

A STUDY ON - FACTORS RESPONSIBLE FOR EMPLOYEE SATISFACTION PRIVATE LIMITED COMPANY WITH SPECIAL REFERENCE TO SALEM DISTRICT

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ABSTRACT

Employee satisfaction is the primary trouble which highlights in all of the companies. Though the term 'Employee delight is common, many might be at a loss to outline what certainly is stated to be the sluggish reduction in the range of employees thru retirement, resignation or dying. One of the largest challenges in having managers inside the area that is familiar with it is their duty to create satisfaction amongst employees. When I viewed that organisation personnel are happy with the operating surroundings, process content material and drinking water centres. Also majority of personnel are not glad with welfare measures and promotional opportunities. Taking this in consideration the look at is braces out that If the firm concentrates of the findings, recommendations of the observe the corporation can similarly convey out the employees with full satisfaction and attain exact end result.

Key words: Job Responsibility satisfaction.

INTRODUCTION

Employee satisfaction is the terminology used to describe whether or not personnel are satisfied, contented and satisfying their desires and desires at paintings. Many measures aid that employee pride is a aspect in worker motivation, employee intention achievement and nice worker morale inside the paintings vicinity. Effective agencies should have a way of life that encourages the worker pleasure Loyalty toward the agency begins to expand while the employee keeps to get the tremendous reinforcements on various essential aspects throughout the employment.

CONCEPTUAL OUTLINE

Employee pleasure is the terminology used to describe whether or not employees are happy and contented and fulfilling their desires and desires at work. Many measures meaning that employee pleasure is a element in employee motivation, employee aim achievement The backbone of employee satisfaction is admire for employees and the process they perform. In each interplay with management, personnel have to be dealt with politely and hobby. An easy street for employees to talk about troubles with upper control must be maintained and carefully monitored. Even if management cannot meet all the needs of employees, displaying people that they're being heard and setting sincere determination into compromising will regularly assist to improve morale.

Cranny, Smith & stone (1992) diagnosed the aggregate of affective reactions to the differential perceptions of what he/she desires to get hold of compared with he/she genuinely receives. Moyes, Shao & Newsome (2008) also recognized the employee pride may be defined as how thrilled an worker is along with his or her function of employment. As Sector (1997) described process satisfaction as all the emotions that a given character has approximately his/her task and its diverse components. Employee pleasure is a complete time period that contains task delight of personnel and their pleasure standard with agencies guidelines, agency surroundings etc.

FEW COLLECTED WORKS OF PREVIOUS RESEARCH

Yasemin Oraman et.al (2011) The main objective of the research is to examine employee job satisfaction in a strategic human resource management research with a model of job satisfaction in the Research and Development (R&D) industry should consist of work related factors such getting pay for overtime, giving employees more authority, the possibility of getting promotion in the workplace, employees' participation in decision-making processes and sensitivity of management towards problems at work. The data gained from employees of the firm are analyzed by using OLS regression model. All variables have a positive effect over job satisfaction.

Mohammad Hosein Lotfi et.al (2013) This study is analyzing the relationship between organizational justice and job satisfaction among the employees of Tehran Payame Noor University. Statistical Society of this study includes all personnel of the organization This study was of correlational descriptive-analytic type and for data collection, organizational justice (Moorman and Niehoff, 1993) and job satisfaction () questionnaires were used. For analyzing the data, statistical methods like Multiple Regression and Pearson Correlation Coefficient were utilized and the results were as follows: There is a significant relationship between organization justice and job satisfaction.

OBJECTIVES OF THE STUDY:

1. To know about the demographic profile of the respondents.
2. To study the various factors responsible for employee satisfaction.

METHODOLOGY

The study is exploratory in nature. Survey method was implemented and the study is piloted amongst employees on Private limited, in Salem district. The respondent for the study is confined to 250 employees. Proportionally simple random sampling technique was adopted.

