

A STUDY ON EMPLOYEE JOB SATISFACTION WITH SPECIAL REFERENCE TO MILKA NUTRIMENTS PRIVATE LIMITED, ERODE

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Abstract—Employee satisfaction is a measure of how happy workers are with their job and working environment. The study has been conducted by adopting survey method among the employee in Milka Nutriments Private Limited with the help of questionnaire. The sample of size 50 respondents from the company was chose for the study. The scope of the study consist of the importance of the employee satisfaction is to find out the satisfaction level of the employees. The objectives tell about the necessity of the study. The research methodology consists of design, sample size, a sample technique, the project is based on descriptive research, exploratory research, and sampling is used for data collection data. The studies provide some findings and suggestions and interpretation from the analysis of the collected data. The suggestions were given which may help by the company to improve employee job satisfaction.

Keywords—Employees, Job Satisfaction, Management Style, Nutriments, Working Environment.

INTRODUCTION

Job satisfaction or employee satisfaction has been defined in many different ways. Some believe in many different ways. Some believe it is simply how content an individual is with his or her job, in other words, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision.

WHAT IS JOB SATISFACTION?

If you are satisfied and happy with all aspects of the job which you currently have then the quality of the work which you deliver will automatically be very good and you will achieve great job satisfaction.

FACTORS AFFECTING JOB SATISFACTION

THE CO WORKERS

The people who you work can be either one of two kinds. First, they might be nice friendly people who are sure about their own abilities and are always willing to help you in time of need. Working with such people is not only very easy but it also becomes very fun. Overtime such people do not remain simply co-workers, but they become family.

THE BOSS AND MANAGEMENT STYLE

A major factor affecting your job satisfaction is the kind of boss which you have to work under. However, if your boss is someone who is never willing to be there for you in your time of distress then working under him can be a source of great dissatisfaction.in addition to this, the management style of your immediate senior is also an important factor. if you are an independent worker then someone constantly micromanaging you might get on your nerves.

THE GENERAL WORKING ENVIRONMENT

There are many companies which ensures that the work environment of their company is proper as they strongly believe that if the environment is not conducive to work, then employees will not be able to give their best at all times. Without

this safety they will never have any kind of happiness or job satisfaction, rather they will work in fear.

THE SALARY WHICH YOU RECEIVE FROM THE COMPANY

Nowadays, we are all well aware of the fact of the fact of how powerful money is. If you do not have money then surviving itself becomes a challenge. A major factor affecting your job satisfaction is the salary which you receive from the company which you are working under. They will rather, go out of their workers are happy and provide employee job satisfaction.

THE FACILITIES YOU ARE OFFERED

There are many companies which might not be paying their employees a huge salary but they do make up for this, by giving adequate facilities and benefits in order to keep them satisfied. What people do not realize is that even small facilities here and there do account for a lot. This does eventually bring out the best in all the workers and encourages them to work harder.

THE WORK LOAD

Various individuals join a career path because they believe that they can see themselves doing this for the rest of their lives. They strongly believe that no matter how much responsibility is entrusted to them it will not feel burdensome to them, because this is truly where their talent and joy lies. The amount of load you have directly affects your job satisfaction. so ensure that you take on a challenging amount of work without trying to overreach in order to gain some praise.

OBJECTIVES OF THE STUDY

- To measure the satisfaction levels of employee based on various working culture.
- To study the various welfare facilities which influencing employee satisfaction.

SCOPE OF THE STUDY

- Job satisfaction is an important output that employees work for organization.
- This report is useful to the management of the company to know the satisfaction levels of employees and they can take measures to increase productivity.
- The scope of employee satisfaction is based on several factors such as their working environment, schedule, and pay.
- The study made on the topics of job satisfaction will reveal the factor of feelings of employees.

LIMITATIONS OF THE STUDY

- Some of the replies of the respondents may be biased.
- This study is only limited to this company.
- The method of random sampling is suitable for small populations only.

3. REVIEW OF LITERATURE

Employee satisfaction is connected to usage of human resources and influences the quality and amount of work done (Kaplan and Norton ,2001; Copeland, Koller and Murrin, 1991, Lamming and Bessant, 1995, Belcourt and Wright, 1998). Styblo (2001) describes the impact of employee satisfaction on customer satisfaction. Donnelly, Gibson a Ivancevich (1997) examine a similar problem. The importance of employee satisfaction can be supported by a statement of a Nobel prize winner – G. S. Becker (1997) – about the rational behavior of individuals, which states: “Individuals maximize utility in a consistent way and in decision-making process they consider impact of their own activities on utility – current and future.”

Drucker (2000) recommend using comparative analyses for better usage of human resources and improvement of interpersonal relations. Delaney and Huselid (1997) surveyed more than 1400 American organizations. Their research indicated that employee satisfaction, motivation and keeping high output have certain significance in the evaluation of company performance. The relations between employee satisfaction and company performance are monitored within BSC methodology by Kaplan and Norton (2008), Harris and Moran (2000), Keaveny (2001) and others. Connection between satisfaction and employee motivation has been noted for many years (Bernard, 1948; Porter,1993; Becker, 1997;

and Vebr, 2009). Nenadál (2001), Rosa (2000) and others emphasize the importance of employee satisfaction and warn that measurement of employee satisfaction is not easy.

