

A Study on Job Satisfaction Level of Employees In GHCL

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Abstract- Employee job satisfaction refers to worker feelings towards the duty. worker expectation are consummated, they feel that their job is totally glad. the worker job satisfactions improve the involvement of staff, increase the productivity, work setting rate and effectiveness within the organization. Organization takes the responsibility for the worker job satisfaction. This study analyse the worker job satisfaction in study units. during this study sample size is ninety. the information is collected through form wherever the research worker and respondent face to face by mistreatment proportion analysis and chi-square check.

Keywords- work environment, productivity, efficiency, employee job satisfaction

I. INTRODUCTION

A worker job satisfaction survey was conducted to all or any the department of staff to live the worker job satisfaction. It helps to assess the staff however the department providing smart operating surroundings to their job. Job satisfaction depends on individual read, involvement of staff, relationship with colleague within the organization. Employee's expectations area unit job security, smart pay, promotion, career growth, work life balance, safety, training, chance, rewards and recognition. Worker receiving the survey tried and true following statements that specific their expectation within the organization.

The necessary element within the method of achieving the mission and vision of a business. staff ought to meet the performance to confirm the standard of their work. to satisfy the standards of organization, staff want a operating surroundings that permits them to figure freely cleanly that will restrain them from performing arts upto the amount of their full potential. the target of this analysis is to analyse the impact of operating surroundings on worker job satisfaction. Job satisfaction could be a general angle :

- (i) specific job factors;
- (ii) individual characteristics;
- (iii) cluster relationship outside the task.

II. REVIEW OF LITERATURE

1.Dr.P.K.Mishra (2013) best-known that the task satisfaction is barely done by that employees scan towards their job issue. such factors capsulate employee personal factors (sex, education, age) employee's outlet at intervals the organization activity and their contribution to the task satisfaction.

2. Alexandra Hajdukova, jarmilaklementova(2014) it terminated that one individuals behaviour in operational shows the number of job satisfaction. the number of job satisfaction to boot primarily based upon individual age. Compared to the lower age, higher age has can increase with their job satisfaction.

3. Dr. subhasish chatterjee, Dr.smritipriya (2016) Determined that employee has pay and profit for his or her job satisfaction. employee relationship to boot essential for a company success. employee involvement to boot play a vital role for job satisfaction.

4. R.Nagabhavyasree, R.Satyavathi (2017) advocate that good operational setting condition winds up within the organization success. It to boot can increase the productivity, employee's job satisfaction, regulation. If there is a nasty operational setting the employee doesn't appear to be happy and to boot there probable capability is not used for organization goals.

5. M.shaju & D.shubashini (2017)In a awfully study analysed that there is a want for relationship between performance, analysis and job satisfaction. there is a further job satisfaction distinguished in high ranking position (ie.Supervisors). and there is a less job satisfaction distinguished in employees. The organization can also adopted for a additional sturdy performance management system.

6. Mr.M.Ganeshan & Drt. M. K. Durgamani & Dr. R. Renuka (2018) They terminated that job is crucial for everyone life. Job places a positive and negative in everyone's life. whether or not or not it is a positive it provides peace for employee. whether or not or not it's negative it affects every

physically and mentally to the employees. The task satisfaction to boot supported relationship with a co-workers and managers. therefore organization got to take responsibility to their employees for job satisfaction.

7. Dr.mohammedabuhashesh&Dr.Raudal-dmour & Dr. Raed Masadeh (2019) They advocate that the good operational condition not primarily based upon the setting. It's only supported that employee personal interest toward the task. end of the day employee is degree necessary for a company to exaggerated productivity, profit and efficiency. as a results of they have heap of skills which they ar intimate person to inspire the new employees.

8.Potineniswapna&Dr.P. Narayanamma(2019) Determined that there is a want for increase the involvement level of employees towards the task satisfaction. It to boot supported operational setting. It to boot shrink turnover.

9.Mrs.Kanimozhli&Dr.A.Rajmohan(2019) suggested that job satisfaction is combined with a individual motivation and there nature of relationship. Job satisfaction capsulate every positive and negative feeling. presently a day's job satisfaction encompasses a pleasant impact degree financial compensation.

10.Rashikakarunarathna (2019) they terminated that the link between quality of employee and leader is crucial for a company and to boot necessary welfare of the society. Most of the higher structure success leads because of their employee job satisfaction.

III. RESEARCH METHODOLOGY

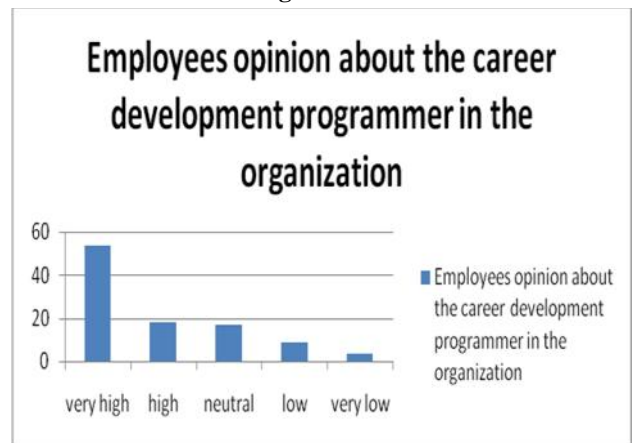
The paper is based on various journal related to employee job satisfaction. The research has two data (primary data, secondary data) Primary data is collected from the employees in study units. Secondary data is collected from previous records, journals, history. They helps to further development of improve job satisfaction.

