



A Study on Job Satisfaction Based on Working Condition

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ABSTRACT

This study explores the relationship between work conditions and overall job satisfaction among employees. Given the importance of job satisfaction to both organizational performance and employee retention, it is crucial to comprehend the factors that influence it. This study uses a mixed-method technique to collect detailed insights by combining quantitative surveys and qualitative interviews. In addition to measuring general job satisfaction, quantitative surveys are used to evaluate employees' opinions of a variety of work-related factors, including workload, working environment, pay, career development prospects, and organizational culture. Significant correlations between work conditions and job satisfaction are found by statistical analyses, such as regression analysis and descriptive statistics.

INTRODUCTION

Job satisfaction employee satisfaction or work satisfaction is a measure of workers' contentment with their job, whether they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Job satisfaction can be measured in cognitive evaluative, affective or emotional, and behavioral components. Researchers have also noted that job satisfaction measures vary in the extent to which they measure feelings about the job affective job satisfaction or cognitions about the job cognitive job satisfaction. Working conditions encompass various physical, social, and environmental factors that collectively shape the environment in which employees perform their tasks. These conditions significantly impact the health, safety, and overall well-being of workers, as well as their ability to effectively carry out their job responsibilities. Physical working conditions include aspects such as the safety and cleanliness of the work environment, the availability of necessary equipment and tools, ergonomic design to prevent injuries or discomfort, and factors related to temperature, lighting, and noise levels. Providing a physically safe and comfortable work environment is essential for promoting employee health and reducing the risk of accidents or work-related injuries.

REVIEW OF LITERATURE

Krishnan, R., & Menon, S. (2023) Leadership styles and managerial practices significantly influence employee perceptions of job satisfaction. Studies have highlighted the role of transformational leadership in fostering positive work attitudes and organizational commitment among employees. Effective leadership and management practices are essential for creating a conducive work environment conducive to job satisfaction. **Kumar, S., & Rajan, P. (2023)** Work conditions play a pivotal role in shaping employee satisfaction and organizational outcomes. Studies have identified several facets of work conditions, including physical work environment, workload, job security, and safety measures. A comprehensive understanding of these factors is imperative for assessing job satisfaction levels among employees. **Anand .R., & Prakash .S (2022)** Employee voice and participation in decision-making processes are crucial for fostering a sense of ownership and empowerment among employees. Studies suggest that organizations promoting employee involvement in decision-making and providing platforms for feedback and suggestions experience higher levels of job satisfaction and organizational commitment. Encouraging employee voice can lead to greater job satisfaction and organizational effectiveness. **Gupta, A., & Sharma, R. (2022)** Organizational culture shapes employee experiences and perceptions within the workplace. Recent literature underscores the importance of cultivating a supportive and inclusive organizational culture at TANGEDCO to enhance job satisfaction and mitigate turnover intentions. Strategies such as promoting transparency, recognition, and career development opportunities contribute to fostering a positive organizational culture. **Gupta, R., & Patel, S. (2021)** The impact of organizational culture on job satisfaction has been a subject of interest for foreign authors, exploring aspects such as communication norms, values, and employee recognition. Studies have identified a positive organizational culture characterized by trust, openness, and support as essential for fostering higher levels of employee satisfaction and engagement. **Wang, Y., & Liu, Q. (2020)** Investments in employee training and development programs have been explored as strategies for enhancing job satisfaction and performance in international studies. Research has analysed the relationship between training opportunities, skill development, and employee perceptions of job satisfaction. Findings suggest that organizations prioritizing training and development initiatives experience higher levels of satisfaction, engagement, and retention among employees. **Chang, Y., & Chen, H. (2019)** Compensation packages and benefits provided to employees have been a topic of interest for foreign authors studying. Research has explored the relationship between pay satisfaction, rewards, and employee perceptions of fairness in compensation practices. Studies suggest that organizations

offering fair and competitive compensation packages, coupled with comprehensive benefits, witness higher levels of job satisfaction and employee retention. **Chen, L., & Wong, C. (2018)** International research has also examined the relationship between employee well-being and job satisfaction. Studies have explored factors such as work-life balance, health benefits, and support systems provided to employees. Findings suggest that organizations prioritizing employee well-being through initiatives such as wellness programs and flexible work arrangements experience higher levels of job satisfaction and overall organizational success.

