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Research Paper HRM

Employees' Job Satisfaction in Automobile Industries

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ABSTRACT

The success of a company basically depends upon its ability to attain goals and objectives. Among the five M's namely man, machine, materials, money and method, human resources are most important in an organization. No firm can reach its ultimate aims of profit maximum and wealth maximum without satisfying its manpower. It is true that man can never be fully satisfied in his life. As employees spent much time in their work. They will be satisfied in life only, if the job is satisfactory. Job satisfaction means a function which is positively related to the degree to which one's personal needs are fulfilled in the job situation. Employees are the most satisfied and highly productive when their job offers them security from economic strain, recognition of their effort, clean policy of grievances, opportunity to contribute ideas ands suggestions, participation in decision making and managing the affairs, clean definitions of duties and responsibilities and opportunities for promotion, fringe benefits, sound payment structure, incentive plans and profit sharing activities, health and safety measures, social security, compensation, communication system and finally, atmosphere of mutual trust respect.

KEYWORDS: Employees, Job, Satisfaction

Introduction

An organization is nothing without human resources. Employees are the most precious asset of an organization. So it is necessary to maintain a proper work environment with organization. In the present scenario where the world is being liberalized and everyone goes for privatization there is cut throat competition among the different units in the industry. Now the employees have more options because of the availability of numerous opportunities and so every organization must try to achieve a standard for the working environment. The performance of human being is influenced by psychological and social factors such as family, age, sex, experience, education, personal likes and dislikes, job condition, emotion, welfare and privileges available to them recognition, wages and salaries, considerate leadership, promotional opportunities interaction with work group and above all job satisfaction and material reward and punishment they receive.

Statement of The Problem

Employees are the precious asset of an organization, the satisfaction of all employees in their work is very important. Job satisfaction is a part of life satisfaction. It is the favorableness within which employees view their work. It expresses the amount of agreement between one's expectation of the job and the reward that the job provides. So it is the result of employee's perception of what the organizations provide. It has been observed that employee's dissatisfaction with certain conditions of the job causes serious industrial problems and on the other hand employee's satisfaction with job leads organizational goal of productivity.

Objectives Of The Study

- To understand the existing level of the employee's job satisfaction among the select automobile industries.
- To identify the factor which influence the satisfaction level of employees
- To know the present working environment in automobile industries and the relationship between the employer and employees.

Research Methodology

Research Design

The researcher used descriptive type of research. This research design deals with describing the characteristics of a particular individual or of groups. Descriptive research describes the state of affairs as it exit at present. It includes surveys and fact finding inquires of different kind. In this study the researcher is analyzing the Employees job satisfaction by among the selected automobile industries in Coimbatore district.

Sampling Design

Simple random sampling technique was employed by the researcher to select the sample respondents. Sample size of the study consists of 300 respondents.

Data Collection

The researcher used both primary and secondary data to collect the details from 300 respondents were working in auto mobile industries with help of well structure questioner. The primary data are supplemented by spat of secondary sources of data. The secondary sources being the published research and general articles collected from various journals, books and internet etc.,

Tools For Analysis

The following are the statistical tools used for the study

1. Simple Percentage Analysis
2. Chi-Square Analysis

Data Analysis and Interpretation

Table.1 Overall Satisfaction about the Job

Sl. No.	Satisfaction	No. of Respondents	Percentage
1.	Highly Satisfied	168	56
2.	Satisfied	111	37
3.	Neutral	12	4
4.	Dissatisfied	9	3
	Total	300	100

Source : Primary Data

The above table shows that more than half (56%) of the respondents are highly satisfied about the overall satisfaction in their job, 37% of the respondents are satisfied, 4% of the respondents had neutral opinion and the remaining 3% of the respondents are dissatisfied about the overall satisfaction in their job. More than half (56%) of the respondents are highly satisfied about the overall satisfaction in their job

Table.2 Rank on Attributes towards Satisfaction

Factors	Rank-1	Rank-2	Rank-3	Rank-4	Wtd, Mean	Rank
Job Security	63	54	66	117	2.21	4
Salary	91	97	64	48	2.77	1
Superior - Subordinate Relationship	47	104	121	28	2.57	2
Work Environment	67	73	68	92	2.38	3

Source: Primary Data

It is clear from the above table that the weighted mean for the factors namely, job security, salary, superior-subordinate relationship and work environment has been taken for ranking which reveals that with the highest weighted mean of 2.77 salary occupied the first position, whereas with the weighted mean of 2.57 superior-subordinate relationship obtained the second position, while work environment (2.38) occupied the third position and finally with (2.21) job security secured fourth position.

Table. 3. Educational Qualification and Job Satisfaction

Educational Qualification	Work Culture				Total
	Highly Satisfied	Satisfied	Neutral	Dissatisfied	
Below 10th	24	3	9	0	36
	13.3	10.1	10.1	2.5	36.0
SSLC	39	30	21	3	93
	34.4	26.0	26.0	6.5	93.0
Higher Secondary	24	12	15	6	57
	21.1	16.0	16.0	4.0	57.0
Diploma	9	6	18	6	39
	14.4	10.9	10.9	2.7	39.0
UG	15	33	21	6	75
	27.8	21.0	21.0	5.3	75.0
Total	111	84	84	21	300
	111.0	84.0	84.0	21.0	300.0

Source: Primary Data

Chi-Square Value : 48.298

Degree of Freedom : 12

Table Value : 21.026

Result : Significant

The result of the chi-square test reveals that the calculated chi-square value (48.298) is more than the table chi-square value (21.026) at 5% level of significance and therefore, the relationship between Educational Qualification of the respondents and their satisfaction towards Work Culture is significant. Thus the hypothesis is that the relationship between the two factors holds good. Hence the null hypothesis is rejected.

Findings

- Maximum (38%) of the respondents belong the age are from 31 to 40 years
- Most (63%) of the respondents are male
- More than half (56%) of the respondents are highly satisfied about the overall satisfaction in their job
- Nearly half (48%) of the respondents are highly satisfied towards the work environment in the organization
- Salary occupy the First Rank for determining job satisfaction compared with other major determinants
- It is found that the relationship between Educational Qualification of the respondents and their satisfaction towards Job is significant. Thus the hypothesis is that the relationship between the two factors holds good. Hence the null hypothesis is rejected.

Suggestions

- The respondents suggested to provide the actual benefits to all employees as per the labour act.
- Some of the respondents suggested to improve infrastructure facilities.
- Few respondents are not satisfied with the work load. They need the work load to be minimized.
- Since a majority of the employees feel that the salary is not sufficient, the company may consider revising the salary to increase the Job Satisfaction among the employees which in turn will increase the productivity of the organization.
- Festival bonus offered during diwali and pongal may be given to all employees irrespective of their experience.
- The provision of welfare measures to the employees must be enhanced since most of the respondents felt that it was not up to the mark.
- Recreational facilities such as games, get-togethers etc. may be organized to the employees every month which will relieve them from stress of continuous working.
- The best employee may be chosen and rewarded every year.

Conclusion

The study mainly focuses on to understand the workers satisfaction level of their work. Automobile sector with many years of field experience and also a self reliant operator in the country, is contributing a major source of income to the growth of the country. Most of the workers are highly satisfied with the present benefits and facilities provided by the company. From the study are can conclude that 90% of the workers are satisfied in their work and few employees feel maintaining uncompromising quality and efficiency may be rectified. The management ideas about various facilities provided to their workers are adequate enough to meet their requirements. However, based on the suggestion few more improvements will enable the company and the organizations to achieve greater heights.

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