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A Study on Employee Job Satisfaction in Automotive Chassis Manufacturing Industry

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ABSTRACT:

The aim of the descriptive research study was to investigate the Employee job satisfaction in Engineering (P) Ltd. The employee job satisfaction refers to one's feelings towards one's job. If the employees expectations are fulfilled (or)the employees get higher than what he/she feels satisfied. If the job satisfaction increases organizational commitment will be increased. This result in the higher productivity. The main objectives of the paper are to assess the job satisfaction: to identify the effectiveness of satisfaction. Outcome:- The outcome of the research witnessed that the majority of the respondents are satisfied regarding many aspects in the organization. In the overall, the employees are satisfied in the organization. Research Methodology/Design/Approach:- Researcher developed closed ended structured questionnaire to collect the opinion from various respondents by applying simple random sampling technique. Statistical Tools: - Applied both descriptive and inferential statistics which include: Mean, SD abd various types of charts. Research Limitations/Implications:- The research restricted to only employee job satisfaction in automobile industry. Generalization:- the outcome if the research can be generalized where need arises to assess the employee job satisfaction with said objectives. Type of the Research:- It is a descriptive research design.

KEYWORDS: Job satisfaction, Organizational commitment, productivity.

INTRODUCTION:

Employee job satisfaction refers to the level of contentment and fulfillment an individual experiences in their role within an organization. It encompasses various factors such as work environment, compensation, opportunities for growth relationship with colleagues and superiors and alignment with personal values and goals. High job satisfaction typically correlates with increased productivity. Employee retention and overall organizational success.

REVIEW OF LITERATURE:

Alam sageer (2012). Employee satisfaction is the terminology used to describe whether employees are happy. Contended fulfilling their desires and needs at work. Many measures support that employee satisfaction is a factor in employee motivation, employee goal achievement and positive employee morale in the work place. basically, employee satisfaction is a measure of how happy workers are with their job and working environment. Judge (2001) A qualitative, quantitative review of relationship between job satisfaction is provided. There are seven models which defines the job satisfaction that receives more support than others and it gives conclusive confirmation because of integration in the research. Singhapakdi (2014) Gender disparities on satisfaction was not statistically significant. Males and females chowed neutral result for satisfaction. According to T-test of gender disparities it is confirmed that no significant gender disparity. Wickrama singhe,v (2016) The level of job satisfaction experienced by IT graduates employed full-Time offshore outsourced IT firms, the demographic characteristics that predict job satisfaction, perceptions towards IT firms. Using a cluster random sample of 122 respondents who filled in a questionnaire and a person correlation coefficient, the established the gender and tenure are significant in job satisfaction Smerek(2007) Different empirical studies relating to personal characteristics to job satisfaction. the higher level self esteem and general self-effianacy lead to higher work satisfaction. Having an internal control leads higher job satisfaction.

OBJECTIVES OF THE STUDY:

1.To assess job satisfaction levels among employees across department in the organization.
2.To Identify key factors influencing on employee job satisfaction in the company.
3.To evaluate the impact of job satisfaction employee performance in the organization.
4.To recommend strategies to enhance job satisfaction in the organization.

SCOPE OF THE STUDY:

The Scope of the Study Provide an overview of the specific focus and boundaries of the study on employee job satisfaction. To find out the practical difficulties involved in satisfaction of employees in the job. The study can be bring out solution of the employee job satisfaction in the organization. The study is to determine the factors influencing satisfaction of employees in the organization.

NEED OF THE STUDY:

High job satisfaction effectively leads to the improved organisational productivity decreased employee turnover and reduce job stress in modern organisation.
Job satisfaction leads to a positive ambience at the work place and essentials to ensure the higher revenues for the organization.

STATEMENT OF THE PROBLEM:

The title A Study on Employee Job Satisfaction.

RESEARCH METHODOLOGY:

Provide an overview of the research methodology section Explain its importance in ensuring the validity and reliability of the study on employee job satisfaction.

DATA SOURCES:

The data sources for an employee job satisfaction. These sources collectively provide a comprehensive view of an employee's job satisfaction.

