management of private academic institutions in Malaysia were advised by researchers to pay close attention to leadership roles and encourage employees to effectively complete organizational goals.
5. **Taneja G. (2021)**, "both employees at private and public banks" are affected by the two variables (HR Policy and Climate and Culture). Researchers used several tests to determine how these factors affected job satisfaction. The results showed that while HR policies like leave policies, salary, etc., have no significant relationship with job satisfaction of employees of public & private sector banks, factors referred to as Climate & Culture, which include working conditions, workplace dynamics, and relationships with superiors, as well as "employee engagement," had a positive impact on job satisfaction.

III. RESEARCH METHODOLOGY

Aim of the Study

Primary Objectives

To identify relationship between job satisfaction on the employee's performance.

Secondary Objectives

- TO identify the factors those, influence the job satisfaction of the employees
- TO know the perception of employees towards management
- TO understand the factors that helps to enhance the level of job satisfaction
- TO offer valuable suggestions to improve the satisfaction level of the employees
- TO know the employee's satisfaction towards the facilities.

Research Design

Research design is a link between what has been established and what needs to be done in conducting the study to achieve the goal. Exploratory research design was the research design used in this study.

IV. METHODS OF DATA COLLECTION

Primary Source

- Primary data refers to the data that was collected firsthand, directly from the source. The main data was collected through structured questionnaire via google form.

Secondary Source

- Secondary data refers to the data that was previously collected by others for another purpose. It includes:
 - Company Website.
 - Internet.
 - Manuals and Research Papers and Books.

Sampling Method

- The Non-Probability Sampling method in that Purposive sampling method use to collect the data.

Statistical Tools Used Sample Size

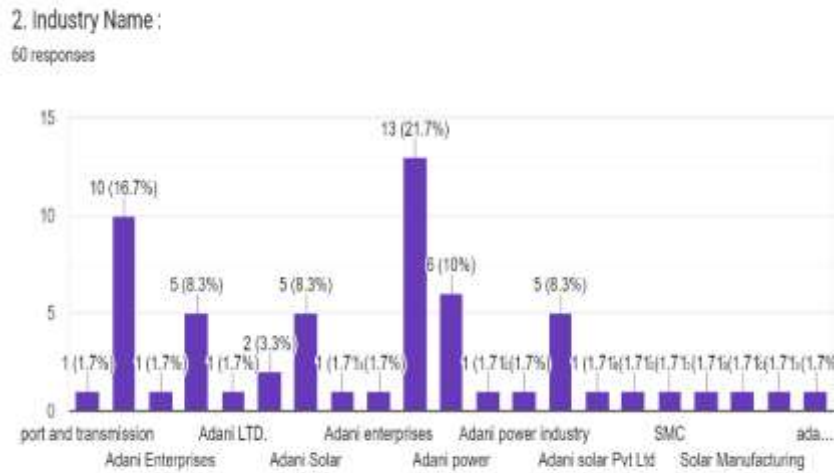
- The sampling technique is a significant choice to be made on the size of the sample. Sample size implies sampling amount. The chosen sample size for this research is 60. Sample size is selected using random sampling method.

Population Size

- The universe considered for this research was all the employees of the Adani Group.

V. DATA ANALYSIS & INTERPRETATION

Table 4.1



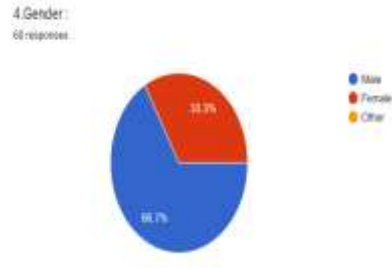
The above 4.1 table shows that researcher has taken sample form only one industry is Adani group Further shows that the employees from various department name of Adani group.

Table 4.2



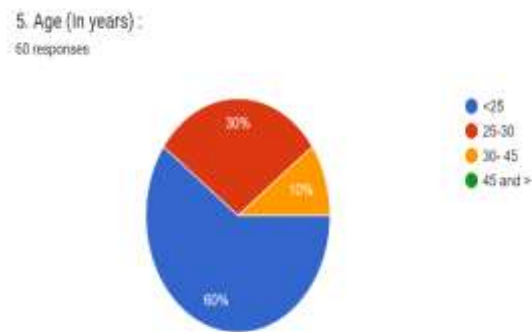
The above 4.2 table shows that majority of the respondents employees' designation are from the senior level and middle level employees.

Table 4.3



The above 4.3 pie chart shows that the above pie charts it can be seen that 40 respondents are male while 20 respondents are female. So, it can be seen that majority of the respondents are male.

