Job Satisfaction of Employees of Match Works Industry

Dr. A. Joseph Xavier	Mr. G. Paramaguru
Assistant Professor of Commerce Ayya Nadar Janaki Ammal College Sivakasi	M.Phil Research Scholar Ayya Nadar Janaki Ammal College Sivakasi.

Introduction

Job satisfaction is the collection of feelings and benefits that people have about their current job. Level of degree of job satisfaction can range from extreme satisfaction to extreme dissatisfaction. Having a particular attitude regarding their job as a whole; people can also have a particular attitude about various aspects about their job- such as the type of work they do, their co-workers, supervisors, subordinates, and their monetary compensation. Job satisfaction in the manufacturing sector refers to a person's feelings regarding the nature of his/her work. This feeling is subject to a variety of factors, such as the quality of the relationship with the supervisors, the quality of working environment and so on. Moreover, job satisfaction is defined as the feeling of people about their job and about the various aspects of their job. It is degree to which people like (satisfaction) or dislike (dissatisfaction) their jobs.

Statement of the Problem

Employee satisfaction is essential to the success of any business. A high rate of employee satisfaction is directly related to a low turnover rate. Thus, keeping employees' satisfied with their careers should be a major priority for every employer. While this is a well known fact in management practices, economic down turns like the current one seem to cause employers to ignore it. There are numerous reasons why employees can become discouraged with their jobs and resign, including high stress, lack of communication within the company, lack of recognition, or limited opportunity for growth. Management should actively seek to improve these factors if they hope to lower their turnover rate. Even in an economic downturn, turnover is an expense best avoided. The researcher has made an attempt to analyse the job satisfaction of the employees of match works industry functioning in the Srivilliputtur Taluk.

Objectives of the study

The following are the objectives of the present study.

- To examine the socio economic profile of the respondents.
- To analyze the association between socio economic profile of the respondents and their opinion about job satisfaction.

Hypotheses

To fulfill the above objectives the following hypotheses have framed.

- There is no significant association between gender of the respondents and their job satisfaction.
- There is no significant association between marital status of the respondents and their job satisfaction.
- There is no significant association between Nature of Resident of the respondents and their job satisfaction
- There is no significant association between age of the respondents and their job satisfaction.
- There is no significant association between Type of Job of the respondents and their job satisfaction.

Collection of Data

This study is based on both primary data and secondary data. Primary data were collected with the help of well structured and pre tested interview schedule. Secondary data are collected from standard text books, journals, published records, magazines, newspapers and websites.

Sampling Design

In Srivilliputtur taluk there are 27 match industrial units are functioning. In This 27 match units employees are working. The researcher has selected 10% of employees using proportionate random sampling technique.

Analysis and Interpretation

The following table shows the socio economic profile of the respondents.

Table – 1 Socio economic profile of the respondents

S. No	Variable	Category	No. of Respondents	Percentage
1.	Nature of Residence	Rural	150	83.30
		Semi-Urban	25	13.90
		Urban	05	2.80
		Total	180	100.00
2.	Gender	Male	60	33.30
		Female	120	66.70
		Total	180	100.00
3.	Age	19 to 28 years	59	32.80
		28 to 38 years	65	36.10
		39 to 48 years	35	19.40
		Above 48 years	21	11.70
		Total	180	100.00
4.	Marital status	Married	142	78.90
		Un married	38	21.10
		Total	180	100.00
5	Type of job	Skilled	37	20.60
		Semi skilled	68	37.80
		Un skilled	75	41.70
		Total	180	100.00

Source: Primary Data

From the above table it is found that majority of the respondents (83.30%) residing in rural area, majority of the respondents (66.70%) are female, majority of the respondents (36.10%) are in the age group of 28 to 38 years, majority of the respondents (78.90%) are married and majority of the respondents (41.70%) are doing unskilled type of work.

2. Opinion of the respondents about the various factors of Job Satisfaction
The following table shows the opinion of the respondents about the job satisfaction under various factors.

