



A Study on Workers Job Satisfaction at Bakery Industries

KEYWORDS

Job satisfaction, welfare facilities, motivation

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ABSTRACT

This Study aims to find out the level of satisfaction of employees at bakery industry. To conduct this study the data was collected by formulating a questionnaire and by interviewing the workers. The project was conducted to find out the level of satisfaction of labour at bakery industry, was intended to determine the satisfaction level of workers as well as to study the factors causing dissatisfaction of their work

Introduction

The Encyclopedia of social science defines labour welfare as "The voluntary efforts of the employers to establish within the existing industrial system, working and sometimes living and cultural condition of the employees beyond that which is required by law, the custom of the industry and the conditions of the market". Welfare in Indian Industry implies the provision of medical and educational service, a congenial work atmosphere, etc. The need for providing such service and facilities arises from the social responsibilities of industry, a desire for upholding demotic values and concern for employees.

STATEMENT OF PROBLEM

Organization requires a motivated workforce that has the knowledge and capacity to effectively execute a turnaround strategy. A welfare service is an indispensable vehicle and tool for the development of skills and knowledge and behavior of employees. Motivation in employees, at all levels is the most critical function of the management. Man's needs are never ending, thus remains unsatisfied. Only active and fully satisfied employees can provide fruitful result for an organization. In other word the success of an organization ultimately depends on how effectively managers are able to motivate their employees through providing proper welfare facilities. So the researcher would like to know how welfare facilities provided in bakery industries.

Principles of Labour Welfare Services

The Principles to be followed in setting up a labour welfare services

- The service should satisfy real needs of the workers.
- The service should be such as can be handled by cafeteria approach
- The employer should not assume a benevolent posture.
- The cost of the services should be calculated and its financing established on a sound basis.
- There should be periodical assessment or evaluation of the service and necessary timely improvement on the basis of feedback

ObjectiveS of the study

Primary Objective

To find out the "Level of satisfaction" of labour at Bakery

Secondary Objectives

To identify the level of satisfaction of labour with regard to,

- ✓ Working condition

- ✓ Welfare facilities

- ✓ Wage payment

RESEARCH METHODOLOGY

Research Design

The research design of this study is descriptive research. The descriptive research studies are those studies which are concerned with describing the characteristics of a particular individual, or group. The studies concerned with specific prediction, with narration of facts & characteristics concerning individual, group or situation are all examples of descriptive research studies.

Sample Design

The technique used for the research is probability sampling because the population is infinite. The sample technique selected for the study is simple random sampling technique. The sample size was adopted as 110 members of employees from different companies working in the 10 bakery industries in Erode District. The researcher randomly selected these 110 employees (11 employees from each company) and the option on the various aspects of welfare service facilities were collected by interview schedule.

Data Collection

The data was collected from both primary and secondary sources. The primary data is collected from 110 samples of respondents working in bakery industries in Erode district with help of an interview schedule which is pre-tested. The secondary data was collected through company's broucher, files, magazines and periodicals published research, national and international journals text book and websites. Apart from that personal discussion with officials of the concern also help to enhance the welfare facilities.

ANALYTICAL FRAME WORK

The collected data are presented in simple tables and these tables are systematically analyzed with help of simple statistical technique such as Percentage Analysis.

DATA ANALYSIS AND INTERPRETATION

TABLE-1: SATISFACTORY LEVEL OF EMPLOYEES ON WORKING PLACE

Working Place	No. of Respondents	%
Satisfied	87	79
Dissatisfied	23	21
Total	110	100

INFERENCE

From the above table, it is found that the 79% of the respondents are satisfied with the environment of the working place. Remaining 21% of the respondents have felt that the environment of the working place is not good.

TABLE-2: SATISFACTORY LEVEL OF EMPLOYEES ON FIRST-AID FACILITIES

Working Place	No. of Respondents	%
Satisfied	59	54
Dissatisfied	51	46
Total	110	100

INFERENCE

From the above table, 46% of the respondents are dissatisfied with the first-aid facilities and 54% of the respondents are satisfied with the environment of the first-aid facilities.

TABLE-3: SATISFACTORY LEVEL OF EMPLOYEES ON LUNCH AND RESTROOM FACILITIES

Working Place	No. of Respondents	%
Satisfied	18	16
Dissatisfied	92	84
Total	110	100

INFERENCE

It has been found that most of the respondents 84% are dissatisfied with the provision of lunch and restroom facilities and 16% of the respondents have felt that the environment of the lunch and restroom facilities is not good.

FINDINGS

- It is learned that the 79% of the respondents are satisfied with the environment of the working place
- From the analysis, 54% of the respondents are satisfied with the environment of the first-aid facilities
- From the analysis, the respondents 84% are dissatisfied with the provision of lunch and restroom facilities.

SUGGESTIONS:

Based on the studies to following suggestion are made to the industries.

- It is suggested that the company should maintained the working condition provided at present and it should be noted that in no way any part of the provided facilities should be taken back instant. It is advised to increase or add more facilities is possible.
- It will be added advantages if the company could provide transportation facilities to the employees. This will motivate the workers to keep of the time and to increase the morale of the organization.

CONCLUSION

The success of any company will largely depend upon the workers and their satisfaction in the work they do. This study reveals certain factors which lead to dissatisfaction of the workers. It is important that the workers basic needs should be satisfied by the employers. The company can take effective action to satisfy them which will increase their productivity of the workers. The company can provide the basic facilities like lunch and restroom, which motivate and encourage them to do better in their work.

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