



EMPLOYEE MOTIVATION AND JOB SATISFACTION LEVELS OF EMPLOYEE IN MANUFACTURING INDUSTRY

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ABSTRACT

Employee Motivation and job satisfaction: Motivation is a work performed by the manger to attain the required result he performs to encourage and inspire people to perform their work better. In other words it can be said that it is the process followed by the manager to encourage and appreciate the employee to perform better and achieve the organizational goal as well. Motivation triggers behaviour impelling a person to action. Motivation is a driving state that channels behaviour into specific course, that is fulfilment of a felt need. It sustains behaviour in progress, it persists until the satisfaction or reduction of a state need occurs. Poorly motivated person can nullify the organizations performance, hence motivating an employee when and where required becomes the vital role played by an Hr manager. If there is an argument between the superior and the subordinate and the subordinate fails to report to work the very next day then his behaviour is a result of confrontation. However his behaviour may be motivated by a combination of factors including overwork, family illness or some other problem.

KEYWORDS : Assess, Quality of Life, Elderly, Old Age Homes.

INTRODUCTION : Employee satisfaction is very important aspect for every employee and must be given the priority by the employer as well and it helps in retaining the employee with the organization for a longer period of time

The Top benefits of a better on boarding process which is important in every employees career life is improved job performance, better retention, reduced stress and increased employee satisfaction.



Source : Highflyer Begin and end with HR (2016).

Improved job performance – when a new employee clearly understand the expectation of the job, understand the company culture, the employee performs better and thus the policies and the expectation of the employer towards the employee is also well understood and hence the result of the employee performance and achieving the desired result. When the on boarding process is carried well in an organization then the employee satisfaction becomes equally high there by reducing the stress level of the employee, during the onboard process the new employee is well aware of the company policies and is made to adjust well to the new environment and the employee gets used to the new climate and by doing so the stress factor developed in the employee as a result of shifting from a job to a new job gets sorted out and the employee enjoys the new environment without the stress affecting him. The stress free environment and the employees improved performance will bring in a lot of satisfaction to the employee and he feels the it brings in a sense of achievement and the employee will try to be loyal to the employer and remain with the employer for a longer period of time and at the same time performing well and together

with the employer achieving the organizational goal. Thus the retention of an employee which is the tough task played by an Hr manager is obtained by following a systematic procedure from the recruitment and making the employee aware of the process which has to be followed and educating the employee of the mission, vision and goal of the organization and retaining the best of the employees is achieved.

REVIEW OF LITERATURE:

Clayton Glen (2006) Taking a holistic view of the key elements of the business most likely to impact team engagement, motivation, attendance and retention. Linking individual assessment directly to the key drivers of the business and recognition that key talent is likely to thrive on experience – based career leverage opportunities. Retaining key organisational talent requires joined – up thinking a clear business driver link, and a good deal of thought and energy. The paper commence with an assessment of a matrix of the hot button or predictors which need to be consciously managed with significant potential returns. Motivating an employee in every organization increases his performance and in turn increases the productivity of the organization.

Ghishelli.R.La Lopa J & Bai.B (2001) Examines the role that job satisfaction and life satisfaction has on the turnover decision. They found that managers who were more satisfied with the intrinsic components of their jobs, more satisfied with their life and relatively older were less likely to leave their position immediately. Job satisfaction is the major factor influencing an employee to perform his best.

Research methodology:

Research objective:

To study the motivation and job satisfaction level of the employees of the manufacturing industry among the sample selected.

Research design:

The study has been designed as a descriptive method.

Area of study:

Coimbatore district was selected

Selection of sample:

The study is based on primary data, which was collected with the help of structured questionnaire across five manufacturing Industries in Coimbatore district.

DATA ANALYSIS:

Beginning block which comprised constant reduced model showed that correct percentage is 50.8%. This correctness percent is when independent variables are excluded. Table 1 present Omnibus Tests of model coefficients. This result is when independent variables are taken into account. In this table the interest is to look contribution of initial predictors adds above or beyond correct percent to the constant model.

Hypothesis : There is no impact of Learn , Growth & position , Work Life Balance , Monetary benefits , Job Satisfaction on an employee's motivates and the employees willingness to stay back in an organization.

