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A STUDY OF EMPLOYEES JOB SATISFACTION AT AUTOMOBILE INDUSTRY IN KANCHIPURAM ZONE, TAMIL NADU

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ABSTRACT

The study entitled "A STUDY OF EMPLOYEES JOB SATISFACTION AT AUTOMOBILE INDUSTRY IN KANCHIPURAM ZONE TAMILNADU". Job satisfaction is the favorableness or un- favorableness with which the employee views his work. It expresses the amount of agreement between one's expectation of the job and the rewards that the job provides. Job satisfaction is a part of life satisfaction. The nature of one's environment of job is an important part of life. Job satisfaction influences one's general life satisfaction. There are varieties of factors that can influence a person's level of job satisfaction. Some of these factors include the rewards, the perceived fairness of the promotion system within a company, the quality of the working conditions, the job security, grievances etc.

The main objective of the study is to analyze the level of job satisfaction in an automobile industry. This study helps the automobile industry to identify the present job satisfaction level of employees in an industry. The study also taken some steps to find out the gap and the measures required for existing practices regarding job satisfaction in an industry. A well structured Questionnaire is used to collect primary data. Sample size is 100. The researcher adopted convenience sampling for the study. The data was analyzed using the statistical tools like Percentage analysis, ANOVA and Chi square. Charts and tables are used for better understanding.

The findings of this study reveal that the automobile industry needs to care on its employees work load and work stress. Automobile industry needs to implement the effective measures such as time management, workload assessment & strategic workload planning for work load efficiency and care special attention on job enrichment, counseling, entertainment and other programs for reducing the stress level of employees in an industry.

KEYWORDS: Job satisfaction, Workload, Employment condition, Job security etc.

INTRODUCTION

Job satisfaction is the favorableness or unfavorableness with which the employee views his work. It expresses the amount of agreement between one's expectation of the job and the rewards that the job provides. Job satisfaction is a part of life satisfaction. The nature of one's environment of job is an important part of life as Job satisfaction influences one's general life satisfaction.

Job satisfaction in regards to one's feeling or state of mind regarding nature of their work. Positive attitude towards job are equivalent to job satisfaction where as negative attitude towards job has been defined variously from time to time. In short job satisfaction is a person's attitude towards job.

Job satisfaction, thus, is the result of various attitudes possessed by an employee. In a narrow sense, these attitudes are related to the job under condition with such specific factors such as wages. Supervisors of employment, conditions of work, social relation on the job, prompt settlement of grievances and fair treatment by employer.

However, more comprehensive approach requires that many factors are to be included before a complete understanding of job satisfaction can be obtained. Such factors as employee's age, health temperature, desire and level of aspiration should be considered. Further his family relationship, social status, recreational outlets, activity in the organization etc. Contribute ultimately to job satisfaction. Job satisfaction is in regard to one's feeling or state-of-mind regarding the nature of their work.

Job satisfaction can be influenced by a variety of factors like the quality of their relationship with supervisor, the quality of the physical environment in which they work, degree of fulfillment in their work, etc.

OBJECTIVES OF THE STUDY

- ❖ To know the level of job satisfaction among the employee in an Automobile industry.
- ❖ To analyze the satisfaction level of employees towards working conditions and welfare measures.
- ❖ To analyze the satisfaction level of employees towards grievance redressal measures, job security and job enrichment.
- ❖ To find out the Job satisfaction level of employees.
- ❖ To make suggestions about the employee job satisfaction in an Automobile industry.

STATEMENT OF THE PROBLEM

- ☆ A satisfied employee is a productive employee, any kind of grievance relating to organizational or personal to a

greater influence of job. So every organization is giving higher priority to keep their employees with satisfaction by providing several facilities which improves satisfaction and reduces dissatisfaction.

