



A Study on Job Satisfaction of Co-Operative Sugar Mill in Dharmapuri District

Dr.N.Sathiya

Assistant professor, PG & Research Department of Commerce, Sri Vijay Vidyalaya College Of Arts& Science, Dharmapuri.Periyar University,Tamil Nadu.

N.Chitra

Research Scholar (FT), PG & Research Department of Commerce, Sri Vijay Vidyalaya College Of Arts& Science, Dharmapuri.Periyar University,Tamil Nadu.

ABSTRACT

Historical human race has enjoyed sweet food and drinks. Sweetness occurs naturally in plants. Cane sugar was first made in India and achieved dominant status 2000 or more years ago. Sugar remained an item of luxury which only rich could afford. European countries captured tropical and sub-tropical areas, which were ideally suited for sugarcane plantation. The success of any organization depends to a large extent upon the capability, competence, efficiency, and developed human resources, who are the active agents, accumulate capital, exploit natural resource, and build social, economic and political organization. Therefore, human resource is the most important resource that every organization has in the form of its employees. No organization can think of viability and effectiveness without the efficient utilization of human resources. The optimal utilization of natural resources and the factor inputs of capital and technology depend on the extent of use human resources.¹

KEYWORDS : Human resources, organization, employees, job satisfaction,

Introduction

Job satisfaction is very difficult to define, because it is an intangible, unseen, unobserved, and complex assemblage of cognitions and emotional feelings and behavioral tendencies. The term job satisfaction was brought to lime light by Hop pock in 1935. He was the first industrial psychologist to provide the concept of job satisfaction. He defined job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person, to say "I am satisfied with the job".² Job satisfaction refers to a pleasurable or positive emotional state resulting from the appraisal of one's job or job satisfaction.³

Needs of Study

For a developing country like India, existence of higher job satisfaction among the workers in industries is very helpful very helpful to achieve productivity and economic development. Against this backdrop, the study examines the extent of job satisfaction of the employees of the sugar mills. Investing by several disciplines such as psychology, sociology economics and management sciences, job satisfaction is frequently studied subject in work and organization literature. This is mainly due to the fact that many experts believe that job satisfaction trends can affect labour market behaviors and influence work productivity, work effort, employee absenteeism and staff turnover.

Statement of the problem In particular, most of the co-operative sugar mills in Tamil Nadu have been in the red for the last 15 years and whenever certain demand arose in the past, the management pleaded its helplessness in meeting such demands because of financial stringency and stringency and steadily declining profitability. it leads to poor morale of employees, lake of complete integration between employees and mills , demoralization and lake of job security. The sugar mills are seen has labour intensive organizations where they employee more works than the required strength resulting heavy expenditure on wages and allowances and create labour problems and duplicity of worker, etc...For bringing out job satisfaction of employees on sugar mills, there is an urgent need to examine the perception of the employees and evolve suitable parameters to improve their job satisfaction. This is likely to create a job satisfaction of employees in sugar mills. In this context, the researcher has made an attempt to study the job satisfaction of the employees in the selected sugar mills in Dharmapuri district.

Objective

1. To review the human resource management practices of the selected sugar mills in Dharmapuri district.
2. To find out the determinants of the labour welfare measures of employees of the selected sugar mills in Dharmapuri district.
3. To examine the level of labour welfare measures of the selected sugar mill in Dharmapuri district.

Data Collection

Both primary and secondary data from the basics of the study. Primary data was collected with the help of questionnaire. Secondary data was obtained from bulletins, brochures, articles, web collections, reference books, newspapers and publications of sugar mills.

Sampling Design

There are 41 sugar mills in Tamil Nadu , of which 38 mills are in operation, which included 15 co-operative sugar mills, 1 public sector mills, and 22 private sugar mills permission from only 2 co-operative sugar mills. Therefore, the study in confined to the employees of 2 sugar mills. The total strength of human resource of the two sugar mills the researchers considered only 150respondents in all that level i.e.39 officers, 33supervisors, and 78 workmen selected by using tippets random number table.

REVIEW OF LITERATURE

S.KUMAR (1993), "A study on the Labour welfare measures in AFT Ltd Pondy". The author concluded the objective of the study is to find out the welfare facilities provided on the AFT and the employee's suggestion and opinion about welfare measures by using structure questionnaire and by concluding personal simple random sample for a sample of 100. The study revealed the welfare measure provided by the company was adequate except for a few systems like housing scheme and pension scheme.

Solman Martyan (1996) in his Book titled "A Hand Book for Training Strategy" offered new models of training and practical guidance on how to proceed with training. The main aim of thisbook seems to inculcate the new approach in operating experience. The part-I of this book outlines the new context in which training must be delivered, part-II tries to shift attention to practical issues and part-III discusses the role of training functions and the place of the trainer.

