



A Study on Impact of Job Satisfaction on Employee Performance in HDFC Group of Company with Special Reference to Trichy Region

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ABSTRACT:

For many years, researchers and employers have been interested in the connection between job happiness and worker performance. This abstract provides an overview of the literature about employee performance and Job satisfaction. The review covers a range of topics related to job satisfaction, such as its definition, measurement, and determinants, as well as its connection to worker productivity. According to the review, there is a correlation between job happiness and employee performance that is favourable, with higher job satisfaction levels translating into better performance results. The review also emphasises how crucial it is to comprehend the elements that affect job satisfaction and how crucial it is for employers to create an environment that supports worker happiness.

KEY WORDS: Job Satisfaction, Employee Performance

INTRODUCTION:

In any company, employee performance is heavily influenced by their level of job satisfaction. It refers to how happy an employee is with their job, which is frequently affected by a few factors, including the working environment, job security, pay, and chances for advancement, among others. Employee motivation, engagement, and productivity all increase when they are happy in their jobs, which eventually improves performance. Employees may be less productive, have lower morale, and even look for other employment opportunities when they are not pleased at work. Therefore, for employers who want to keep a motivated and high-performing workforce, knowing the effect of job satisfaction on employee performance is essential.

OBJECTIVE

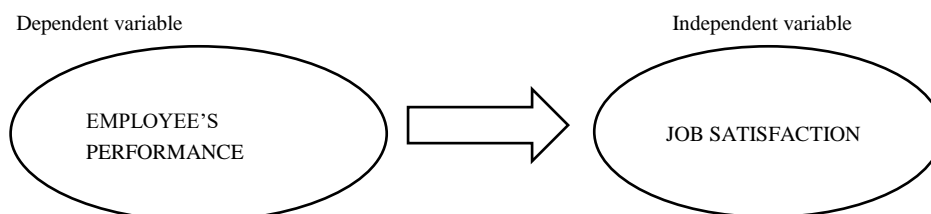
To identify the variables of job satisfaction.

To identify the parameters of employee performance.

To measure the level of job satisfaction and employee performance.

To analyze the impact of job satisfaction on the employee performance.

RESEARCH VARIABLES



EMPLOYEE'S PERFORMANCE

Employee performance is the result or outcome of a number of variables, including the employee's personal traits, the standard of their supervision, their access to resources, and the nature of the job itself. Organizations can determine areas for improvement, offer feedback and support, and make choices about rewards, promotions, and chances for training and development by measuring and assessing employee performance.

In some circumstances, "Employee Performance" may be regarded as a dependent variable. In a scientific experiment or research project, a dependent variable is a variable that is being examined or measured. The outcome variable is the one that is anticipated to alter in reaction to changes in the independent variable (s).

As an independent variable, employee success is also acceptable. Employee performance would be the independent variable in this scenario, and profits would be the dependent variable, if a business is interested in examining the effect of employee performance on corporate profits.

JOB SATISFACTION

The extent to which a worker feels content and pleased at work can be referred to as job satisfaction. The workplace, employment responsibilities, interactions with co-workers and managers, pay, and chances for professional development can all have an impact on it.

Job satisfaction can be examined within a company as an independent variable, which means that it is being changed or measured to determine how it affects other factors there. For instance, a researcher may investigate the relationship between work satisfaction and employee retention, output, or absenteeism.

VARIABLES

ORGANIZATIONAL CULTURE

The HDFC Group's organizational culture is distinguished by a strong focus on client satisfaction, innovation, excellence, and integrity. Because of its emphasis on the needs of its clients, HDFC Group is well known for its culture that motivates staff to go above and beyond for clients.

Another crucial component of HDFC Group's ethos is innovation. The business encourages its staff to consider creatively and unconventionally when solving issues. The way HDFC Group businesses have adapted to new technologies and launched cutting-edge goods and services in the financial services industry reflects this.

SALARY AND BONUS

A worker's salary is the sum of money that their employer pays them for the regular job that they do. Weekly, biweekly, or monthly payments of the salary are possible. It can also be set or variable. A fixed salary is a predetermined sum that has been agreed upon by both the employee and the company, whereas a variable salary can be influenced by variables like performance, sales, or profit.

