

An Organizational Study and a Study on Employee Job Satisfaction in Kasthuri Packagings, Saravanapatti

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Abstract – Job satisfaction is the result of various attitudes, the person holds towards his job and towards life in general. Job satisfactions of industrial workers are very important for the industry to function successfully. The employee satisfaction depends upon various factors like high salary, more promotional opportunities, work environment, job nature, job security, coordinational communication with the management and relationship with other employees etc.

The main objective of this study is to assess the workers satisfaction level towards various factors of wages and salary, promotion opportunities, working conditions, training and development, company policies and rules, relationship with co-workers, The sample size determined for the study is 50. The stratified proportionate sampling was used in this study.

The primary data was collected through questionnaire. The questionnaire was designed in such a way that it analyses the level of job satisfaction on the employees in a packaging company. Thus, the collected data were analysed using statistical tool namely Percentage testing method, Chi-square method and Average rank analysis. It is concluded that majority of employees are satisfied with their salary and training opportunities in their company. Research have taken up a study on employee job satisfaction at KASTHURI PACKAGINGS, SARAVANAMPATTI. In this study will be useful to my research and to the industry for satisfying their employee in the future period.

Index Terms – Job Satisfaction, Attitudes, Primary Data, Questionnaire.

1. INTRODUCTION

Employee satisfaction or job satisfaction is, quite simply, how content or satisfied employees are with their jobs. Employee satisfaction is typically measured using an employee satisfaction survey. These surveys address topics such as compensation, workload, perceptions of management, flexibility, teamwork, resources, etc.

These things are all important to companies who want to keep their employees happy and reduce turnover, but employee satisfaction is only a part of the overall solution. In fact, for some organizations, satisfied employees are people the organization might be better off without.

Employee satisfaction and employee engagement are similar concepts on the surface, and many people use these terms interchangeably. Employee satisfaction covers the basic concerns and needs of employees. It is a good starting point, but it usually stops short of what really matters.

2. REVIEW OF LITERATURE

Sanjay Kumar Singh (IJIR, vol.No.2, October 2005) The study has a total sample size of 100 newspaper reporters divided into five major groupings; newspaper reporters as a whole, the lower level, the higher level, the male, and the female reporters. The main findings of the study indicate significant positive relationships of perceived internal environment of the organization and attitudes towards journalistic writing but significant negative relationship of felt role stress with journalistic writing attitude among all the five groups of newspaper reporters studied.

Avinash Kumar Srivastav (IJIR, vol. 42.1. July 2006) Stress is caused by internal or external demands that upset the balance of an individual and affect his/her physical and psychological wellbeing (Lazarus & Cohen, 1977). Stress can arise from an opportunity, demand, constraint, threat or challenge when the outcome of the event is both important and uncertain (Robbins, 2003:p.577).

Jadish and Srivastav (1989) collected data from 34 officers and 79 clerks working in five nationalized banks and found structural rigidity and poor physical working conditions as the major sources of stress. Kok, et al.(1992) surveyed 14 General Practitioners and top five stressors identified were; work

overload time pressure, fear of making mistakes, difficult patients, and work affecting home and personal life.

3. OBJECTIVES TO THE STUDY

- The objective of the study to find out the factors that brings job satisfaction among employees in kashuripackaging.
- To give a suitable suggestions to improve an employee relationship in the organization.

4. RESEARCH METHODOLOGY

Research Design

In view of objective of the study listed above a descriptive research design has been adopted in this study.

SAMPLE SIZE AND TECHNIQUE

Size of the sample:

One can say that the sample must be an optimum size that it should be neither excessively large nor too small. Technically, the sample size should be large enough to give a confidence interval of desired width and as such the size of the sample must be chosen by logical process before sample is taken from the universe.

In order to extract much feasible results through the study. A sample size of 50 has been taken for the study.

SAMPLING DESIGN

Sampling may be defined as a selection of some part of an aggregate or totally. On the basis of which adjustment or inference about the aggregate or totality is made. Research conducted by considering only a few units of population is called sampling. Sampling is an important and persuasive activity.

METHOD OF SAMPLING:

There are two types of sampling

- probability
- non probability

In this study non- probability sampling adopted. Under the non- probability sampling, simple random sampling has been taken.

Population of the study:

The sampling population of the study includes 300 employee in kashuri packaging.

Sources of Data:

The task of data collecting begins are research problem has been defined and research design plan chalked out. While collecting the data, we should consider two sources of data.

i) Primary data and

ii) Secondary data.

Primary Data

Primary data are those which are collected a fresh and for the first time and thus happen to be original in character.

In this study Primary data collection method has helped the researcher to a great extent in arriving at the results.

