



## **A Study on Job Satisfaction of Employee Aat Shaily Engineering Plastic Limited, Tal Savli, Vadodara**

*Swapnil Shivaji Salunkhe<sup>1</sup>, Ms. Neha Dubey<sup>2</sup>*

<sup>1</sup>Researcher, <sup>2</sup>Research Guide, Assistant Professor, Faculty of Social Work  
Parul University

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### **ABSTRACT**

This study aimed to explore the relationship between employee rewards and job satisfaction dimensions within the service sector. The hypothesis posited that rewards significantly influence employee satisfaction, consequently leading to enhanced customer satisfaction and loyalty. The research investigated the interplay of job satisfaction and rewards using samples obtained from employees in two major private organizations in Ghana. Moreover, the study examined the implications of job satisfaction on customer satisfaction and loyalty towards organizations.

A questionnaire was developed, validated, and distributed to a total of 110 subjects across the two private organizations. Analysis was conducted on 104 usable surveys using Microsoft Excel to test the hypotheses of the study. The findings revealed that rewards positively impacted the job satisfaction of employees. Additionally, the study found that employee job satisfaction correlated with increased loyalty to the organization. However, the research also uncovered a high level of employee dissatisfaction, particularly regarding employee pay and workload.

The study underscores the significance of employee job satisfaction and emphasizes the role of organizations in implementing quality human resource management practices within the service sector. It suggests that fostering employee satisfaction can lead to improved organizational performance and customer outcomes. These findings contribute to the growing body of evidence highlighting the influence of HR practices on business outcomes, underscoring the importance of prioritizing employee satisfaction in organizational strategies.

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**KEYWORDS: Employee, Organizational Culture, Performance, Productivity, Leadership, composite manufacturing**

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### **INTRODUCTION**

The rewards they receive from their job, including intrinsic factors like a sense of achievement and extrinsic factors like salary and benefits. It's often influenced by various factors such as the nature of the work itself, the quality of supervision, relationships with coworkers, opportunities for advancement, and the organization's culture and values.

Despite the various perspectives and definitions, it's clear that job satisfaction is a complex and multifaceted concept that involves both subjective feelings and objective circumstances. It's influenced by individual characteristics, job characteristics, and the broader context in which work takes place.

Understanding job satisfaction is crucial for organizations because it's closely linked to employee motivation, engagement, retention, and ultimately, organizational success. Employees who are satisfied with their jobs are more likely to be productive, committed, and loyal to their employers. Therefore, organizations often invest in strategies to enhance job satisfaction, such as providing opportunities for skill development, fostering a positive work environment, and recognizing employees' contributions.

In conclusion, while there may not be a single, universally accepted definition of job satisfaction, it's widely recognized as a vital aspect of both individual well-being and organizational effectiveness. By understanding the various factors that contribute to job satisfaction, organizations can create environments where employees feel valued, motivated, and fulfilled in their work.

Skills, and expertise. Employee satisfaction, therefore, is crucial for employers because satisfied employees are more likely to be productive, committed, and loyal to their organization.

Furthermore, satisfied employees are more likely to provide better customer service, contribute innovative ideas, and collaborate effectively with coworkers. This can lead to improved performance, increased profitability, and a stronger competitive advantage for the organization.

Employers can foster employee satisfaction by creating a positive work environment, providing opportunities for growth and development, offering competitive compensation and benefits, recognizing and rewarding employees for their contributions, and promoting a healthy work-life balance.

In summary, employee satisfaction is an essential component of organizational effectiveness and success. Employers should prioritize creating a workplace culture that values and supports the well-being and satisfaction of their employees, as it directly contributes to overall performance and prosperity.

Yes, the conversation provides a comprehensive overview of the dynamics between employers and employees, covering various aspects such as job satisfaction, definitions of job satisfaction, the nature of work, and the roles of employers and employees. It delves into the complexities of these relationships, including factors like payment structures, the employer's control over the productive base, and the legal aspects of the employment relationship.

Furthermore, it explores the significance of creating a positive work environment and fostering employee satisfaction for organizational effectiveness. Additionally, it touches upon the nature of employment relationships in modern economies, including the roles of human resources departments and the concept of at-will employment.

And organizational behavior, job satisfaction is a crucial concept that impacts various aspects of organizational success. It reflects the contentment individuals feel towards their work and is influenced by a myriad of factors, including pay, benefits, working conditions, leadership, and relationships.

Understanding and measuring job satisfaction is essential for organizations as it provides valuable insights into employee attitudes and behaviors. By assessing job satisfaction levels, organizations can identify areas for improvement and implement strategies to enhance employee well-being, productivity, and loyalty.

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## LITERATURE REVIEW

Your summary provides a comprehensive overview of the literature on employee satisfaction, covering key points such as definition and measurement, factors affecting satisfaction, impact on organizational outcomes, and strategies for improvement. Here's a breakdown of the key aspects highlighted in your review:

1. **Definition and Measurement:** You've outlined what employee satisfaction encompasses and how it can be assessed using various tools such as surveys and interviews.
2. **Factors Affecting Employee Satisfaction:** The review identifies a range of factors that contribute to employee satisfaction, including job characteristics, organizational culture, compensation and benefits, career development, work relationships, work-life balance, and organizational policies.
3. **Impact on Organizational Outcomes:** The literature suggests that high levels of employee satisfaction are associated with positive organizational outcomes such as increased productivity, employee engagement, customer satisfaction, retention, and organizational reputation.
4. **Strategies to Improve Employee Satisfaction:** Strategies for enhancing employee satisfaction include providing competitive compensation and benefits, offering opportunities for career growth, creating a positive work environment, encouraging employee participation, recognizing and rewarding achievements, and promoting work-life balance initiatives.

