A STUDY ON JOB SATISFACTION AMONG THE EMPLOYEES IN PREETHI ENGINEERING ENTERPRISES AT TIRUCHIRAPPALLI

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ABSTRACT

Job satisfaction is the employee’s general attitude towards his job. Management and the organization. A job provides both monetary benefits as well as satisfaction. Employees develop general attitudes while they interact with each other, with the general public, customer manager, administration and also with the members of their societies. Employees may feel satisfied moderately satisfied or highly satisfied. Similarly, they may also develop negative attitude on the satisfaction scale. Task varieties, significance, and other characteristics are the important factors for providing satisfaction to the employees.

Key words: Job, Satisfaction, Attitudes, Satisfied, Employees.


INTRODUCTION

Job satisfaction is in regard to one’s feelings or state of mind regarding the nature of the work. Job satisfaction can be influenced by a variety of factors, e.g., the quality of one’s relationship with their supervisor, the quality of the physical environment in which the work degree of fulfillment in their work. Job satisfaction describes how content an individual is with his or her job. The happier people are within their job. The more satisfied they are said to be job satisfaction is not the same as motivation although it is clearly linked. Job design aims to enhance job satisfaction and performance methods include job rotation, job enlargement and job enrichment. Other influence on satisfaction include the management style and culture, employee involvement, empowerment, and autonomous work groups.

Job satisfaction is a very important attribute which is frequently measured by organizations the most common way of measurement is the use of rating scales where employees report their reactions to their jobs. Questions relate to rate of pay, work responsibilities, variety of tasks, promotional opportunities, the work itself, and co-workers increased their own job satisfaction as well.
STATEMENT OF THE PROBLEM

Human resource is one of the most important and precious of all the resources on the earth and work is related with the fulfillments of the human needs. Job satisfaction is mainly based on the needs of the individual. The stranger the needs the more closely does job satisfaction depends upon its fulfillments work forms an essential part of human life and occupies too much of a man’s life and the satisfaction and dissatisfaction with the job assigned can affect the individual in every walk of life.

OBJECTIVES OF STUDY

- To find out the amount of satisfaction of labour relationship with Salary, Existing time schedule, Motivational factors
- To identify the satisfactory level of infrastructure facilities.
- To study the relationship and treatment by the supervisor to the employer.
- To study the factors influencing job satisfaction
- To study the socio-demographic characters of the respondents.
- To provide valuable suggestions to improve the level of satisfaction.

IMPORTANCE OF THE STUDY

- Job satisfaction can be an important of the study indicator of how employees feel about their jobs and a predicator of work behaviours.
- Further job satisfaction can partially mediate the relationship of personality variables and deviant work behaviours and other variables such as non-work satisfaction and core self-evaluation are taken into account.
- Some other important of the study with regard to job performance, employee personality may be more important than job satisfaction.
- The important link between job satisfaction and performance is thought to be a spurious relationship; instead both satisfaction and performance are the result of personality.

RESEARCH DESIGN

The descriptive research design used in this study.

SOURCES OF DATA

The data was collected from primary and secondary data.

Primary Data

Primary sources are original source from which the researcher directly collected the data. The tool used for collecting the primary data is set prepared questionnaire.

Secondary Data

The researcher collected the secondary data from various text books, magazines, journals, internet and periodicals.

Universe of the study

The universe for this study consisted of the total work force of the Preethi Engineering Enterprises at Tiruchirappalli. The Whole population is 250 members.

Sample size

The researcher used simple random sampling techniques i.e., table method and selected 50 samples from the universe.
Hypothesis - 1
There is no significant relationship between the educational qualification and their monetary aspects.

SCOPE OF THE STUDY
- The project throws light on the needs for learning job satisfaction.
- The project was developed based on the employee’s expectations.
- It will be helpful for the management to improve job satisfaction the measures in the organization.
- The study also helps the concern for the further enhancement for their manufacturing with job satisfaction by elaborating the current survey.

LIMITATION OF THE STUDY
- This study was limited only to the employees of Preethi Engineering Enterprises, Tiruchirappalli.
- The primary data is collected from the employees during their very limited leisure hours.
- The study is based on the employee’s job satisfaction measures. It does not explore the pros and cons on the side of employers.
- Time was a major constraint for the study.

REVIEW OF LITERATURE
The term job satisfaction relates to the feelings of an employee about his job. Generally if a worker feels happy to do a particular work, we can say that he is satisfied with what he is doing. If normally happens when the rewards from the job performance and one’s expectations of the job are consonance with each other.
- Non-verbal messages play a central role in interpersonal interactions with respect to impression formation, deception, attraction, social influence and emotional expression (Burgoon, Buller &Woodall, 1996). Non-verbal immediacy form the supervisor helps to increase interpersonal involvement with their subordinates impacting job satisfaction.
- According to the Andrew J. Dubrins “Job satisfaction is the amount of pleasure or contentment associated with a job. If you like your job intensely, you will experience high job satisfaction. If you dislike your job intensely, you will experience job dissatisfaction”.