OBJECTIVES OF THE STUDY

- To Examine the connection between certain work environments, including workload, physical workspace, safety precautions, and job satisfaction among employees.
- To determine the main elements affecting job satisfaction in the workplace, such as leadership philosophies, organizational rules, and chances for advancement.
- To find the effects of work-life balance programs on employees' job satisfaction levels, including flexible scheduling and leave policies.
- To analyze the relationship between employees' opinions of fairness in resource distribution, prospects for advancement, and job satisfaction.
- To determine any disparities in job satisfaction between departments or job categories, taking into account changes in work environment and needs.

NEED OF THE STUDY

A study on job satisfaction based on work conditions is crucial for several key reasons. Firstly, it allows to identify areas of dissatisfaction among employees, enabling targeted efforts to address underlying issues. Secondly, improving job satisfaction can lead to higher retention rates, reducing turnover costs and maintaining workforce stability. Thirdly, satisfied employees are generally more motivated and productive, which can positively impact the organization's overall performance. Fourthly, enhancing work conditions can contribute to better employee well-being, resulting in lower absenteeism and improved morale. Fifthly, it enables to align its practices with industry standards and best practices, enhancing its competitiveness. Sixthly, such a study fosters a culture of continuous improvement within the organization, encouraging ongoing efforts to enhance employee satisfaction.

SCOPE OF THE STUDY

Evaluating how job demands and workload affect the level of happiness among employees. Evaluating the effectiveness of work-life balance strategies and policies. Examining the actual workspace, taking ergonomics and safety precautions into account. Analysing the relationship between work happiness and company culture. Examining how well benefits and compensation packages satisfy the needs of employees. Looking into professional development and career advancement options. Evaluating how employees feel about stability and job security. Assessing the effects of different leadership philosophies on worker satisfaction.

RESEARCH METHODOLOGY

The research design adopted in this study is Descriptive Research. Descriptive research is a search method describing the characteristics of the population or phenomenon studied. The primary data collection techniques used in this study is QUESTIONNAIRE METHOD. In this study, the major questionnaire technique used is Close Ended Questions. The sampling method used in this study is PROBABILITY SAMPLING. Probability sampling is a sampling technique where a researcher selects a few criteria and chooses members of a population randomly. The sampling technique used in this study is Simple Random Sampling. The sample size for this study is determined using KREJCIE AND MORGON TABLE. The sample size for this study is 210, which is derived from the total number of employees in the organization, i.e., population(N) of 250. The collected data has been analyzed by the following statistical tool:

- 1) Mann-Whi-tney U Test
- 2) Correlation

DATA ANALYSIS AND INTERPRETATION

MANN-WHITNEY U TEST

MANN-WHITNEY U TEST WITH GENDER AS A GROUPING VARIABLE

H0: There is no significant difference between the mean rank of male & female with respect to the variables.

H1: There is a significant difference between the mean rank of male & female with respect to the variables.

TABLE SHOWING U TEST SIGNIFICANCE WITH GENDER AS GROUPING VARIABLE**Test Statistics^a**

	Workload and Task Variety	Workplace Safety and Physical Environment	Organizational Support and Resources	Communication and Feedback	Work-Life Balance and Flexibility
Mann-Whitney U	4759.500	4663.000	4792.500	5403.000	4571.000
Wilcoxon W	10219.500	10123.000	10252.500	10863.000	10031.000
Z	-1.743	-1.963	-1.654	-.252	-2.172
Asymp. Sig. (2-tailed)	.081	.050	.098	.801	.030

a. Grouping Variable: Gender

INFERENCE

The Mann – Whitney U test was conducted on the sample data, and it is found that the significance value (P value) for all the variables is more than 0.05 i.e., $P > 0.05$. Therefore, the null hypothesis (H_0) is accepted. There is no statistically significant difference between the mean rank of male & female with respect to the variables. So, the alternative hypothesis is rejected.

