

Employee Job Satisfaction level at Foundry sectors in Gujarat

Dr. Jignesh Trivedi

Assistant Professor (Hr & Marketing), Sardar Patel College of Administration and Management (Spcam-Mba), Sardar Patel Education Campus (Spec), Bakrol – Anand, Gujarat, India

Abstract

In this paper researcher tried to cover all the important point that should be kept in mind while Job Satisfaction process and have conducted a research study. Research study was conducted in the company through a questionnaire which helped me to understand the best methods that are employed by the company for Job Satisfaction. This research shows how the company employs the best methods and techniques for Job Satisfaction of candidates to fit into the right position and job in the company.

Job Satisfaction of the most important functions of personnel management.

Every organization needs to look after Job Satisfaction in the initial period and thereafter as and when additional manpower is required due to expansion and development of business activities.

Right person for the right job' is the basic principle of Job Satisfaction:

- Help in thorough analyzing of various sources of job satisfaction at company.
- The study is examine the human behavior and nature of the employees who worked with the company and also whom want to join the company.
- Job satisfaction of the company is been examine in the study for the purpose of the known the process.

Keywords: job satisfaction, human behavior, intrinsic motivation, workers participation, labor turn-over

Introduction

Job satisfaction or employee satisfaction has been defined in many different ways. Some believe it is simply how content an individual is with his or her job, in other words, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision.

Different author give various definitions of job satisfaction. Some of them are taken from the book of D.M. Pestonjee "Motivation and Job Satisfaction" which are given below:

Job Satisfaction is defined as a pleasurable, emotional, state resulting from appraisal of one's job. an effective reaction to one's job.

-Weiss

Job satisfaction is general attitude, which is the result of many specific attitudes in three areas namely:

- Specific job factors.
- Individual characteristics.
- Group relationship outside the job.

-Blum and Naylor

Job Satisfaction is defined, as it is result of various attitudes the person hold towards the job, towards the related factors and towards the life in general.

-Glimmer

Job Satisfaction is defined as a pleasurable or positive state of mind resulting from appraisal of one's job or job experiences.

-Locke

Purpose & Importance of Job Satisfaction

There is little doubt that great employees are an organization's number one resource. Keeping workers happy helps strengthen company in many ways, including;

- Lower Turnover – Turnover can be one of the highest costs attributed to the H R department. Retaining workers helps

create a better environment, and makes it easier to recruit quality talent and save money less likely to leave.

- Higher productivity- Irrespective of job title and pay grade, employees who report high job satisfaction tend to achieve higher productivity.
- Increased profits- Keeping employees safe and satisfied can lead to higher sales, lower costs and a stronger bottom line.
- Loyalty- when employees feel the company has their best interests at heart; they often support its mission and work hard to help achieve its objectives. And, they may be more likely to tell their friends, which helps spread goodwill.

Factors of job satisfaction

The earliest investigator in this field, in 1935 suggested that there are six major components of job satisfaction. These are as under:

- 1) **Intrinsic aspect of job:** It includes all of the many aspects of the work, which would tend to be constant for the work regardless of where the work was performed.
- 2) **Supervision:** This aspect of job satisfaction pertains to relationship of worker with his immediate superiors. Supervision, as a factor, generally influences job satisfaction.
- 3) **Working conditions:** This includes those physical aspects of environment which are not necessary a part of the work. Hours are included this factor because it is primarily a function of organization, affecting the individuals comfort and convenience in much the same way as other physical working conditions.
- 4) **Wage and salaries:** This factor includes all aspect of job involving present monetary remuneration for work done.
- 5) **Opportunities for advancement:** It includes all aspect of job which individual sees as potential sources of betterment

of economic position, organizational status or professional experience.

- 6) **Security:** It is defined to include that feature of job situation, which leads to assurance for continued employment, either within the same company or within same type of work profession.
- 7) **Company & management:** It includes the aspect of worker's immediate situation, which is a function of organizational administration and policy. It also involves the relationship of employee with all company superiors above level of immediate supervision.
- 8) **Social aspect of job:** It includes relationship of worker with the employees specially those employees at same or nearly same level within the organization.
- 9) **Communication:** It includes job situation, which involves spreading the information in any direction within the organization. Terms such as information of employee's status, information on new developments, information on company line of authority, suggestion system, etc, are used in literature to represent this factor.
- 10) **Benefits:** It includes those special phases of company policy, which attempts to prepare the worker for emergencies, illness, old age, also. Company allowances for holidays, leaves and vacations are included within this factor.

