

A study on job satisfaction of the employees in Srivilas Hydrotech private. Ldt AIE Bollaram Hyderabad

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Abstract: In this study the operation function in the human resource department are analyzed through contribution of employees and their opinion about function performed by the employees and their opinion about the function performed by the HR department in SriVilas Hydrotech Pvt. Ltd, AIE Bollaram, and Hyderabad. The employees in the organization are directly interviewed and related data's were collected through questionnaire. The study was conducted to know the impact of employee job satisfaction at the work place. Job satisfaction is all about how the employee is likes with the work at the work place or organization. Organization provides the employee higher reward by this job satisfaction. Will improve the loyalty towards the organization will increase. This paper presents the past study on the literature of job satisfaction from latest years from 2000 to 2014 the purpose is to find out the different attributes used to evaluating the job satisfaction. A sample size is taken from 100 employees from various departments. Data collected through primary data and secondary data.

Index terms- job satisfaction, performance management, employee satisfaction.

I. INTRODUCTION

A review on the previous studies on job satisfaction among the employees is necessary to know the areas already covered, this will help to find our new areas uncovered and to study them in depth. Job satisfaction is about favorable and un- favorableness with which employee view their work the job satisfaction has become a part of life satisfaction. It is the amount of pleasure or contentment associated with a job. Job Satisfaction is an emotional response to a job. Job satisfaction is one of the most popular and widely researched topics in the field of organizational psychology (Spector, 1997). Locke (1976) defines job satisfaction as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences. There are a variety of factors that can influence a person's level of job satisfaction. Some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, the job itself. Job satisfaction is way of calculating employee performance in the workplace. The employee or worker is satisfied with his / her work in an organization when he is receiving good

pay or salary or wage, good relation from the subordinates or peers, good rewards and healthy environment in the organization.

II. IMPORTANCE OF JOB SATISFACTION: A Job is an important part of life. Job satisfaction influences one's general life satisfaction.

The happier people are within their job, the more satisfied they are said to be. Job satisfaction involves complex number of variables, conditions, feelings and behavioral tendencies.

Job satisfaction leads to:

- Motivates towards high productivity •
- Want to remain with organization
- Act effectively in crisis
- Accept necessary changes when ever required at the work place
- Promotes interest towards the work

Determinants of job satisfaction:

According to Abraham A.Kumar there are two types of variables, which determine the job satisfaction:

- Organisation variables
- Personal variables

Organizational variables are:

Occupational level

Job content

Considerate Leadership

Pay and Promotion opportunities

Interaction among the employees

Personal variables are:

Age

Education level

Sex

Role perception

III. OBJECTIVES OF THE STUDY:

1. To study the relationship between the personal factors of the employee (Gender, Designation, Qualification, Age, and Years of Service in a company) with satisfaction level.
2. To determine the effect of job satisfaction on employee performance
3. To determine the level of communication with the employee way they treat in the organization.
4. To examine the employee opinion regarding the employee job satisfaction

