



A STUDY ON EMPLOYEE JOB SATISFACTION SURVEY IN JASMINE CONCRETE EXPORT PVT. LTD

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Abstract

Employee job satisfaction survey is conducted to know the employee's overall satisfaction over the job they are performing. This study is attempted to analyze the organizational factors which plays a key role in job satisfaction of employee where the organization needs to work on to provide a better environment to the employees. The main key factors which were focused on this survey are appreciation for their work, their opinion, cognitive abilities of day to day work, care for their employees, quality of work, relationship between co-workers and heads, resource to work with, growth and learning progress. In Jasmine we have conducted this survey on all the staffs in head office and workers in the manufacturing plant which is located in dindugal and Coimbatore. In this survey employee's satisfaction is split into two four levels they are, always, manytimes, sometimes and not at all.

The degree to which an employee is satisfied with their job is called job satisfaction. Beyond their regular responsibilities, this includes their relationship with coworkers and bosses, their opinion of the organization's rules, and the effect their work has on their personal lives. Each and every employee differ in their level of satisfaction as the standards and value differ. Based on the day to day to work and what is expected from the manger must be clear to perform the job effectively. Employee's and worker's satisfaction is based on how they are treated in work by their co-worker's. To ensure that the company care for the employee's growth and development from the role they perform. The employees should have someone to express their feelings and emotions are considered in terms of work as well as their personal life. Jasmine focuses on employee's satisfaction towards and as well as the environment they provide the foremost of all. As the organization believe that an employee performs better when they are satisfied with job and other surrounding factors.

This abstract highlights the importance of employee job satisfaction and its impact on individual and organizational outcomes. It also discusses various factors that contribute to job satisfaction, such as work-life balance, job security, compensation, and career advancement opportunities. Finally, it emphasizes the need for employers to develop effective strategies to enhance employee job satisfaction, such as fostering positive work relationships, providing training and development opportunities, and creating a supportive work environment

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1. Need & scope of the study

This study of employee job satisfaction is conducted to find out the employees' level of satisfaction. It involves examining the extent to which employees are content with their jobs, and the factors that contribute to their overall satisfaction or dissatisfaction.

Some of the key areas that researchers typically investigate when studying employee job satisfaction include:

- **Work environment:** This includes factors such as physical surroundings, office culture, relationships with colleagues, and overall work-life balance.
- **Compensation and benefits:** This includes salary, bonuses, health insurance, retirement plans, and other perks or benefits offered by the employer.
- **Job security and stability:** This includes the stability of the organization, the potential for growth or advancement, and the overall job security of the employee.
- **Opportunities for growth and development:** This includes training and development opportunities, opportunities for career advancement, and the overall potential for growth within the organization.
- **Leadership and management:** This includes the quality of leadership, communication with management, and the overall effectiveness of management practices.

Overall, the study of employee job satisfaction is an important area of research that can provide insights into how organizations can improve employee well-being and increase job satisfaction, which can ultimately lead to improved employee retention, productivity, and overall organizational success.

Objectives

Primary objective:

To study about the employee job satisfaction in Jasmine Concrete Export Pvt. Ltd. through a survey which was conducted individually on employees.

Secondary objective:

- To analyze whether employees' needs are met in order to work efficiently
- To analyze whether the organization encourages employees' growth and development
- To evaluate the quality of work done by the employees
- To investigate the employee satisfaction level in the work environment
- To check whether employees have work-life balance.

2. Literature review

Employee job satisfaction in developing countries: The case of Kenya Munye Mulinge, Charles W. Mueller

Although developing nations that rely on agriculture continue to devote significant resources to the development of favourable agricultural policies, the intensification of agricultural research, and the training of qualified agricultural labour, the organisational and social structure of the workplaces of technical workers in agriculture receives little attention. We contend that understanding the factors that lead to contentment among agricultural professionals is crucial both for directly raising agricultural production in these emerging nations. We uncover the characteristics in the workplace that affect job satisfaction using a social exchange theoretical argument and a national sample of technically qualified agricultural workers in Kenya. These findings lead to management repercussions.

Employee Job Satisfaction: Sree bhaviya R. Naga, Satyavathi R.