IV. DATA ANALYSIS AND INTERPRETATION

Table 1: Employee opinion about the career development programmer in the organization.

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	48	53.33
2	High	16	17.77
3	Neutral	15	16.66
4	Low	8	8.88
5	Very low	3	3.33

Figure No:1



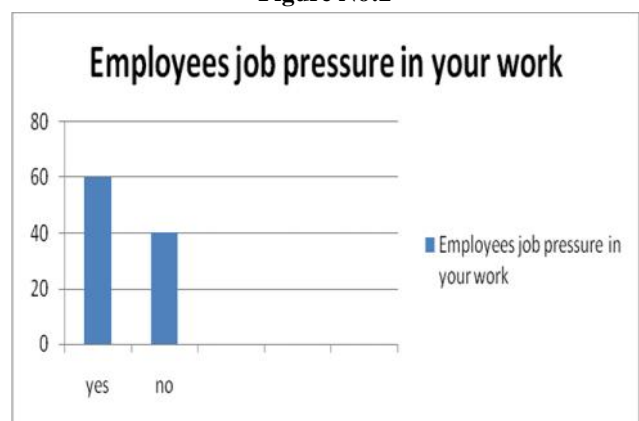
Interpretation:

The above chart shows that employees opinion about the career development programmer in the organization. 53.33% of employees feel very highly satisfied. And 17.78% of employees highly satisfied. Then 16.67% of employees feel satisfaction is neutral. Remaining 8.89% and 3.33% of employees feel satisfaction is low and very low.

Table 2: job pressure in work

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Yes	54	60
2	No	36	40

Figure No:2



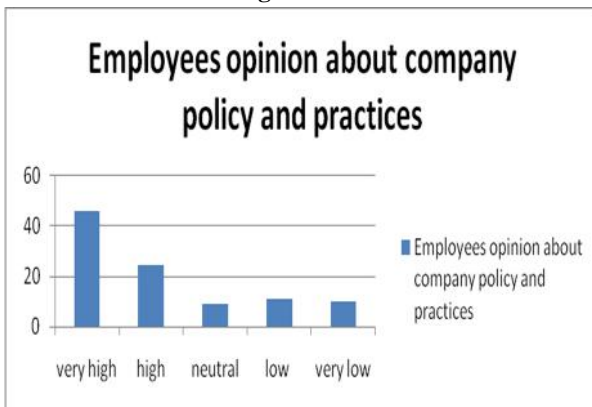
Interpretation:

The above chart shows that employees job pressure in the organization. 60% of employees are feel job pressure. Remaining 40% of employees feel there is no job pressure.

Table 3: Employee opinion about company policy and practices

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	41	45.56
2	High	22	24.44
3	Neutral	8	8.88
4	Low	10	11.11
5	Very low	9	10

Figure No:3



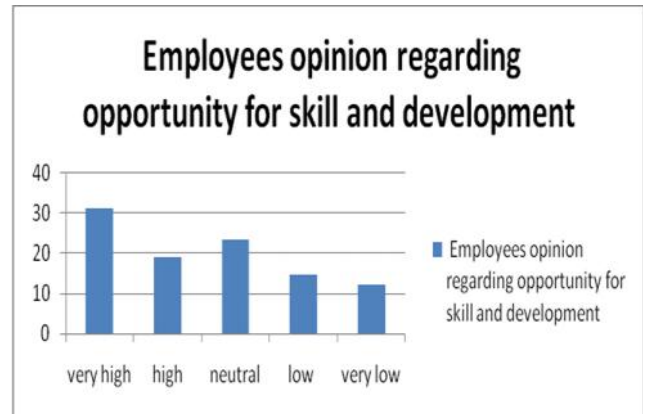
Interpretation:

The above chart shows that employees opinion about the company policy and practices.45.55% of employees feel very highly satisfied. And 24.44% of employees highly satisfied. Then 8.89%of employees feel satisfaction is neutral. Remaining 11.11% and 10% of employees feel satisfaction is low and very low.