IV. REVIEW OF LITERATURE

Effective research cannot be accomplished without studying critically what already exists in the form of general literature and specific studies. Therefore, it is considered as an important prerequisite for actual planning and execution of research projects. The review of existing literature helps to formulate hypothesis, identify research gaps and formulate a framework for further investigation. **Jae Vanden Berghe (2011):** Then we discussed job satisfaction as a function of three dimensions: job features, other People and personal dispositions. The value of job features on job satisfaction was demonstrated with the aid of the Two-Factor Theory and the Job Characteristics Model. We believe that we have sufficiently demonstrated in the secondary research part of the thesis that the correlation between job satisfaction and job performance was modest and unsubstantial at best. **Wallace D.Boeve (2007):** The overall environment and job satisfaction, the work itself, and the compensation for that work. Job satisfaction factors and environment may include better salary packages, improved benefit packages, more flexible work schedules. **Amana shaman (2009):** survey of employees found the five things employees wanted most from their jobs were the opportunity for growth and development, improving skills, Management communicating clear and measurable goals, belonging to a team, and receiving feedback from their supervisor (Heath field, 2000). The present study confirmed that these five factors are important variables; all of them being related to job satisfaction. **Anna Salanova and Sanni Kirmanen (2010):** The study tells about the employee job satisfaction at Prisma supermarket. Study about how employees are satisfied at the work place. **M.D.Pushpa kumari (2008):** The specific problem addressed in this study is to examine the impact of job satisfaction on performance. The commonly held opinion is that “A satisfied worker is a productive worker”. A satisfied work force will create a pleasant atmosphere within the organization to perform well. **Miss Vartikka Indermun, Academic Lecturer at Management College of Southern Africa (MANCOSA) (2013):** The study discuss about both types of employees in the organization they are satisfied and UN – satisfied employees. Satisfied employees form a bond with the company and take pride in their organizational membership, they believe in the goals and values of the organization. Dissatisfied employees display characteristics of low productivity, absenteeism, and turnover. Therefore, it is crucial that research is done to determine the relationship between job satisfaction and employee performance.

V. RESEARCH METHODOLOGY Research methodology is a way to solve predominant problem on the research. The research methodology is the study that deals with research design, data

collection methods, sampling methods, survey and interpretations. Research is defined based upon intellectual applications on the investigation of particular matter. The primary purpose for applied research is discovering, interpreting, in the development of methods and system for the advancement of human knowledge on the variety of scientific matters of our world.

VI. DATA COLLECTION METHOD

A. Primary Data:

Primary data are those which collected for the first time, and thus happen to be original in character .Here in this research primary data is collected through questionnaire method.

B. Secondary Data:

Secondary data was collected from various published books, companies’ web sites and company old records which has been collected for another purpose.

RESEARCH TOOLS

A structured questionnaire has been prepared to get the relevant information from the respondents. The questionnaire consists of variety of questions presented to the respondents for their response. The various types of questions used in this survey are closed ended questions and multiple questions and opened questions.

SAMPLING SIZE:

The study was conducted to examine the relationships of independent and dependent variable by applying the survey questionnaire. Respondents were random 100 employees who are taken from employees in SRI VILAS HYDDROTECH PVT LTD.

STATISTICAL METHODS USED

- Percentage analysis
 - Bars and charts
- Statistical tools used

➤ **CHI SQUARE TEST**

VII. STATISTICAL ANALYSIS

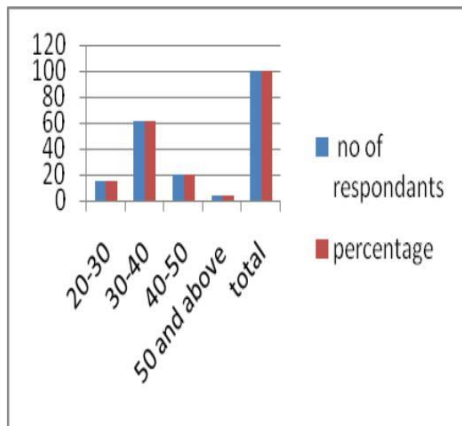
Results and discussions

The various data that were collected during the survey are tabled below.

Table 1 records the data of the age of the employees and their percentage among the respondents.

Age	No. of respond	Percentage
20 to 30	15	15
30 to 40	61	61
40 to 50	20	20
50 above	4	4
Total	100	100

Chart 1: Age wise classification of employees



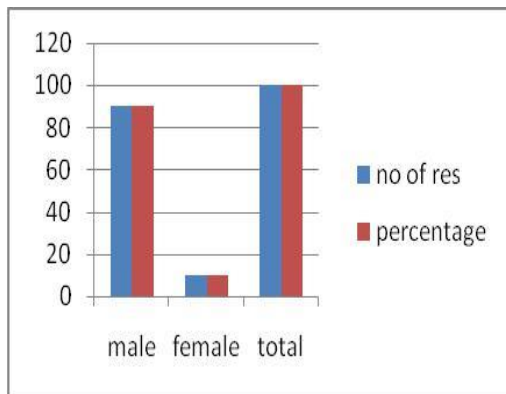
Interpretation:

In the above observation the survey is done on the bases of age of the employees in the company at the (20-30) is 15 %, (30-40) is 61 %, (40-50) is 20% and (above 50) are 4%

Table 2 Gender wise classification of employees

Opinion	No of res	Percentage
Male	90	90
Female	10	10
Total	100	100

Chart 2 Gender wise classifications of employees



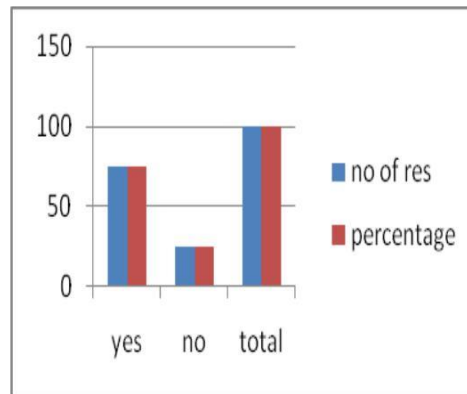
Interpretations:

Here from the above survey 90% of the respondents are male and remaining 10% are female

Table 3 Are you satisfied with the wages paid to you?

Wage	No of respondents	Percentage
Yes	75	75
No	25	25
Total	100	100

Chart 3 satisfaction regarding wage

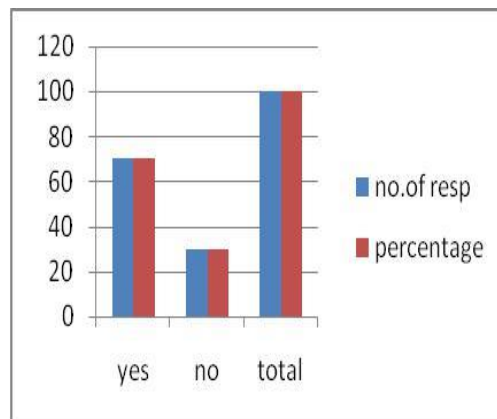


Interpretation: By the above survey 75% of the respondents told they are receiving wages and 25% respondents are not happy with their wages.

Table 4 Do you have any incentives wage schemes for efficient work on your organization?

Incentives	No. of respondents	Percentage
Yes	70	70
No	30	30
total	100	100

Chart 4 incentives and wage schemes in organization?

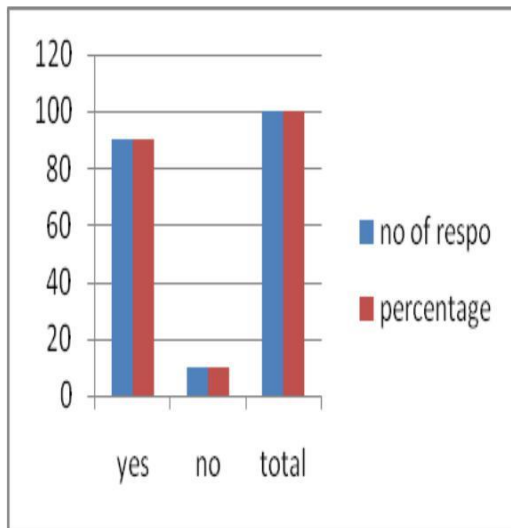


Interpretations: By the survey 70% respondents feels that they are getting better wage and incentives in the organization and 25% not satisfied with the schemes

Table 5 Are you satisfied with the present working conditions and environment.

