



## A STUDY ON EMPLOYEE JOB SATISFACTION TOWARDS VELMURUGAN GRANITES PRIVATE LIMITED AT TRICHY

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### ABSTRACT

Job satisfaction is one of the important factors which have drawn attention of managers in the organization as well as academicians. Various studies have been conducted to find out the factors which determine job satisfaction and the way it influences productivity in the organization. Though there is no conclusive evidence that job satisfaction affects productivity directly since productivity depends on so many variables, it is still a prime concern for managers. Job satisfaction is the mental feeling of favorableness which an individual has about his job. It is often said that "A happy employee is a productive employee." Job satisfaction is very important because most of the people spend a major portion of their life at their working place. Moreover, job satisfaction has its impact on the general life of the employees also, because a satisfied employee is a contented and happy human being. A highly satisfied worker has better physical and mental well-being. The study tries to evaluate how human resource factors affect the satisfaction level of employees in Velmurugan Granites Private Limited, TRICHY. It assesses how far welfare and financial factors motivate the employees in the company. The study also attempts to analyze the opinion of employees towards the working life in the company.

**KEYWORDS :** Job Satisfaction, Percentage Analysis, Chi square, Weighted Average, Correlation

### INTRODUCTION

Job satisfaction is the collection of tasks and responsibilities regularly assigned to one person, while a job is a group of positions, which involves essentially the same duties, responsibility, skill and knowledge". Job satisfaction has some relation with the mental health of the people. It spreads the goodwill of the organization. Job satisfaction reduces absenteeism, labour turnover and accidents. Job satisfaction increases employee's morale, productivity, etc. Job satisfaction creates innovative ideas among the employees. Individuals may become more loyal towards the organization. Employees will be more satisfied if they get what they expected, job satisfaction relates to inner feelings of workers.

### DEFINITION OF THE JOB SATISFACTION:

C.B. Memorial explains "job satisfaction is the collection of tasks and responsibilities regularly assigned to one person while a job is a group of positions, which involves essentially the same duties, responsibility, skill and knowledge".

The importance of Employees Satisfaction at the workplace is as the heart to your body. If you are partially satisfied then you can work but there will be less or no productivity. The companies who are at the top in world ranking have good HR system every employee is happy and satisfied with the environment and remuneration package.

Locke (1976) has defined job satisfaction as "a pleasurable or positive emotional state, resulting from the appraisal of one's job experiences" meaning that job satisfaction is associated with an individual's emotional reactions to a particular

### OBJECTIVES OF THE STUDY

#### Primary

- To assess the satisfaction level of employees on monetary and non monetary benefits given by the organization.

#### Secondary

- To identify the satisfaction level of employees on work environment and facilities given by the organization.
- To identify the dimensions requiring improvement of job satisfaction.
- To offer the suggestion to improve the level of satisfaction among the employees.

### SCOPE OF THE STUDY

The study aims to understand the employee satisfaction in Velmurugan Granites Private Limited which covers the various working schedule, remuneration, developing overtime allowance, work

### NEED FOR THE STUDY

- Employees would never be satisfied with their jobs unless and

- until they have something interesting and challenging to work on.
- Both management and employees have an important role to play in ensuring a positive ambience at the workplace and eventually job satisfaction.

### REVIEW OF LITERATURE

**Dr.Mayuri Chaturvedi (2018)** 80% of the respondents are found to be satisfied with the working conditions and also 85% are found to be satisfied with the respect from the co-workers and only 54.5% are satisfied with the opportunities for advancement in further growth.

**Mr.Mayank Ameta (2018)** The study revealed that most of the employees of Swaroop Vilas are satisfied with their jobs on a number of parameters such as work culture, relationship with peers and superior, internal pay equity etc. The hotel needs to fine tune its pay structure with other hotels in Udaipur to retain competent employees for longer period of time.

**Dr.V.Lavanya (2017)** There is a general dissatisfaction regarding in transport facility and parking facility was not provided to the employees who were working at night. Most of the employees are dissatisfied with the parking facility due to the shortage of space to park the vehicles which in turn leads to the damage of the vehicles.

### RESEARCH METHODOLOGY

According to Clifford woody research comprises defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making decisions and reaching conclusion, and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis.

### TYPE OF RESEARCH

A Research Design is a blue print prepared depending on various types of blue prints available for the collection of data Measurement and analysis of data. The research design calls for developing most efficient plan of gathering the needed information.

### METHOD OF DATA COLLECTION:

#### PRIMARY DATA

Data are those, which are collected freshly for the first time. Primary data shall be collected through questionnaire and personal interview.

#### SECONDARY DATA

The secondary data which have been already collected by someone else. The data was collected from the files of the company, documents records and books

- Magazines and journals
- Text books
- Internet

**TOOLS USED FOR ANALYSIS:**

The sampling techniques used for the survey was convenience sampling.

1. Percentage Analysis Method
2. Weighted Average Method
3. Chi Square
4. Rank Correlation

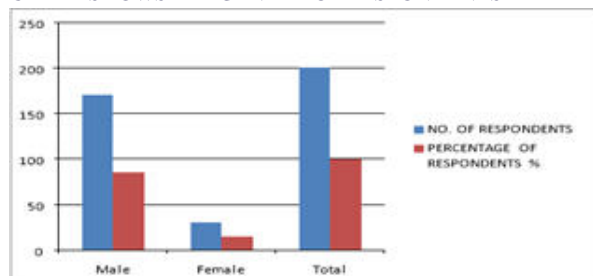
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**Table Showing Gender of Respondents**

S.NO	GENDER	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS %
1.	Male	170	85
2.	Female	30	15
	<b>Total</b>	<b>200</b>	<b>100</b>

Source: Primary Data

**CHART SHOWS THE GENDER OF RESPONDENTS**



**WEIGHTED AVERAGE METHOD**

In case of data involving ranking of options, the weighted average method has been used, using this method the net score for each attribute calculate and any analysis can be done on the basis of the net score.

$$\text{WEIGHTED AVERAGE} = \frac{\sum WE}{\sum}$$

**TABLE SHOWING WEIGHTED AVERAGE OF CLEANLINESS LEVEL IN WORK PLACE**

CLEANLINESS LEVEL	WEIGHT	NUMBER OF RESPONDENTS	TOTAL WEIGHT
Highly satisfied	5	10	50
Satisfied	4	36	144
Neutral	3	60	180
Dissatisfied	2	48	96
Highly dissatisfied	1	46	46
<b>Total</b>		<b><math>\sum X = 200</math></b>	<b><math>\sum WX = 516</math></b>

$$\begin{aligned} \text{Weighted average} &= \frac{\sum wx}{\sum x} \\ &= \frac{516}{200} \\ &= 2.58 \end{aligned}$$

**CONCLUSION**

Job satisfaction is an important aspect that helps organization improves their overall performance and productivity. The management should identify the important factors that affect job satisfaction and should take necessary measures to improve these. It is only the employees that implement and give tangibility to the corporate mission. In other words if it is the highest run in the corporate hierarchy that has ideas, it is the employees run that has the chisel to bring the vision to life. In the best of worlds, employees would love their jobs. Like their co-workers, work hard for their employers, get paid well for their work, have sample chances of advancement and flexible schedules so they could attend to personal or family needs when necessary.

By this I conclude that the employee's job satisfaction level is very important and generally depends on facilities provided to the employees. If the recreational facilities and leave packages are provided to the employees, it motivates them to work hard, resulting in better industrial relations between employers and employer and increase job satisfaction.

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