



## A Study on Employee Job Satisfaction Practices in Herbal Pvt Ltd

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### ABSTRACT:

The study aims to examine employee job satisfaction across various dimensions within an organization. It measures level of satisfaction related to job description, salary structure and training opportunities and career development prospects. It also surveys perception of employees on organizational facilities and amenities with respect to overall job satisfaction. After analyzing these factors, the research intention is to provide insights about the important drivers of employee satisfaction and inform strategies for promoting workplace well-being and performance. The outcome of the research is to guide HR policies and practices to cultivate a positive and fulfilling work environment for employees.

Keywords: Job satisfaction, job description, perception and well-being.

### Introduction:

Employee daily duties to organizational policies feel with their employee job satisfaction. The individual employee facilities for improve the productivity and reduce the loses. The Employee leads to achieving of organizational goals and objectives in short span of time .Satisfaction to all aspects of a workplace environment that support the well-being of it's staff include safety , mental health , stress management programs.

Employee satisfaction is a measure of how happy workers are with their job and working environment .There are many factors in improving or maintaining high employee satisfaction. Lack of emotional motivation improve achievement the employees in work place .The satisfaction means full fill with the needs and wants. flexible working hours up-to-date technology. The satisfaction of employee salary opportunities and availability to the promotions.

### Review of literature:

Loher et al. (1985) examined how an employee's perception of fair treatment and just procedures within the organization impacts their overall job satisfaction. Their review found that when employees feel they are treated equitably and have a voice in decisions that affect them, it leads to higher job satisfaction. Ng & Sorensen (2008) looked at the role of organizational culture in shaping job satisfaction levels. Cultures that emphasize innovation, open communication, and employee development tend to foster greater job satisfaction compared to more rigid, hierarchical cultures. Erdogan & Bauer (2005) reviewed how the quality of the leader-member exchange relationship between a supervisor and subordinate influences the subordinate's job satisfaction. They found that employees who have a trusting, respectful relationship with their manager experience higher job satisfaction. Hackman & Oldham (1976) examined job characteristics like skill variety, task identity, task significance, autonomy, and feedback, and their impact on job satisfaction through the Job Characteristics Model. Jobs designed with more of these motivating characteristics lead to greater satisfaction. Eatough et al. (2011) explored the link between work-life balance practices, such as flexible schedules and telecommuting options, and job satisfaction. Their review suggested that organizations offering better work-life balance experience higher employee job satisfaction and retention. Judge et al. (2010) investigated how an employee's core self-evaluations, including self-esteem, self-efficacy, and locus of control, shape their job satisfaction levels. Individuals with more positive self-views tend to experience greater job satisfaction. Kinicki et al. (2002) looked at the role of dispositional factors like positive and negative affectivity in predicting job satisfaction. They found that while situational factors are important, an employee's innate dispositions also play a significant role in their job attitudes. Spector (1997) reviewed how different job stressors, such as role conflict, role ambiguity, and work overload, can contribute to lower job satisfaction levels among employees. Minimizing these stressors is crucial for maintaining high job satisfaction. Morgeson & Humphrey (2006) examined the impact of social characteristics like interdependence, feedback from others, and social support on job satisfaction, in addition to job characteristics. Both sets of factors were found to be important predictors. Jiang et al. (2012) explored how perceived organizational support, or the belief that the organization values their contributions and cares about their well-being, positively influences employee job satisfaction and commitment. Michel et al. (2011) reviewed the role of trait affectivity, or an individual's tendency to experience positive or negative emotions, in shaping job satisfaction levels. Employees with higher positive affectivity generally report greater job satisfaction. Brough & Pears (2004) looked at the impact of workplace bullying, incivility, and interpersonal mistreatment on job satisfaction. Their review found that such negative behaviors significantly decrease employee job satisfaction and well-being.

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**Objectives of the study:**

- To study the satisfaction of the employee with respect to their job description.
- To study the satisfaction of the employee with respect to their salary structure.
- To study the satisfaction of the employee with respect to their training activities and career development in the organization.
- To study the employee job satisfaction towards the facilities.