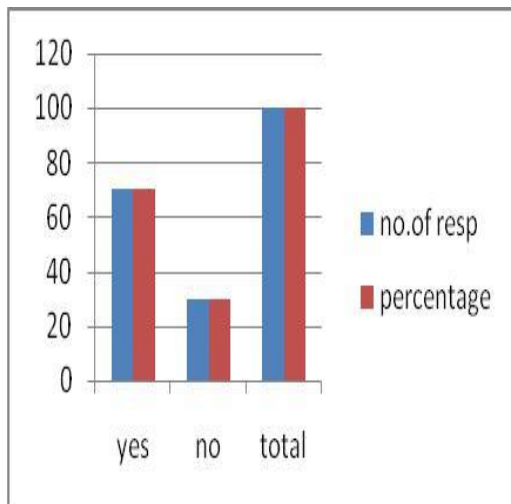
Working condition	No of respondents	Percentage
Yes	90	90
No	10	10
Total	100	100

Chart 5 present working conditions and environment



Interpretations: Almost 90% of the respondents are satisfied with the environment and working conditions and 10% of them are not satisfied

Chart 6 Good relations with co – workers

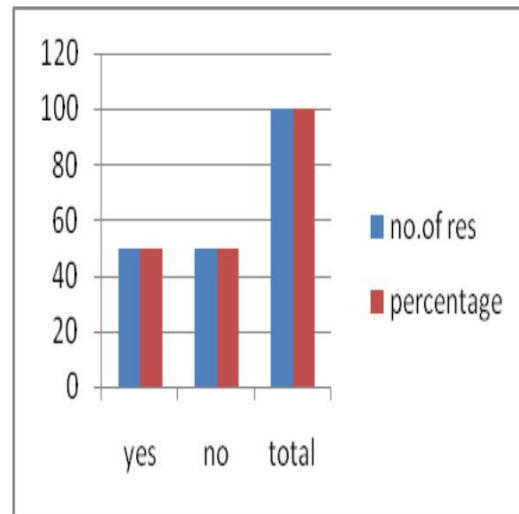


Interpretations: Observed in the survey that about 70% of the respondents have good relation with co-workers and 30% of them are not having good relation with co-workers.

Table 7 Are you extremely proud to say people I work for this organization

Work	No. of respond	Percentage
Yes	50	50
No	50	50
Total	100	100

Chart 7 proud to say work for this organization



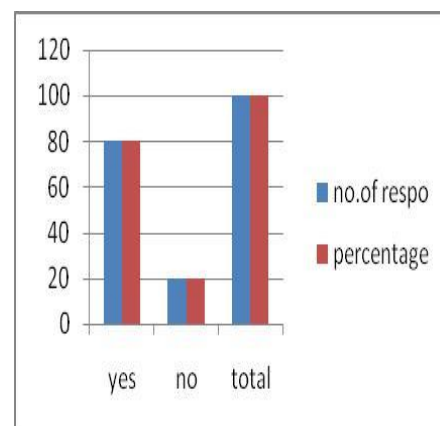
Interpretation:

By the above observation 50% of the respondents are proud to say that they are working for the current organization and 50% are not showing any interest to say about the organization

Table 8: Does the company provide any training program to improve your performance?

Training	No. Of respondents	Percentage
Yes	80	80
No	20	20
Total	100	100

Chart 8 training program to improve performance

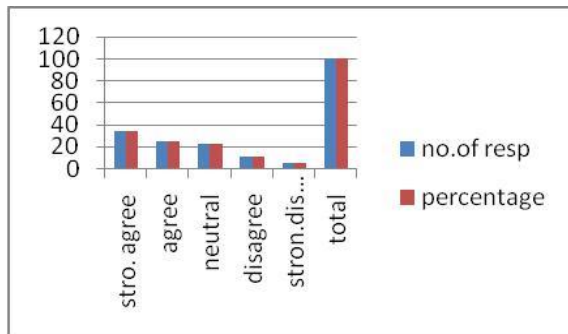


Interpretation: By the above observation about 80% of the employees feels that training provide by the company is useful to improve their performance and 20% feels that it's not useful to them.