Table 4: Employee opinion regarding opportunity provided for skill and development

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	28	31.11
2	High	17	18.88
3	Neutral	21	23.33
4	Low	13	14.44
5	Very low	11	12.22

Figure No: 4



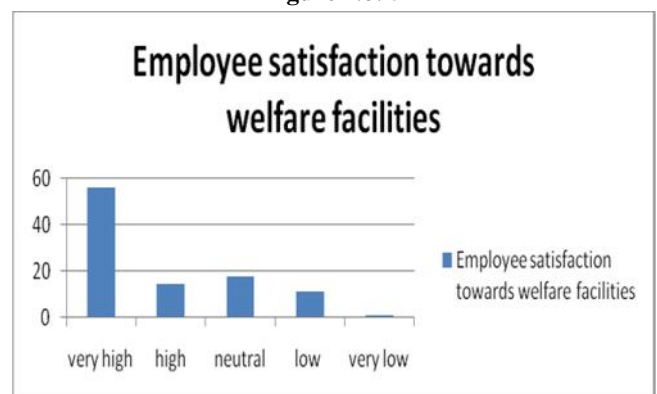
Interpretation:

The above chart shows that employees opinion regarding opportunity provided by the organization for skill & development. 31.11% of employees feel very highly satisfied. And 18.89% of employees highly satisfied. Then 23.33%of employees feel satisfaction is neutral. Remaining 14.44% and 12.22% of employees feel satisfaction is low and very low.

Table 5: Employee satisfaction towards welfare facilities provided by the management

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	50	55.55
2	High	13	14.44
3	Neutral	16	17.77
4	Low	10	11.11
5	Very low	1	1.11

Figure No: 5



Interpretation:

The above chart shows that employees satisfaction towards welfare facilities provided by the management. 55.55% of employees feel very highly satisfied. And 14.44% of employees highly satisfied. Then 17.78%of employees feel

satisfaction is neutral. Remaining 11.11% and 1.11% of employees feel satisfaction is low and very low.

Table 6: Employee opinion about the participation in decision making in the organization

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	31	34.44
2	High	24	26.67
3	Neutral	18	20
4	Low	11	12.22
5	Very low	6	6.67

Figure No: 6



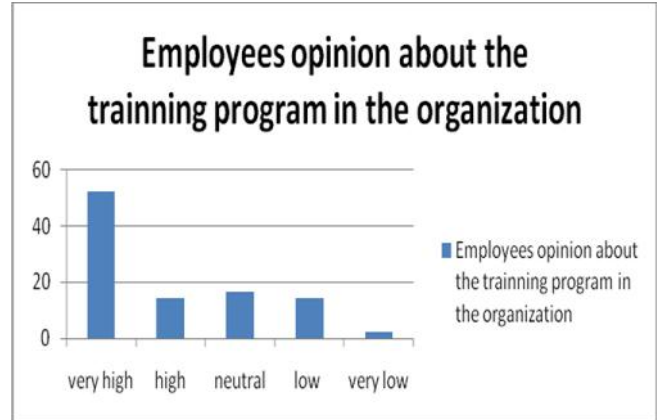
Interpretation:

The above chart shows that employees opinion about the participation in decision making. 34.44% of employees feel very highly satisfied. And 26.66% of employees highly satisfied. Then 20% of employees feel satisfaction is neutral. Remaining 12.22% and 6.67% of employees feel satisfaction is low and very low.

Table 7: Employee opinion about the training program in the organization

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	47	52.22
2	High	13	14.44
3	Neutral	15	16.66
4	Low	13	14.44
5	Very low	2	2.22

Figure No: 7



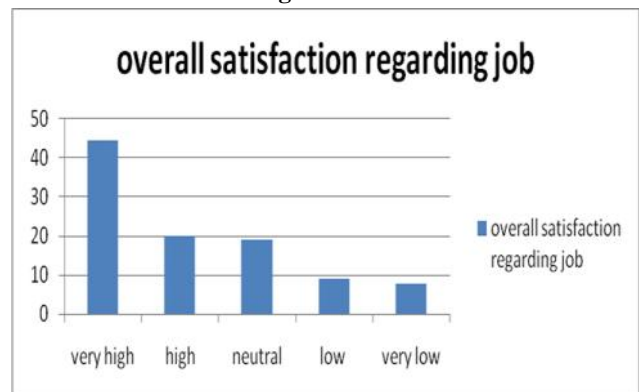
Interpretation:

The above chart shows that employees opinion about the training program in the organization. 52.22% of employees feel very highly satisfied. And 14.44% of employees highly satisfied. Then 16.67% of employees feel satisfaction is neutral. Remaining 14.44% and 2.22% of employees feel satisfaction is low and very low.

Table 8: overall satisfaction about the job

S.NO	FACTORS	FREQUENCY	PERCENTAGE
1	Very high	40	44.44
2	High	18	20
3	Neutral	17	18.88
4	Low	8	8.88
5	Very low	7	7.77

Figure No: 8



Interpretation:

The above chart shows that employees overall satisfaction towards job. 44.44% of employees feel very highly satisfied. And 20% of employees highly satisfied. Then 18.89% of employees feel satisfaction is neutral. Remaining

8.89% and 7.78% of employees feel satisfaction is low and very low.

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V. DISCUSSION AND CONCLUSION

This paper consists of in level of satisfaction of employees in the study units. Review has been made from twenty papers related with employee job satisfaction. Employee job satisfaction is the important factor for growth of every organization. They helps to improve the employee involvement, great workplace, higher productivity and profitability to the organization.

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