

An Analysis on the Job satisfaction Towards Employees

Hemanth Kumar .S

MBA, Department of Management Studies

Bharath Institute of Science and Technology,

Selaiyur, Chennai, Tamil Nadu 600 073

Bharath Institute of Higher Education and Research

ABSTRACT

Job Satisfaction is all about how a person likes the job. It is actually more of a journey than being a destination. If a person like a job his attributes towards the job will be positive. It is of utmost requirement to organizations as it will increase the job involvement level of the employees ,decrease the turnover and reduce the wastage in the organisation.Job satisfaction has been a fascinating concept for researchers as well as experts since number of decades. The purpose is to find out the different attributes used for evaluating the job satisfaction. From the review of extant literature, it has been found that it is always not salary which leads to job satisfaction rather it is the work environment. This projected in the mass media – books, journal, national newspaper, national seminars as well as in the apex forums of India have been used to analyze the job satisfaction towards employees.

Keywords: Attributes of the employees , work environment, and motivation.

1. INTRODUCTION

Job satisfaction in regards to one's feeling or state of mind regarding nature of their work. Job can be influenced by variety of factors like quality of one's relationship with their supervisor, quality of physical environment in which they work. Positive attitude towards job are equivalent to job satisfaction. Job satisfaction is a person's attitude towards job. Job satisfaction is an attitude which results from balancing and summation of many specific likes and dislikes experienced in connection with the job. People in higher level jobs find most of their needs satisfied than those in lower level.The job satisfaction is a collection of attitudes about specific factors of job. Job satisfaction is a worker's sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work.

2. OBJECTIVES

- Employee satisfaction is a top priority for most businesses with good reason.
- To study the attitude of the employees towards their work.
- The main objective Is to identify problem areas that management may not be aware.

- To understand the relationship with the organisation.
- To learn the employees attitude and to examine more closely the connection between the superior and subordinate.

HOW IMPORTANT IS JOB SATISFACTION?

The Employee satisfaction is of utmost importance for employees to remain happy and also deliver their level best. Satisfied employees are the ones who are extremely loyal towards their organization and stick to it even in the worst scenario.

LOWER TURNOVER

Turnover can be one of the highest costs attributed to the HR department. Retaining workers helps create a better environment, and makes it easier to recruit quality talent and save money. The bottom line: satisfied employees are typically much less likely to leave.

INCREASED CUSTOMER SATISFACTION

- Keeping employees safe and satisfied can lead to higher sales, lower costs and a stronger bottom line.
- Basically, profit can be earned by selling the products or giving services to the customers.
- If the employees are satisfied with their job then they can give better customer service and we know that customer retention and loyalty are dependent on the basis of the given service of the employees.

INCREASED PROFITS

Keeping employees safe and satisfied can lead to higher sales, lower costs and a stronger bottom line.

HELPS TO INCREASE IN PRODUCTIVITY

When an employee feels satisfaction with his job he feels more empowered to work effectively and efficiently. It reduces the absenteeism and wastage in the organization.

WHAT ARE THE MOST ACCURATE METHODS OF ASSESSING THE SATISFACTION OF EMPLOYEES?

Employers can use a variety of methods to measure employee satisfaction.

SURVEY

The most accurate method of assessing employee satisfaction is employee satisfaction survey. Employees provide a rating against a series of questions or statements related to their job, supervision and the work environment.

RATING SCALES

As noted, the primary purpose of the survey is to confirm the important tasks and knowledge/skills to perform the job at an accepted level. However, other scales may be used in survey research, based on the purpose of the job satisfaction .

TENDENCIES

The employees are asked to express their tendency or inclination on several aspects and this revelation their satisfaction or dissatisfaction towards the job.

INDIVIDUAL INTERVIEWS

Organizations can assess employee satisfaction levels by conducting individual interviews with each employee. The experts conduct these interviews where employee'S express their opinion on job satisfaction. These responses delivered through these interviews are analyzed to find their job satisfaction level. You

FACTORS INFLUENCING JOB SATISFACTION

There are a number of factors that influence job satisfaction.

A. Organisational Factors

Some of the organisational factors which affect job satisfaction are:

1. Salaries and Wages:

Wages and salaries play a significant role in influencing job satisfaction. This is basically because of a few basic reasons. Firstly, money is an important instrument in fulfilling one's needs.

Non monetary benefits are also important, but they are not as influential. One reason for that is that most of the employees do not even know how much they are receiving in benefits. The employees, generally, want a pay system which is simple, fair and in line with their expectations.

2. Opportunity for Promotion

Promotion indicates on employee's worth to the organisation which is highly morale boosing. This is particularly true in case of high level jobs.Employee takes promotion as the ultimate achievement in his career and when it is realized, he feels extremely satisfied.It involves positive changes e.g. higher salary, less supervision, more freedom, more challenging work assignments.

3.superior-subordinate relationship

An employee may be fully satisfied with his job. But if his supervisor tries to find fault with him unnecessarily the employee gets distracted mentally. This affects satisfaction.

B. Work Environmental Factors:

The work environmental factors include the following important factors:

1. Supervision

Supervision is a moderately important source of job satisfaction as in each type of supervision the degree of importance attached to individuals varies. In employee-oriented supervision is more concern for employees which is perceived favorably by them and provides them more satisfaction.

2. Employee Centeredness:

Whenever the supervisor is friendly and supportive of the workers there is job satisfaction. In this style, the supervisor takes personal interest in employee's welfare.

3. Participation

The superiors who allow their subordinates to participate in decisions that affect their own jobs, help in creating an environment which is highly conducive to job satisfaction. Thus, the supervisors who establish a supportive personal relationship with subordinates and take personal interest in them, contribute to the employees' satisfaction.

2. Work Group

Individuals work in group either created formally or they develop on their own to seek emotional satisfaction at the workplace. To the extent such groups are cohesive the degree of satisfaction is high. If the group is not cohesive job satisfaction is low.

3. Working Conditions

Good working conditions are desirable by the employees, as they lead to more physical comfort. People desire that there should be a clean and healthy working environment. Temperature, humidity, ventilation, lighting and noise, hours of work, cleanliness of the work place and adequate tools and equipment are the features which affect job satisfaction. While the desirable working conditions are taken for granted and may not contribute heavily towards job satisfaction. Poor working conditions do become a source of job dissatisfaction.

C. Personal Factors

Personal attributes of the individuals also play a very important role as to whether they are satisfied at the job or not. People who are young usually have a higher level of job satisfaction provide they rightly choose their career.

Some of the important personal factors are:

1. Age and Seniority

With age, people become more mature and realistic and less idealistic so that they are willing to accept available resources and rewards and be satisfied about the situation. With the passage of time, people move into more challenging and responsible positions. People who do not move up at all with time are more likely to be dissatisfied with their jobs.

2. Educational qualification

The job satisfaction level of people with higher educational qualification is generally found to be low. This happens because such people always look for better employment opportunities.

3. Personality

Some of the personality traits which are directly related to job satisfaction are self assurance, self esteem, and maturity, and decisiveness, sense of autonomy, challenge and responsibility.

3. CONCLUDING

This thesis was a design to understand employee's motivation from the human resource management perspective. Job satisfaction promotes healthy and balanced life style and reduces stress level to the employees. It would be unrealistic to say this project never had Challenges in the course of writing. This topic of study became an area of interest after the completion of the course on human resource management.

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