METHODS OF DATA COLLECTION:

1.Primary Data
2.Secondary Data
1.PRIMARY DATA: I collected the primary data is with in the organization which is provided by the workers in that organization and this information is also known as firsthand information I conducted the questionnaire in the employees.
2. SECONDARY DATA: Collected the information about the employee job satisfaction levels in that organization through the various methods like, journals and magazines this data can be also known as second hand information.
SAMPLE SIZE: Total number of populations are 500

S.no	Options	respondents	percentage
1	Highly dissatisfied	20	17
2	Dissatisfied	35	29
3	Neutral	15	13

Sample size is I have taken the sample size of 120 individual sample size
SAMPLING TECHNIQUES: I conduct Stratified Random Sampling for sample size. It comes under probability sampling. where the population is defined in that time the probability sampling is using.

## DATA ANALYSIS AND INTERPRETATION:

1.How do you satisfied with your current job overall?
Job satisfaction: The main objectives of this entity job satisfaction is to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction of employee.

Table:1: opinion of Respondents regarding Job satisfaction practices followed in the organization

4	Satisfied	30	25
5	Highly Satisfied	20	17
	Total	120	100

Graph:1: Graphical Representation of opinion of respondents regarding clearly communicated practices followed in the organization
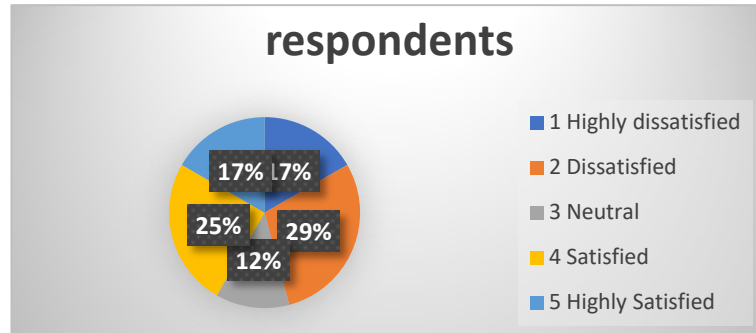
Interpretation: From the above graph:1.2 reveals that out of 120 sample respondents the majority 35(29%)of the respondents are Dissatisfied regarding the Job satisfaction in the organization followed by 30(25%)of the respondents are Highly Satisfied followed by 20(17%) of the respondents are Highly satisfied regarding Job satisfaction followed by the organization followed by 20(17%) of the respondents have shown the Highly Dissatisfied regarding Job satisfaction and 15 (13%)of respondents are Neutral regarding Job satisfaction survey conducted by the organization.

Conclusion: - It is witnessed from the analysis that the majority 35% of the respondents are Dissatisfied with their job on the Organization.

2. How do you satisfied and appreciated in your present role?

Work appreciation: The company culture and how supportive and collaborative everyone seems to be. How the company evaluates your contributions and achievements. It's important for employees to feel that their hard work is being recognized and appreciated, as this can lead to increased job satisfaction and motivation.

Table:2: opinion of respondents regarding contribution & achievements practices followed by the organization

S. No	Options	Respondents	Percentage
1	Highly dissatisfied	15	13
2	Dissatisfied	40	33
3	Neutral	25	21
4	Satisfied	35	29
5	Highly Satisfied	5	4
	Total	120	100

Graph:2: graphical representation of opinion of regarding Job appreciation practices followed in the organization
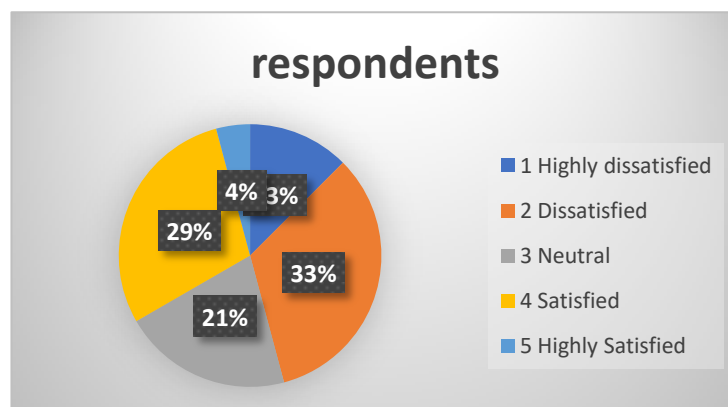
Interpretation: From the above Graph:2.2 reveals that out of 120 sample respondents the majority 40(33%) of the respondents Dissatisfied regarding Job appreciation practices followed in the organization followed by 35(29%)respondents are Satisfied followed by 25(21%)respondents are disagree

Job appreciation practices followed by the organization followed by 15(13%)of the respondents have shown the neutral tendency regarding Job satisfaction practices followed by 5(4%) Highly satisfied regarding Job appreciation practices followed by the organization

Conclusion: - It is witnessed from the analysis that the majority 33% of the respondents are dissatisfied regarding Job appreciation practices followed by the organization.

