

A Study on Job Satisfaction in Small Scale Industries in Nagapattinam

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Abstract- Having defines the various jobs and describes their contents; the next step is to prescribe the qualities and qualifications for the individuals who are going to perform the tasks. Job specification is concerned only with this aspect. Job specification may be defined as “ the process of determining the requirements sought in the individuals for a given job “It is based on job analysis and job description. Job specification helps to allthose the right man for the right job. Based on the job specification as shown below. The main of this paper to know the various types of job facilities, opportunities provided to the workerto measure the job satisfaction of employees of small scale industries of Nagapattinam Block and find out the causes of dissatisfaction.

I. INTRODUCTION

Job Satisfaction describes how content an individual is with his or her job. The happier people are within their job, the more satisfied they are said to be. Job satisfaction is not the same as motivation, although it is clearly linked. Job design aims to enhance job satisfaction and performance; methods include job rotation, job enlargement and job enrichment. Other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous work positions. Job satisfaction is a very important attribute which of measurement is the use of rating scales where employees report their reactions to their jobs.

II. METHODOLOGY

In this study the researcher applied case study method. Regarding the data about the employee random sampling method was applied 50 number of sample employees were selected and the information collected. The collected information's are analyzed by using statistical techniques. Also some data are collected through websites. The information presented here from the primary data.

III. DATA AND GRAPH ANALYSIS

3.1 Classification of Sample Customer by Sex:Two sample dependence of NREGA has been classified according to the sex and the same is analysis in table No.

Table No - 3.1 Classification of Sample Customer by Sex:

S.No	Gender	No.of.Respondents	Percentage
1.	Male	32	64%
2.	Female	18	36%
	Total	50	100%

Table No – 3.2 Education Qualifications of The Sample Workers Are Analyze

Particulars	No.of.Respondents	Percentage
Upto Primary	17	34%
Upto SSLC	08	16%
Higher Secondary	13	26%
Degree Holder	12	24%
Total	50	100%

Table No – 3.3 Occupations Done by the Worker Analyzed

Particular	No.of.Respondents	Percentages
Farmer	14	28%
Small Vendor	13	26%
Vegetable Vendor	12	24%
Unemployed	11	22%
Total	50	100%

Table No – 3.4 Regular Employment Opportunities Provided To Them Or Not :

This table analyzes employment opportunities provided to the worker.

Particulars	No.of.Respondents	Percentages
Regular	30	60%
At Interval	20	40%
Total	50	100%

Table No – 3.5 Job Satisfactions among Worker

Particulars	No.of Respondents	Percentages
Satisfied	28	56%
Not Satisfied	22	44%
Total	50	100%

Table No – 3.6 Financial Beneficial positions of Employees

Particulars	No. of Respondents	Percentage
Most Beneficial	20	40%
Beneficial	13	26%
Satisfied	10	20%
Not Satisfied	7	14%
Total	50	100%

Table No – 3.7 Work Intervals & Tea Breaks

Particulars	Respondents	Percentage
Satisfied	32	64%
Dissatisfied	18	36%
Total	50	100%

Table No – 3.8 Cardinal Relationships among Workers

Particulars	Respondents	Percentage
Very Good	20	40%
Good	18	36%
Bad	12	24%
Total	50	100%

Table No – 3.9 treatment of Dignity Of Labor in Work

Particulars	No of Respondents	Percentage
Good	18	36%
Satisfied	20	40%
Bad	12	24%
Total	50	100%

Table No – 3.10 Extra Subsidies Given To Workers

Particulars	No of Respondents	Percentage
Yes	36	72%
No	14	28%
Total	50	100%

Table No – 3.11 Motivations

Particulars	No of Respondents	Percentage
Good	25	50%
Bad	5	10%
Satisfactory	20	40%
Total	50	100%

IV. FINDINGS

From table 3.1 reveals that among 50 respondents 80% of the mark male and 20% of the mark female workers education qualification of the sample worker. By table 3.2 reveals that among 40% of the workers are studied up to primary level 40% of them studied up to SSLC level 18% of the worker studied at HSC on only one worker studied degree level. From table 3.3 reveals that among 50% workers 60% of them are small vendor 10% of them are un employed majority at former doing this work at un seasonal time. From table 3.4 reveals that among 50 workers 48% of them express their opinion they are getting work at regularly 2% of them only express getting work at interval basis. From table 3.5 reveals that among 50 persons 70% of them are satisfied with job 30% of the employees are net get satisfied. From table 3.6 reveals that recording financial benefit of an employee's 40% of them feels most beneficial 30% of them feel beneficial 10% of them not satisfied. From table 3.7 reveals that among 50 respondents 80% of them satisfied with internal 20% of them not satisfied with tea breaks. From table 3.8 reveals that among 50 respondents 60% of them very good with work interval 20% of them good with work interval 20% of them bad work interval. From table 3.9 reveals that among 50 respondents 40% of them feels treatment of them is not yet good 30% feels satisfied 30% feel not good. From table 3.10 reveals that among 50 respondents 100% of them feels no additional subsidy available to work. From table 3.11 reveals that among 50 respondents 40% of them feel good 40% of them bad feels 20% them satisfactory.

V. CONCLUSION

Labor is the most Resource for development of any nation. In our country like India Rural Employment is necessary for improve the standard of living of villagers and promotion of their children towards schooling higher education. National Rural Employment Guarantee Act is one of the important opportunities given by the government to promote rural area Industries.