Research Paper

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A STUDY ON ATTITUDE OF EMPLOYEES AND THEIR JOB SATISFACTION LEVEL AT TNPL (TAMIL NADU NEWS PRINT AND PAPER LIMITED), KARUR

HRM

KEYWORDS: Employee, satisfaction, Attitude, Job satisfaction, working environment, TNPL-Karur

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ABSTRACT

Employee satisfaction is an important issue for management and employees in organizational setting. Employee job satisfaction is a key factor in the contribution of staff to organizational success. The study set out to understand the satisfaction rates of the TNPL employees using eight dimensions of job satisfaction, including working environment, wages, promotion, supervision, nature of the job, transportation facilities, housing facilities and social status.

1. INTRODUCTION:

"Job satisfaction represents a person's evaluation of his or her job and work context".

Job satisfaction is in regards to one's feelings or state-of-mind regarding the nature of their work. job satisfaction can be influenced by a variety of factors, e.g., the quality of one's relationship with their supervisors, the quality of the physical environment in which they work, degree of fulfilment in their work, etc.

Human resource is considered to be the most valuable assets in any organization. The level of education is progressively increasing which creates awareness among the workers and they are also exposed to the different aspects of life expectations. Satisfaction is the major outcomes of the workers expectations and that is the precious factor which is offered by the job. In the present context human element and its correction with regards to high productivity reveals the importance of the satisfaction of job for the employees. Think about your jobs, which one is the best you ever had? What you had enjoyed the most? Mostly people agree on the fact that pay is the basic cause of satisfaction and happiness, however, it is not found to be true in most cases. Employees enjoy the working environment at most, because interesting jobs give them the opportunity to get variety of job tasks, training, happy work hours and control on their tasks, this is the thing that satisfy most of the workers. Capable people enjoy the challenging work as compared to the routine tasks.

Then comes pay, people usually discuss jobs on the salary basis. There is an interesting relationship between pay and satisfaction. People, who live in underdeveloped countries, usually correlate pay with satisfaction and in turns with happiness. It is also observed that once an individual attains a specific level of satisfaction relation disappears. Job that are compensated handsomely have average job satisfaction levels no higher than those that are paid much less. Money motives us, but it is not necessary that anything that motivates us must make us happy also.

In addition to pay, another thing that can be affection factor that can cause satisfaction to the individual in his goals. Individuals identify their goals in the organization and move towards goals with the people who work there. Sometimes, a person feels that it will be against norms to quit or if he will quit he cannot continue to have the same lifestyle. Thus it seems like 9-5 job is imposed on him and he looks his interest in it.

A job is not an entity but it is a combination of inter relationship of tasks, roles, responsibilities, incentives and rewards.

Job satisfaction is an important factor for evaluating the organization's success. A productive is the one with satisfied workers and happy environment.

2. REVIEW OF LITERATURE

Apeksha kaushik, (2014, May 29) Economies of times, poor salaries can be deal breaker, employees leaving job due to low salary. Nearly 32 percent of the employees said left their previous jobs because of low salary unsatisfactory work culture is another key reasons for leaving a job.

Sanjeev Sinh, (2013, April 04) Economies of times, Transparency within organization is important for a healthy workplace is what both employees look out for. A good workplace encompasses high morale, productivity and lower complaints and commotions.

Ashwini Nair, (2012, Dec 06), about 60 percent of youngsters work nine hours a day, bereft of work satisfaction. 68 percent do not indulge in any exercise, 75 percent get only one weekly off, 25 percent live in rented accommodation and most commuted for about 1.5 hours a day. So they are not happy with their jobs.

Dileep.N.S.Singh (2000) conducted a study on job satisfaction among executive in Bharat Heavy Electrical Limited, Tiruchirappalli, with an objective to find out how working conditions satisfies the executive of an organization. The researcher suggested that the managements should take effective measures to provide adequate space for working. He concluded that facilitating good working condition would promote the individual as well as organizational growth.

3. RESEARCH METHODOLOGY

3.1 Objectives of the study:

- To study the employees job satisfaction level in Tamil Nadu Newsprint and Papers Limited, Karur
- To study the attitude of the employees towards their work
- To study the attitude of the employees towards their employer.
- To identify whether the working conditions satisfies the employees of TNPL

3.2 Statement of the problem:

The study on job satisfaction helps to know the employees preferences and problem. Job satisfaction is mainly influenced by the five factors such as opportunity, leadership, pay, promotion and fair rewards which play an inevitable role in all organization. The absence of these five factors will automatically results in job dissatisfaction, so this creates an urge to obtain an eminent job satisfaction.