University of Nebraska Medical Center (2002) The survey was made on the employees satisfaction towards the safety and welfare measures and it was made as a comparison between the minority and minority, male and female, managerial professionals, office service employees service employees and the other respondents and the data was collected and as a result the focus group.

PROFILE OF THE DHARMAPURI CO-OPERATIVE SUGAR MILL

The Dharmapuri district co-operative sugar mill ,limited ,palacode an agro base industrial understanding in the district Dharmapuri was established to full fill the long felt need of the public in general and sugar cane growers in particular. This district was directed to jiggery manufacturing and kanadasari sugar before the sugar mill was established. This sugar factory is situated at thimmanahalli wide placed palacode taluk in Dharmapuri district , the mills is located compact block of land measuring 171.73 occurs (including in cane

form, quarters etc.) on the Dharmapuri hounr road (via) royakottai.

PROFILE OF THE SUBRAMANIYA SIVA CO-OPERATIVE SUGAR MILL

Subramaniya siva co-operative sugar mill ltd., Gopalapuram on agro based industrial undertaking was established in pappireddipatti Taluk in Dharmapuri District to fulfill the long felt need of the public in general and the sugar cane grower in particular. This area was traditionally a cane potential area. Normally the bulk of the cane grower in this area was sent to Dharmapuri District co-operative sugar mill to cater to the needs of the sugar cane growers of this area this sugar factory was established with a crushing capacity of 2500 TCD at a total project cost of Rs.3300.00 lakhs. This sugar factory is situated

Gopalapuram village, pappireddipatty taluk in Dharmapuri District about 40 Kms from Dharmapuri Town and 50Kms from salem town. The location of the mills is 5kms from salem to vellore main road. The area of the mills is 96.14 acres.

ANALYSIS AND INTERPRETATION

Data collected from the respondent were classified and persecuted in the form of tables, charters and bar diagrams as per the requirements of the study. The data was analysis using percentage of analysis and chi-square test was used to find the factors influencing the satisfaction of labour welfare measures in co-operative sugar mills. Entered into a master table and tabulated to arrive at use full conclusions.

TABLE-1
LEVEL OF SATISFACTION ON MONETARY FACILITIES

Si. No.	Monetary facilities	Highly satisfied		satisfied		Just satisfied		Dissatisfied		Highly Dissatisfied		t-Test [sig. at 5% level] df=4 Table value 2.132	S.D σ
		No respondent	%	No respondent	%	No respondent	%	No respondent	%	No respondent	%		
1	Retirement benefits	8	5.3	13	8.7	84	56	39	26	6	4	1.423	56.21
2	Employment injury benefits	21	14	32	21.3	76	50.7	18	12	3	2	2.303	2.30
3	Sickness benefits	14	9.3	10	6.7	23	15.3	28	18.7	75	50	1.362	58.69
4	Maternity benefits	28	18.7	3	2	62	41.3	38	25.3	19	12.6	1.952	40.99
5	Workmen's compensation	4	2.7	53	35.3	70	46.7	12	8	11	7.3	1.273	62.84
6	family	3	2	34	22.7	81	54	22	14.7	10	6.7	2.465	25.31
7	Long service award	19	12.7	9	6	80	53.3	17	11.3	25	16.6	3.068	20.34
8	PF	64	42.7	70	46.7	13	8.7	2	1.3	1	0.6	1.967	40.67
9	pension	28	18.7	87	58	19	12.7	12	8	4	2.7	2.09	38.35
10	Insurance scheme	8	5.3	34	22.7	72	48	19	12.7	17	11.3	1.847	37.98
11	gratuity	32	21.3	73	48.7	30	20	7	4.7	8	5.3	2.154	37.14
12	Death relief fund	Nil	Nil	Nil	Nil	3	2	72	48	75	50	1.726	46.35
13	Children scholarship	68	45.3	34	22.7	30	20	6	4	2	1.3	1.372	58.26
14	Festival allowance	18	12	28	18.7	92	61.3	2	1.3	10	6.7	1.263	63.34
15	Organization's policy for death in harness	3	2	1	0.6	84	56	62	41.3	Nil	Nil	2.508	31.89
16	HRA	27	18	36	24	63	42	18	12	6	4	2.795	28.62
17	Footwear allowance	2	1.3	1	0.6	92	61.3	24	16	31	20.7	1.358	58.91
18	Canteen subsidy	6	4	21	14	24	16	61	40.7	38	Nil25.3	1.50	53.29
19	Co-operative & saving facilities	22	14.7	34	22.7	86	57.3	5	3.3	3	2	1.233	64.84
20	Co-operative credit societies facilities	3	2	12	8	71	47.3	53	35.3	11	7.4	1.475	54.21

