

A Study on Employee Job Satisfaction Level With Special Reference To Uniq Web Tech, Chennai

Rajesh R¹, R.Rengarajan²

¹Dept of MBA

²Assistant Professor,

^{1,2} PRIST School of Business, PRIST University, Thanjavur, India

Abstract- Job happiness (from meeting a need or reaching a goal) refers to one's feelings towards one's job. If the workers expectations are satisfied (or) the workers get higher than what he / she feels made happy (by meeting a need or reaching a goal). If the job happiness (from meeting a need or reaching a goal) increases organization commitment will increase. The main goals of this paper are to test/evaluate the job happiness (from meeting a need or reaching a goal): to identify the effectiveness of job happiness (from meeting a need or reaching a goal) and to find out the (more than two, but not a lot of) factors like personal and organizational factors influencing job happiness (from meeting a need or reaching a goal): to identify the effectiveness of job happiness (from meeting a need or reaching a goal) and to find out the (more than two, but not a lot of) factors like personal and organizational factors influencing job happiness (from meeting a need or reaching a goal) of workers. The study helped in showing the level of happiness (from meeting a need or reaching a goal) of workers with reference to the different factors given in the organization. This study clearly shows that workers under organization are more or less made happy (by meeting a need or reaching a goal) with the job. The organization should think about/believe on the (money paid for working), relationship of workers and supervisors, complaint handling and give more opportunity for the new workers. The suggestion and end/end result are improvement of the system in the company.

I. INTRODUCTION

Job happiness (from meeting a need or reaching a goal) is a person's feelings of happiness (from meeting a need or reaching a goal) on the job, which acts as (desire to do something/reason for doing something) to work. It is not the self-happiness (from meeting a need or reaching a goal), happiness of self-satisfaction and happiness but the happiness (from meeting a need or reaching a goal) on the job. Job happiness (from meeting a need or reaching a goal) from the employee from an employee (way of seeing things / sensible view of what is and is not important) is to earn a good (money paid for working), have job (firm and steady nature/lasting nature/strength), have a steady career growth, get rewards &

recognition and constantly have a new opportunities. Job happiness (from meeting a need or reaching a goal) is defined as the, "pleasant-feeling emotional state resulting the judgment (of value) of one's job as (accomplishing or gaining with effort) or helping the (action of accomplishing or completing something challenging) of one's job values. In contrast job (unhappy disappointment) is defined as "the unpleasurable emotional state of resulting from the judgment (of value) of the one's job as involving disvalues". However, both the perceived relationship between what one perceives it as offering one involving. Job happiness (from meeting a need or reaching a goal) is defined as the, "pleasant-feeling emotional state resulting the judgment (of value) of one's job as (accomplishing or gaining with effort) or helping the (action of accomplishing or completing something challenging) of one's job values. In contrast job (unhappy disappointment) is defined as "the unpleasurable emotional state of resulting from the judgment (of value) of the one's job as involving disvalues". However, both the perceived relationship between what one perceives it as offering one involving.

II. OBJECTIVE OF THE STUDY

- To study the existing JOB SATISFACTION SYSTEM is in the UNIQ WEB TECH company.
- To find out the factors contributing to the job satisfaction of employees.
- To evaluate the job satisfaction levels of employees.
- To find out the factors contributing to dissatisfaction of employees.
- To offer suggestion for improving satisfaction level of employees.
- To identify the areas improvements and suggest measures.
- To know the task identity of can do in the department.
- To know the supervision of the superiors in the departments.
- To know the work environment in the department.

III. SCOPE OF THE STUDY

- The scope of the study is limited to UNIQ WEB TECH.

- This study is based on purely with primary data.
- The study is to ascertain facts relating to job satisfaction.
- The study involves all the members of the members of the company for the survey.

