



A study on job satisfaction among the employees towards Mahesh Kumar Spinning Mill (P) Ltd, Avinashi

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Abstract

The study adopts a mixed-method approach, utilizing both qualitative and quantitative methods to ensure a comprehensive understanding of employee perspectives. The data collected provides an in-depth analysis of prevailing job satisfaction trends, employee expectations, and the impact of workplace policies on motivation and productivity. Furthermore, the research highlights the role of leadership and organizational support in fostering employee engagement and satisfaction. The study underscores that organizations with a proactive approach to employee well-being tend to experience higher efficiency, lower turnover rates, and improved workplace morale. Through comparative analysis with similar studies conducted in other regions, this research seeks to provide constructive recommendations for enhancing job satisfaction among employees in Avinashi.

Keywords: Job satisfaction, employee motivation, employee retention

Introduction

In human resource terms, employee satisfaction means employees are contented with their work and position. To be contented, they likely enjoy much of their work, they feel management is fair and cares about them, and they are comfortable in their work environment – both with other staffers and with the resources they have available to complete their jobs. Job satisfaction is the collection of tasks and responsibilities regularly assigned to one person, while a job is a group of positions, which involves essentially the same duties, responsibility, skill and knowledge”. Job satisfaction has some relation with the mental health of the people. It spreads the goodwill of the organization. Job satisfaction reduces absenteeism, labour turnover and accidents. Job satisfaction increases employee’s morale, productivity, etc. Job satisfaction creates innovative ideas among the employees. Individuals may become more loyal towards the organization Employees will be more satisfied if they get what they expected, job satisfaction relates to inner feelings of workers.

Statement of The Problem

Every corporation must prioritise job satisfaction because it is one of its most important components and a core capability of the business. The internal component of a corporation is job happiness; thus, every company should try to satisfy their staff by offering advantages that go above and beyond the usual in terms of financial activities. The purpose of this study is to determine the level of employee satisfaction at Mahesh Kumar Spinning Mill in Avinashi.

Need of The Study

Obviously, job satisfaction plays a key role in organizations success. Without employee satisfaction towards their jobs none of the employee will perform well and it is very difficult to reach the organizational goals and objectives. Hence, job satisfaction helps to yield maximum output (performance) from the employees. So that this study is

undertaken to measure satisfaction level of employees towards their jobs in Mahesh Kumar Spinning Mill (P) Ltd.

Objectives of The Study

Primary Objective

The Main objective of the research is to find employees’ satisfaction levels towards Mahesh Kumar Spinning Mill (P) Ltd.

Secondary Objectives

- To access the general attitude of the employee towards Mahesh Kumar Spinning Mill (Pvt) Ltd.
- To understand the problem of the employee in the working condition in Mahesh Kumar Spinning Mill (Pvt) Ltd.
- To know the employee’s opinion about the workplace, pay, and benefits in Mahesh Kumar Spinning Mill (Pvt) Ltd.
- To study and analyze the various factors affecting the job satisfaction level in Mahesh Kumar Spinning Mill (Pvt) Ltd.

Scope of The Study

The study aims to understand employee satisfaction in Mahesh Kumar Spinning Mill (P) Ltd which covers the various working schedule, remuneration, developing overtime allowance, work freedom, job position, etc. The scope is to understand employee satisfaction. The backbone of employee satisfaction is respect for workers and the job they perform. And easy revenue for an employee to discuss problems with upper management should be maintained and carefully monitored.

The study was done to know the employee satisfaction in Mahesh Kumar Spinning Mill (P) Ltd. Employees are the backbone of every organization, so the organization should consider a lot the employees should be motivated and satisfied. So that they can work more and hence to reach the organization is to its great.

Hypothesis of The Study

Hypothesis

According to Lundberg, A hypothesis is a tentative generalization, the validity of which remains to be tested. In its most elementary stage, the hypothesis may be any hunch, guess, imaginative idea, which becomes the basis for action or investigation.

Null Hypothesis

Ho: There is no significant difference between employee perceptions and job satisfaction Mahesh Kumar Spinning Mill (Pvt) Ltd.

Alternative Hypothesis

H1: There is a significant difference between employee perceptions and job satisfaction Mahesh Kumar Spinning Mill (Pvt) Ltd.

Research Design

The formidable problem that follows the task of defining the research problem is the preparation of the design of the research, popularly known as the research design. A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. As such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data.

Research Methodology

Research methodology is the systematic way to solve the research problem. It gives an idea about various steps adopted by the researcher in a systematic manner with an objective to determine various manners.

Method of Data Collection

The task of data collection begins after a research problem has been defined. In this study data was collected through both primary and secondary data source.

Primary Data

Primary goal is original and collected by the researcher freshly. In this study primary data was collected through questionnaire. A questionnaire is a popular means of collecting primary data. A questionnaire is a list of question for the own.

Secondary Data

Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

Sampling Size

The sample size used for the study is 120.

- Population: 300 Employees.
- Sample size: 120 Employees.

Sampling Area

The survey was conducted Mahesh Kumar Spinning Mill (P) Ltd, Avinashi.

Sampling Techniques

The sampling techniques was used for the survey was convenience sampling.

Analytical Tools for The Study

- Simple Percentage Method
- Chi square analysis

Period of The Study

The study was done in the period of 4 months from 02-01-2025 to 30-04-2025.

