



A study on employee job satisfaction and its impact on productivity with special reference to Coimbatore city

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Abstract

Employee job satisfaction plays a vital role in determining organizational success, as it directly influences employee productivity, commitment, and overall performance. This study focuses on analysing the level of job satisfaction among employees and its impact on productivity, with special reference to Coimbatore city. The research aims to identify key factors affecting job satisfaction, such as working conditions, salary, work-life balance, leadership style, and recognition, and to examine how these factors contribute to employee efficiency and output. The study concludes that organizations in Coimbatore must focus on improving employee satisfaction by providing a supportive work environment.

Keywords: Employee job satisfaction, productivity, work environment, and employee motivation are the key focus areas of this study

Introduction

Employee productivity is a vital component of organizational success and economic development. Productivity refers to the efficiency with which employees utilize their skills, time, and resources to produce desired output. High productivity enables organizations to reduce costs, improve quality, increase profitability, and gain a competitive advantage in the market. Numerous research studies have established that job satisfaction has a direct and significant impact on employee productivity

Objectives of the Study

- To study the concept and importance of employee job satisfaction in organizations.
- To study the relationship between job satisfaction and employee performance.
- To identify the most valued employee benefits that contribute to job satisfaction.
- To identify the major factors influencing employee retention, such as compensation, career growth, training, and organizational culture.
- To Analysis age and level of committed towards the Organization.

Limitations of the Study

- The study is only on the basis of data collected from employees of Coimbatore city only.
- The study is based mainly on primary data collected through questionnaires.
- Time constraints restricted detailed analysis and extensive data collection.
- Only selected factors of job satisfaction and productivity have been considered.

Scope of the Study

- The study deals with employee job satisfaction and its effect on productivity.
- The study is conducted among employees working in selected organizations in Coimbatore city.
- The study helps to understand the level of job satisfaction among employees.
- The study identifies the factors influencing employee job satisfaction.

Statement of the Problem

In today's competitive business environment, organizations are increasingly recognizing the importance of human resources as a key factor in achieving productivity and overall success. Employee job satisfaction plays a crucial role in influencing employee performance, motivation, and commitment towards organizational goals. When employees are satisfied with their job, they tend to be more productive, efficient, and loyal to the organization.

Review of Literature

- Wakida (2015) the relationship between job satisfaction, employee motivation, and turnover. The study revealed that employees who are satisfied with their jobs tend to have higher motivation levels and lower turnover intentions. This ultimately contributes to improved productivity and organizational stability.
- Judge *et al.* (2016) the colleagues found a strong positive correlation between job satisfaction and job performance. Their research highlighted that satisfied employees are more committed, efficient, and willing to contribute to organizational goals, thereby enhancing productivity.
- Spector (2016) an identified key determinants of job satisfaction such as salary, promotion opportunities, supervision, and working conditions. The study emphasized that these factors collectively influence employee attitudes and productivity levels within an organization.

Data Collection Methods

- **Primary Data:** The Data have been collected with the help of Structured Questionnaire. A sample size of 110 was selected using the convenience sampling.
- **Secondary Data:** has been collected from various website and journals for the analysis.

Tools Used For Analysis

- Simple Percentage
- Chi-Square

Simple Percentage: Simple Percentage Analysis refers to a special kind of rate or percentage (%) used in making comparisons between two or more series of data. A percentage is used to determine the relationship between the series.

Chi-Square: The Chi-Square test is done to check if there is any difference between the observed value and expected value. Chi-Square formula $\chi^2 = \sum (O-E)^2 / E$.

Overview of the Study

- Employee job satisfaction is a critical factor influencing the efficiency and productivity of any organization. In today’s competitive business environment, organizations are increasingly recognizing the importance of maintaining a satisfied workforce to achieve higher levels of performance and sustainable growth.
- Job satisfaction is influenced by various factors such as salary, working conditions, leadership style, career growth opportunities, and work-life balance, which collectively determine an employee’s attitude towards their job.
- The findings of the study are expected to provide valuable insights for organizations in Coimbatore to improve their human resource practices. Enhancing employee satisfaction can lead to increased motivation, reduced absenteeism, and improved overall productivity.

Majority of the respondents 45% are 20 to 25 Years.

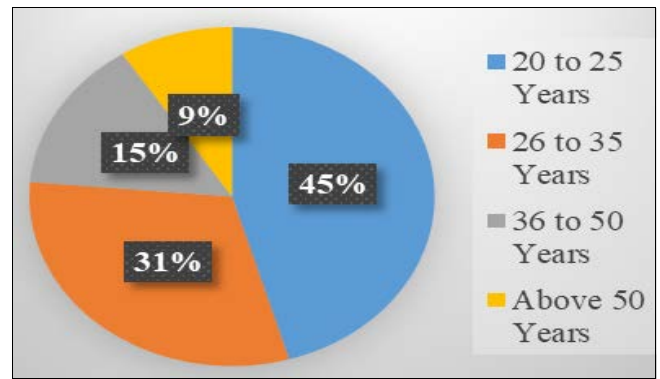


Chart 1: Chart Showing Age of Respondents

Table 2: Table Showing Level of Committed Towards the Organization of Respondents

S.no	Particular	No.of respondent	Percentage%
1	High Quality Effort	52	47%
2	Positive Attitude	38	35%
3	Growth Mindset	12	11%
4	Taking Initiative	8	7%
	Total	110	100%

Interpretation

From the above table out of 110 respondents, 47% of respondents are High Quality Effort and 35% of respondents are Positive Attitude and 11% of respondent are Growth Mindset and 7% of respondents are Taking Initiative.

