



A study on job satisfaction level of employees in Thulya foods product (P) limited at Perambalur

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Abstract

Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment. There is a positive attitude of employees towards their working environment because majority of the employees are satisfied with all motivational factors of job satisfaction which are adequately provide by the Tulya food products (P) Limited, Perambalur. Employee's welfare measures and Job security should be given utmost importance, so that the employee's turnover may be restricted. If these factors are given little more care, the company can maintain good workers with high level of satisfaction.

Keywords: job satisfaction, motivation, welfare

Introduction

Job satisfaction is the level of contentment a person feels regarding their job. This feeling is mainly based on an individual's perception of satisfaction. Job satisfaction can be influenced by a person's ability to complete required tasks, the level of communication in an organization, and the way management treats employees.

Job satisfaction falls into two levels: affective job satisfaction and cognitive job satisfaction. Affective job satisfaction is a person's emotional feeling about the job as a whole. Cognitive job satisfaction is how satisfied employees feel concerning some aspect of their job, such as pay, hours, or benefits.

Definitions

Job satisfaction represents a combination of positive or negative feelings that workers have towards their work. Meanwhile, when a worker employed in a business organization, brings with it the needs, desires and experiences which determinates expectations that he has dismissed. Job satisfaction represents the extent to which expectations are and match the real awards. Job satisfaction is closely linked to that individual's behavior in the work place

Davis, 1985

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. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment.

Kaliski, 2007

Job satisfaction can be defined also as the extent to wish a worker is content with the rewards he or she gets out of his or her job, particularly in terms of intrinsic motivation (Start, 2004). The term job satisfactions refer to the attitude and feelings people have about their work. Positive and favorable attitudes towards the job indicate job satisfaction. Negative and unfavorable attitudes towards the job indicate job dissatisfaction

Armstrong, 2006

Sources of Job Satisfaction

- Company and Administrative Policies
- Supervision
- Salary
- Interpersonal Relations
- Working Conditions
- Work itself
- Achievement
- Recognition
- Responsibility
- Advancement
- A Strong Motivator
- Quality of Work-Life
- High Job Satisfaction
- Employee Communications
- Organizational Benefits

Statement of the Problem

Employees play are important role, so employee's satisfaction is a very essential one, hence there arises a need to study the job satisfaction of employees in Thulya Foods Product (P) Limited at Perambalur.

Scope of the Study

Job satisfaction should be major determinants of an employee organizational behavior. A satisfied employee will be having positive attitude towards their job and would go beyond the normal expectation in their job. A person who places high importance on imagination, independence and freedom is likely to be poorly matched with an organization that seeks conformity from its employees.

Objectives of the Study

1. To analyze the satisfaction level of the employees working conditions.
2. To evaluate the satisfaction level of the employees workload.
3. To analyze the satisfaction level of the employees job performance.

Research Methodology

1. **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.
2. **Sampling design:** Sampling design refers to the technique or procedure the researcher would adopt in selecting items from the sample.
3. **Sampling size:** 75 employees were selected after considering time and cost.
4. **Sampling method:** Probability sampling is used to collect the data from the respondents.
5. **Data collection:** The data is collected from both primary and secondary sources. Primary data is collected through interview schedule and the secondary data is collected from books, magazines, and websites etc.
6. **Sampling techniques:** For the purpose of research study, the method of simple random sampling is undertaken.
7. **Tools of the study:** There were varies tools used in this study, such as table, chart, diagrams and picture were formed to collect the data.

Period of the Study

The study period covers a period of six month to know the job satisfaction level of employees in Thulya Foods Product (P) Limited at PERAMBALUR.

Hypotheses

- There is a significant difference between the age of the respondents and their overall job satisfaction.
- There is a significant difference between the educational qualifications of the respondents and their overall job satisfaction.

Limitations of the Study

1. The number of sample size is small due to the time constraints.
2. Due to their job security some of the employees did not express the real opinion of the job satisfaction and working conditions.
3. Satisfaction level to various factors may differ from person to person.
4. Participation in the study is voluntary and not all

employees agree to become participants.

5. The result of this study may only be generalized to the level of validity and reliability of the satisfaction assessment instrument utilized in the study.

Table 1: Opinion about the connection between pay and performance

Opinion	No. of respondents	%
Strongly satisfied	15	20.00
Satisfied	30	40.00
Neutral	10	13.00
Dissatisfied	12	16.00
Strongly dissatisfied	8	10.66
	75	100

Sources: primary data

Interpretation

The above Table 1 inferred the satisfaction level with the connection between pay and performance find out by the researcher. It shows that 20% of the employees are strongly satisfied, 40% of the employees are satisfied, 13% of the employees are neutral, 16% of the employees are dissatisfied and 10.66% of the employees are strongly dissatisfied with the connection between pay and performance.