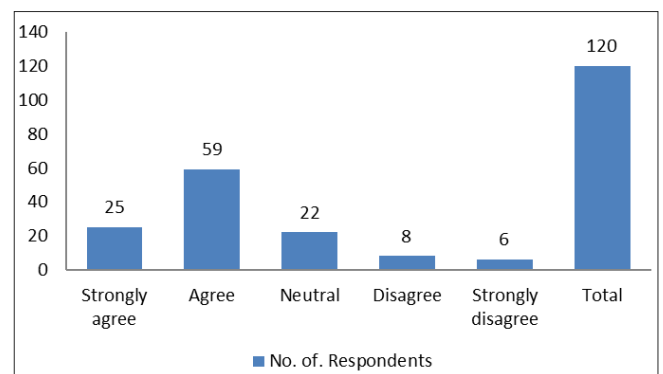
Area of The Study

The survey was conducted in Mahesh Kumar Spinning Mill (P) Ltd at Avinashi.

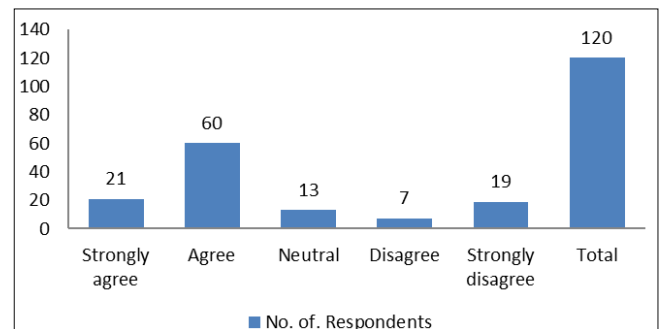
Limitations of The Study

- Data collected is based on questionnaire.
- The research exercise was conducted within a limited duration. So a detailed study could not be made.
- The information collected by the observation method is very limited.
- The result would be varying according to the individuals as well as time.

Data Analysis and Interpretation



The chart showing the company work culture



The Chart Showing the Delegation of Work Is Effective in Organization

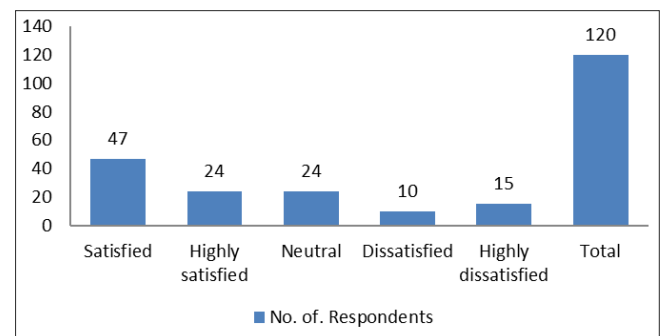
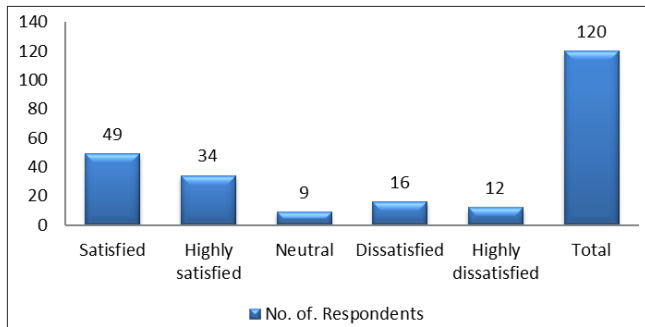


Chart showing the freedom to express your superiors in the organization



The Chart Showing Senior Management Communicatin

Chi-Square Analysis

Chi-square test between gender and work life balance

Gender	Observed n	Expected n	Residual
Male	65	60.0	5.0
Female	55	60.0	-5.0
Total	120		

Worklifebalance	Observed N	Expected N	Residual
Strongly Agree	38	24.0	14.0
Agree	43	24.0	19.0
neutral	14	24.0	-10.0
Disagree	8	24.0	-16.0
Strongly disagree	17	24.0	-7.0
Total	120		

Test Statistics	gender	worklifebalance
Chi-Square	.833 ^a	40.083 ^b
df	1	4
Asymp. Sig.	.361	.000

- a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 60.0.
- b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 24.0

Suggestions

- The management has to find out some extra methods to know the problems of the /every individual. For that the management can place suggestion box in every department.
- The management supposes to give opportunities to the inefficient employees to come up in their performance by the way of providing effective training to those particular persons. Through that they also should attain the high level of job satisfaction.
- Working atmosphere may be improved to maximum level.
- The management may enquire the employees about their level of satisfaction now and then.
- Team work and employee motivation may be improved to the further.
- Qualitative and enough safety measures may be provided to the employees.
- They should have enough techniques and knowledge to protect themselves from dangers.
- Company should provide all the necessary resources (information, tools, equipments etc.) to the employees to perform their duties efficiently and effectively.
- Promotion structure should be rearranged. Manager should give more priorities on performance and efforts rather than on their personal characteristics.

- Manager should recognize the efforts of employees and appreciate their valuable performance towards organization.
- Adopting modern tools and technologies will streamline operations and enhance employee efficiency.

Conclusion

The study concludes that employee satisfaction at Mahesh Kumar spinning mills in Avinashi. It highlights various factors influencing job satisfaction including compensation, job security, working condition, relationships with supervisors and career development. The study identifies that a satisfied workforce contributes to lower absenteeism, increased productivity and greater loyalty to the organization. Statistical analysis such as percentage methods and chi-square tests were used to interpret employee sentiment. The findings indicate that while many employees express satisfaction in key areas such as work culture and communication, there are areas requiring improvement such as benefits, promotions and technological adoption.

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