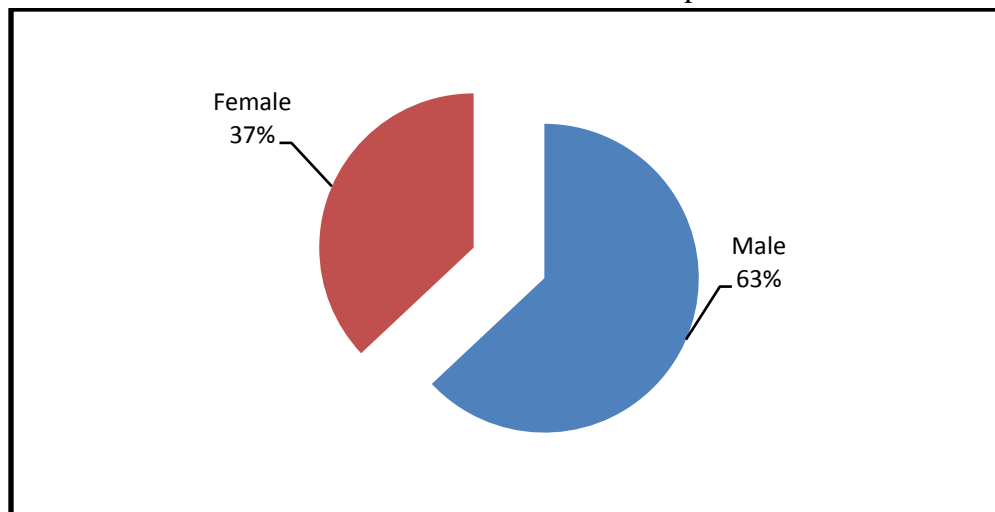
INVESTIGATION AND INTERPRETATION

Table 1: Gender of the Respondent.

S. NO	PARTICULAR	FREQUENCY	PERCENTAGE (%)
1	Male	76	63
2	Female	44	37
	TOTAL	120	100

Source: Primary Data collected through questionnaire

Exhibit 1 Gender of the Respondent



Interpretation:

The above table shows that 63% of the respondents were male, and 37% of the respondents' are female. Hence the majority of the respondents are belonging male with gender.

Table 2: Percentage Positions and Their Corresponding Garrets Table Value

Rank	Percentage Position	Garrett's Table Value
1	$100(1-0.5)/5=10$	76
2	$100(2-0.5)/5=30$	61
3	$100(3-0.5)/5=50$	50
4	$100(4-0.5)/5=70$	40
5	$100(5-0.5)/5=90$	25

Employee satisfaction:

The below table shows the number of respondents ranking the factors as 1,2,3,4 and 5 for the preference of the factors responsible for Employee satisfaction, which shows the total score and mean score.

Table 3: Factors responsible for Employee satisfaction

Factor	I (76)	II (61)	III (50)	IV (40)	V (25)	Total	Total Score	Mean Score	Rank
Job content	30	70	10	5	5	120	7375	14.75	1
	2280	4270	500	200	125				
Pay and promotional opportunities	7	18	24	31	40	120	5070	10.14	5
	532	1098	1200	1240	1000				
Working conditions	12	53	19	20	16	120	6295	12.59	4
	912	3233	950	800	400				
Respect from co-workers	28	43	17	19	13	120	6686	13.37	2
	988	3721	450	880	375				
Workload and stress level	13	61	9	22	15	120	6414	12.82	3
	2128	2623	850	760	325				

Source: primary data

The mean score is calculated by dividing the total score by total number of respondents.

Interpretation:

It is known from the above table that according to Garrett's ranking the factors which induces the respondents to show the factors responsible for Employee satisfaction are in this order namely job content, Pay and promotional opportunities, Working conditions, Respect from co-workers, Workload and stress level. It is found that job content is ranked first followed by Respect from co-workers ranking as second.

CONCLUSION:

The observe is an earnest try to determine worker's satisfaction in Private confined company. It is vital for any company to understand the need in their personnel and fulfil them earlier than they leave the employer then there are probabilities to lose talented personnel from the company. Hence it is vital for any employer to make certain employee pleasure.

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