- ☆ Job satisfaction is considered as a key issue by the entrepreneur where efforts are taken and programs are initiated.
- ☆ If an employee is not satisfied with job there are chances of absenteeism, job turnover, lower productivity, committing of mistakes, diverting energy for different types of conflicts keeping this thing in view all organizations are trying to identify the areas where satisfaction to be improved to get out of above dangers.
- ☆ In this connection a survey was conducted on behalf of Automobile industry to identify the level of satisfaction in terms of highly satisfied to highly dissatisfied on various job related factors.

DEFINITION OF JOB SATISFACTION

According to Armstrong, the term job satisfaction refers to the attitude and feelings of people have about their work. Positive and favorable attitudes towards the job indicate job satisfaction. Negative and unfavorable attitudes towards the job indicate job dissatisfaction.

According to Blum and Naylor, Job satisfaction is defined, as it is result of various attitudes the person hold towards the job, towards the related factors and towards the life in general.

LITERATURE REVIEW

M.Yousaf Raza, M.Waheed Akhtar, Mudassar Husnain and M.Saeed Akhtar (2015) entitled "The impact of intrinsic motivation on employee's job satisfaction". The researchers focused on the impact of intrinsic motivation on employee's job satisfaction. Finally the researchers concluded that the relationships among job security & job satisfaction, achievement & job satisfaction, job responsibility & job satisfaction and work itself & job satisfaction are significant and positive.

Saba Habtom Araya and Dr.Ma Haiyana (2015) entitled "How job satisfaction factors affects component of organizational commitments: Study on employees of star hotels in Eritrea". The researcher focused on how job satisfaction factors affects component of organizational commitment among the basic employees of star hotels. Finally the researcher concluded that there is a significant positive relationship between pay, promotion, nature of work and communication with each affective and

continuance and normative commitment using correlation analysis.

Mohammed Inuwa (2015) entitled "The impact of job satisfaction, job attitude and equity on employee performance". The researchers focused on job satisfaction and performance while ignoring other important aspects like job attitude and equity. Finally the researcher concluded that there is a positive relationship between job satisfaction, job attitude and equity in the performance of an employee in organization.

RESEARCH METHODOLOGY

The total study is of Descriptive type because each item is clearly described. This approach enables a researcher to explore new areas of investigation. A well structured Questionnaire is used to collect

primary data. Sample size is 100, Convenience methods are used for determining Sample size. The researcher adopted non probability sampling for the study.

RESEARCH INSTRUMENT

The research instrument that is used in this study is questionnaire. The instrument consisted of 25 items with

- ✍ Five-point Likert scale
- ✍ Dichotomous questions.
- ✍ Demographic questions.

COLLECTION OF DATA

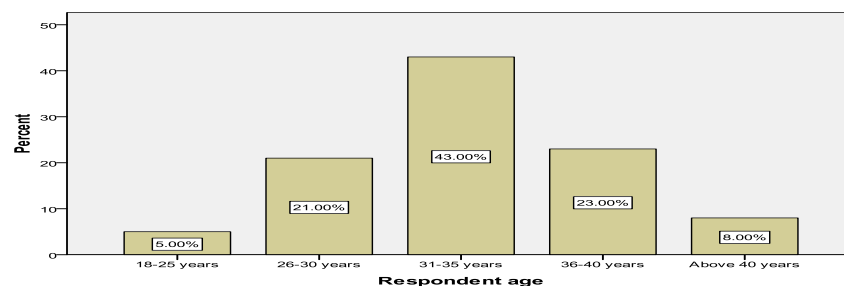
The data collected are mostly primary and rarely secondary data.

DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

Table-1 Respondent Age

Description	Frequency	Percent	Valid Percent	Cumulative Percent
18-25 years	5	5.0	5.0	5.0
26-30 years	21	21.0	21.0	26.0
31-35 years	43	43.0	43.0	69.0
36-40 years	23	23.0	23.0	92.0
Above 40 years	8	8.0	8.0	100.0
Total	100	100.0	100.0	

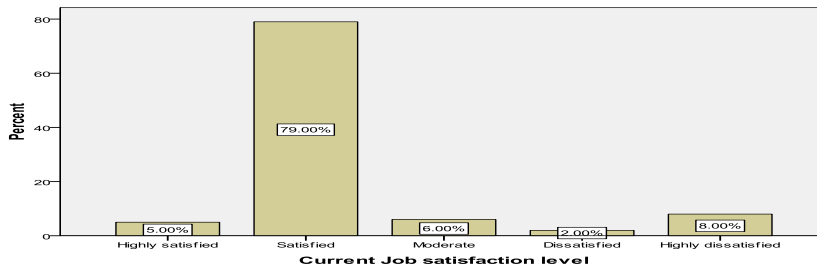


INFERENCE: From the above table it is inferred that 5% of the respondents are at the age of 18-25 years, 21% of the respondents are at the age of 26-30 years, 43% of the respondents are at the age of 31-35

years, 23% of the respondents are at the age of 36-40 years and 8% of the respondents are at the age of above 40 years.

Table-2 Current Job Satisfaction Level

Description	Frequency	Percent	Valid Percent	Cumulative Percent
Highly satisfied	5	5.0	5.0	5.0
Satisfied	79	79.0	79.0	84.0
Moderate	6	6.0	6.0	90.0
Dissatisfied	2	2.0	2.0	92.0
Highly dissatisfied	8	8.0	8.0	100.0
Total	100	100.0	100.0	



INFERENCE: From the above table it is inferred that 5% of the respondents are highly satisfied with the current job, 79% of the respondents are satisfied, 6% of the respondents are moderately satisfied, 2% of respondents are dissatisfied and 8% of respondents are highly dissatisfied.

ONE WAY ANOVA EXPERIENCE AND PROMOTIONAL & TRANSFER QUALITY POLICY

INTERPRETATION

NULL HYPOTHESIS H_0 : There is no significance difference between the experience and promotion & transfer policy.

ALTERNATE HYPOTHESIS H_1 : There is a significance difference between the experience and promotion & transfer policy.

Table-3 Descriptive - Promotion And Transfer Policy

Experience	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Below 1 Year	2	2.50	.707	.500	-3.85	8.85	2	3
1-2 Years	9	2.11	.601	.200	1.65	2.57	1	3
2-4 Years	15	1.60	.737	.190	1.19	2.01	1	3
Above 4 Years	74	1.68	.643	.075	1.53	1.82	1	4
Total	100	1.72	.668	.067	1.59	1.85	1	4

ANOVA - PROMOTION AND TRANSFER POLICY

Experience	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2.955	3	.985	2.295	.083
Within Groups	41.205	96	.429		
Total	44.160	99			

RESULT

P=0.083

P>0.05

Since P value is greater than 0.05 at the 5% level of significance. Null hypothesis H_0 is accepted. Therefore, there is no significance difference between the experience and promotion & transfer policy.

EXPERIENCE AND STRESS IN WORKING

INTERPRETATION

NULL HYPOTHESIS H_0 : There is no significance difference between the experience and work stress.

ALTERNATE HYPOTHESIS H_1 : There is a significance difference between the experience and work stress.

Table - 4 Descriptive - Stress In Working

Experience	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Below 1 year	2	1.50	.707	.500	-4.85	7.85	1	2
1-2 years	9	1.89	1.269	.423	.91	2.86	1	4
2-4 years	15	1.73	1.033	.267	1.16	2.31	1	4
Above 4 years	74	1.81	.932	.108	1.59	2.03	1	5
Total	100	1.80	.964	.096	1.61	1.99	1	5

ANOVA - Stress in Working

Experience	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.326	3	.109	.114	.952
Within Groups	91.674	96	.955		
Total	92.000	99			

**RE
SULT****P=0.952****P>0.05**

Since P value is greater than 0.05 at the 5% level of significance. Null hypothesis H_0 is **accepted**. Therefore, there is no significance difference between the experience and work stress.