Secondary Data

These secondary data is already collected are existing data about the problems is collected from the internal records of this company, journals, magazines, and websites..

QUESTIONNAIRE:

The questions are arranged logical sequence. The questionnaire consists of a variety of questions presented to the employees for the response. Multiple choice questions, rating, scale questions were used in constructing the questionnaire.

STATISTICAL TOOLS AND TECHNIQUES

Percentage Analysis

The ratio very often extend expressed as percentage. In the calculated of percentage the percentage refers to a special kind of ratio making comparison between more data describe relationship.

$$\text{Formula: } \frac{\text{Number of response}}{\text{Total number of responses}} \times 100$$

DATA ANALYSIS

RESPONDENTS VIEW ON JOB SATISFIED MEASURES

S.No	FACTORS	S	N	DS	HS
1	Parking facilities	26	12	2	23
2	Working environment	36	6	14	12
3	Safety & health facilities	32	9	11	14
4	Leave facilities	32	14	9	11
5	Training program	48	5	10	11
6	Company salary	22	4	11	24
7	Working condition	32	7	2	25
8	Bonus	48	10	4	12

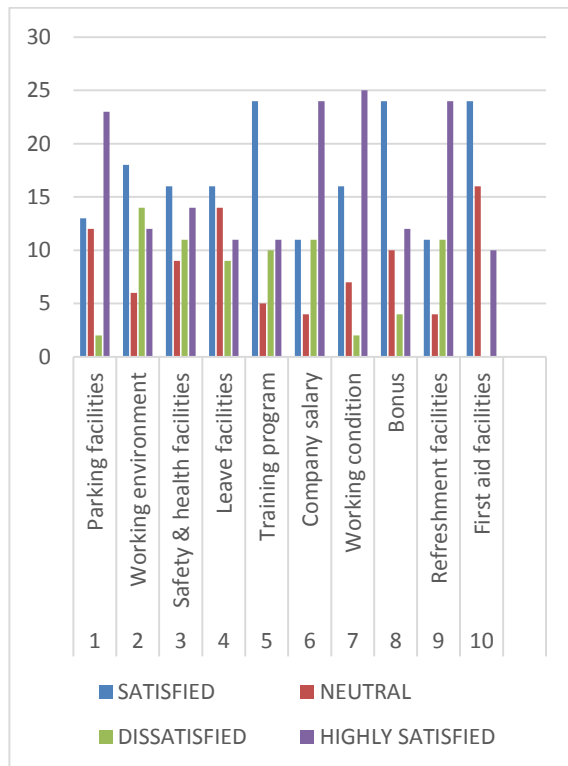
9	Refreshment facilities	22	4	11	24
10	First aid facilities	24	16	0	10

S – SATISFIED

N – NEUTRAL

DS – DISSATISFIED

HS – HIGHLY SATISFIED



5. FINDINGS

- In this study male respondents are high in the age group of 25 to 30 years and this marital status show that they are married. Most of the respondents are educated and they can satisfied with the perfect working hours.
- 13% of respondents are satisfied with parking facilities. 18% of respondents have working environment .16% of respondents are satisfied with facilities. 24% of respondents are satisfied with the relationship with training the safety and health facilities.16% of respondents are satisfied with the leave program.11% of respondents are satisfied benefits towards company salary .16% of

respondents are very satisfied with the working condition.24% of the respondent are satisfied towards the bonus .11% of the respondent are satisfied with their refreshment facilities .24% of the respondent are satisfied with their first aid facilities.

6. SUGGESTIONS

- Job satisfaction of the employees is the key element of success for the business people. With the help of that the business people can do wonders as the employees are their backbones.
- The superior can help the subordinate to identify their strength and weakness to develop their skills and knowledge of their employees
- The performance appraisal should be improved
- The organization can improve the employee's salary of the satisfaction
- The opportunities for self-development are can be provided by the company for improving the satisfaction of the employees
- The functions of their creations club should be improved
- Some employees have mentioned that there is stress in their working environment, so proper care has to be taken as stress will ruin the performance of the employee. Relaxation time can be allotted
- Reasonable compensation has to be given for people those who are not satisfied.

7. CONCLUSION

From the study it is clear that the employee job satisfaction strategy in KASTHURI PACKAGES was good .This research highlights some of the small gap between the employee and their superior

The research clearly define the employees are not satisfied with their salary and they expect the company wants to increase their salary .Also to satisfied their employees they should considered the suggestion and opinion and it should be implemented in the organization this will satisfy the remaining employees.

Since employee are the backbones of the company. The company can satisfy them in order to improve the business in the higher competitive market.

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