IV. LIMITATIONS OF THE STUDY

- Due to non-availability of some employees it is not possible to
- conduct the survey for all the employees.
- For not undergoing the training programs in the present period, some superior officers have not cooperated for the survey.
- The study was conducted taking only the random samples and not departments as a whole.
- The study was conducted for a limited period.
- Employees are interested in answering the questions.
- There is no compulsion on the part of the department to accept my suggestions.
- The employees are not answer for some questions due to various reasons.
- The some of the employees may fear about giving suggestion to the department.

V. NEED OF THE STUDY

The important for the department to understand the employees perception. Perception is reality. Executive development in any department plays a vital role Keeping this idea in view, the study is designed to compute the executive development training program of UNIQ WEB TECH company, with relevance to their human resources policies. The human resources department should attempt to obtain the agreement of line management in respect of needs and objectives of programmer. A choice has to be made among different kinds of job satisfaction judiciously. The HR department has to examine the plans of other departments as well as other department relevant literature in the fields to formulate the most suitable plan for job satisfaction programmer. A current inventory can be made only through a valid job satisfaction process that shows those who have been performing well. Future human resources projections must be based on assessment the potential of the employees, Which indicates by the job satisfaction process.

- Any organizations to be effectively performed should have sound HR policy. A sound job satisfaction employees.
- Good relations between employees and employer.
- Good relations among staffs and management.

- Highly developed mechanism for individual development.

VI. RESEARCH METHODOLOGY

RESEARCH DESIGN:

Research way(s) of doing things is an (act of asking questions and trying to find the truth about something) through search for a new facts in any branch knowledge. A study on happiness (from meeting a need or reaching a goal) level of workers job happiness (from meeting a need or reaching a goal) level in UNIQ WEB TECH company, Chennai. This part explain the way(s) of doing things used in the study. The way(s) of doing things includes data and sources of data, sample size, area of the study and frame work analysis. This study is based on first (or most important) and secondary data. First (or most important) data have been collected from 100 people who responded through a list of questions covering different groups of people in Chennai city. The secondary data have been collected from different books, magazines, journals, newspapers and websites.

PRIMARY DATA:

The primary data is considered as the fresh hand information collected by the respondent. The primary data is collected by questionnaire. So the primary data is newly or updated current situation of that company. After we collect that data we know the employee job satisfaction level.

SECONDARY DATA:

The secondary data are collected from the company records, journals and the work place. The this type of data are very easily collected by any places. In this secondary data informations are also collected by the help of various websites.

SAMPLING PROCEDURE:

SAMPLE DESIGN:

The sample design used was stratified random sampling. The selection is purely depends upon chance.

SAMPLING UNIT:

The sample was collected from the employees **UNIQ WEB TECH, CHENNAI.**

RESEARCH HYPOTHESIS:

H_0 there is no significant relationship between the AGE and satisfaction level towards WORKING HOURS.

TOOLS USED FOR ANALYSIS:

This part of study is mainly focused on verifying main objectives of the study. Research used SIMPLE PERCENTAGE ANALYSIS, CHI-SQUARE, CORRELATION, REGRESSION AND ONE WAY ANOVA as statistical tool for analysis of data.

(i) CHI SQUARE TEST:

HYPOTHESIS 1:

RELATIONSHIP BETWEEN THE AGE AND SATISFACTION LEVEL TOWARDS WORKING HOURS:

STATISTICAL INFERENCE:

$$C.V=6.8107$$

$$T.V=9.488$$

$$C.V < T.V$$

NOT SIGNIFICANT

HO (NULL HYPOTHESIS):

There is no significant relationship between AGE of the respondents and satisfaction level towards WORKING HOURS.

HA (ALTERNATIVE HYPOTHESIS):

There is a significant relationship between AGE of the respondents and satisfaction level towards WORKING HOURS.

$$\begin{aligned} \text{DEGREES OF FREEDOM} &= (r-1)(c-1) \\ &= (5-1)(2-1) \\ &= (4) (1) \\ &= 4 \end{aligned}$$

4 at 5% Level of Significance.

$$C.V < T.V$$

Hence, the Null Hypothesis is accepted, Alternative Hypothesis is rejected.

