

A STUDY ON EMPLOYEES JOB SATISFACTION IN PRIVATE SECTOR COMPANIES IN RANIPET, TAMILNADU

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1. INTRODUCTION

Many organizations today are placing greater emphasis on talent retention to sustain their competitive advantage and keeping their employees highly satisfied and motivated. The purpose of this observational and interview based study is to understand the level of job satisfaction the employees working in Private Industries, SIPCOT, Ranipet had and the parameters that influenced it. Long-term career progression, engagement activities, welfare activities and motivation has had a positive influence on the employees. However there is room for much improvement on areas such as technical and management related training, employee skill development, work safety measures and work environment. Employee is a back bone of every organization, without employee no work can be done. Employed individuals spend a majority of their adult life making a living for themselves and their families. Considering on average people spend most of their working lives in a working environment, it then stands to reason that people should endeavour to be satisfied at work if humans are always in pursuit of happiness. So employee's satisfaction is very important. Employees will be more satisfied if they get what they expected, job satisfaction relates to inner feelings of workers. Job satisfaction refers to an individual's general feelings or preference of individual or ones attitudes towards his/her job and extent to which one is content with it.

2. OBJECTIVES OF THE STUDY

1. To study the degree of satisfaction among the employees working in Private Sector Companies, Ranipet
2. To Study the expectation of various factors that relate to the satisfaction of Employees Private Sector Companies in Ranipet.
3. To analysis the extend of relationship between the employer and employees Private Sector companies in, Ranipet.
4. To provide suitable suggestion to the improvement of the employees satisfaction in Private Sector Companies, Ranipet

This study is focused to bring out the degree of job satisfaction measures. In fact, management needs job satisfaction information in order to make sound decisions. The study is aimed to find out how far the workers are satisfied with their job. This study will help the management in directing and co-ordination the human relation in an industrial organization with a view to get maximum production with minimum effort and with proper regard for the genuine wellbeing of the workers. Job satisfaction may also apply to part of an individual job. This study helps the management to understand that the reward from the job performance and once expectation of the job are in consonance with each other. Managers may be primarily understood that a worker will be self-satisfied if he gets what he expected.

3. RESEARCH METHODOLOGY:

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how is done scientifically. The research method of study explains the systematic way of findings to the predetermined objectives. Moreover this provides the clean path to accomplish and achieve clear solution for the problem stated. The following are the stages through which the research has passed to obtain the conclusions.

DATA ANALYSIS:

After the data have been collected it has to be analyzed, the data obtained from the questionnaire is arranged in a serial order. Then a master copy with tabulation method is being prepared. Tabulation is a part of the technical procedure where in classified data are put in the form of tables. The tables thus obtained were analysed with such statistical techniques like Percentage, Bar Diagrams and Pie Diagrams.

STATISTICAL TOOLS:

Percentage refers to a specific kind of ratio. It is used to describe the relationship comparison of absolute figure that is difficult to compute. Percentages are used to make comparison between two or more series of data.

$$\text{PERCENTAGE} = \frac{\text{No. of Respondents}}{\text{Total No. of Respondents.}} \times 100$$

LIMITATIONS OF THE STUDY:

1. The data is limited to the sample population and is limited to Private Sector Companies in Ranipet.
2. The time period of the study is limited
3. Poor response from certain respondents while collecting the questionnaire.

4. REVIEW OF LITERATURE

“**Shanmukha Rao Padala (2010)**”, in his research on study of employee job satisfaction on Nagarjuna fertilizers and chemicals Limited (Kakinada), has stated that work environment influence worker's expectation which result in Job satisfaction In turn organizational commitment can help workforce innovate, be proactive in work place and act upon with high morale. The study revealed that age, education, nature of job, length of service and income has negative relation with job satisfaction. Employees having active participation with trade union were found to have more job satisfaction and organizational commitment.

“**Daljeet Singh Wadhwa, et al., (2011)**”, in their research have conducted a study on Cement factory of Chhattisgarh to know more about how job satisfaction is related to behavioural, organizational and environmental factors and observed it to be positively related. Equal and fair treatment of employees and proper supervision can enhance their level of satisfaction towards their job.

Research by “**Nasrin Arshadi,(2010)**”, based on self-determination theory investigated relations among autonomy, support, need satisfaction, work motivation and job performance. The study was based on an industrial unit in Iran. Autonomy reflects the need to actively determine own behaviour and experience mastery at work based on self-determined behaviour without the influence of others. Autonomy could be of supportive in nature or controlling. Supportive autonomy promotes self-motivation, need satisfaction and relate positively to work motivation and job performance. This study helped to test the SDT model.

5. PROFILE OF THE COMPANIES

GREAVES COTTON (P) LTD

Greaves Cotton private company Limited is one of India's leading engineering companies with core competencies in diesel & petrol engines, generator sets, and farm equipment. The Company manufactures and markets a wide range of products covering these segments. Today, Greaves Cotton is a Rs. 1716 crore multi-product and multi-location company. Greaves sustains its leadership through seven manufacturing facilities which produce products backed by marketing and service / parts networks throughout the country. The manufacturing units are backed by in-house R&D centres. Greaves Cotton's wide range of industrial products meets the requirements of core sectors in India and abroad.