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**Scope of the study:**

The study is conducted by taking into account only the regular employees of Herbal Pvt Ltd., The casual and contractual employees have not been considered for this purpose. Present study is undertaken by various departments like Mechanical, Electrical H.R, Marketing, production in Herbal Pvt, Ltd.

**Need and importance of the study:** The Employee job satisfaction organization implies the condition of benefits to the employees in the work environment etc. The need for providing such services and facilities, it is showing the responsibilities of organization employee satisfaction implies that providing better work conditions such as:

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**Statement of the problem:**

The title entitled to “A Study on employee job satisfaction practices”

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**Research methodology and design:**

In the process of analyzing data taken descriptive statistical technique tools frequency calculation for using percentage method. The formula of this number of respondents is divisible by total number of respondents the value is multiplied with 100. In the process of analyzing data taken descriptive statistical technique tools frequency calculation for using percentage method. The formula of this number of respondents is divisible by total number of respondents the value is multiplied with 100.

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**Data source:**

Data sources is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypothesis, and evaluate out comes

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**METHODS OF DATA COLLECTION:**

1. Primary Data
2. Secondary Data

**1. PRIMARY DATA:**

Primary data is a type of data that is collected by researchers directly from main sources through interviews, surveys, experiments, etc. Primary data are usually collected from the source—where the data originally originates from and are regarded as the best kind of data in research.

**2. SECONDARY DATA:**

Secondary data refers to any dataset collected by any person other than the one using it. Secondary data sources are extremely useful. They allow researchers and data analysts to build large, high-quality databases that help solve business problems. By expanding their datasets with secondary data, analysts can enhance the quality and accuracy of their insights. Most secondary data come from external organizations.

**Sample size:** Total Number of population is 200

**Sample size:**

I have taken the sample size of 120 individuals

**Sampling Techniques :** I conduct simple random sampling method for sample size. It comes under Probability sampling. Where the population is defined in that time the probability sampling is using.

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**Data analysis and interpretation:****1. Employee facilities:**

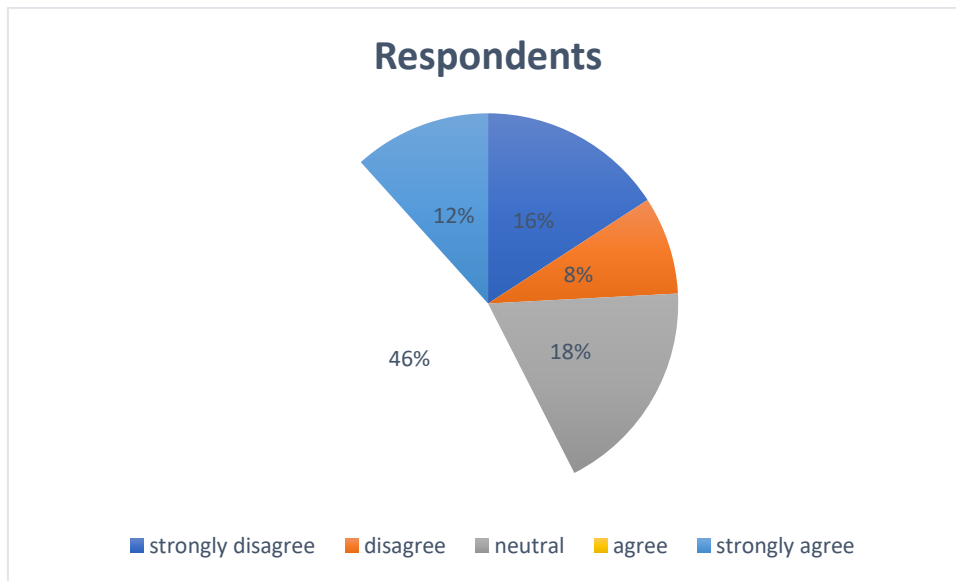
The company providing facilities respect the employee job satisfaction. Employee facilities; Flexible working hours maintain opportunities the

organization. The self-satisfaction of the employee work place facilities. Company up-to-date the salary promotions and opportunities.