Table -2 Job factors

S.No	Variables	HS	S	NO	DS	HDS	Total
1	Satisfaction towards the present job	46 (25.60%)	83 (46.10%)	23 (12.80%)	21 (11.70%)	07 (3.90%)	180 (100%)
2	Satisfaction towards relationship with owners	29 (16.10%)	60 (33.30%)	50 (27.80%)	26 (14.40%)	15 (8.30 %)	180 (100%)
3	Satisfaction towards relationship with co-workers	91 (50.60%)	47 (26.10%)	30 (16.70%)	08 (4.40%)	04 (2.20%)	180 (100%)
4	Satisfaction with income	24 (13.30%)	57 (31.70%)	45 (25.00%)	40 (22.20%)	14 (7.80%)	180 (100%)
5	Satisfaction with bonus	18 (10.00%)	65 (36.10%)	51 (28.30%)	36 (20.00%)	10 (5.60%)	180 (100%)
6	Satisfaction with working time	21 (11.70%)	58 (32.20%)	47 (26.10%)	38 (21.70%)	15 (8.30%)	180 (100%)
7	Satisfaction towards leave facilities	10 (5.60%)	42 (23.30%)	55 (30.60%)	55 (30.60%)	18 (10.00%)	180 (100%)
8	Satisfaction towards lunch time	18 (10.00%)	53 (29.40%)	39 (21.10%)	35 (19.40%)	35 (19.40%)	180 (100%)
9	Satisfaction with welfare facilities	13 (7.20%)	63 (35.00%)	61 (33.90%)	27 (15.00%)	16 (8.90%)	180 (100%)
10	Satisfaction towards industrial relations	19 (10.60%)	36 (20.00%)	82 (45.60%)	29 (16.10%)	14 (7.80%)	180 (100%)

Source: Primary Data
The above table clearly shows that most of the respondents (46.10%) are satisfied towards the present job, most of the respondents (33.30%) are satisfied towards relationship with owners, majority of the respondents (50.60%) are highly satisfied towards relationship with co-workers, most of the respondents (31.70%)are satisfied with income, most of the respondents (36.10%) are satisfied with bonus, most of the respondents (36.10%) are satisfied working time, the most of the respondents (30.60%) have no opinion and dissatisfied with leave facilities, most of the respondents (29.40%) are satisfied towards lunch time, most of the respondents (35.00%) are satisfied with welfare facilities, and most of the respondents (45.60%) have no opinion about satisfaction towards industrial relations.

I. Association between Gender and Satisfaction level of the employees
To know the Association between Gender and Satisfaction level of the employees' analysis has been made with the following hypothesis.

Hypothesis - I
"There is no significant association between gender of the respondents and their job satisfaction".
To test the above hypothesis Mann-Whitney Rank Sum 'U' test is applied and the result is presented in the following table.

Table – 3 Mann – Whitney U Test

Variables	Mann-Whitney U	Wilcoxono W	Z	Sig. (2-tailed)
Satisfaction towards the present job	3499.500	5329.500	-.325	.745
Satisfaction towards relationship with owners	2871.500	4701.500	-2.288	.022
Satisfaction towards relationship with co workers	2807.500	10067.500	-2.611	.009
Satisfaction with income	3511.000	10771.000	-.279	.780
Satisfaction with bonus	3434.500	5264.500	-.523	.601
Satisfaction with working time	3584.500	5414.500	-.049	.961
Satisfaction towards leave facilities	3544.000	10804.000	-.176	.860
Satisfaction towards lunch time	3438.000	5268.000	-.505	.614
Satisfaction with the welfare facilities	3435.000	10695.000	-.524	.600
Satisfaction towards industrial relation	3523.500	10783.500	-.246	.806

Source: Computed Data
From the above result of Mann-Whitney U test it is found that the employees are varied in the satisfaction towards relationship with owners and co-workers when they are classified based on the gender. That is the significance value is less than 0.05. Hence the null hypothesis is rejected and it is concluded that there is a significant association between the gender of the respondents and their job satisfaction.

II. Association between Marital status and Satisfaction level of the employees
To know the Association between marital status and Satisfaction level of the employees' analysis has been made with the following hypothesis.

Hypothesis - II
"There is no significant association between marital status of the respondents and their job satisfaction".
To test the above hypothesis Mann-Whitney Rank Sum 'U' test is applied and the result is presented in the following table.