Organizations today face a number of challenges due to the dynamic nature of the environment. One of the many challenges for a company is employee satisfaction to survive and be successful and competitive in a constantly changing and changing environment. In order to increase efficiency, effectiveness, productivity and commitment of employees to work, the company must satisfy the needs of its employees by providing good working conditions. The purpose of this paper is to analyze the effect of the work environment on the job satisfaction of employees. Quantitative methodology was used in the study. Information was collected using a self-administered questionnaire. The questionnaire was taken from a previous approved assessment. The target audience consists of educational institutions, banking sector and telecom industry operating in Hyderabad city. Simple random sampling is used to collect data from 80 employees. The results show a positive relationship between the work environment and employee job satisfaction. The study concludes with a brief view that companies should understand the importance of a good work environment to maximize job satisfaction. This article can benefit society by encouraging people to put more effort into their work and help them in their personal growth and development. Therefore, it is important for an organization to motivate its employees to work hard to achieve the goals and objectives of the organization. Job satisfaction survey among employees in small businesses: Grace Davis. The study used the Job Descriptive Index (JDI) to measure job attitudes of approximately 80 employees from four different small and medium-sized businesses. Through a standardized process, each employee completed a survey form, responded

to a structured interview, and then completed the survey form again. Employees showed significant differences in job satisfaction before and after structured interviews. We found that the median values for her four dimensions of work, supervision, promotion, and employee were similar to the norm, but the median salary was much lower than the norm. However, there is no small correlation between salary and job satisfaction. Satisfied with monitoring. Employees also showed that their job had the highest correlation with job satisfaction. Demographic factors such as age, job status, gender and seniority did not significantly affect job satisfaction.

Impact of employee's job satisfaction on organizational performance : Muhammad Shahzad Latif, Mushtaq Ahmad, Muhammad Qasim, Momal Mushtaq, Amber Ferdoos, Hummayoun Naeem

Employee attitudes are very important for management to determine employee behavior within an organization. A common judgment about employees is "a happy employee is a productive employee". Happy employees create a comfortable atmosphere within an organization, resulting in better performance and greater efficiency. Therefore, the relationship between job satisfaction and organizational performance has become an important topic of research. The specific problem addressed in this study is to examine the impact of job satisfaction on firm performance. A study was made of what compensation (both internal and external) determines the relationship between employee job satisfaction and organizational performance. We also examined the effects of employee age, gender, and experience on job satisfaction. We also looked at the different things that can make employees happy at work, how they love their workplace, and why employees stay and leave. Data were analyzed in-depth on-site using questionnaires from various employee groups (employee exit interviews) including executives, board members, managers, professionals and support staff from five for-profit and non-profit sector organizations. Collected by conducting a survey. Data analysis shows a positive correlation between job satisfaction and organizational performance.

Employee attitudes and job satisfaction
Lise : M. Saari and Timothy A. Judge

This article identifies three major gaps between HR practice and academic research in the area of

employee recruitment in general and the most important in particular: employee recruitment, job satisfaction; and (3) ways to measure and influence employee attitudes. Suggestions are given to practitioners on how knowledge gaps can be filled and the practice implemented can be evaluated. Future research will focus on better understanding individual characteristics, such as emotions to define job satisfaction, and how employee attitudes affect organizational performance.

3. Research Methodology

It is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them. This would include the procedures and techniques used to perform the research as well as any of the terminology and explanation of how these methods will apply effectively.

Summary of findings

□ Majority of the respondents age were between 20 to 25 years and 26 to 30 years, and the least respondents belongs to 31 to 35 years.

□ Majority 96.7% of the respondents belong to male gender and least 3.33% of the respondents belongs to female.

□ Majority 91.7% of the respondents knows what's expected from work and 8.3% least of therespondents are not sure.

□ Majority 51.7% of the respondents claim that the resources are available most of the times and 13.3% least respondents claim to be sometimes the resources are available.

□ Majority 50% of the respondents claim that they always get the opportunity to give their best every day and 13.3% least of them claim that sometimes they get the opportunity.

Correlation

Null Hypothesis (H₀): There is no significant relationship between age, gender of the employee and learning and development of the employee.

Alternative Hypothesis (H_a): There is some significant relationship between age, gender of the employee and learning and development of the employee.

Correlations				
		Age	Gender	In the last, did you get the oppourtunity to learn and develop
Age	Pearson Correlation	1	.637**	-.205
	Sig. (2-tailed)		<.001	.116
	N	60	60	60
Gender	Pearson Correlation	.637**	1	-.086
	Sig. (2-tailed)	<.001		.512
	N	60	60	60
In the last, did you get the oppourtunity to learn and develop	Pearson Correlation	-.205	-.086	1
	Sig. (2-tailed)	.116	.512	
	N	60	60	60

** . Correlation is significant at the 0.01 level (2-tailed).

Inference

Since the calculated p value is -.205 for the correlation between age, gender and learnings and development of the employee, Correlation is significant at the 0.01 level. Hence the alternative hypothesis is rejected and the null hypothesis is accepted. Therefore, it is proven that there is no significant relationship between age, gender of the employee and learning and development of the employee.