Majority of the respondents 47% are High Quality Effort

Simple Percentage Data Analysis and Interpretation

Table 1: Table Showing Age of Respondents

S.no	Particular	No.of Respondent	Percentage%
1	20 to 25 Years	50	45%
2	26 to 35 Years	34	31%
3	36 to 50 Years	16	15%
4	Above 50 Years	10	9%
	TOTAL	110	100%

Interpretation

From the above table out of 110 respondents, 45% of respondents are 20 to 25 Years and 31% of respondents are 26 to 35 Years and 15% of respondent are 36 to 50 Years and 9% of respondents are Above 50 Years.

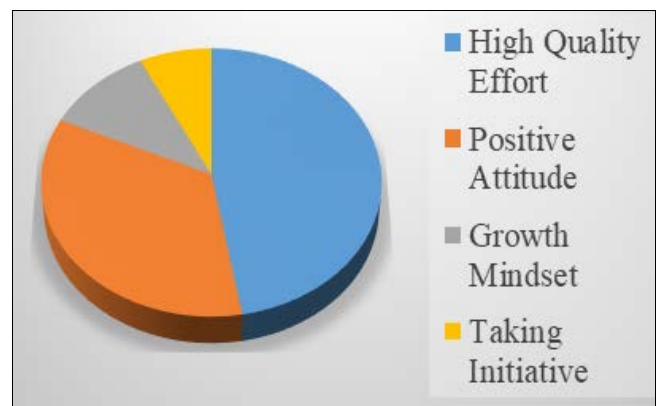


Chart 2: Chart Showing Level of Committed Towards the Organization of Respondents

Table 3: Shows the Demographic Profile

S.no	Demographic	Particulars	No of Respondents	Percentage %
1	Age	20 to 25 Years	50	45%
		26 to 35 Years	34	31%
		36 to 50 Years	16	15%
		Above 50 Years	10	9%
2	Level of committed	High Quality Effort	52	47%
		Positive Attitude	38	35%
		Growth Mindset	12	11%
		Taking Initiative	8	7%

Chi – Square Analysis

Table 4: Chi Square Analysis of Age and Level of Committed Towards the Organization of Respondents

O	E	O – E	(O – E) ²	(O – E) ² / E
12	26	0	0	0
19	19	0	0	0
3	6	-3	9	1.5
2	4	-2	4	1
18	17.68	0.32	0.1	0.01
12	12.92	-0.92	0.85	0.07
2	4.08	-2.08	4.33	1.06
2	2.72	-0.72	0.52	0.19
5	8.32	-3.32	11.02	1.32
5	6.08	-1.08	1.17	0.19
3	1.92	1.08	1.17	0.61
3	1.28	1.72	2.96	2.31
3	5.2	-2.2	4.84	0.93
2	3.8	-1.8	3.24	0.85
4	1.2	2.8	7.84	6.53
1	0.8	0.2	0.04	0.05

Variable	Degree of Freedom	Level of Significance	Table Value	Calculated Value	Accepted / Rejected
Age and Level of Committed	9	0.05	16.92	18.62	Rejected

The level of significance is 5%.

Result

The null hypothesis is rejected. The chi-square test reveals that there is significant relationship between the age of respondents and their level of committed towards the organization

Findings

- Majority of the respondents 64% are Male.
- Majority of the respondents 45% are 20 to 25 Years.
- Majority of the respondents 40% are UG.
- Majority of the respondents 55% are yes.
- Majority of the respondents 44% are Less than 1 year.
- Majority of the respondents 40% are 11000-20000.
- Majority of the respondents 32% are Supervisor.
- Majority of the respondents 32% are Supervisor.
- Majority of the respondents 38% are Government Sector.
- Majority of the respondents 41% are Permanent.
- Majority of the respondents 82% are yes.
- Majority of the respondents 50% are Good.
- Majority of the respondents 55% are Salary.
- Majority of the respondents 84% are yes.
- Majority of the respondents 55% are Difference of Opinion.
- Majority of the respondents 47% are High Quality Effort.
- Majority of the respondents 59% are Career Goals.
- Majority of the respondents 44% are Compensation and Benefit.
- Majority of the respondents 55% are Physical and Psychological Safety.
- Majority of the respondents 55% are Bonus.
- The chi-square test reveals that there is significant relationship between the age of respondents and their level of committed towards the organization.
- The chi-square analysis shows that there is no significant relationship between monthly income and factor influencing work productivity.

Suggestions

- Employees feel more satisfied when they have a sense of job security. Organizations should provide clear job roles, responsibilities, and expectations. Transparent communication about company policies and future plans reduces uncertainty. When employees feel secure in their jobs, they are more focused, loyal, and productive.
- Companies should introduce flexible working hours, remote work options, and reasonable workloads. Encouraging employees to take leaves and avoid excessive overtime helps reduce stress and burnout. A balanced work-life environment leads to happier employees, which positively impacts productivity.

Conclusion

Employee job satisfaction is not merely an individual concern but a strategic organizational priority. It serves as a foundation for improved productivity, organizational efficiency, and business growth. Therefore, a proactive approach towards enhancing job satisfaction can create a win-win situation for both employees and organizations, ultimately contributing to overall economic development. Employees who are satisfied with their jobs tend to demonstrate higher levels of motivation, commitment, and involvement in their work.

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