CROSSTAB CHI-SQUARE TESTS**EXPERIENCE AND CURRENT JOB
SATISFACTION LEVEL
INTERPRETATION**

NULL HYPOTHESIS H_0 : There is no significance difference between the experience and job satisfaction.

ALTERNATE HYPOTHESIS H_1 : There is a significance difference between the experience and job satisfaction.

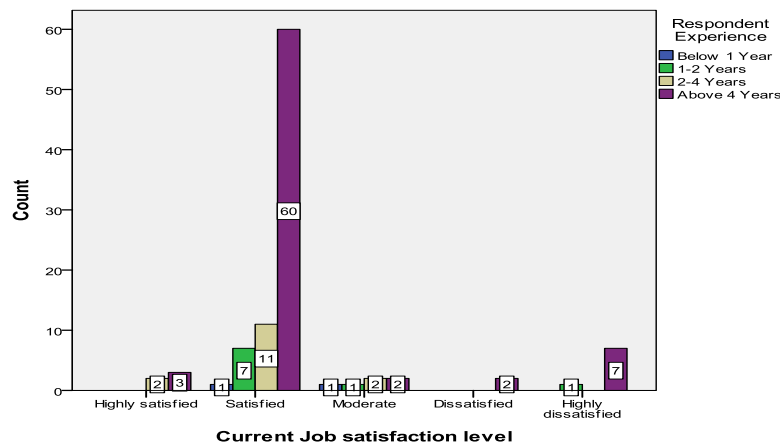
Table-4 Current Job Satisfaction Level

Description	Respondent Experience				Total
	Below 1 Year	1-2 Years	2-4 Years	Above 4 Years	
Highly satisfied	0	0	2	3	5
Satisfied	1	7	11	60	79
Moderate	1	1	2	2	6
Dissatisfied	0	0	0	2	2
Highly dissatisfied	0	1	0	7	8
Total	2	9	15	74	100

CHI-SQUARE TESTS

Description	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.981 ^a	12	.242
Likelihood Ratio	12.699	12	.391
Linear-by-Linear Association	.002	1	.963
N of Valid Cases	100		

a. 16 cells (80.0%) have expected count less than 5. The minimum expected count is .04.



RESULT

P=0.242

P>0.05

Since P value is greater than 0.05 at the 5% level of significance. Null hypothesis H_0 is accepted. Therefore, there is no significance difference between the experience and job satisfaction.

LIMITATIONS OF THE STUDY

- ✎ This study done only as a specified time period for three months.
- ✎ The result of the study depends upon the information furnished by the employee. Hence the information provided by them is subjected to personal bias.
- ✎ The accuracy of the findings is limited by the accuracy of statistical tools used for analysis.
- ✎ Only a sample of 100 employees was surveyed.

SUGGESTIONS

- ✎ The study has found that some of the respondent feels dissatisfied on their workload so for organization needs to concentrate on its time management, workload assessment and strategic workload planning.
- ✎ The study has found that some of the respondent feels stress while they are working in the organization. Organization need to care special attention on job enrichment, counseling, entertainment and other programs for reducing the employees stress level in an organization.
- ✎ The mutual cooperation between employees and their superiors at workplace is very important to carry out the work at right time. So, the

organization should take care of its effective and formal communication.

CONCLUSION

The present study is attempted to determine employee's job satisfaction in Automobile industry. It is indeed necessary for any industry to understand the need of their employee and fulfill them before they leave the industry. If nothing is done by the industry then there are chances to lose talented employees from any industry to its competitors. Hence it is necessary for any industry to ensure employees job satisfaction.

From the study it was identified that most of the employees are satisfied with the job. Majority of the employee are satisfied with their employment condition, working condition, promotion and variety of work responsibilities. Employees are satisfied with their employer and co-worker relationship. Majority of the employee feel heavy workload and often stress. The industry needs to concentrates on its workload planning also implement some measures regarding stress.

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