Table 9 Opinion about time pressure is impact on your performance

Opinion	No of res	Percentage
Yes	24	24
No	76	76
Total	100	100

Chart 9: Opinion about time pressure is impact on your performance



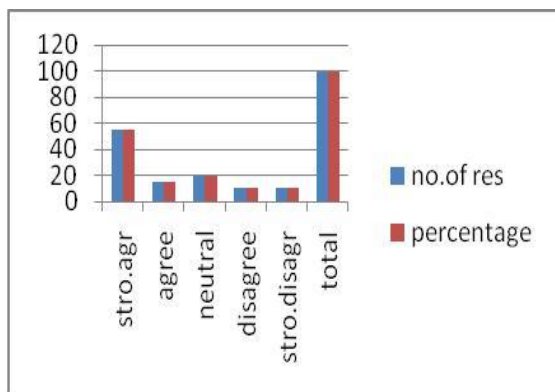
Interpretation:

It is observed from the survey that 76% of the respondents are says Yes that time pressure is not impact on performance and 24% of the respondents says No that time pressure is impact on performance.

Table 10 Employees are satisfied with the top Management.

Employee	No. of respond	Percentage
Strongly agree	35	35
Agree	25	25
Neutral	23	23
Disagree	11	11
Strongly. dis agree	6	6
Total	100	100

Chart 10 Employees are satisfied with top management



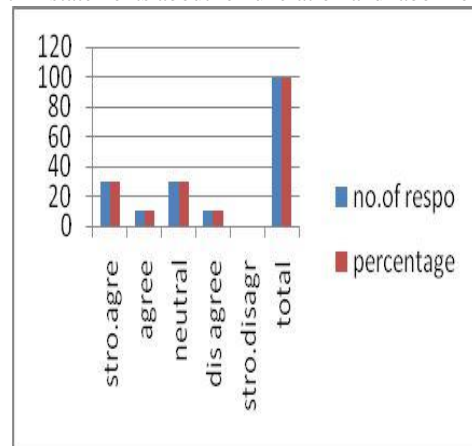
Interpretation:

By the observation 35% are strongly agree with the management, 25% are agree, 23% are neutral, 11% are disagree with the management , and 6% are strongly disagree with the management.

Table 11 Do you agree with statement that remuneration depends on working conditions and Numbers of labor hours?

Labor hours	No. of respond	Percentage
Strongly agree	55	55
Agree	15	15
Neutral	20	20
Disagree	10	10
Strongly disagree	0	0
Total	100	100

Chart 11 statements about remuneration and labor hours



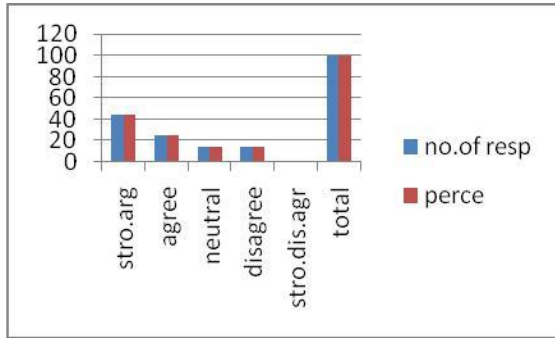
Interpretation:

By the observation 55% of the employees strongly agree with the statement that remuneration depends on working condition and numbers of labor hours, 15% of the employee are agree, 20% of the employee are neutral, 10% of the employee are disagree and 10% of the employee are strongly disagree .

Table 12“Employees in the organization have necessary authority to perform their duties effectively”.

Duties	No .of respond	Percentage
Strongly agree	30	30
Agree	10	10
Neutral	30	30
Disagree	10	10
Strongly disagree	10	10
Total	100	100

Chart 12 opinion about perform their duties effectively



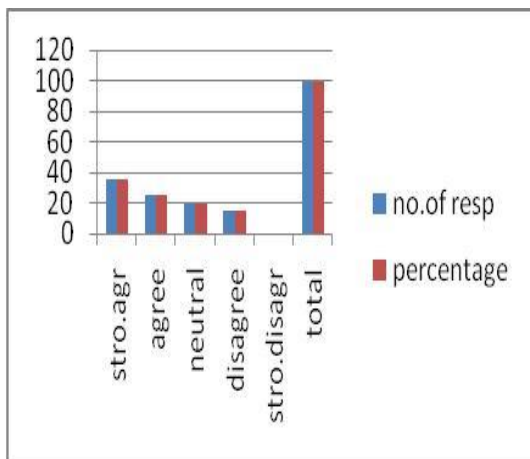
Interpretation:

By the observation 30% are strongly agree that they are performing their duties effectively, 10% agree, 30% are neutral, 10% are disagree and 10% are strongly disagree with the statement

Table 13 your work is according to your qualification and skills.