COMPANY PROFILE
Preethi Engineering Enterprises are Manufacture / Supply & Services of various critical Boiler components to power sector industries throughout India, since 1990. Today Preethi engineering enterprises, capable of supply of Boiler accessories like all type of valves related spares and soot blowers, oil, gas burners, ignitors, scanners, coal burner system, miscellaneous spares etc. Preethi engineering enterprises are specialist in servicing equipment and Preethi engineering enterprises are doing in-situ servicing of all types of conventional valves, safety valves and HPLP bypass valves. Preethi engineering enterprises are having technical sound knowledge of technicians for taking reverse engineering of all Boiler components in all kinds. They are super specialist from the field of design engineering manufacturing, repairing, etc., of boiler spares and valves spares, servicing and seat cutting replacement. In a reasonable period of times the company has excellent tract records and achieved best customers satisfaction, having executed critical and challenging assignments both from India and overseas customers for their exemplary service and supply.
K. Nithya Devi and Dr. R. Sathru Sankara Velsamy. “A Study on Job Satisfaction among the Employees in Preethi Engineering Enterprises at Tiruchirappalli”- (ICAM 2016)

<table>
<thead>
<tr>
<th>S. No</th>
<th>Factors</th>
<th>Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Satisfied</td>
</tr>
<tr>
<td>1</td>
<td>Opinion based on satisfaction level of work timings</td>
<td>12</td>
</tr>
<tr>
<td>2</td>
<td>Opinion based on job security</td>
<td>10</td>
</tr>
<tr>
<td>3</td>
<td>Opinion based on their promotion policy</td>
<td>24</td>
</tr>
<tr>
<td>4</td>
<td>Opinion based on over time duties</td>
<td>26</td>
</tr>
<tr>
<td>5</td>
<td>Opinion based on employer employee relationship</td>
<td>21</td>
</tr>
</tbody>
</table>

- 34% of the respondents opined that they were satisfied with their work timings
- majority (38%) of the respondents said that their job security in the organization
- 48% of the respondents said that their promotion policy is good
- 52% of the respondents satisfied their overtime duties
- 42% of the respondents satisfied their employee and employer relationship in the organization

DISTRIBUTION OF RESPONDENTS BY THEIR WELFARE FACILITIES

<table>
<thead>
<tr>
<th>S. No</th>
<th>Particulars</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes</td>
<td>22</td>
<td>44</td>
</tr>
<tr>
<td>2</td>
<td>No</td>
<td>28</td>
<td>56</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>50</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

- 56% of the respondents opined that their welfare facilities to be improve.

DISTRIBUTION OF RESPONDENTS BY THEIR FINANCIAL BENEFIT

<table>
<thead>
<tr>
<th>S. No</th>
<th>Particulars</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Bonus</td>
<td>21</td>
<td>38</td>
</tr>
<tr>
<td>2</td>
<td>Increment</td>
<td>13</td>
<td>30</td>
</tr>
<tr>
<td>3</td>
<td>Fair compensation</td>
<td>16</td>
<td>32</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>50</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

- 38% of the respondents said that they were satisfied to getting financial benefits from bonus.
To Test the respondents training in the areas of TQM and business excellence

<table>
<thead>
<tr>
<th>Educational Qualification</th>
<th>Satisfied</th>
<th>Highly satisfied</th>
<th>Dissatisfied</th>
<th>Total</th>
<th>Statistical inference</th>
</tr>
</thead>
<tbody>
<tr>
<td>SSLC</td>
<td>5</td>
<td>5</td>
<td>2</td>
<td>12</td>
<td>$X^2 = 0.3542$</td>
</tr>
<tr>
<td>HSC</td>
<td>6</td>
<td>1</td>
<td>3</td>
<td>10</td>
<td>D.f = 2</td>
</tr>
<tr>
<td>Degree</td>
<td>7</td>
<td>2</td>
<td>6</td>
<td>15</td>
<td>CV&lt;TV</td>
</tr>
<tr>
<td>Diploma</td>
<td>8</td>
<td>2</td>
<td>3</td>
<td>13</td>
<td>P&gt;0.05</td>
</tr>
<tr>
<td>Total</td>
<td>26</td>
<td>10</td>
<td>14</td>
<td>50</td>
<td>Not significant</td>
</tr>
</tbody>
</table>

CONCLUSION
Since, calculated value of $X^2$ is more than the tabulated value. Hence, Alternative hypothesis is accepted. So it concludes that there is no significant difference between the educational qualification and their monetary aspects.

SUGGESTIONS
Job satisfaction is very important in all aspects of the organization. Because job satisfaction leads to higher motivation which in turns to higher productivity as well as good attitude among employee behaviour.

- Job security given by the company is very less that should be taken consideration for further improvements.
- Work recognition is very poor for employee in the company that should be given properly to motivate employees that will lead to job satisfaction.
- Meanwhile welfare facilities can be give more importance to attract and motive employees.
- Salary is not up to the satisfactory level of the employee so it can be improved periodically by the way of incentives.

CONCLUSION
Job satisfaction results from the employees perception that the job contents and content and context actually provide what an employee values in the work situation. Organizationally speaking high level of job satisfaction reflects a highly favourable organizational climate resulting in attracting and remaining better workers.

This study is done in Preethi Engineering Enterprises at Tiruchirappalli the factor determining the job satisfaction have been evaluated in this job security, personal placement, satisfaction of salary methods of promotion and employees co-operations are factors influencing satisfaction of the job employee. Based on the evaluation it is concluded that the employees are more satisfied with their jobs which enable the organization to serve the customers and the society.

REFERENCES