Table 2: Opinion about the workload

Opinion	No. of respondents	%
Strongly satisfied	33	44.00
Satisfied	27	36.00
Neutral	5	6.66
Dissatisfied	-	-
Strongly dissatisfied	10	13.00
	75	100

Sources: primary data

Interpretation

The above table 2 inferred the satisfaction level with the workload find out by the researcher. It shows that 44% of the employees are strongly satisfied, 36% of the employees are satisfied, 6.66% of the employees are neutral and 16% of the employees are strongly dissatisfied with the workload.

Table 3: Opinion about the flexibility of work hours

Opinion	No. of respondents	%
Strongly satisfied	35	47.00
Satisfied	15	20.00
Neutral	5	6.66
Dissatisfied	12	16.00
Strongly dissatisfied	8	10.66
	75	100

Sources: primary data

Interpretation

The above table 3 inferred the satisfaction level with the flexibility of work hours find out by the researcher. It shows that 47% of the employees are strongly satisfied, 20% of the employees are satisfied, 6.66% of the employees are neutral, 16% of the employees are dissatisfied and 10.66% of the employees are strongly dissatisfied with the flexibility of work hours.

Table 4: Opinion about the job security

Opinion	No. of respondents	%
Strongly satisfied	45	60.00
Satisfied	30	40.00
Neutral	-	-
Dissatisfied	-	-
Strongly dissatisfied	-	-
	75	100

Sources: primary data

Interpretation

The above table 4 deals with 60% of respondents are strongly satisfied and 40% of respondents are satisfied about their job security.

Table 5: Opinion about the physical working environment

Opinion	No. of respondents	%
Strongly satisfied	28	37.33
Satisfied	20	26.66
Neutral	12	16.00
Dissatisfied	5	6.66
Strongly dissatisfied	10	13.00
	75	100

Sources: primary data

Interpretation

The above table 5 inferred the satisfaction level with the physical working environment find out by the researcher. It shows that 37.33% of the employees are strongly satisfied, 26.66% of the employees are satisfied, 16% of the employees are neutral, 6.66% of the employees are dissatisfied and 13% of the employees are strongly dissatisfied with the physical working environment.

Table 6: Opinion about the opportunity to use new technology

Opinion	No. of respondents	%
Strongly satisfied	40	53.00
Satisfied	20	26.66
Neutral	10	13.00
Dissatisfied	5	6.66
Strongly dissatisfied	-	-
	75	100

Sources: primary data

Interpretation

The above table 6 is inferred the satisfaction level with the opportunity to use new technology find out by the researcher. It shows that 53% of the employees are strongly satisfied, 26.66% of the employees are satisfied, 13% of the employees are neutral and 6.66% of the employees are dissatisfied with the opportunity to use new technology.

Table 7: Opinion about the communication with their supervisor

Opinion	No. of respondents	%
Strongly satisfied	20	26.66
Satisfied	12	16.00
Neutral	10	13.00
Dissatisfied	20	26.66
Strongly dissatisfied	13	17.33
	75	100

Sources: primary data

Interpretation

The above table 7 is inferred the satisfaction level with the communication with their supervisor find out by the researcher. It shows that 26.66% of the employees are strongly satisfied, 16% of the employees are satisfied, 13% of the employees are neutral, 26.66% of the employees are dissatisfied and 17.33% of the employees are strongly dissatisfied with the communication with their supervisor.

Table 8: Opinion about the overall relationship with their supervisor

Opinion	No. of respondents	%
Strongly satisfied	25	33.33
Satisfied	20	26.66
Neutral	20	26.66
Dissatisfied	10	13.00
Strongly dissatisfied	-	-
	75	100

Sources: primary data

Interpretation

The above table 8 is inferred the satisfaction level with the overall relationship with supervisor find out by the researcher. It shows that 33.33% of the employees are strongly satisfied, 26.66% of the employees are satisfied, 26.66% of the employees are neutral and 13% of the employees are dissatisfied with the overall relationship with supervisor.

Table 9: Opinion about the overall relationship with their customer/clients/end user

Opinion	No. of respondents	%
Strongly satisfied	40	53.00
Satisfied	25	33.33
Neutral	10	13.00
Dissatisfied	-	-
Strongly dissatisfied	-	-
	75	100

Sources: primary data

Interpretation

The above table 9 is inferred the satisfaction level with the overall relationship with customer/clients/end user find out by the researcher. It shows that 53% of the employees are strongly satisfied, 33.33% of the employees are satisfied and 26.66% of the employees are neutral with the overall relationship with customer/clients/end user.

Table 10: Opinion about the overall satisfaction with their company

Opinion	No. of respondents	%
Strongly satisfied	35	47.00
Satisfied	30	40.00
Neutral	5	6.66
Dissatisfied	3	4.00
Strongly dissatisfied	2	2.66
	75	100

Sources: primary data

Interpretation

The above table 10 is inferred the satisfaction level with the overall satisfaction with company find out by the researcher. It shows that 47% of the employees are strongly satisfied, 40% of the employees are satisfied, 6.66% of the employees are

neutral, 4% of the employees are dissatisfied and 2.66% of the employees are strongly dissatisfied with the overall satisfaction with company.