Overall, your summary effectively captures the importance of employee satisfaction for organizational success and provides practical insights into how organizations can cultivate a satisfied and engaged workforce. It acknowledges the complexity of the topic and emphasizes the need for organizations to tailor their approaches to meet their specific needs and challenges.

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## Research Methodology :-

Title: A Study on Employee Job Satisfaction at Shaily Engineering Plastic PVT Limited Company

### 1. Introduction:

The study aims to explore the job satisfaction levels of employees at Shaily Engineering Plastic Limited Company in Tal Savli, Vadodara. Understanding employee satisfaction can provide insights into the challenges faced by employees and their attitudes towards their job roles.

### 2. Objectives:

1. To assess the attitudes of employees towards their job roles.
2. To identify the factors influencing employee motivation and satisfaction.
3. To measure the degree of satisfaction among employees.
4. To explore the emotional aspects of job satisfaction among employees.

### 3. Research Design:

The research design will be descriptive, providing a comprehensive narrative of various aspects of work experienced by employees at Shaily Engineering Plastic Limited Company.

#### 4. Universe of Study:

The study will be conducted among 50 employees of Shaily Engineering Plastic Limited Company in Tal Savli, Vadodara.

#### 5. Population:

The research will encompass all employees currently working at Shaily Engineering Plastic Limited Company.

#### 6. Data Collection:

Primary data will be collected through semi-structured questionnaires administered by the HR manager. Secondary data will be gathered from internet sources, newspapers, and journals.

#### 7. Sampling:

The sampling size will be determined based on the available data collected during the research process.

#### 8. Tools for Data Collection:

Semi-structured questionnaires will be utilized to collect primary data from 50 employees, representing a diverse range of job roles and demographics.

#### 9. Data Analysis:

Statistical tests, including standard deviations and other appropriate analyses, will be conducted using EXCEL and SPSS packages to ensure the reliability and validity of the findings. Additionally, Smart PLS software will be employed to test the conceptual research model using the Partial Least Square method.

By conducting this study, valuable insights into employee job satisfaction levels at Shaily Engineering Plastic Limited Company can be obtained, enabling the organization to address any issues and enhance overall employee well-being and organizational effectiveness.

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### Findings :

1. The majority of respondents, 90% or 45 individuals, are male, indicating a gender imbalance in the sample.
2. 46% (23) of respondents belong to the 20-30 years age group, suggesting that this age bracket is the largest within the sample.
3. 70% (35) of the sample population is married, indicating a significant majority being married.
4. In terms of experience, 40% (20) have less than 5 years, 20% (10) have 5-10 years, and 40% (20) have more than 10 years of experience, showcasing a balanced distribution.
5. 55% (29) of employees stated job satisfaction, while 45% (21) stated dissatisfaction.
6. Majority perceive supervisor's support as "Traditional And Stable," constituting 28% (14) of respondents.
7. 78% (38) stated their organization consists of multicultural employees.
8. Regarding career advancement opportunities, 32% (16) strongly disagree.
9. 58% (29) agreed that their workload is manageable.
10. 76% (38) perceive opportunities for professional growth within the organization.
11. Majority (46%) agreed with a statement, showcasing varied degrees of agreement and disagreement.
12. 82% (41) are satisfied with the company's organizational culture.
13. There are varying perceptions of job security among respondents.
14. 82% (41) are in favor of aligning training programs with organizational values.
15. 76% (38) believe that organizational values positively impact job performance.
16. There are varying perspectives on communication effectiveness within the workplace.
17. 84% utilize the canteen facility for meals.
18. 46% (23) agree that the company significantly influences employee job satisfaction.
19. 76% (38) believe the company provides medical facilities.

20. Majority (42%) agree that the company provides safety facilities.
21. 80% (40) rely solely on income from the organization.
22. Majority (42%) neither agree nor disagree on the influence of organizational culture on teamwork.
23. 92% (46) indicate that the company provides bonuses, while 8% (4) find them insufficient.

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## **SUGGESTIONS :**

Exploring Gender Dynamics in the Workplace:

Given the significant gender imbalance observed in the survey sample, future research could delve deeper into understanding the dynamics of gender representation in the workplace. This research could involve:

1. Conducting a comprehensive gender diversity audit to identify underlying causes of the gender imbalance, such as recruitment practices, promotion policies, and workplace culture.
2. Implementing targeted interventions to address gender biases and promote gender equity in hiring, promotion, and leadership opportunities.
3. Investigating the impact of gender diversity on team performance, innovation, and organizational outcomes to highlight the business case for gender-inclusive practices.
4. Analyzing the experiences of female employees, including their perceptions of workplace culture, career advancement opportunities, and support mechanisms, to identify areas for improvement.

By conducting research in these areas, organizations can gain valuable insights into gender dynamics in the workplace and develop evidence-based strategies to foster a more inclusive and equitable work environment.

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