Skills	No .of respond	Percentage
Strongly agree	45	45
Agree	25	25
Neutral	15	15
Disagree	15	15
Strongly disagree	0	0
Total	100	100

Chart 13 your work is according to your qualification and skills.

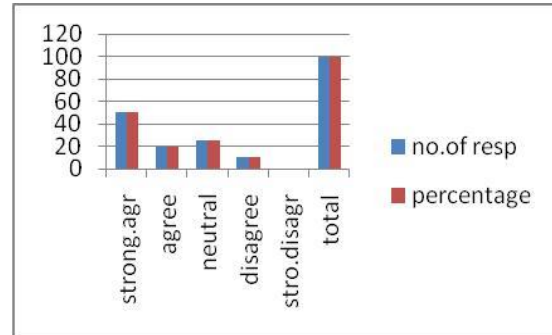


Interpretation:

By the survey 45% strongly agree that they are work according to their skills, 25% agree strongly agree that they are work according to their skills, 15% are neutral, 15% are disagree with the statement Table 14 “Employees get Appreciation and rewards if the desired work / targets are accomplished”.

Targets/rewards	No .of respond	Percentage
Strongly agree	35	35
Agree	25	25
Neutral	20A	20
Disagree	15	15
Strongly disagree	0	0
total	100	100

Chart 14 Appreciation and rewards if the desired work / targets are accomplished...



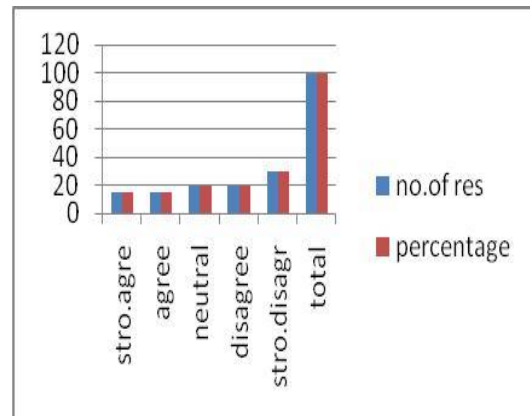
Interpretation:

By the survey the 35% employees strongly agree that they are appreciated regarding work, 25% employees are agree with the statement, 15% of the employee are neutral with the statement, 10% are disagree that they are not receiving appreciation to the work.

Table 15 Company provides satisfactory Salary according to the Work.

Salary/work	No .of respond	Percentage
Strongly agree	50	50
Agree	20	20
Neutral	25	25
Disagree	10	10
Strongly disagree	0	0
Total	100	100

Chart 15 opinions about salary



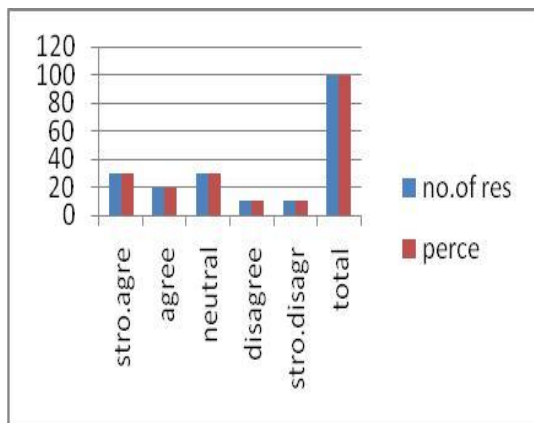
Interpretations:

By the survey observed that 50% strongly agree of the employees are satisfied with the salary, 20% are agree, 25% are neutral about the salary, 10% are disagree about the opinion.