3.3 Scope of the study:

This study helps both the organization and the employees. Every organization will be benefited by knowing their employees needs and the levels of satisfaction. It also helps the employees indirectly by conveying them, their expectation regarding the transport, increment, housing facilities, job rotation etc. This study highlights the scope for future improvement in above requirements provided to the employees.

3.4 Research Design

3.4.1 Sampling Techniques: Simple Random Sampling technique is used for this study.

3.4.2 Population: 103 employees were chosen randomly for this study.

3.4.3 Method of data collection: In this research the primary data was collected by means of a structured questionnaire.

3.4.4 Tools for analysis:

- Simple percentage analysis and
- Chi square test is used in this study.

3.5 Limitations of the study:

- Due to scarcity of time, the study was limited to 103 respondents.
- Only 3days in a week was given for a month to complete the project in the Company.
- The data was collected during the working hours; employees were busy in their routine work so they were less responsive.

4. DATA ANALYSIS & INTERPRETATION

TABLE: 5.1 SATISFACTORY LEVEL OF THE EMPLOYEES WITH THEIR WORK LOAD

Attributes	No. of respondents	Percentage
Highly Satisfied	50	48.54
Satisfied	43	41.74
Neutral	8	7.76
Dissatisfied	2	1.94
Highly Dissatisfied	0	0
TOTAL	103	100

Inference: From the above table it is clear that 48.54% of the respondents are Highly satisfied in the work load, 41.74% of the respondents are satisfied, 7.76% of the respondents are neutral, 1.94% of the respondents are dissatisfied in their work load.

FIGURE: 5.1

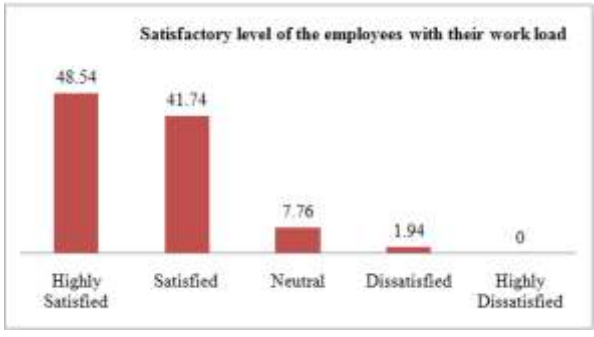

TABLE: 5.2 SATISFACTORY LEVELS OF EMPLOYEES TOWARDS WORKING CONDITION IN THE COMPANY

Attributes	No. of respondents	Percentage
Highly satisfied	33	32.03
Satisfied	50	48.54
Neutral	16	15.53
Dissatisfied	4	3.88
Highly dissatisfied	0	0
TOTAL	103	100

Inference:

From the above table it is clear that 48.54% of the respondents are Satisfied about their working condition, 32.03% of the respondents are Highly satisfied about their working condition, 15.53% of the respondents are in Neutral level of their working condition, 3.88% of the respondents are Dissatisfied about their working condition in the company.

FIGURE: 5.2

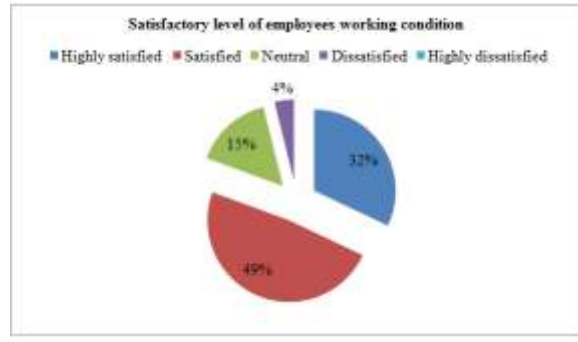

TABLE: 5.3 EMPLOYEE ATTITUDES TOWARDS EMPLOYER

Attributes	No. of respondents	Percentage
Good	94	91.26
Bad	9	8.73
TOTAL	103	100

Inference:

From the above table it is clear that 91.26% of the respondents feel Good, whereas 8.73% of the respondents feel bad about the employee employer good relationship in the company.