About Foundry Sector

What is Foundry or Metal Casting?

A foundry is a factory that produces metal castings. Metals are cast into shapes by melting them into a liquid, pouring the metal in a mold, and removing the mold material or casting after the metal has solidified as it cools. The most common metals processed are aluminium and cast iron. However, other metals, such as bronze brass, steel, magnesium, and zinc, are also used to produce castings in foundries. In this process, parts of desired shapes and sizes can be formed.

In metalworking, casting involves pouring liquid metal into a mold, which contains a hollow cavity of the desired shape, and then allowing it to cool and solidify. The solidified part is also known as a casting, which is ejected or broken out of the mold to complete the process.

Casting is most often used for making complex shapes that would be difficult or uneconomical to make by other methods.

Process of Metal Casting

- Step: 1** Melting
- Step: 2** Moulds and Preparation
- Step: 3** Pouring
- Step: 4** Cleaning
- Step: 5** Finishing

Overview of India's Foundry Sector

The Indian foundry industry manufactures metal cast components for applications in Auto, Tractor, Railways, Machine tools, Sanitary, Pipe Fittings, Defense, Aerospace, Earth Moving, Textile, Cement, Electrical, Power machinery, Pumps / Valves, Wind turbine generators etc. Foundry Industry has a turnover of approx. USD 19 billion with export approx. USD 2.5 billion.

However, Grey iron castings have the major share i.e. approx 68% of total castings produced.

Approx 1500 units are having International Quality Accreditation. Several large foundries are modern & globally competitive. Many foundries use cupolas using LAM Coke. However, these are gradually shifting to Induction Melting. There is growing awareness about environment & many foundries are switching over to induction furnaces & some units in Agra are changing over to cokeless cupolas.

Major Foundry Cluster

Each cluster is known for its products. The major foundry clusters are located in Batala, Jalandhar, Ludhiana, Agra, Pune, Kolhapur, Sholapur, Rajkot, Mumbai, Ahmadabad, Belgaum, Coimbatore, Chennai, Hyderabad, Howrah, Kolkata, Indore, Chennai, Ahmadabad, Faridabad, Gurgaon etc

Typically, each foundry cluster is known for catering to some specific end-use markets. For example, the Coimbatore cluster is famous for pump-sets castings, the Kolhapur and the Belgaum clusters for automotive castings and the Rajkot cluster for diesel engine castings, Howrah cluster for sanitary castings etc.

Manpower

The total Manpower in Foundry Sector is approx. 500,000 Directly & 150, 00, 00 indirectly. The foundry sector is highly labor intensive & currently generates employment for 2 Million directly & indirectly mainly from socially & economically weaker sections of society. It has potential to generate additional employment of 2 Million in next 10 years.

Global Scenario

As per 50th World casting Census published by Modern Castings USA in December 2016, Global Casting Production Stagnant. Worldwide casting production grew by Half a percent in 2015-16.

In 2015, world casting production reached 104.1 million metric tons, a shade over the 103.7 million metric tons produced in 2014 and 103.02 million metric tons in 2013 there is a marginal growth of approx 0.4 % from 2014 to 2015. It is the 6th year in a row the market has expanded after global recession from 2008-09. The World's two top producing Nations in 2014 both reported small decrease in production. China's total decreased by 1.3% from 46.2 million to 45.6 million tones. While the USA dropped 0.8% to 10.39 million metric tons from 10.47 million tons. There is a 7.5% increase in production in India to 10.77 million tons. China accounts for 44% of the total casting production in the World and India & USA combined 20% of total Production.

Brazil, last year 7th largest casting producing nation, has experienced two straight years of double digit percentage decreases in production. It now sits at the nine spot of the World's top 10. The remaining 2015 top 10 casting nations by tonnage are Japan at 5.4 million tones, Germany at 5.3 Million, Russia at 4.2 million, Republic of Korea, at 2.6 Million, Mexico at 2.56 Million, Brazil at 2.32 Million and Italy at 2.03 Million tones.

Out of the total 37 participating nations in the census, only 14 countries reported an uptick in production. Of the countries reported growth, India's & Mexico's production growth were the most significant in terms of tonnage, but several small nations also reported double digit percentage increases like Portugal, Romania, Sweden & South Africa.