It was inferred from the finding that only Learn has a positive impact on motivation and job satisfaction . Growth & position, WLB, monetary benefits, Job satisfaction all have negative impact on the motivation and job satisfaction. Which means if the organisation gives a better platform to learn than the employees willingness to stay with the organisation is more.

Table No: 1 Omnibus Tests of Model Coefficients

	Chi Square	df	Sig
Step	24.246	5	0.000
Block	24.246	5	0.000
Model	24.246	5	0.000

Source :calculated data

Five variables (on Learn, Growth & Position, Work Life Balance, Monetary Benefits, Job satisfaction) have been added to the model. By adding these variables, -2log likelihood (deviance) has reduced by 24.246 on 5 degree of freedom which implies that there is much reason for quitting. Looking p value of step, block and model it can be seen that except learn none of the other variables are significant (< 0.05). This concludes that the additions of the independent variables to the model are statistically significant. This shows that the independent variables explain the reason for quitting. Cox & Snell R Square and Nagelkerke R Square indicate that the model which includes the five independents variables explains between 50.8% and 57.8% of the variation in reason for quitting. From Table 2, it can be seen that except Learn none of the variables are significantly related with the reason for quitting the organisation.

Table no: 2 Variables in the equation

	B	SE	Wald	Df	Sig	Exp(B)	
Step	Learn	-0.262	0.12	4.73	1	0.03	0.77
	Growth & position	-0.229	0.126	3.3	1	0.069	0.796
	Work life balance	-0.072	0.093	0.601	1	0.438	0.93
	Monetary business	-0.067	0.125	0.288	1	0.591	0.935
	Job satisfaction	0.022	0.127	0.03	1	0.862	1.022
	Constant	1.85	1.567	1.394	1	0.238	6.361

Source :calculated data

The Exp (B) column presents odds ratio and indicates that Learn is .770 times more likely to make employees stay with the present organisation. Growth and position is .796 times more likely to make employees stay, Work life balance is .930 times more likely to make employees satisfied than being dissatisfied. Moreover, Monetary benefits was .935 times more likely to make employees stay in an organization satisfied while Job satisfaction was 1.022 times more likely to make employees stay back . This variable has higher confidence interval compared to other variables. The table above shows that the estimated model is now: Whereby; Learn Growth& Position, Work Life Balance, Monetary Benefits, Job satisfaction. From the model it can be seen that, Learn, Growth& Position, Work Life Balance, Monetary Benefits, are Negatively related to employees motivation and job satisfaction because of Negative sign. Furthermore, since their odds ratio is Below 1. One variable, Job

satisfaction has Positive relationship with willingness to stay back as its odds ratio is More than 1.

Table No 2 clearly indicates that for an employee too stay back in an organisation he has to be convinced that there is a proper opportunity for him to learn, grow in the organisation, his monetary aspects will also be taken care of. According to the study it states that if an employee is taken care in these four aspects then if job satisfaction is not there he will stay with the organisation.

It was inferred from the finding that only Learn has a positive impact on motivation and job satisfaction. Growth & position, WLB, monetary benefits, Job satisfaction all have negative impact on motivation and job satisfaction . Which means if the organisation gives a better platform to learn than the employees willingness to stay with the organisation is more hence null hypothesis is rejected and alternate hypothesis is accepted.

Hypothesis 2

There is no significant relationship between employee retention and motivation.

In this hypothesis , data for both the variables is from the four point likert type scale, The pearson product moment correlation analysis was used to analyse the data at .05 level of significance . The result is presented in Table 3 below.

Table no: 3 Relationship between employee retention and motivation

Variables	N	X	SD	Df	r	p-level
Employee retention	161	9.55	2.32	159	0.436	0.000
Motivation	161	9.84	3.07			

*Significant at .05 level

The result of the statistical analysis shows that there is significant relation between retention and motivation . The probability level is below.05 at (0.21,r=.182 at 159 degree of freedom).Hence the null hypothesis is rejected at .05 level with 159 degree of freedom.

This study also proves that motivation does play an important role in retaining the employees in an organization, employers who fail to motivate there employee at the right time will have to face high attrition rate.

Reference:

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