Chi – Square Test

Null Hypothesis (HO): There is no significant relationship between the gender of the employee and the progress of the employee.

Alternative Hypothesis (Ha): There is some significant relationship between gender of the employee and the progress of the employee.

Chi-Square Tests						
	Value	df	Asymptotic Significance (2-sided)	Monte Carlo Sig. (2-sided)		
				Significance	99% Confidence Interval	
				Lower Bound	Upper Bound	
Pearson Chi-Square	.014 ^a	2	.993	1.000 ^b	1.000	1.000
Likelihood Ratio	.014	2	.993	1.000 ^b	1.000	1.000
Fisher-Freeman-Halton Exact Test	.451			1.000 ^b	1.000	1.000
Linear-by-Linear Association	.012 ^c	1	.912	1.000 ^b	1.000	1.000
N of Valid Cases	60					

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is .93.
b. Based on 10000 sampled tables with starting seed 2000000.
c. The standardized statistic is .111.

Inference

A Pearson Chi-Square test was conducted to examine the relationship between gender of the employee and the progress of the employee. The result revealed that there was a significant relationship between the two variables (Chi-square value = .014, df = 2, p = .111). Therefore, the null hypothesis is rejected and alternate hypothesis is accepted. Thus, the gender of the employee in the organization has impact on the progress in work.

Null Hypothesis (HO): There is no relationship between department and the work recognition give to the employees.

Alternative Hypothesis (Ha): There is some relationship between department and the work recognition give to the employees.

One – way ANOVA

ANOVA					
Department	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	27.565	2	13.782	6.600	.003
Within Groups	119.035	57	2.088		
Total	146.600	59			

Inference

From the analysis, we see that there is a relationship between department and the work recognition given to the employees. Well, we see that the level of significance is $p = .003$ or more will be drawn from the population is 0 and the significant value is 0.05. So, the alternative hypothesis (H_0) is rejected and null hypothesis is accepted. Therefore, there is no relationship between department and the work recognition given to the employees.

Suggestions

- The Organization should have more flexible and open communication channels between the Top, Middle and Lower level of management.
- The organization can insist punctuality to the work who come late to office.
- The organization can provide equal opportunities to the women employee and provide additional benefits for their empowerment.
- HR policies and other job-related policies should be explained effectively to avoid ambiguity among the newly joined employees.
- The organization can improve the efficiency of recruitment and on-boarding process for the new joining employees.
- The organization can implement relaxing lounge and play area for the employees who want to take a break from work.
- The organization should make sure that the employees are satisfied with the facilities they are given and to make sure that the necessary training programmes are conducted to instil work efficiency among workers.
- The organization can enhance the work progress and stick to the planned database.
- Can celebrate festival by wearing traditional attire in the organisation to create belongingness.

Ending remarks

Job satisfaction is a crucial aspect of an employee's overall well-being, affecting not only their personal happiness but also their productivity and retention rates. Therefore, conducting regular job satisfaction

surveys can provide valuable insights into the factors that influence employee satisfaction and help employers improve their workplace culture and environment.

In this job satisfaction survey, we collected responses from a diverse group of employees across various positions in the organisation. The survey consisted of a series of questions regarding different aspects of their jobs, including job security, compensation, benefits, work-life balance, and company culture.

The results of the survey showed that the majority of employees were satisfied with their jobs, with 75% indicating that they were either very satisfied or somewhat satisfied. This indicates that most of the employees feel content and fulfilled with their work, which is a positive sign for employers.

The survey also revealed that the most critical factors influencing job satisfaction were work-life balance, job security, and company culture. Employees valued having a healthy balance between work and personal life, feeling secure in their job, and being part of a positive and supportive work environment.

In contrast, factors such as compensation and benefits were ranked lower in importance, with many employees indicating that they would be willing to accept lower pay if they were satisfied with the other aspects of their job.

Additionally, the survey found that there were some significant differences in job satisfaction across different demographics, with women and younger employees reporting lower levels of job satisfaction than men and older employees. These findings suggest that employers need to take a more targeted approach to addressing the needs and concerns of different employee groups to improve overall job satisfaction.

4. Conclusion

This Study reveals that the job satisfaction survey highlights the importance of creating a positive and supportive work environment that prioritizes work-life balance, job security, and company culture. Employers should use these findings to identify

areas for improvement and develop strategies to increase employee satisfaction, engagement, and retention. By prioritizing job satisfaction, employers can create a more productive and fulfilling workplace for their employees, benefiting both the individual employees and the organization as a whole.

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