Chart 16 Do you find much of your job is boring and repetitive work?

Repetitive/boring	No .of respond	Percentage
Strongly agree	10	10
Agree	10	10
Neutral	20	20
Disagree	20	20
Strongly disagree	30	30
Total	100	100

Chart 16 Opinion about repetitive and boring work

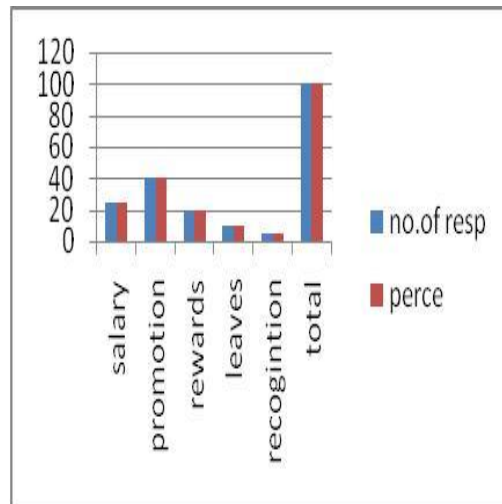


Interpretation: Here the survey tells that 30% of the employees are strongly disagree with the statement, 20% are disagree with the opinion, 20% are neutral, 10% are agree, and remaining 10% are strongly agree with the statement that they are doing repetitive work

Table 17 Physical environment problems (Temperature, lightening, gases, etc)

Opinion	No of res	Percentage
Strongly agree	30	30
Agree	20	20
Neutral	30	30
Disagree	10	10
Strongly disagree	10	10
Total	100	100

Chart 17 physical environment problems



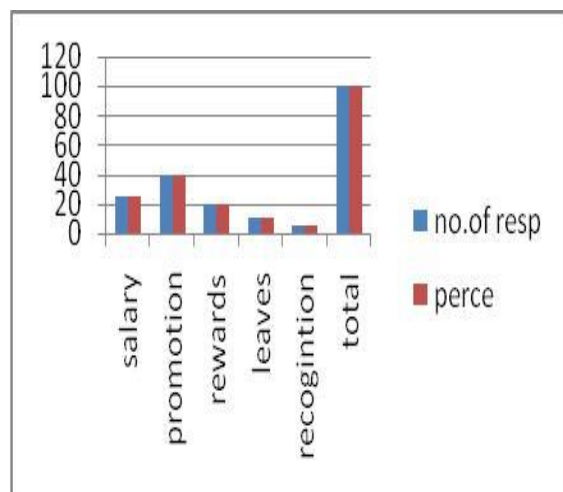
Interpretation:

It is observed from the survey most of the respondents are agreed about the physical working conditions of the organization.

Table 18 which of the following factors which motivate you most?

Motivates	No. of responds	Percentage
Salary	25	25
Promotion	40	40
Rewards	20	20
Leaves	10	10
Recognition	5	5
Total	100	100

Chart 18 the following factors which motivate you most



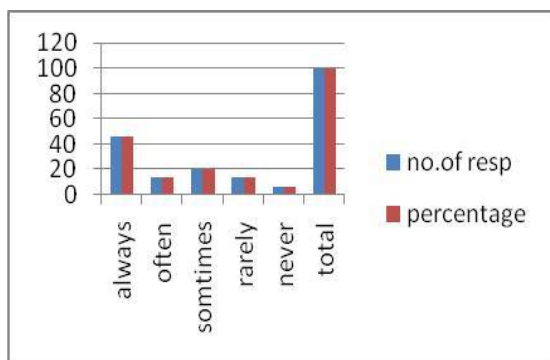
Interpretation:

Almost 40% of the employees are motivated with promotions, 25% are with salary, 20% with the rewards, 10% are with the leaves and 5% are with recognition.