**Table-4.1: The opinion of Respondents regarding employee salary structure.**

s.no	opinion	respondents	percentage
1	strongly disagree	19	16
2	disagree	10	8
3	neutral	22	18
4	agree	55	46
5	strongly agree	14	12
	Total	120	100

**Graph:4.1: Graphical Representation of opinion of Respondents regarding salary facility Practices followed in the organization**



**Interpretation:** from the above graph:4.1 reveals that out of 120 sample respondents the majority 42(35%) of the respondents are agree regarding salary facility followed in the organisation followed by 32(27%) of the respondents are strongly agree 12(10%) of the respondents are dissatisfied regarding salary facility practices followed by the organisation and 25(21%) of the respondents have shown the neutral tendency regarding salary facility followed by the organisation.

**Conclusion:** It is witnessed from the analysis that the majority 62% of the respondents are satisfied regarding salary facilities followed by the organization.

## **2.The employee have access to nutritious, hygienic and affordable meals or snacks in the canteen during water working hours.**

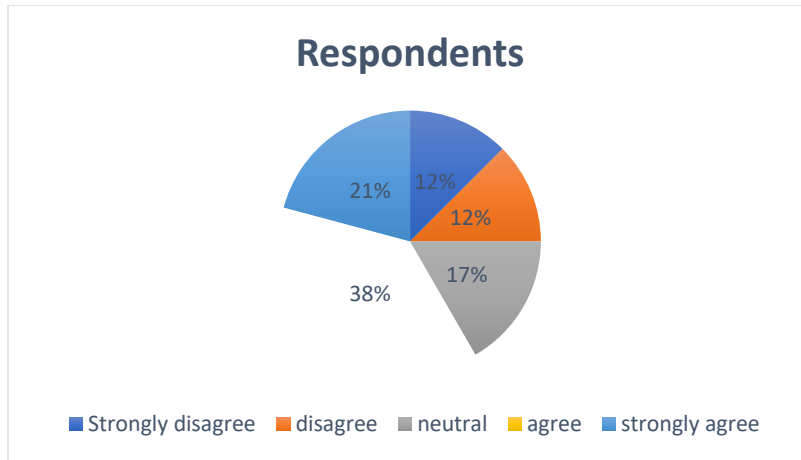
**Nutritious, hygienic and affordable meals or snacks in the canteen:** Our menu is carefully curated to include wholesome options that cater to different dietary preferences and requirements. Each meal is prepared using fresh ingredients and follows strict hygiene standards to ensure food safety. We believe that access to nutritious and affordable meals is essential for maintaining energy levels and promoting overall wellness among our workforces. Therefore, our canteen facilities strive to provide balanced and delicious options that fuel productivity and support the health of our employees.

**Table:4.1: Opinion of Respondents regarding Nutritious, hygienic and affordable meals or snacks in the canteen Practices followed in the organization.**

S.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Strongly disagree	15	13
2	disagree	15	13
3	neutral	20	17
4	agree	45	38
5	strongly agree	25	21

	total	120	100
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**Graph:4.1: Graphical Representation of opinion of Respondents regarding Nutritious, hygienic and affordable meals or snacks in the canteen Practices followed in the organization**



**Interpretation:** from the above graph:4.1 reveals that out of 120 sample respondents the majority 55(46%) of the respondents are agree regarding nutritious, hygienic and affordable meals or snacks in canteen facilities measurable practices followed in the organisation. Followed by 14(12%) of the respondents are strongly agree 19(16%) of the respondents are dissatisfied regarding canteen facilities followed by the organisation and 22(18%) of the respondents have shown the neutral tendency regarding canteen facility followed by the organisation.

**Conclusion:** It is witnessed from the analysis that the majority 58% of the respondents are agree regarding canteen facilities followed by the organisation.