Table – 4 Mann-Whitney Test

Variables	Mann-Whitney U	Wilcoxon W	Z	Sig. (2-tailed)
Satisfaction towards the present job	2462.00	3203.00	-.881	.378
Satisfaction towards relationship with owners	1901.50	2642.50	-2.889	.004
Satisfaction towards relationship with co-workers	2106.50	12259.50	-2.251	.024

Satisfaction with income	2518.00	3259.00	-.651	.515
Satisfaction with bonus	2608.00	12761.00	-.329	.742
Satisfaction with working time	2494.00	3235.00	-.739	.460
Satisfaction towards leave facilities	2598.50	3339.50	-.362	.717
Satisfaction towards lunch time	2520.50	12673.50	-.639	.523
Satisfaction with the welfare facilities	2480.50	12633.50	-.798	.425
Satisfaction towards indus-trial relation	2149.50	2890.50	-2.036	.042

Source: Computed Data

From the above result of Mann-Whitney U test it is found that the employees are varied in the satisfaction towards relationship with owners, co-workers and industrial relation when they are classified based on their marital status. That is the significance value is less than 0.05. Hence the null hypothesis is rejected and it is concluded that there is a significant association between the marital status of the re-spondents and their job satisfaction.

III. Association between Nature of Residence and Satis-faction level of the employees

To know the Association between Nature of Residence and Satisfaction level of the employees' analysis has been made with the following hypothesis.

Hypothesis - III
"There is no significant association between Nature of Residence of the respondents and their job satisfaction".

To test the above hypothesis Kruskal-Wallis test is applied and the result is presented in the following tables.

Table – 5 Kruskal-Wallis Test

Variables	Chi-Square	Df	Asymp. Sig.
Satisfaction towards the present job	1.094	2	.579
Satisfaction towards relationship with your owners	1.336	2	.513
Satisfaction towards relationship with your co-workers	1.904	2	.386
Satisfaction with your income	.474	2	.789
Satisfaction with bonus	1.113	2	.573
Satisfaction with working time	.468	2	.791
Satisfaction towards leave facili-ties	3.686	2	.158
Satisfaction towards lunch time	4.745	2	.093
Satisfaction with the welfare facilities	4.246	2	.120
Satisfaction towards industrial relation	.220	2	.896

Source: Computed Data

From the above result of Kruskal-Wallis Test it is found that the employees are not varied in the satisfaction level when they are classified based on the Nature of Resident. That is the significance value is more than 0.05 for all factors. Hence the null hypothesis is accepted and it is concluded that there is no significant association between the nature of residence of the respondents and their job satisfaction.

IV. Association between Age and Satisfaction level of the employees

To know the Association between age and Satisfaction level of the employees' analysis has been made with the following hypothesis.

Hypothesis - IV
"There is no significant association between age of the

respondents and their job satisfaction".

To test the above hypothesis Kruskal-Wallis test is applied and the result is presented in the following tables.

Table – 6 Kruskal-Wallis Test

Variables	Chi-Square	Df	Asymp. Sig.
Satisfaction towards the present job	24.982	3	.000
Satisfaction towards relationship with your owners	24.921	3	.000
Satisfaction towards relationship with your co-workers	8.353	3	.039
Satisfaction with your income	11.649	3	.009
Satisfaction with bonus	3.037	3	.386
Satisfaction with working time	.915	3	.822
Satisfaction towards leave facilities	.649	3	.885
Satisfaction towards lunch time	.858	3	.836
Satisfaction with the welfare facili-ties	5.473	3	.140
Satisfaction towards industrial rela-tion	1.402	3	.705

Source: Computed Data

From the above result of Kruskal-Wallis Test it is found that the employees are varied in the satisfaction towards rela-tionship with present job, owners, co-workers and income when they are classified based on their age. That is the significance value is less than 0.05. Hence the null hypoth-esis is rejected and it is concluded that there is a signifi-cant association between the age of the respondents and their level of job satisfaction.

V. Association between Type of Job and Satisfaction level of the employees

To know the Association between Type of Job and Sat-isfaction level of the employees' analysis has been made with the following hypothesis.

Hypothesis - V
"There is no significant association between Type of Job of the respondents and their job satisfaction".

To test the above hypothesis Kruskal-Wallis test is applied and the result is presented in the following tables.

Table – 7 Kruskal-Wallis Test

Variables	Chi-Square	Df	Asymp. Sig.
Satisfaction towards the present job	3.866	2	.145
Satisfaction towards relationship with your owners	11.059	2	.004
Satisfaction towards relationship with your co-workers	8.957	2	.011
Satisfaction with your income	2.383	2	.304
Satisfaction with bonus	7.612	2	.022
Satisfaction with working time	5.243	2	.073
Satisfaction towards leave facilities	3.448	2	.178
Satisfaction towards lunch time	16.979	2	.000
Satisfaction with the welfare facili-ties	.638	2	.727
Satisfaction towards industrial rela-tion	.652	2	.722

Source: Computed Data

From the above result of Kruskal-Wallis Test it is found that the employees are varied in the satisfaction towards rela-tionship with owners, co-workers, bonus and lunch time when they are classified based on the Type of Job. That is the significance value is less than 0.05. Hence the null hypothesis is rejected and it is concluded that there is a

significant association between the Type of Job of the respondents and their job satisfaction.