3. How do you satisfied with the alignment of your job responsibilities with your skills and interests?

Job responsibilities & skills: The functions and responsibilities of the employee has to perform to succeed in the position given by the organization that you are suitable and agreed with you skills and interests.

Table:3: opinion of respondents regarding your job responsibilities with your skills and interests followed by in the organization

S.No	Options	respondents	percentage
1	Highly dissatisfied	20	17
2	Dissatisfied	10	8
3	Neutral	15	13
4	Satisfied	45	38
5	Highly Satisfied	30	25
	Total	120	100

Graph:3: graph representation of opinion of respondents regarding job responsibilities with your skills and interests practices followed by in the organization
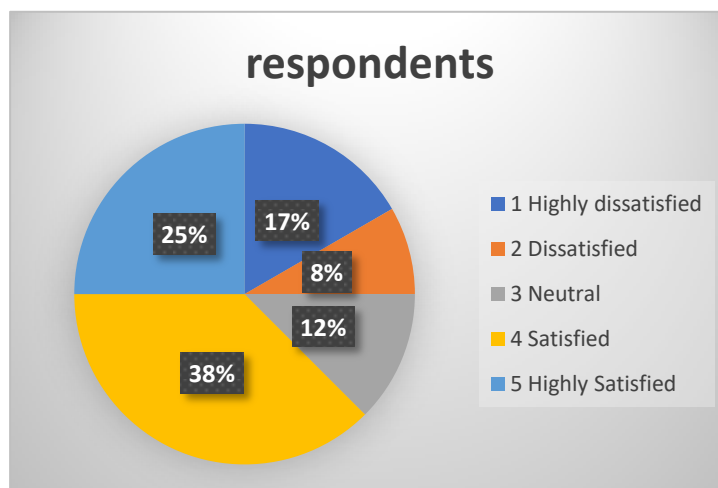
Interpretation: from the above graph :3.2: reveals that out of 120 samples respondents the majority 45(38%)of the respondents are satisfied regarding job responsibilities with your skills and interests practices in the organization followed by 30(25%) of the respondents are Highly dissatisfied followed by 20(17%) of the respondents are Highly satisfied followed by 15(13%)of the respondents are Neutral followed by 10(8%) of the respondents are dissatisfied regarding Job responsibilities followed by the organization

Conclusion: - It is witnessed from the analysis that the majority 38% of the respondents are satisfied regarding Job responsibilities practices followed by the organization.

**4. How do you satisfied with the opportunities for growth and advancement?**

Growth and advancement: Theory and research from disparate areas were integrated to test if satisfaction with growth opportunities would mediate the influence of job- and company-provided development opportunities on citizenship behaviours and employee burnout. Job-provided development opportunities were significantly related to satisfaction with growth opportunities, which, in turn, was related to the citizenship behaviors of interpersonal helping, personal industry, and loyal boosterism and to the burnout dimension of personal accomplishment as to give a chance and responsible and leading person of the organization to grow significantly.

Table:4: opinion of respondents regarding growth and advancement practices followed in the organization