THIRUMALAI CHEMICAL (P) LIMITED

Thirumalai Chemicals Limited (TCPL), started production of Phthalic Anhydride in 1976 in Ranipet, in South India. Since then, it has grown into a diverse and respected enterprise, rapidly expanding into the manufacture of many other critical Industrial Chemicals: Maleic Anhydride, Fumaric Acid and Malic Acid and various Fine Chemicals and Derivatives.

6. INTERPRETATION

The above table shows that 10% of the respondents belong to the age group of below 20, and 43% belong to the age of 21-31 and 25% belong to the age group 31-40, and 22% so it is clear that the respondents are groups are comes under

S. NO	GENDER	NO OF RESPONDENTS	PERCENTAGE (%)
1	Male	75	37
2	Female	125	63
TOTAL		200	100

Table.1. Gender Of The Respondents

INTERPRETATION

The above table makes it clear that 37% of the respondents are male while 63% of respondents are female.

INTERPRETATION

It is clear from the table that 30% of the respondents are SSLC, 20% of the respondents are HSS 5% of the respondents are ITI, 25% of the respondents are Graduate and 20% of the respondents are other education qualification.

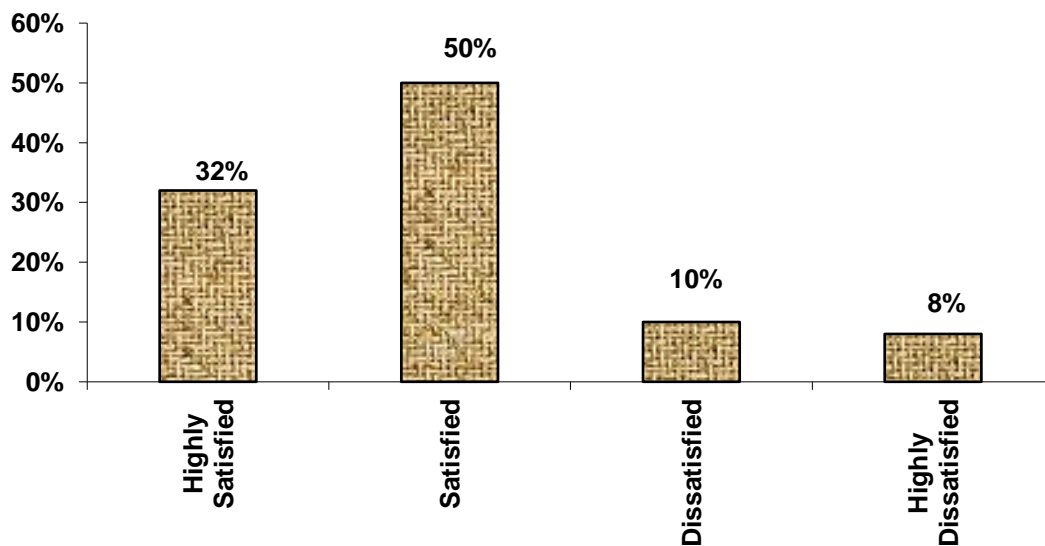


Fig.1. Respondents Satisfaction Level Of Present Job

FINDINGS, SUGGESTIONS AND CONCLUSION

MAJOR FINDINGS

- 43% of the employees belong to the age group of 21 – 30.
- 63% of the respondents are female.
- 30% of the respondents are qualification is SSLC.
- 24% of the respondents are belongs the monthly income 30000-40000.
- 50% of the employees are Satisfied with the statement of present job

SUGGESTIONS

- Controlling the cost at every level of private sector enterprises.
- Increase the production,
- Reforms in capital base.

- Increase the standard of private sector enterprises to manage the competition from both domestic and foreign competitors.
- Identifying redundant manpower and dealing with it through means a retraining, redeployment and encouraging self-employment etc.
- The company should provided some incentives schemes and extra benefits to the employees in order to motivated them in their respective work.
- Efficient training programme should be introduced.
- It is advised that the employees should be provided with the transportation facility.
- Employees can motivated by giving promotion based on their performance.
- Employees can motivated by giving housing loan, education loan for their children.

CONCLUSION

Every private sector companies needs the service of trained persons or employees for performing the activity in a systematic way. They are the life-lines of every private sector companies, Employees should be treated well and they should be satisfied with their job procedures. "Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience" Through effective job satisfaction, the company gain over productivity, turn over, and can control absenteeism. The study is conducted on the "Job Satisfaction of employees in Private Sector Companies at Ranipet gives a result that, most of the permanent employees are satisfied with their job. But in the case of temporary workers, they are not satisfied with their job, because of the instability of their work. As a conclusion, most of the employees are satisfied with their job and the work atmosphere that provided to them by the company.

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