Contrarily, bonuses are typically given to workers in accordance with their productivity, the success of the business, or the accomplishment of objectives. Cash bonuses as well as other payment choices like stock options, profit sharing, or commissions may be given as bonuses. The bonus's value can change significantly based on the employee's performance and the company's policies.

COMPENSATION

A worker should receive pay that is commensurate with the standards set by the industry and that takes into account their abilities, background, and value to the company. To guarantee employee retention and engagement, it should also be consistent with the organization's objectives and values.

REWARDS AND RECOGNISATION

To motivate and involve employees, rewards and recognition are crucial. They may contribute to fostering a supportive work environment and raising job happiness, which will boost output and keep workers on board.

WORK LIFE BALANCE

Employee well-being and productivity depend on maintaining a good work-life balance. By putting in place policies and procedures that support flexibility, work-life integration, and employee wellbeing, businesses can help their staff members achieve this equilibrium.

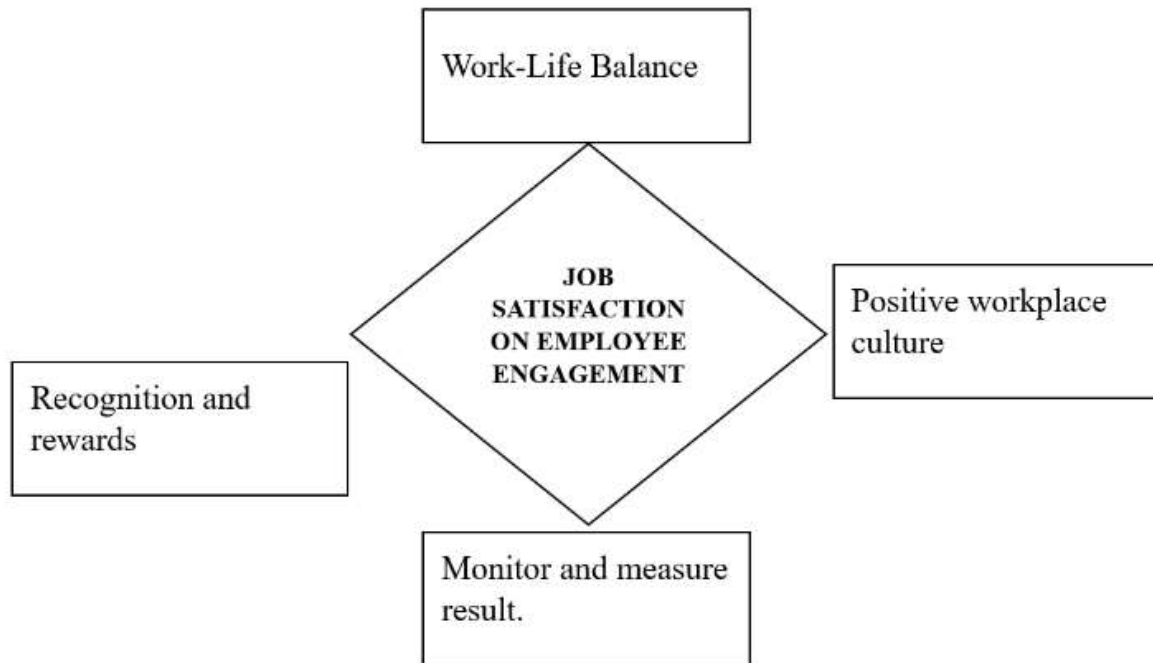
Advancing work-life balance can be advantageous for both workers and the business. Companies can establish a favourable and effective work atmosphere by putting in place procedures and policies that assist staff in juggling their personal and professional obligations.

HYPOTHESE

There is a significant relation between job satisfaction and employee performance.

RESEARCH METHODOLOGY

The research type of this study is descriptive in nature. The sampling design of the study is convenient sampling.

CONCEPTUAL FRAMEWORK**CONCLUSION:**

In conclusion, employee engagement is greatly impacted by job satisfaction as a crucial component. Employees are more likely to be engaged, motivated, and committed to their work when they are happy in their positions. Better job performance, more productivity, and a healthy workplace culture follow from this.

Hence, employers should try to guarantee that their staff members are happy with their positions by offering possibilities for advancement, acknowledgment, and work-life balance. Frequent feedback and communication can also aid in identifying and resolving problems that might be influencing job satisfaction.

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