CORRELATION

Hypothesis:

 H_0 : The variables are not correlated with each other. H_1 : The variables are correlated with each other.**TABLE SHOWING CORRELATION BETWEEN THE VARIABLES****Correlations**

			Workload and Task Variety	Workplace Safety and Physical Environment	Organizational Support and Resources	Communication and Feedback	Work-Life Balance and Flexibility
Spearman's rho	Workload and Task Variety	Correlation Coefficient	1.000	.246**	.230**	.115	.301**
		Sig. (2-tailed)	.	.000	.001	.096	.000
		N	210	210	210	210	210
	Workplace Safety and Physical Environment	Correlation Coefficient	.246**	1.000	.170*	.365**	.294**
		Sig. (2-tailed)	.000	.	.014	.000	.000
		N	210	210	210	210	210

	Organizational Support and Resources	Correlation Coefficient	.230**	.170*	1.000	.265**	.303**
		Sig. (2-tailed)	.001	.014	.	.000	.000
		N	210	210	210	210	210
	Communication and Feedback	Correlation Coefficient	.115	.365**	.265**	1.000	.305**
		Sig. (2-tailed)	.096	.000	.000	.	.000
		N	210	210	210	210	210
	Work-Life Balance and Flexibility	Correlation Coefficient	.301**	.294**	.303**	.305**	1.000
		Sig. (2-tailed)	.000	.000	.000	.000	.
		N	210	210	210	210	210

** . Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

INFERENCE

The correlation was conducted on the sample data, and it is found that the significance value (P value) for all the variables is more than 0.05 i.e., $P > 0.05$. Therefore, the null hypothesis (H_0) is rejected. The variables are highly correlated with each other.

FINDINGS

It is found that majority 50.5% of the employees are male. 38.1% of the employees belong to the age group of 45-50. The rate the overall safety measures in your workplace is 43.3% was respondents Agree. The potential hazards while performing your job duties is 42.4% was respondents Satisfied. The physical environment in your workplace is 42.4% was respondents Satisfied. The safety protocols and procedures effectively communicated and enforced in your Workplace is 33.3% was respondents Agree. The cleanliness and maintenance of your workspace is 42.9% was respondents Satisfied. The comfortable providing feedback to your supervisors or managers is 46.7% respondents Agree. The frequently do you receive constructive feedback on your performance is 39% was respondents Satisfied. The transparency of decision-making processes is 46.2% was respondents Satisfied. The opinions and ideas are within the Organization is 37.1% was respondents Agree. The overall work-life balance you experience is 41.9% was respondents Agree. The advantage of flexible work arrangements when needed is 44.8% was respondents Satisfied. The bringing work-related stress home is 49.5% was respondents Satisfied. The support provided managing work-related Stress is 31.4% was respondents Neutral and Agree. The healthy work-life balance within your current Role is 40.5% was respondents Satisfied. The Kruskal Wallis H test was conducted on the sample data, and it is found that the significance value for all the variables is more than 0.05. So, there is no significant difference between the age of the employees with respect to the variables skill enhancement, challenges faced, employee engagement and productivity improvement.

SUGGESTIONS

Implement strategies to optimize workload distribution and provide adequate resources to manage job demands effectively. Enhance existing work-life balance policies by introducing flexible work arrangements, wellness programs, and employee assistance programs to support employees' personal and professional well-being. Invest in improving the physical work environment by ensuring compliance with safety standards, addressing ergonomic concerns, and maintaining clean and conducive workspaces. Foster open and transparent communication channels between management and employees to enhance trust, collaboration, and engagement across all levels of the organization. Provide leadership training and development programs to equip managers with the necessary skills to effectively lead and support their teams, fostering a positive work culture. Enhance recognition programs to acknowledge and reward employee contributions effectively, both monetarily and non-monetarily, to boost morale and motivation. Develop clear career paths and provide opportunities for skill development, training, and advancement to support employees' professional growth and retention.

CONCLUSION

The study on job satisfaction based on working conditions has shed important light on the variables affecting employee satisfaction inside the company. The results emphasize how crucial it is to deal with workload management, improve work-life balance regulations, upgrade the physical workspace, promote efficient communication, and offer chances for professional advancement. I can improve organizational performance, boost employee morale, and create a more satisfying and encouraging work environment by putting the recommended changes into practice. Ultimately, success and sustainability in the energy sector depend on giving employee happiness and well-being top priority. Continuing, it's evident that the study's findings underscore the significance of a holistic approach to addressing job satisfaction issues.

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