Table 19 Working hours extended does your performance deteriorate

Opinion	No of res	Percentage
Always	46	46
Often	14	14
Some times	20	20
Rarely	14	14
Never	6	6
Total	100	100

Chart19: Working hours extended does your performance deteriorate



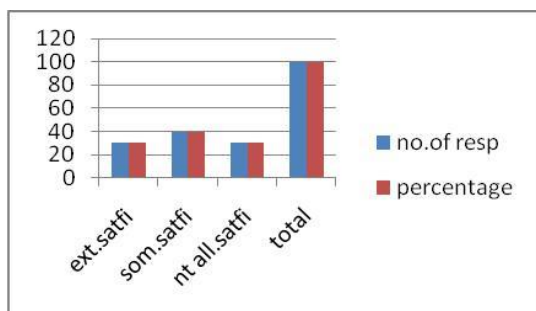
Interpretation:

It is found from the survey that respondents says that by extending working hours the performance of respondents is decline.

Table 20: Rating your job satisfaction?

Opinion	No. Of respondents	Percentage
Extremely satisfied	30	30
Somewhat satisfied	40	40
Not at all satisfied	30	30
Total	100	100

Chart 20: rating your job satisfaction



Interpretation:

It is found from the survey that 40% of the employees are somewhat satisfied with their work.

VIII. HYPOTHESIS TEST:

H1: There is a significant relationship between higher rewards and higher job satisfaction among employees

H0: There is no significant relationship between higher rewards and higher job satisfaction among employees.

CHI SQUARE TEST:

Opinion	No of respondents	Percentage
Highly satisfied	26	26
Satisfied	54	54
Neutral	12	12
Not satisfied	8	8
Total	100	100

Opinion	expected value	Actual value
Highly satisfied	26	25
Satisfied	54	25
Neutral	12	25
Not satisfied	8	25
Total	100	100

Chi square value= 2.99508

Table value = 7.815

Chi square value 2.99508 is less than the table value 7.815. where we reject the null hypothesis. hence we have relationship higher reward system and higher job satisfaction.

IX. FINDING

By the above survey found that most of the respondents are male and female are less in the organisation.

It is found that respondents mostly at the age of 30 years and above 50 years are less.

Here found almost employee are happy with wages which is received to them.

The employee of the organisation is satisfied with the incentives received with the wage schemes. Almost all the employees in the organisation are satisfied with the working conditions and environment in the organisation.

It is found that the employee have good relation with co-workers in the organisation.

It is found that half the employees are happy to say that they are working in that particular organisation and others are not interested to say about the organisation.

Many employees agreed that the organisation is providing training program to improve their knowledge and skills.

It is found that employees said that time pressure will not impact on the performance.

By the survey found that employees are satisfied with the top management in the company.

Almost all the employees agree that the remuneration are depends up on working labour hours.

It is found by the survey that all the employees are able to perform their duties effectively.

Most of the employee are work according their skills and qualification in the organisation.

By the survey found that almost all employees agreed with the statement that employees get appreciation and rewards when they reached their targets in time.

More than half of the employees agree that company is giving salary according to their performance.

Al most all the employees are disagrees with the statement that boring to do repetitive work in the organization.

Many of the employees feel that physical problems are facing by them during the work.

By the survey employees chosen different motivating steps which is motivating them at the work place. Here the employees told working hours extended does performance deteriorates.

Half of the employees feel that sometimes only they can rate their work or when there are satisfied with their work

SUGGESSTIONS:

Most of the respondents were satisfied but changes are required according to the changing scenario as job satisfaction will show impact on employees by this performance will be improved in the organisation Most of the employees are satisfied in the organisation but they are facing physical

problems due to work overload. Many of the employees satisfied with the incentives paid to them.

CONCLUSION:

SRIVILAS HYDDROTECH PVT.LTD has newly started the products distribution through domestic and national exporting their chemicals and they are in market from last 3 years. The survey is done to know whether employees are satisfied with their work in the organisation. The management has to take care about employees.

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