FIGURE: 5.3

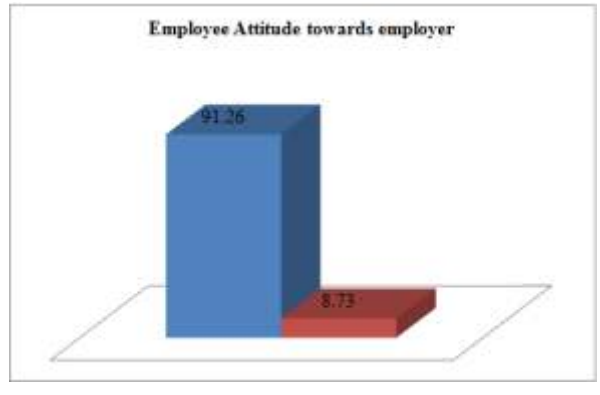

TABLE: 5.4 CO-OPERATION AMONG THE EMPLOYEES IN THE COMPANY

Attributes	No. of respondents	Percentage
Yes	70	67.96
No	33	32.03
TOTAL	103	100

Inference:

From the above table it is clear that 67.96% of the respondents feels that there is cooperation among the employer in TNPL Yes, and 32.03% of the respondents feel No about their Co-operation among the employees in the company.

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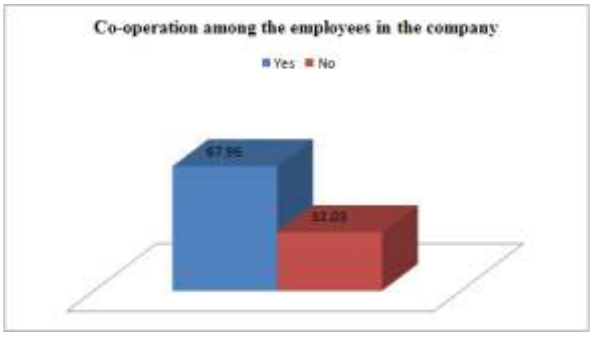
FIGURE: 5.4



ASSOCIATION BETWEEN SALARY AND EMPLOYEES SATISFACTORY LEVEL IN THEIR WORK LOAD

Null hypothesis (H_0): There is no significant relationship between Salary and the Employees satisfactory level in their work load.

Alternative hypothesis (H_a): There is significant relationship between Salary and Employees satisfactory level in their work load.

TABLE: 5.5

Salary	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
Below 5000	0	0	1	0	0	1
5000-10000	3	4	1	1	0	9
10000-15000	23	17	4	2	0	46
15000-20000	13	10	1	0	0	24
Above 20000	10	10	3	0	0	23
Total	49	41	10	3	0	103

Chi-square test=$\sum (O-E^2/E$
Calculated value = 15.53
Degree of Freedom = 16

Therefore, the table value at 5% level of significance is 26.296
As, Calculated value < Tabulated value, null hypothesis is accepted.

Therefore i accept null hypothesis, hence there is no significant association between salary and employees satisfactory level in their work load.

ASSOCIATION BETWEEN EXPERIENCE AND JOB ROTATION IN THE ORGANIZATION

Null hypothesis (H_0): There is no significant relationship between Salary and the Employees satisfactory level in their work load.

Alternative hypothesis (H_a): There is significant relationship between Salary and Employees satisfactory level in their work load.

TABLE: 5.6

Experience	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
Below 3 years	0	3	3	0	0	6
3-6 yrs	3	10	5	1	0	19
6-9 yrs	8	22	1	0	0	31
9-12 yrs	4	19	4	2	0	29
12 yrs	6	6	5	1	0	18
Total	21	60	18	4	0	103

Chi-square test=$\sum (O-E)^2/E$
Calculated value = 19.06
Degree of Freedom = 16
Therefore, the table value at 5% level of significance is 26.296

As, Calculated value < Tabulated value, null hypothesis is accepted.

Hence there is no significant association between Experience and Job rotation in the organization.

5. CONCLUSION:

From this study it is revealed that the role of the employees in the development of the organization is quite significant. The employees are satisfied with their working condition. And that the overall facilities like salary, increment and promotion is also satisfied for the employees. By implementing various new facilities provided to the employees will also increase the production and profit of the organization.

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