The total number of casting units in the world is about 47000 down from 48164 in 2010. As global casting production had increased in the last five years, the decrease in plants indicates metal castings businesses are consolidating and becoming more efficient.

share of manufacturing in the GDP to 25% from current 15% & to create 100 Million additional jobs in next 10 years. Since all engineering & other sectors use metal castings in their manufacturing, the role of foundry industry to support manufacturing is very vital. It is not possible to achieve the above goal without the sustainable corresponding growth of the foundry sector.

Role in Manufacturing Sector

The new manufacturing policy envisages the increase in the

Production in million tones

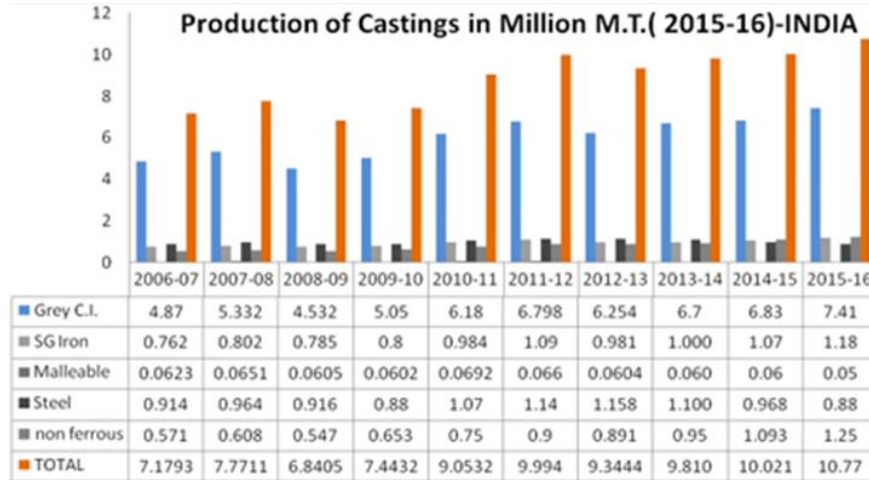


Fig 1

Exports Import trends

The Exports have been showing healthy trends approx 25-30% YOY till 2011-12 after that there was slow down in export.

However, the current exports for FY 2015-16 are approx USD 2.5 billions.

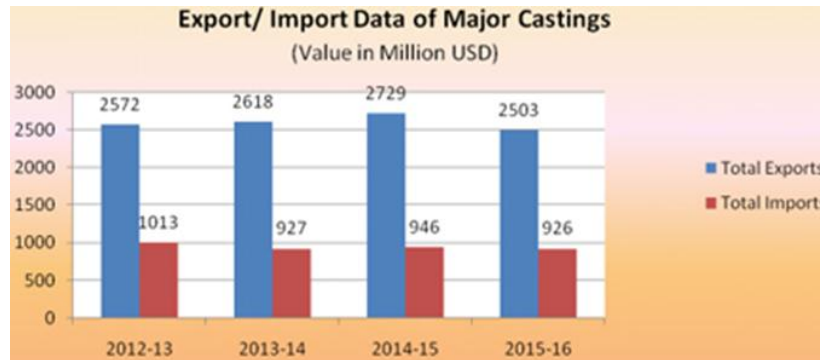


Fig 2

Sector wise major consumers of casting

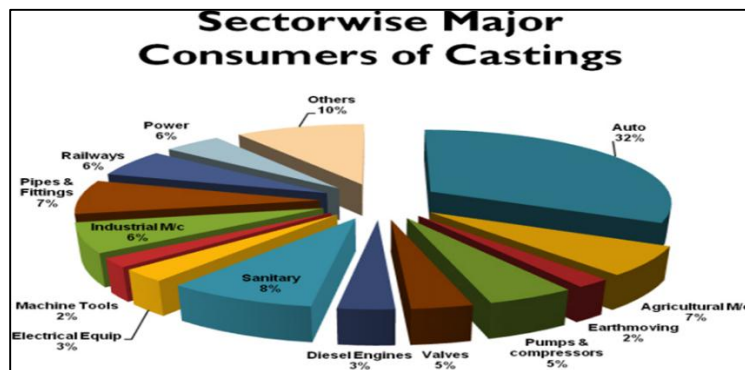


Fig 3

Table 1: Top 10 Casting Producers

Country	Output (Million Tonnes)
China	33.5
USA	10.8
Russia	7.8
India	7
Germany	5.8
Japan	5.7
Brazil	3.4
Italy	2.6
France	2.4
Korea	2.1