TABLE NO. 2
LEVEL OF SATISFACTION ON NON-MONETARY FACILITIES

Si. No.	Monetary facilities	Highly satisfied		satisfied		Just satisfied		Dissatisfied		Highly Dissatisfied		Total
		No respondent	%	No respondent	%	No respondent	%	No respondent	%	No respondent	%	
1	Canteen facilities	33	22	61	40.7	28	18.7	13	8.7	15	10	i)150/ ii)100
2	Shelter	68	45.3	74	49.3	32	2	1	0.6	4	2.9	i)150/ ii)100
3	Rest room	24	16	38	25.3	61	40.7	21	14	6	4	i)150/ ii)100
4	Lunch room	18	12	19	12.7	81	54	21	14	11	7.3	i)150/ ii)100
5	Washing facilities	71	47.3	54	36	21	14	3	2	1	.6	i)150/ ii)100
6	Uniforms	80	53.3	64	42.7	5	3.3	0	0	1	0.6	i)150/ ii)100
7	Drinking water	79	52.7	58	38.7	3	2	8	5.3	2	1.3	i)150/ ii)100
8	Latrines & urinals	28	18.7	19	12.7	72	48	30	20	1	0.6	i)150/ ii)100
9	Facilities for sitting	21	14	34	22.7	69	46	17	11.3	9	6	i)150/ ii)100
10	Lighting & ventilation	13	8.7	28	18.7	77	51.3	17	11.3	15	10	i)150/ ii)100
11	Procedures adopted for career growth of workers	9	6	11	7.3	84	56	36	24	10	6.7	i)150/ ii)100
12	Safety practices	22	14.7	34	22.7	62	41.3	18	12	14	9.3	i)150/ ii)100
13	Educational assistance	52	34.7	34	22.7	60	40	1	.6	3	2	i)150/ ii)100
14	Appreciation and recognition	2	1.3	1	0.6	79	52.7	54	36	14	9.3	i)150/ ii)100
15	Assistance for post death	NIL	NIL	NIL	NIL	84	56	32	21.3	34	22.7	i)150/ ii)100
16	Health treatment	21	14	39	26	61	40.7	21	14	8	5.3	i)150/ ii)100
17	Training program	11	7.3	31	20.7	48	32	52	34.7	8	5.3	i)150/ ii)100
18	counseling	1	0.6	3	2	79	52.7	52	34.7	15	10	i)150/ ii)100
19	First aid appliance	134	89.3	14	9.3	2	.7	Nil	Nil	Nil	Nil	i)150/ ii)100
20	Grievance handling procedures in the mill	29	19.3	18	12	62	41.3	11	7.3	30	20	i)150/ ii)100
21	Shift time	51	34	34	22.7	28	18.7	20	13.3	17	11.3	i)150/ ii)100

Sources: primary data**ANVOA Test:**

Sl.no	X ₁	X ₂	X ₃	X ₄	X ₅	(X ₁) ²	(X ₂) ²	(X ₃) ²	(X ₄) ²	(X ₅) ²
1	33	61	28	13	15	1089	3721	0784	0169	0225
2	68	74	32	1	4	4624	5476	1024	0001	0016
3	24	38	61	21	06	0576	1444	3721	0441	0036
4	18	19	81	21	11	0324	0361	6561	0441	0121
5	71	54	21	03	01	5041	2916	0441	0009	0001
6	80	64	05	00	01	6400	4096	0025	0000	0001
7	79	58	03	08	02	7396	2209	3025	1521	0529
8	28	19	72	30	01	3844	1600	7225	1849	0400
9	21	34	69	17	09	0484	1849	4761	0625	0144
10	13	28	77	17	15	0169	0784	5929	0289	0225
11	09	11	84	36	10	0081	0121	7056	1296	0100
12	22	34	62	18	14	0484	1156	3844	0324	0196
13	52	34	60	01	03	2704	1156	3600	0001	0009
14	02	01	79	54	14	0004	0001	6241	2916	0196
15	00	00	84	32	34	0000	0000	7056	1024	1156
16	21	39	61	21	08	0441	1521	3721	0441	0064
17	11	31	48	52	08	0121	0961	2304	2704	0064
18	01	03	79	52	15	0001	0009	6241	2704	0225
19	34	41	59	11	05	1156	1681	3481	0121	0025
20	29	18	62	11	30	0841	0324	3844	0121	0900
21	51	34	28	20	17	2601	1156	0784	0400	0289
	667	695	1153	439	323	39115	32542	85389	17397	4886