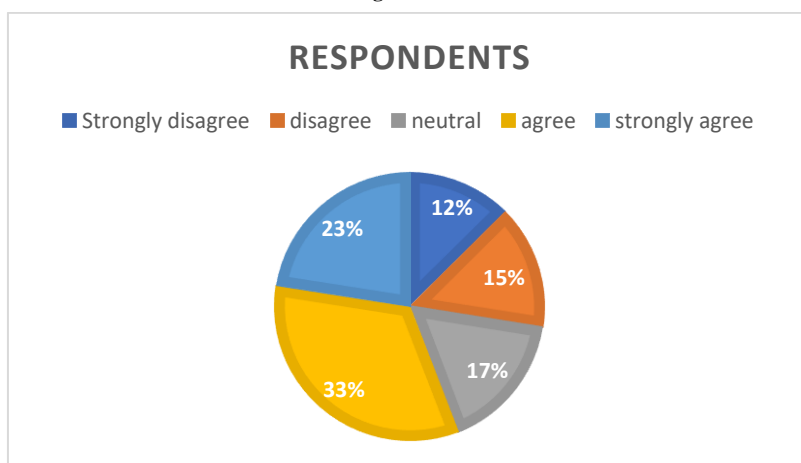
**3.The company training and career development activities to providing the employee facilities.**

**Training and development facilities:**The company employee improve the motivate training programs activities and career development assessments of the employee working environment.

**Table:4.1: Opinion of Respondents regarding training and career development activities to providing facilities followed in the organization.**

S.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Strongly disagree	15	13
2	disagree	18	15
3	neutral	20	17
4	agree	40	33
5	strongly agree	27	23
	TOTAL	120	100

**Graph:4.1: Graphical Representation of opinion of Respondents regarding training and career development activities followed in the organization**



**Interpretation:** from the above graph:4.1 reveals that out of 120 sample respondents the majority 45(38%) of the respondents are agree regarding training facilities followed in the organisation by 25(21%) of the respondents are strongly agree 15(13%) of the respondents are dissatisfied regarding

sanitation facilities measurement practices followed by the organisation and 20(17%) of the respondents have shown the neutral tendency regarding sanitation facilities followed by the organization.

**Conclusion:** It is witnessed from the analysis that the majority 78% of the respondents are agree regarding sanitation facility followed by the organisation.

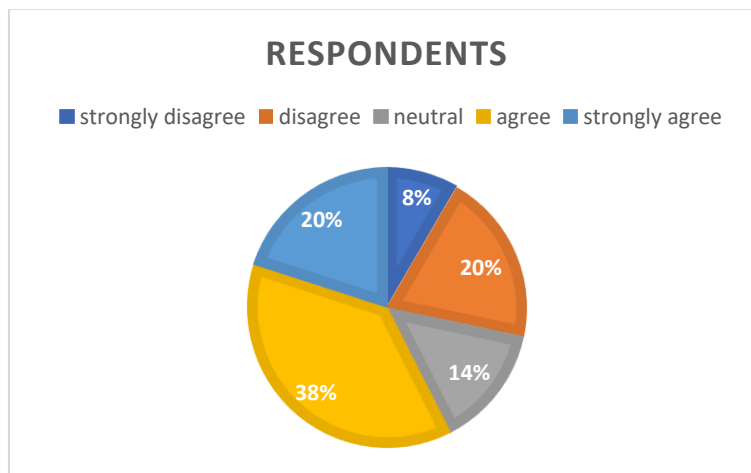
#### 4.The company of employee job satisfaction level providing the facilities for male and female.

**Job satisfaction level :** company prioritizes the provision of clean, modern, providing the high level of satisfaction the job of development activities. employee satisfactory performance to promoting followed by the organization.

**Table:4.1: Opinion of Respondents regarding employee job satisfaction level facility followed the organization.**

s.no	opinion	respondents	percentage
1	strongly disagree	10	8
2	disagree	24	20
3	neutral	17	14
4	agree	45	38
5	strongly agree	24	20
	total	120	100

**Graph:4.1: Graphical Representation of opinion of Respondents regarding job satisfaction level employee facility followed in the organization**



**Interpretation:** The above graph:4.1 reveals that out of 120 sample respondents the majority 40(38%) of the respondents are agree regarding employee job satisfaction level followed by the organization. Followed 27(23%) of the respondents strongly agree 18(15%) of the respondents are dissatisfied regarding job facilities followed by the organization and 20(17%) of the respondents have shown the neutral tendency regarding employee job facility followed by the organisation.