RESEARCH METHODOLOGY

Meaning

The pattern in which a reach is carried out to arrive at a conclusion or to a final new relationship which a particular framework is called Research Methodology. Research methodology also refers to the various sequence are steps to be adopted by a researcher to study a problem with certain objective in view.

Research Design

- A Master plan that specifies the methods and procedures for Collecting and Analyzing needed information.
- A Research Design is a framework or Blueprint for conducting the Marketing Research Project.

Descriptive Research

- It is a fact-finding investigation with adequate Interpretation.
- It focuses on particular aspects or dimensions of the Problem studied.

Population

The Size of the population is 100.

Sample Size

The Sample size is 50.

Sampling Design

Sampling is the process of selecting a sufficient number of element from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

Simple Random Sampling

In statistics, a simple random sample is a subset of individual chosen from a larger set. Each individual chosen randomly and entirely by chance, such that each individual has the same probability of being chose at any stage during the sampling process and each subset of individuals has the same probability of being chosen for the samples as any other subset of individuals. This process and techniques is known as Simple Random Sampling. In the Research study Simple Random Sampling is used by the researcher.

Data Collection

• Primary Data

These are data, which are collected for the first time directly by the Researcher for the specific study undertaken by him. In this research primary data are collected directly from the respondents by using Questionnaire.

• Secondary Data

These are data which are already collected and used by someone preciously. In this research, Review of Literature, Details of the Industry is collected from the Internet.

Sampling Technique

In sampling technique, there are two types which are probability and non- technique is the sampling technique in which every member of population has a known, non-zero probability of selection such as a simple random sampling, systematic sampling stratified sampling and cluster sampling.

While non-probability sampling is the probability of any particular member of population being chosen is unknown. The selection of sampling units in non-probability sampling is quite arbitrary as the researchers rely heavily on the personal judgment. There are four types of non-probability sampling which are convenience, judgment, quota, and snowball sampling.

TOOLS USED

- Henry Garrett Ranking

HENRY GARRETT RANKING

Garrett’s ranking technique to find out the most significant factor which influences the respondent, Garrett’s ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

Percent position = 100 (Rij – 0.5) Nj

Where Rij = Rank given for the ith variable by jth respondents

Nj = Number of variable ranked by jth respondents

DATA ANALYSIS

Table 1: Factors

S. No.	Factors	Mean Score	Total	Rank
1	Transport facility	232	2088	2
2	Drinking water	257	1799	4
3	Canteen	222	2220	1
4	Rest room	238	1904	3
5	Crèche	258	1548	5
6	Lunch room	283	1415	6
7	Dressing room	292	1168	7
8	Working environment	322	644	10
9	First aid kid	317	951	8
10	House keeping	322	644	9

Chart 1: Factors



FINDINGS

From the above table it shows that canteen is ranked as no.1 with the total score of 2220. From the above table it shows that transport facility is ranked as no.2 with the total score of 2088. From the above table it shows that rest room is ranked as no.3 with the total score of 1904. From the above table it shows that drinking water is ranked as no.4 with the total

score of 1799. From the above table it shows that crèche is ranked as no.5 with the total score of 1548. From the above table it shows that lunch room is ranked as no.6 with the total score of 1415. From the above table it shows that dressing room is ranked as no.7 with the total score of 1168. From the above table it shows that first aid kit are ranked as no.8 with the total score of 951. From the above table it shows that housekeeping is ranked as no.9 with the total score of 644. From the above table it shows that working environment is ranked as no.9 with the total score of 644.

SUGGESTIONS

- The company can reduce the over heat on working environment.
- If the company can clean their environment at least once means The Company can bring healthy environment.
- The management may conduct training programme on interpersonal relations to settle their grievances on performance appraisal and to improve their relationship with boss.
- The management may conduct periodical family counselling programme to identify personal grievances and help them to solve it.
- The management may settle their official grievances immediately.
- The management motivates the employees to express more ideas and suggestions towards organizations.
- Management may conduct programme to strength the relationship between lower to top level.
- The management may educate to leader about human relations concept and benefits.
- The managerial people may attend employees personal and family functions.
- The management may conduct recreational programmes which include employees' career prosperity.
- The management may conduct regular training programme which will increase higher lies in industry.
- The supervisor need to encourage the workers and give motivation to all employees.
- The employees need to say their problem to the manager so the managers need to take some actions.
- The company need to improve the satisfaction level of employees.
- First aid kit, Housekeeping, and Working environment which has to be improved in the company for the employee these three requirements which has ranked in the least position.

CONCLUSION

The overall survey of employee's job satisfaction in MILKA NUTRIMENTS PRIVATE LIMITED was good. Its shows that employees are satisfied but some employers are only highly Satisfied. so Company can try to give more satisfaction to employers towards their work and also company should try to solve employers' problems towards their work which create more confident in employees about their work.

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