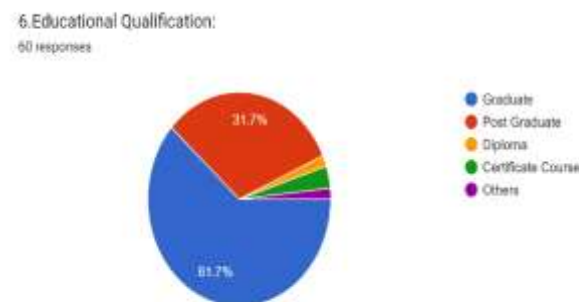
Table 4.4



The above 4.4 the above pie charts shows that 18 respondents are less than 25 years of age. 25 to 35 years of Age while 6 respondents are 35 to 45 years of Age while 36 respondents are Less than 25 years of Age above 45 years of age respondents are 0 (Zero).

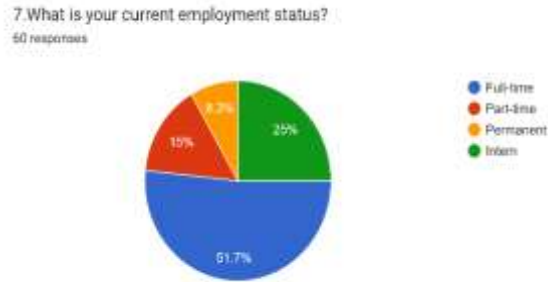
So, it can be seen that majority of the respondents are Between 25 to 35 Years of age.

Table 4.5



The above pie charts 4.5 shows that the Educational status of the respondent's .It explains that 37(61.7%) respondents holds the Graduate degree, followed by 1(1.7%) respondents holds the Diploma degree, 19(31.7%) respondents who are post graduate , 2(3.3%) respondents who are only pass certificate course and 1(1.7%) Respondents who others.

Table 4.6



The above pie charts 4.6 shows that the current employee status of employees. Its explain that 31(51.7%) respondents are full-time employees, 9(15%) respondents are part-time employees. The permanent employees are 5(8.3%) and 15(25%) respondents are interns.

V. FINDINGS

- All Of the Respondents are from Adani Industries.
- Majority Of the Respondents are from the top and middle level employees.
- Majority Of the Respondents 40 (66.7%) are in male category.
- Majority Of the 36 (60%) Respondents are the age of >25.
- Majority Of the respondents are 48 (82 %) getting personal satisfaction in the job.
- Majority Of the respondents are 34 (56.7%) satisfied with the remuneration paid to them.
- Majority Of the respondents 35 (5.3%) are satisfied with the permission if they need leave for any emergency condition for the leave with continuous salary.
- Majority Of the respondents 36 (60%) respondents are satisfied with that employee only want good Majority Of the 46 (82.1%) respondents are satisfied with the social security they getting from the company.
- Majority Of the 43 (76.8%) respondents are satisfied with the company rules and regulations and they think it should be not change.
- Majority Of the 35 (61.4%) respondents are satisfied with the salary they get workload is not high it is normal.
- Majority Of the 47 (71.9%) respondents are effectively agree that they are manage their workload in the company.
- Majority Of the 31 (55.4%) respondents are satisfied with their reporting authority give them liberty.
- Majority Of the 34 (59.6%) respondents found that their job very much challenging for them infrastructure and facilities.
- Majority Of the 49 (48.5%) respondents are with agree with that the department provide them all the equipment, supplies and resources necessary for work duties.

VI. SUGGESTIONS

- The data shows that fewer respondents believed that the job's inherent danger was there despite the organization's effective communication system. Additionally, several of the respondents solely stated that they did not experience stress at work, that the organization provided enough recreational opportunities like games and cultural events, and that it had acceptable employee welfare facilities.
- Therefore, the management must take the required steps to protect the employees from risk by implementing an effective communication system, offering welfare facilities, and providing enough recreational opportunities within the company.
- It is also notable that a small number of respondents only concurred that the company's appraisal system is based on essential job characteristics, that prizes and rewards for superior performance are good, and that employees' salaries are determined by their credentials and workload. The management must therefore encourage family planning increments, promotional opportunities, fringe benefits, awards and rewards for better performance, encouragement of higher education, systematic appraisal system, etc. to ensure employee job satisfaction in pay and promotion potential of all employees in the organization.

- The data shows that some individuals were not given the chance to start new systems or procedures, yet there is still a tone of room for innovation in their work. Therefore, these individuals do not benefit from job freedom. Therefore, the management must provide employees the chance to introduce new processes or procedures that would give them freedom to exercise more creativity in their work.
- The management needs to be aware of how much time employees spend with their families and how involved they are in their issues. so that the company can take action to support and aid the personal lives of the employees. In this regard, the management should encourage the use of methods other than financial motivation to motivate personnel, such as promotions, incentives, bonuses, etc.

VII. CONCLUSIONS

Organizations have recently shown a great deal of interest in examining the conditions of components that promote improved employee job satisfaction. It is hoped that the actions of contented workers would have a positive impact on organizational effectiveness and performance. Employees are one of the most important aspects of an organization's success. Without a certain amount of effort and employee pleasure, no firm can prosper. Companies frequently make an effort to meet the demands of their employees in order to win their loyalty.

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