Table 11: Opinion about the overall satisfaction with the job

Opinion	No. of respondents	%
Strongly satisfied	50	66.66
Satisfied	20	26.66
Neutral	3	4
Dissatisfied	2	2.66
Strongly dissatisfied	-	-
	75	100

Sources: primary data

Interpretation

The above table 11 is inferred the satisfaction level with the overall satisfaction with job find out by the researcher. It shows that 66.66% of the employees are strongly satisfied, 26.66% of the employees are satisfied, 4% of the employees are neutral and 2.66% of the employees are dissatisfied with the overall satisfaction with job.

Hypothesis: 1

Research hypothesis

H1: There is a significant difference between the age of the respondents and their overall job satisfaction.

Null hypothesis

H0: There is no significant difference between the age of the respondents and their overall job satisfaction.

Table 12: “T” test on significant difference between the age of the respondents and their overall job satisfaction

Age	No. of Respondents	Overall job satisfaction	Mean	SD	t-test
Below 25 years	25	15	8	4.32	-2.47
25-30 years	15	10	5.5	2.87	
31-35 years	20	15	8	4.32	
36-40 years	10	3	2	0.81	
Above 40 years	5	2	1.5	0.5	

The calculated value is T=-2.47 and P>0.05. Hence, the calculated value is greater than table value. Therefore, the research hypothesis is rejected and the null hypothesis is accepted.

Findings

The difference between the age of the respondents and their job satisfaction is not significant. It is further inferred that there is no significant association between the age of the respondents and their overall job satisfaction. As a result there is no difference in the perception of the respondents towards all the above test variables in the study area.

Hypothesis: 2

Research hypothesis

H1: There is a significant difference between the educational

qualification of the respondents and their overall job satisfaction.

Null hypothesis

H0: There is no significant difference between the educational qualification of the respondents and their overall job satisfaction.

Table 13: “T” test on significant difference between the educational qualification of the respondents and their overall job satisfaction

Educational Qualification	No. of Respondents	Overall job satisfaction	Mean	SD	t-test
Higher secondary	15	10	5.5	2.87	-3.78
Under graduate	15	10	5.5	2.87	
Post graduate	20	15	8	4.32	
Technical qualification	15	10	5.5	2.87	
Others	10	5	3	1.41	

The calculated value is T=-3.78 and P>0.05. Hence, the calculated value is greater than table value. Therefore, the research hypothesis is rejected and the null hypothesis is accepted.

Findings

The difference between the educational qualification of the respondents and their job satisfaction is not significant. It is further inferred that there is no significant association between the educational qualification of the respondents and their overall job satisfaction. As a result there is no difference in the perception of the respondents towards all the above test variables in the study area.

Findings

40% of respondents are neutral and 20% of respondents are dissatisfied with Job allocation facility of industry. 40% of respondents satisfied with connection between pay and performance. 44% of respondents are strongly satisfied and 36% of respondents are satisfied with workload of employees. 47% of respondents are strongly satisfied and 20% of respondents are satisfied with flexibility of work hours. 60% of respondents are strongly satisfied and 40% of respondents are satisfied with job security of employees. 37.33% of respondents are strongly satisfied and 26.66% of respondents are satisfied with Physical working environment of industry. 26.66% of respondents are strongly satisfied and 26.66% of respondents are dissatisfied with Communication with their supervisor. 33.33% of respondents are strongly satisfied and 26.66% of respondents are satisfied with overall relationship with our supervisor. 53% of the employees are strongly satisfied and 33.33% of the employees are satisfied with the overall relationship with customer/clients/end user is very good. 47% of the employees are strongly satisfied and 40% of the employees are satisfied with the overall satisfaction with

company is very good.

66.66% of the employees are strongly satisfied and 26.66% of the employees are satisfied with the overall satisfaction with job is also very good.

Suggestions and Recommendations

Company taking necessary steps in Physical working environment of industry.

Proper care should be taken in communication with their supervisor of employee.

Provide a change in open house meeting to employees to express their views.

Company can also set up more sports, cultural activities and family get together which improve employee satisfaction and productivity.

Conclusion

Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment. There is a positive attitude of employees towards their working environment because majority of the employees are satisfied with all motivational factors of job satisfaction which are adequately provide by the Tulya food products (P) Limited, Perambalur. So, there is an effective training system followed by company. The organizations lack the relationship between workers and supervisors, it should be given due consideration. The organizations also lack on certain factors such as incentive benefit facility, training development facilities and Physical working environment. Employee's welfare measures and Job security should be given utmost importance, so that the employee's turnover may be restricted. If these factors are given little more care, the company can maintain good workers with high level of satisfaction. If the company considers the above suggestion it is no doubt that the company will be bagged with the number of rewards for good services to the people in the country.

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