S. No	Options	Respondents	Percentage
1	Highly dissatisfied	30	25
2	Dissatisfied	35	29

3	Neutral	20	17
4	Satisfied	25	21
5	Highly Satisfied	10	8
	Total	120	100

Graph:4: representation of opinion of respondents regarding growth and advancement followed in the organization
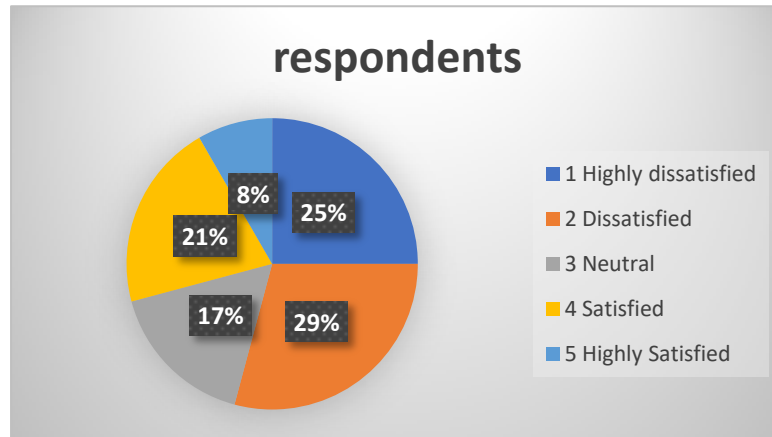
Interpretation: from the above graph:4.2 reveals that out of 120 samples respondents the majority 35(29%) of the respondents are dissatisfied followed by 30(25%) of the respondents are Highly Dissatisfied followed by 25(21%) of the respondents are satisfied followed by 20(17%) of the respondents Neutral followed by 10(8%) of the respondents are Highly satisfied regarding the Growth and advancement practices followed by the organization.

Conclusion: - It is witnessed from the analysis that the majority 29% of the respondents are Dissatisfied regarding Growth and advancement followed by the organization.

5. How do you satisfied with the workplace environment in your department?

Workplace environment satisfaction: Your work environment is made up of all of the elements that can affect your day-to-day productivity, including when, where and how you work. During your career development, you can pursue opportunities that provide a comfortable work environment that promotes your success and aligns with your core values and are we satisfied with it or not.

Table:5: opinion of respondents regarding Workplace environment in the organization

S.No	Options	Respondents	percentage
1	Highly dissatisfied	15	13
2	Dissatisfied	25	21
3	Neutral	10	8
4	Satisfied	40	33
5	Highly Satisfied	30	25
	Total	120	100

Graph:5: graphical representation of opinion of respondents Workplace environment in the organization
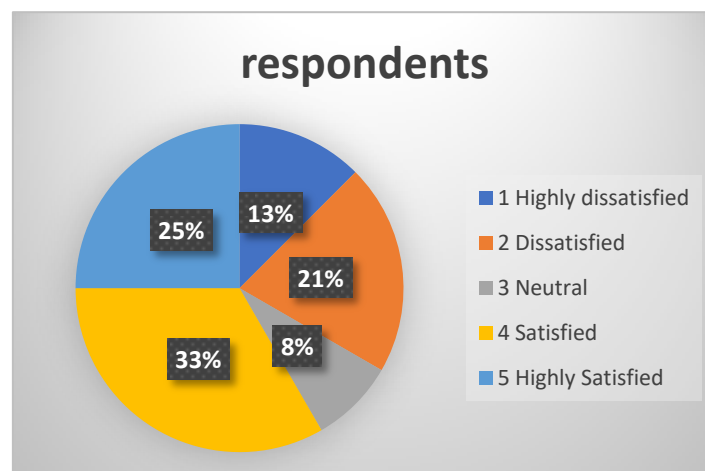
Interpretation: from the above graph:5.2 reveals that out of 120 samples respondents the majority 40(33%) of the respondents are Satisfied followed by 30(25%) of the respondents are highly satisfied followed by 25(21%) of the respondents are dissatisfied followed by 15(13%) of the respondents are Highly dissatisfied followed by 10(8%) of the respondents Neutral regarding the workplace environment satisfaction in the organization.

Conclusion: - It is witnessed from the analysis that the majority 33% of the respondents are Satisfied regarding workplace environment in the organization.

FINDINGS:

- ➢ It is witnessed from the analysis that the majority 33% of the respondents are dissatisfied regarding Job appreciation practices followed by the organization.
- ➢ It is witnessed from the analysis that the majority 38% of the respondents are satisfied regarding Job responsibilities practices followed by the organization.
- ➢ It is witnessed from the analysis that the majority 29% of the respondents are Dissatisfied regarding Growth and advancement followed by the organization.
- ➢ It is witnessed from the analysis that the majority 33% of the respondents are Satisfied regarding workplace environment in the organization.

SUGGESTIONS:

- ➢ From the study it was found that the employees lacked in communication skills, so the organization can give special training on soft skills to the employees.
- ➢ From the study it was found that the most of the employees are not satisfied with their jobs. The company may take employee opinions and conduct surveys and make all employees feel satisfied with their jobs.
- ➢ The company should make all employees to feel that their hard work is being recognized and appreciated, as this can lead to increased job satisfaction and motivation.

CONCLUSION:

This study helps to understand the Employee Job satisfaction in the organization.This study will help identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction.

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