



Factors Which Are Responsible for Lower Level of Job Satisfaction in Private Sector Organizations

KEYWORDS

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Introduction

In present era job is the first requirement of working population. India's maximum working population involve in job of private sector. In Indian economy private sector contribution is maximum in the development process this sector provide job opportunity for large scale working population we spent our life's maximum time to do any economic activities. Major part of man's life is spent in their job. All human beings have unlimited wants and for fulfill the wants they have adopted some earning means. Needs are different according to their intensity some needs are primary and other are subsidiary. Major needs of human beings are hunger, thirst, rest & social interaction. An employee's basic need is securing a good job, preferably a good pay, hopefully future in job and a good manager at job. Primary need are fulfill by organization and Subsidiary by employees self effort. Employees and organization have played an important role for in the development of each other without employees any organization can't survive and without an organization employees can't survive so both developments depend upon each other co-operation.

The most important need of an employee to satisfy with his job. Job satisfaction is the most important achievement of employee's life. A private sector employees don't know where from and how they can achieve the highest level of job satisfaction The concept of job satisfaction is an individual attitude about work rolls and the relationship of to worker motivation job satisfaction is an important criterion for the success of employees. It is closely associated with job turn over and life satisfaction, Thus job satisfaction is a psychological concept it is related with employees internal motion and encourage him for the use of his highest capacity power.

JOB SATISFACTION is regard to one's feeling or state of mind regarding the nature of their work. Job satisfaction can be influenced by variety of factors such as kind of supervision, organization policies & administration, salary & quality of life etc. Employers have a need to keep employee from leaving and going to work for other organizations. The best way of retaining employees is to provide the job satisfaction and opportunities to build up their careers. "The good hope is hard to find, is even truer these days than ever before because the job market in becoming increasingly tight". (Eskildesen, Hammer)

Young (1984) defined job satisfaction as "the affective reaction that employees have about their jobs" (p. 115). According to Young, job satisfaction has implications for the individual related to physical and mental health, for the Organization related to the acceptance of and good performance on the job, and for society related to quantity and quality of life .Job satisfaction was defined by Loquats and Davis (1969) as "the Pleasurable emotional state resulting from the appraisal of the extent to which he Work environment fulfills an individual's requirement" (p. 47).

HISTORY OF JOB SATISFACTION:

One of the biggest preludes to the study of job satisfaction was the Hawthorne Studies. These studies (1924-1933),

primarily credited to Elton Mayo of the Harvard Business School, sought to find the effects of various conditions (most notably Illumination) on workers' productivity. These studies ultimately showed that novel changes in work conditions temporarily increase productivity (called the Hawthorne Effect). It was later found that this increase resulted, not from the new conditions, but from the knowledge of being observed. This finding provided strong evidence that people work for purposes other than pay, which paved the way for researchers to investigate other factors in job satisfaction.

Scientific management also had a significant impact on the study of job Satisfaction. Frederick Winslow Taylor's 1911 book, Principles of Scientific Management, argued that there was a single best way to perform any given work task. This book contributed to a change in industrial production philosophies, causing a shift from skilled labor and piecework towards the more modern approach of assembly lines and hourly wages. The initial use of scientific management by Industries greatly increased productivity because workers were forced to work at a faster pace. However, workers became exhausted and dissatisfied, thus leaving Researchers with new questions to answer regarding job satisfaction. It should also be noted that the work of W.L. Bryan, Walter Dill Scott, and Hugo Munsterberg set the tone for Taylor's work. Some argue that Maslow's hierarchy of needs theory, a motivation theory, laid the foundation for job satisfaction theory. This theory explains that people seek to satisfy five specific needs in life – physiological needs, safety needs, social needs, Self-esteem needs, and self-actualization. This model served as a good basis from which early researchers could develop job satisfaction theories.

Objectives

- To introduce the concept of job satisfaction.
- To study about the factor affecting job satisfaction in private sector.
- To study about the importance of job satisfaction in an employee's & in an organization life.
- To study the way by which an employees may increase his/ her job satisfaction level.