Findings of the study
The following are the major findings of the study.

- The majority of the respondents (66.70%) are female
- The most of the respondents (36.10%) are in the age group of 28 to 38 years.
- The majority of the respondents (78.90%) are married.
- The majority of the respondents (83.30%) belong to rural area.
- The most of the respondents (41.70%) are doing unskilled type of work.
- The majority of the respondents (58.9 %) are satisfied towards the Present job.
- It is concluded that there is a significant association between the gender of the respondents and their job satisfaction.
- It is concluded that there is a significant association between the marital status of the respondents and their job satisfaction.
- It is concluded that there is no significant association between the nature of residence of the respondents and their job satisfaction.
- It is concluded that there is a significant association between the age of the respondents and their job satisfaction.
- It is concluded that there is a significant association between the Type of Job of the respondents and their job satisfaction.

Suggestions
The detailed analysis of job satisfaction of workers in the match units has made by the researcher and the following suggestions and made for the betterment of the job satisfaction of the employees.

- Depending upon the number of employees, rest room with adequate facilities should be organized. The employees can make use of rest room when they feel sick. The rest room should be used only for the employees and not for business purpose.
- Drinking water, lighting, canteen and sitting facilities should be made available to them at the work place itself.
- The working place should not be congested and it should be arranged in a way that the workers feel free to work with.
- With regard to the safety measures, good housekeeping, maintenance of emergency gateway, provision of alarm, fire resistance and training for using them are necessary to minimize the risks.

Conclusion
Job satisfaction of the employees of the company is the back bone to the success. Hence, the employers of the match industrial units in the study area are expected to follow the above suggestion to increase the job satisfaction of their employees.

REFERENCE 1. Vijayaragavan.T, "A Study on Perception of the Employees Relating to the Job Satisfaction at Standard Fireworks in Sivakasi", Ge-International Journal of Management Research, Volume -2, Issue -7, July 2014, pp. 363-374. | 2. Alkhaliel adeeb abdullah, Hooi Lai Wan "Relationships of Non-Monetary Incentives, Job Satisfaction and Employee Job Performance", International Review of Management and Business Research, Vol.2, Issue.4, December 2013, pp. 37-42. | 3. Bandana Nayak "Employee Satisfaction Leveraging Employee Relations and Overall Job Satisfaction" American International Journal of Research in Humanities, Arts and Social Sciences, Finance and Banking (JEIEFB), 2013. pp. 13-133. | 4. Murugesan.G., "Organizational Climate and Job Satisfaction: An Analysis of Paper Industry", International Journal of Physical and Social Sciences, Vol. 2, Issue 3, march 2012, pp. 136-158. | 5. Ramesh, S.V. (2012). "Impact of socio-economic factors on job satisfaction of employees in garments units an empirical study in Tripura", Asia pacific Journal of Research in Business Management, Vol. 3 (2), 2012, pp.126 -136. | 6. SSM Sadrul Huda, Nargis Akhtar and Afsana Akhtar "Employee's View on Job Satisfaction: A Study on Garments Industry in Bangladesh Indus Journal of Management & Social Sciences, Vol. 5(1), June 2011, pp. 1-9. | 7. Nadia Ayub, and Shagufta Rafif, "The relationship between Work motivation and job satisfaction" Pakistan business review, July 2011, pp.65-67. | 8. Mohammad Torkabadi, Behdad Kheirkhah, "Evaluating the Job Satisfaction in Iranian Petrochemical Industry: A Case Study", New York Science Journal, Vol. 6(5), 2010, pp. 54-60. | 9. Steven W. Schmidt, "The Relationship between Job Training and Job Satisfaction", International Journal of Adult Vocational Education and Technology, Vol. 1(2), April-June 2010, pp. 19-28. | 10. Sornaguru. S. "A study of working condition and job satisfaction of workers in printing industry in Sivakasi" M.Phil., Dissertation submitted to Madurai Kamaraj University,2009 | Websites | 1. www.ijmra.us | 2. www.iiste. org | 3. www.wikipedia.com