Table 2: Sector wise Consumption (% of Total Production)

Particulars	Percentage (%)
Automobile	32.36
Agriculture	8.11
Earthmoving	2.07
Pumps & Compressor	4.8
Valves	3.15
Diesel Engines	3.16
Sanitary	8.57
Electrical equipment	2.75
Machine tools	1.93
Pipe & fittings	7.77
Railways	5.22
Defence	0.55
Power Generation	4.11
Industries machinery	6.65
Other	8.11

The Foundry Sector in India would need around \$3billion in investment to meet the demand of growing domestic industry and strong export drive. The economic reforms the government has reduced tariffs on imported capital goods as a result the annual average amount of FDI is reported to have increased but is still one tenth of the annual FDI in china.

Literature Review

Pleitner (1982) has pointed out that job satisfaction results from the degree of correspondence between the individual's expectations on the one hand and the circumstances of his job situation on the other, as compared by the individual employee. Inflow (1995) has stated that employees are dissatisfied in the early phase of their service and that the first two years of service have the greatest depressing influence on job satisfaction.

Talachi (1999) has observed that lower job satisfaction should increase both labour turnover and absenteeism.

Shoukry and Otis (2004) have indicated that the level of job satisfaction increases in the earlier period of employment and declines in the terminal periods.

Blum and Naylor (2000) have indicated that the level of job satisfaction and commitment to work are the results of various attitudes an employee holds towards his job, towards factors related to his job and towards life in general.

Ronan (2001) has studied the relative importance of eighteen job characteristics in relation to job satisfaction and found that job security is not important to salaried workers but it is important to both managerial and hourly workers.

Starceovich (2005) has identified certain job related factors such as feelings of achievement, use of best abilities, challenging assignments, growth on the job and recognition and ranked

them among the most important factors for both job satisfaction and job dissatisfaction regardless of the respondents' occupational level.

Orpen and Pinshaw (2001) involved a sample of 100 insurance clerks. An individual's hierarchy of needs influences the relationship between job factors and job satisfaction. The findings indicated that the correlation between job context or job content factors and overall job satisfaction were not significant.

Prakasam (2002) has found that occupational level has some influence over the satisfiers and dissatisfiers of employees. In higher level occupations, motivator factors act as satisfiers but in lower level occupations both motivators and hygienic factors seem to act as satisfiers and dissatisfies.

Pathak (2007) has found that the most important job characteristics sought by the high job satisfied group belonging to both the higher and the lower hierarchies and the low job satisfied group belonging to the lower hierarchy is the opportunity for advancement.

Srivastava (2009) the impact of welfare on employees attitudes and job satisfaction, a comparative study was conducted on workers in the private and public sectors of Kanpur city. The researcher attempted to assess the quality of labor welfare activities; measures the degree of job satisfaction of workers provided with labor welfare facilities in private and public sectors and evaluates the attitudes of workers towards management in both the sectors.

Research Methodology

Scope of the study

- Job satisfaction is an important output that employee work for organization.
- It is an interesting and significant area for conducting research.
- The study made on the topic of job satisfaction will reveal the factor of feelings of employees.
- This report is useful to the management of the company to know the satisfaction levels of employees and they can take measures to increase productivity.
- The study is related to get the valuable worker and the human sources need in the company.
- The study is examine the human behavior and nature of the employees who worked with the company and also whom want to join the company.

Problem Statement/Rationale/of the study

To identify the level of satisfaction in terms of strongly agree to strongly disagree on various job related factors.

Objective of the study

The main aim of the study is to analyze and examine level of job satisfaction among the employees and to know the problems faced by the employees of the various categories. The specific objectives are as follows:-

- To observe the level of satisfaction among of employees relating to the nature of the job and other facts.
- To identify the extent of job satisfaction in the Foundry sector.
- To evaluate a working environment
- To examine satisfaction regarding the salary and other benefits of its employees.

- To suggest suitable measures to improve the overall satisfaction of the employee in organization.

Hypothesis:-

- 1) **H0:** 70% employees say they are satisfied with the top management.
H0 :< 70% employees say they are not satisfied with the top management.
- 2) **H0:** 80% employees overall satisfaction level depends on the work environment.
H1 :< 80% employees overall satisfaction level depends on the work environment

Research Design

We have use descriptive research design in this project report.

