

## **A Study on Employees Job Satisfaction**

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### **ABSTRACT**

This Study is mainly to analyze the employee's job satisfaction. The research is conducted is descriptive in nature and the sample size used for this study is 300. Both Primary & Secondary data were collected in order to meet the requirements. For collecting the data a structured questionnaire was used as an instrument. Finally the suggestion part states that even through they are provide more safety measures to the employees, provide more job security to the employees, provide more career development programmes to the employees.

**Keywords:** Employee, Job satisfaction, work

### **1. INTRODUCTION**

Job satisfaction is the favorableness or unfavorable with which employees view their work. It expresses the amount of agreement between once expectations of the job and rewards that the job provides to him. Job satisfaction is a part of life satisfaction

### **2. REVIEW OF LITERATURE**

#### **EXPERIENCE**

Job satisfaction tends to increase with increasing years of experience. But it may decrease after twenty years of experience particularly among people who have not realized their job expectations.

### **3. OBJECTIVES OF THE STUDY**

- To Find the employees level of satisfaction towards the safety measures and employees treatment provided by organization.
- To collect the employees opinion towards cleanliness prevailing by the company.
- To find the employees the level of satisfaction towards various welfare measures provided by the company.

**OPINION ABOUT THE JOB SECURITY PROVIDED BY THE ORGANISATION**

OPINION	NO. OF EMPLOYEES	% OF EMPLOYEES
Highly satisfied	30	10
Satisfied	150	50
Moderately Satisfied	99	33
Dissatisfied	15	5
Highly Dissatisfied	6	2
TOTAL	300	100

**TABLE NO 1**

**INTERPRETATION**

The above table states the employees opinion about the job security . 150 (50%) of the employees are satisfied. Hence from the above table we can conclude that majority of the employees are satisfied with the job security.

**OPINION ABOUT THE WELFARE MEASURES**

WELFARE MEASURES	HIGHLY SATISFIED		SATISFIED		MODERATELY SATISFIED		DISSATISFIED		HIGHLY DISSATISFIED	
	No.	%	No.	%	No.	%	No.	%	No.	%
Canteen	18	6%	75	25%	117	39%	84	28%	6	2%
Rest Room	12	4%	48	16%	92	31%	99	33%	49	16%
Water Facility	6	2%	78	26%	102	34%	90	30%	24	8%
Loans & Advances	24	8%	177	59%	63	21%	30	10%	6	2%
Children Educational Allowances	33	11%	156	52%	81	27%	21	7%	9	3%
Medical Allowance	27	9%	144	48%	72	24%	33	11%	24	8%

**TABLE NO 2**

**INTERPRETATION**

The above table represents the employees opinion towards various welfare measures. 177 (59%) of the respondents are satisfied with the loans & advances given to them hence from the above table we can find that majority of the employees are satisfied with the loan & advances .

**LEVEL OF SATISFACTION TOWARDS THE NATURE OF THE JOB**

<b>OPINION</b>	<b>NO. OF EMPLOYEES</b>	<b>% OF EMPLOYEES</b>
Highly Satisfied	39	13
Satisfied	138	43
Moderately Satisfied	102	34
Dissatisfied	15	5
Highly Dissatisfied	6	2
Total	300	100

**TABLE NO 3**

**INTERPRETATION**

The above table states the level of satisfaction of the employees towards their nature of job . 138 (46%) of the employees are satisfied. Hence from the above table we can find that majority of the employees are satisfied towards their nature of the job.

**LEVEL OF SATISFACTION TOWARDS THE INTER PERSONAL RELATIONSHIP WITH VARIOUS DEPARTMENT**

<b>DEPARTMENTS</b>	<b>HIGHLY SATISFIED</b>		<b>SATISFIED</b>		<b>MODERATELY SATISFIED</b>		<b>DISSATISFIED</b>		<b>HIGHLY DISSATISFIED</b>	
Personnel & Administration	30	10%	123	41%	126	42%	15	5%	6	2%
Finance & Accounts	42	14%	147	49%	90	30%	12	4%	9	3%
Quality Control	42	14%	132	44%	111	37%	12	4%	3	1%
Engineering	21	7%	100	33%	150	50%	21	7%	8	3%
Technical	21	7%	111	37%	135	45%	27	9%	6	2%
Transport	21	7%	108	36%	135	45%	27	9%	9	3%
Security	21	7%	108	36%	144	48%	24	8%	3	1%

**TABLE NO 4**

**INTERPRETATION**

The above table states the opinion of the employees about interpersonal relation between various department . 150 (50%) of the employees are moderately satisfied with the engineering department. Hence from the above table we can find that majority of the employees are moderately satisfied in the engineering Department.

**4. FINDINGS**

- Majority of the employees are satisfied with the children educational allowances and the medical allowances provided to them.
- Half of the employees are satisfied towards the treatment by the superior.

- Majority of the employees are satisfied to the salary and perks offered to them.
- Most of the employees are moderately satisfied to the fringe benefits provided to them.

## **5. SUGGESTIONS**

Most of the employees opinion is that the canteen facility in the campus needs improvement, hence the organisation take necessary measures to improve it.

- The company can improve the interpersonal relationship within the organisation.
- The company can improve the promotional policies.

## **6. CONCLUSION**

In this study the areas causing dissatisfaction have been identified and some suitable measures recommended, if followed discontent can be removed so as to enhance employees satisfaction

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