CONCLUSION:

There is no significant relationship between the AGE and satisfaction level towards WORKING HOURS.

(ii) ANOVA:

NULL HYPOTHESIS:

There is no significant ANOVA between age and the satisfaction level towards working hours.

CONCLUSION:

Calculate F value is 7.92 and F critical value 3.88 so calculate value is more than the table value so null hypothesis is rejected, the alternative hypothesis is Accepted

(iii) CORRELATION:

Calculation value is 0.9050 and so I concluded that there is no significant correlation between rate statement and job satisfaction for progress of the company.

VII. FINDING, SUGGESTION AND CONCLUSION

Findings:

- 40% of the respondents belongs to the age 21-25.
- 64% of the respondents belongs to male.
- 68% of the respondents are unmarried.
- 50% of the respondents are only at the graduation in that company.
- 62% of the respondents peoples are below 5 years in that company.
- 44% of the respondents of the people are less than 4 members.
- 70% of the respondents are below 25,000 in that company.
- 56% of the respondents are highly satisfied in the company.
- 40% of the respondents are strongly agree for work overload in that company.
- 30% of the respondents are strongly agree with the satisfied working hours in that company.
- 24% of the respondents are highly satisfied with the employee and supervisors in that the company.
- 30% of the respondents are strongly agree with feel to switch over the company.
- 56% of the respondents are highly satisfied with the welfare policies in that company.
- 36% of the respondents are highly satisfied with the team spirit among the co-workers in that company.
- 40% of the respondents are strongly agree with motivated by their supervisors in the company.
- 44% of the respondents are highly satisfied with leave facilities are adequate in that company.

- 36% of the respondents are highly satisfied with the grievance handling procedure is effective in that company.
- 30% of the respondents are strongly agree with the current salary and future earning potential in that company.
- 64% of the respondents are strongly agree with comfortable personal workspace in that company.
- 70% of the respondents are highly satisfied with provision of bonus and incentives in that company.
- 40% of the respondents of the peoples are their colleagues are good relationships with the employees in that company.
- 36% of the respondents are strongly agree with feel free to express their opinion in that the company.
- 20% of the respondents are strongly agree with their jobs are always under the political pressure.
- 40% of the respondents are highly satisfied on different training methods in their departments of that company.

Suggestions:

- The company has to reduce the working hours of the employees.
- The company need to concentrate to focus on employee salary.
- Company need to provide a more comfortable work space for each employees.
- The company has to improve the welfare facilities.
- It is suggested that to improve job rotation in this company.
- It is suggested that to improve the involvement of employee participation in decision making program in the organization.
- It suggested that to improve the level of understanding with their boss.
- The company must be concentrated on the employee promotions.
- It is suggested that to improve the climatic condition to be free and cardinal.
- The company may improve the interpersonal relationships among employees.

Conclusion:

The survey found that the job satisfaction among the workers in the company is well maintained still it may increase it by following the above suggestions. The factors like majority of the workers are now only comfortable for his/her jobs in that company. In future it will be definitely changed. Now some of the employees are not satisfied in

his/her jobs. Because some employees are told about their working hours, salary, work overload etc... In the modern world employees consider as an asset. Retaining employees is a big challenging in modern business. The worker's workforce needs to be kept satisfied for retaining & increased productivity.

REFERENCE

- [1] ASWATHAPPA K. (1997). Human Resource Management, 6th edition, Tata McGraw Hill Publication.
- [2] R.S Divide, managing human resource, personnel management in India enterprises, 2nd edition, Wesley publication.
- [3] Manoj kumar sarkar, personnel management, 1st edition 2000, crest publishing house.
- [4] Gary D essler, Human Resource Management 11th edition.
- [5] http://en.wikipedia.org/wiki/job_satisfaction.
- [6] www.linkedin.in.com
- [7] www.job_satisfaction.com