**Conclusion:** It is witnessed from the analysis that the majority 58% of the respondents are agree regarding employee job level facilities followed by the organisation.

#### 5.The company maintains employee availability to the freedom and good communication skills from the organization.

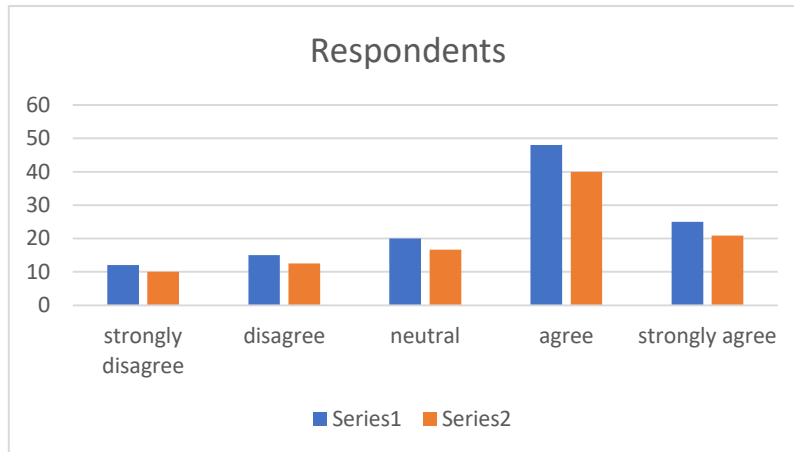
**Freedom and Good communication skills:** The employee feel freedom level of the organization one person to another persons maintain good communication and coordination and also cooperation skills. Good relationship maintain the employee to employee and employer to employer any kind of situation organizational workplace.

**Table:4.1: Opinion of Respondents Employee freedom and communication skills followed in the organization.**

s.no	opinion	respondents	percentage
1	strongly disagree	12	10
2	disagree	15	13
3	neutral	20	17
4	agree	48	40
5	strongly agree	25	21

	<b>total</b>	<b>120</b>	<b>100</b>
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Graph:4.1: Graphical Representation of opinion of Respondents regarding Employee freedom and communication skills followed in the organization



**Interpretation:** from the above graph: 4.1 reveals that out of 120 sample respondents the majority 45(38%) of the respondents are agree regarding Employee freedom and communication skills followed in the organisation followed by 24(20%) of the respondents are strongly agree 24(20%) of the respondents are dissatisfied regarding Employee freedom and communication skills followed by the organisation and 17(14%) of the respondents have shown the neutral tendency regarding Employee freedom and communication skills followed by the organisation.

### Conclusion:

It is witnessed from the analysis that the majority 58% of the respondents are agree regarding freedom and communication skills followed by the organisation.

### Findings

1. majority 62% of the respondents are satisfied salary structure facilities followed by the organization.
2. 58% of the respondents are agree regarding training and career development activities to providing facilities followed by the organization.
3. 78% of the respondents are agree regarding employee job satisfaction level facility followed by the organisation.
4. 58% of the respondents are agree regarding freedom and good communication skills facilities followed by the organisation.
5. 58% of the respondents are agree regarding possibility of correct timings followed by the organisation.

### Suggestions:

- The Management availability to the limited distance of housing facility.
- The additional leaves providing facility.
- Conducting the awareness program facility.
- Rest room and drinking water facility has to be sufficiently provided.
- Updated the salary increment facility.
- Improve the effective leadership quality development.

### Conclusion:

Employee job satisfaction are advocated to maintain a strengthen manpower both physically and mentally. The study of various satisfaction level brings into light that the present measures taken by the company. The improvement in working condition is suggested to improve effectiveness of the employee satisfaction level like salary increment Facilities, canteen facility, drinking water, rest rooms and housing facilities, training and development facility, performance of the promotions, motivate to the skill gap assessments, possibility of time maintains which in turn would build the morale and increase the productivity of the employees.

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