Number of observations (N) = 150

Total of all the observations (T) = 667+695+1153+439+223=3300
Correction factor [] = 72600

Total sum of squares (SST)

$$= \sum(x_1)^2 + \sum(x_2)^2 + \sum(x_3)^2 + \sum(x_4)^2 + \sum(x_5)^2 -$$

$$= 39115 + 32542 + 85389 + 17387 + 4886 - 72600$$

$$= 106729$$

Column sum of squares (SSC)

$$= \frac{667^2}{150} + \frac{695^2}{150} + \frac{1153^2}{150} + \frac{439^2}{150} + \frac{223^2}{150} - 72600 = 116106.766$$

$$\therefore SSE = 106729 - 116106.766 = 9377.766$$

ANOVA Table:

Source of variation	Sum of squares	Degrees of freedom	Mean sum of squares	Variation Ratio (F-Ratio)	5% F-limit (from the Ftable)
Between columns	116106.766	(5-1) = 4	116106.766/4 = 29026.69	1.95	F(4,40) = 2.61
Error	9377.766	(110-5) = 105	9377.766/105 = 89.3		
Total	125480 (125483.12)	(105-1) = 104			

The above table shows that the calculated value of F is 1.95 which is less than the table value of 2.61 at 5 percent level of significance with degrees of freedom being $v_1 = 4$ and $v_2 = 105$ and this analysis supports the null- hypothesis. There is significant difference in the respondents according to their opinion towards of Non-Monetary facilities provided by the sugar mill.

Findings

1. Regarding the classification of the respondents based on their age group that 38 percent of the respondents are between 36-45 years.
2. Classification of respondents based on gender that 95.3 percent of the respondents are Male.
3. The majority of respondents based on educational qualification that 50.67% of them have completed their Graduates (general).

Suggestioins

1. The employees can be given opportunity to express their problems and inner feelings. Therefore, the management of the sugar mills can discuss and solve employees' problems as a cohesive team, instead of allowing the mole to grow into a huge mountain. This will also improve communication relationship between employees and management of the mills.
2. Seniors should come forward from self-centered attitude and they

should be the role models to juniors. The senior officers must assume responsibility on juniors with regard to work schedule, safety of work, monitoring job performance, giving ideas, suggestions and guidance for better performance.

3. Periodical meetings may be arranged with the employees to discuss problems arising out of the day-to-day work, to seek suggestions, to improve work practices, and to highlight areas where performance is to be improved.

CONCLUSION

The present study was undertaken to assess the extent of job satisfaction of employees in the select sugar mills in Dharmapuri districts. The information was collected from 150 respondents working in 2 sugar mills. The sample employees have few problems with absence of superior-subordinates, absence of HR department, strained union- management relationship, poor salary and allowances, inadequate welfare measure and lack consultation of job related problems of the employees with regard to job satisfaction to the factors identified in the suggested framework is important for the employees' job satisfaction if this study provokes the people concerned to take some positive measure in order to improve it, the researcher will feel amply rewarded

References:

1. sabhanayakam, S (1987). Human Resources Development in co-operatives, the tamil Nadu Journal of co-operation, Vol.79, No.1,July,p.3.regard to their jobs such as reticence of management for employee development
2. Dwivedi, R.S (1997). Managing human resources: Personal management in Indian Enterprises, New Delhi, Galgotia publishing company, pp.8-29.
3. Subha Rao, P (2004). Essential of Human Resources Management and Industrial Relations, Mumbai, Himalaya Publishing House, p.9.
4. Ramachandra Gowda, M and Parameswara Gupta, E.A (2006). HRD: Requiring Today Innovative Techniques, Southern Economist, vol. 45, No.13, November, PP.15-17
5. Cascio, W.F (1998). Applied Psychology in Human Resource Management, Upper Saddle River, NJ, Prentice Hall.
6. Lease, S.H (1998). Work Attitudes and Outcomes, Journal of Vocational Behaviour, Vol.53, No.2, pp.154-183.
7. Ajmer (2001). The Effect of Personal Characteristics on Job Satisfaction: A Study among Male Managers in the Kuwaiti Oil Industry, International Journal of Commerce and Management, Vol.11, No.3, pp.91-110.
8. Hoppock (1935). Job Satisfaction, New York, Harper.
9. Locke, E (1976). The Nature and Causes of Job Satisfaction, in Dunnette, M.D(Eds.), Handbook of Industrial and Organizational Psychology, Chicago, Rand McNally, pp