Review of literature

Charlie S. (2010) in his article "How To Be Happy at Work" Cleared that only one out of every five employees are happy at work, it is not salary or the love for the work that make people happy. Instead friendly, supportive colleagues and a good manager have been found to be the primary causes of happiness at work. He described some tips/ way which help in finding happiness and complete job satisfaction in work place.

Start with positive outlook. : Happiness is a state mind an attitude and though not many people realize it but staying happy at work is totally based on motivation and a positive outlook toward job. Negativity and gossiping around about. The bad things may be early but it is looking at the bright side that is the difficult part of job.

Challenge yourself: He cleared that rather looking for help and motivate from other people challenge our self and take charge of our own growth professionally boredom is one of a primary factor that causes people to switch job. So kind new challenges and personally developed plans and goals.

Make friend: He explore that having someone to talk to on a social levels and in fact having coworkers that we like. Talk to people, get to know them and try to enhance personal relation in the work place. Meeting new people and getting fresh perspectives can help us to keep interest in work.

Complete our tasks : He describe the every employees should complete their tasks at time it is an individual sense of achievement and motivates him towards its goal in future employees should also try to learn and gain new insights at work.

Take a break: He write in his article that is necessary that every employee should take some rest while working hours but it is not so long. This rest makes them happy, refresh and distress. By all there factor an employees must be happy with their work and the job satisfaction level may be also increase.

Roy Walters (2010): In his article "What is it that Makes People Feel Satisfied With their Job" cleared that job satisfaction develop a satisfaction potential checklist which contains nine characteristics. According to him Job does not waste a person's time and effort it has been planned in such a way that it can be done without exerting energy uselessly. Employees are free to plan their work the way they can do it most effectively employees believe they have a reasonable degree of authority over how their work should be done. Employees believe they have adequate opportunities for individual growth and recognition. Employees see their job as an integral part of the whole company and each employee is treated as an individual not merely a cog in the wheel. Employees should correct their errors and improve their technique superiors offer feedback without causing embarrassment. If any employee has to truly enjoy his job and give his best for the organization the superior has to ensure that the task given him is not monotonous routine, mundane and design. In such away he utilizes his energy to his optimum level and still feel fresh, plan his work according the way he considers doing it best, give him reasonable degree of authority, responsibility and freedom to perform the way he would like to start and complete with the job, which will give him opportunity for growth, development recognition and status, ensure that he doesn't feel closely supervised treat him as an integral part of the organization it give him the freedom and autonomy to improve upon their techniques and offer constructive feedback which enhance his work ethic.

Importance of job Satisfaction

Long ago in traditional organization employees treated as physical resources. They purchased by organization or owner as a commodity on very lower salary In that time there was no union or institute which fight for employees rights. In present era conditions changes employees have so many rights and ways to increase their job satisfaction level and organization also help them to achieve highest level of satisfaction because every employees know it is the best concept and by this they can also achieve higher level of job satisfaction.

For an organization

- The aim of organization.
- Maximum utilization of resources.
- Development of better relationship between employees and employers.
- Continuous availability of employees according to requirement.
- Increase the efficiency of organization.
- Maximum output.
- Increase employees turn over
- Reduce absenteeism

- Increase the growth rate of an organization
- Peaceful work environment.

Job satisfaction in organization has been receiving increasing attention because it reduces employee turnover absenteeism, tardiness and health setbacks due to stress. Employees who are satisfied at their workplace show positive altitudes in their homes and make a psychologically healthy society. By all these positive point the rapid development of an organization will be possible and it must be beneficial for employees as well as employers.

For an employees

- Improve the work efficiency
- Development of family
- Free from job stress
- Utilization of full capacity.
- Improve living standard.
- Improve the behavior of employee.
- Increase positive attitude.
- Increase Confident level

Factor affecting job satisfaction

Job satisfaction is regarded 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. quality of one's relationship with their superiors, quality of physical work environment, salary, timings of work, etc The whole success of an organization is depend upon their employees if they are satisfy than their power and productivity will be also increase so it necessary for the development and expansion of an organization that all most employees must be satisfy with their job. Full satisfaction from job is not possible but tries to achieve maximum satisfaction for job. For understanding and enhancing job satisfaction it is important to identify factor that affecting job satisfaction level the factors can be categories into areas namely individual, organizational and psychological.