Sources of Data

There are two types of sources of data

- Primary data
- Secondary data

We have used both types of data in primary data We have prepared structured questionnaire. In secondary data various type of data was collected from different sources. The sources of these data are various publications, sales force reports, publications of organization and official website of Foundry mug.

Data collection

Structured questionnaire will be prepared to survey.

Population

Population of Foundry Sector of Gujarat.

Sampling Method

An integral component of a research design is the sampling plan, which will be taken for the research. We have used simple random sampling method.

Sampling Frames

All the employee & worker of the Foundry sector in the Gujarat. **Sample size is 100**

Data Collection Instruments

We have use Questionnaires as a data collection instrument.

Limitations of the Study

- The major limitation of the study was most of the individuals being to be loyal to their brand didn't give exact answers. Like they didn't talk much about the answers of the questions.
- Many individuals didn't fill all the answers. So, the actual figures can be somewhat different from the one I have found out.
- There could be possibility of biasness in the response of the employees.
- The results in this study may not display the same results for employees.

1. Test and CI for One Proportion

Test of $p = 0.7$ vs $p < 0.7$
95% Upper

Sample X N Sample p Bound Z-Value P-Value
1 70 1000.700000 0.775377 0.00 0.500

Conclusion: as the p-value is more than 0.05, I accept H0.

2. Test and CI for One Proportion

Test of $p = 0.8$ vs $p < 0.8$

Exact

Sample X N Sample p 95% Upper Bound P-Value
1 70 100 0.700000 0.775077 0.011

Conclusion: as the p-value is more than 0.05, I accept H0.

Major Findings

- We found the frequency of worker's how long they are working there. There are 25% worker's are working time duration between 0 to 3 year. There are 35% worker's are working there 3 to 5 year. There are 20% worker's working 5 to 7 year and 20% worker's are works there more than year.
- The worker's happiness about company's working environment. 80% worker's are give their positive response. And 20% worker's are not happy with working environment.
- The worker's opinion about company's Top management. There are 70% worker's are satisfied with the top management. And 30% worker's are not satisfied with the top management.
- Worker's opinion about the company's working hours. 75 % worker's are satisfied with their working hours. And 25% workers are not satisfied with their working hours.
- We found the worker's are comfortableness about sharing their opinion at about work. The 89% worker's are comfortable to share their opinion about work. And 11% are not comfortable.
- We found the motivational factors by which they get motivation in the company. There are three factors which motivates worker's most are salary increase, promotion, and leave. There are 28% worker's are get motivation by salary increase, 52% by promotion 20% by leave.
- The worker's opinion about their overall compensation package. There are 73 % worker's are satisfied with their overall compensation package and 27% worker's are not satisfied.
- The worker's opinion about their tea and lunch break time. They really enjoy / relax in their tea and break time at work place. There are 77% worker's are enjoys their tea and lunch break time and 23% worker's are not enjoying.
- We found workers are satisfied with their company. The 70% worker's are satisfied in company, 30% workers are not satisfied with company.

Suggestions

- Provide the satisfactory working hours.
- To provide transportation facility.
- To provide medical facility.
- To provide better work environments.
- To provide extra benefits.

Conclusion

Findings and suggestion are based on the survey conducted and these points are to be looked into and steps are to be taken in this regard for higher growth.

From the analysis we conclude that the job provides the opportunity to the employees to exercise his skills at work place. Number of the employees accepted that at times there is a considerable flexibility in co-coordinating with work and they are satisfied with the existing inter personal communication. In Company they follow the systematic planning and review process to evaluate the performance of employee.

From analysis it was also observed that was there is a scope for the improvement of working conditions in Company. Salary package would hike so that it can be in par with market rate. Finally we are concluding that the employees of company are satisfied with their work and organization.

References

1. www.c.m.smith.in
2. www.wikipedia.com
3. www.slideshare.net
4. www.metalworld.co.in
5. www.foundrymag.com
6. www.pacepackaging.com
7. www.hrware.com
8. www.businessstandard.com
9. www.thefinancialexpress.com
10. www.thewfo.com
11. life-foundrysand.com
12. en.m.wikipedia.org
13. www.gujaratmetalcast.com
14. Labor and Industrial Laws – P. K. Padhi
15. Business Research Methodology – Donald R. Cooper and Pamela S. Schindler
16. Industrial Relations, Trade Unions and Labor Legislations – P.R.N Sinha & Indu Bala Sinha
17. Human Resource Management, K. Ashwathappa, Himalaya Publications.