1. Individual factor:

1. Age
2. Sex
3. Education
4. Health
5. Qualification
6. Dependent member
7. Family Environment
8. Work Experience
9. Marital Status
10. Employees acceptance for job
11. No. of depended persons

2. Organizational factor:

1. Pay and salary
2. Promotion opportunity
3. Job security
4. Welfare scheme
5. Work environment
6. Working time
7. Rest hour
8. Compensation
9. Future plan
10. Size of organization
11. Safety of life at job
12. Allowances and loan facilities
13. Volume of work
14. Opportunity for advanc

3. Psychological factor:

1. Inter personal relationship with manager
2. Supervisor
3. Leader
4. Colleagues
5. Job enjoyment
6. Rest hour

7. Opportunity for advance
8. Job security
9. Interesting work
10. Career & Growth opportunity
11. Autonomy
12. Full appreciation of work done

Factor which responsible for lower job satisfaction level in private sector

Lower pay scale: private institute are self invested so there always a scarcity of resources condition available. Private sector provides less salary to its employees so employees always seem in lower satisfaction level.

Security from job: Private sector job is only temporary job when you will lost it no one know.

Every time a fear is present in employees mind that which day will be last day on this organization. So, lack of security from job is diminishes the job satisfaction level.

Competitive atmosphere: Today competition increase day by day in each and every sector we face a large scale of competition in our work place also. Employees work skill increase daily so an employee think that when a high skill employee join this organization he may out from here.

Lack of job opportunity: Working population increase at a rapid rate in comparison job opportunities. So, there are no chances to get job anywhere else.

Behavior of head: In private sector organization one or more person work at high post they are Treat as manager, M.D. Head etc. These personalities having all rights to operate the organization. The behavior and attitude of all these persons toward their employees are the powerful factor which responsible for satisfaction level of employees. In private sector these people are not so honest, they all like buttering and flatterer employees. They make a circle of and flatterer employees and this way the satisfaction level of honest employees must be decrease.

Behavior of colleagues: In present era competitiveness among employees available at large level. All employees want to be get higher post, pay, promotion and nearer to head. So they follow the short cut path they uproot other employee's roots and fix on them. Lack of support and guidance in their nature and this decrease the satisfaction level of employees.

High inflation rate: Inflation rate increase at rapid rate govt. all efforts seems fail toward it increase price is other factor on which satisfaction level is depend. Pay seems small in comparison to price and maximum employees dissatisfied from their job.

High burden of job: private sector has a lot of work burden but they employed lower employees for this. An employee does the work of at list more than two or three employees. Large scale of job burden creates lower satisfaction level. Employees maximum time busy with their or other post work he fulfill the responsibility of two or three employees at a time so always seems in job burden.

Long working hours: In private sector working hour are so long many times it is equal to 12 hours. 8 am. To 8 pm. Sunday is not treats as a holiday in unorganized private institutions. All laws for working hour are failing in this sector.

Defective working environment: Private organizations are self invest organizations there always lack of resources situation is available. These organizations provide poor work conditions. At work place basic requirements are not provide in proper condition its bed effect lower work efficiency and lower level of job satisfaction.

TEN WAYS TO MAINTAIN JOB SATISFACTION

- 1 Believe-Believe in what you are doing
- 2 Be Honest- Trust in yourself and in others
- 3 Don't be afraid-Fear can and will hold you back Overcome your fear
- 4 Be objective-Look at the big picture
- 5 Respect differences-Be non judgmental
- 6 Learn from your mistake-Learning is a key
- 7 Support your co-workers
- 8 Be enthusiastic- Enthusiasm is contagious
- 9 Be results orientated-Performance
- 10 Work as part of a team

Conclusion

This study identifies broadly three categories of factors that might enhance job satisfaction of employees. India is a mixed economy it has private sector on large scale. Maximum population are working in this sector. Human resources development rate is very slow in India due to high dissatisfaction level in the employees of private sector. In our daily life we meet that maximum private employees are looking strongly dissatisfied in the reference of different job aspects. If your govt. want to maximum utilization of resources than it is necessary that control must be increase over this sector and improve the regulation in the benefit of employees. An employee himself improve it job satisfaction follow the tips of my paper.

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