

A STUDY ON JOB SATISFACTION AMONG EMPLOYEE WITH SPECIAL REFERENCE TO KARUNYA FASHIONS GARMENTS TIRUPPUR

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Abstract—The aim of this study is to describes how job satisfaction content an individual is with his or her job. It is a relatively recent term since in previous centuries the jobs available to a particular person were often predetermined by the occupation of the person's parent. There are a variety of factors that can influence a person level of job satisfaction. If an employee is not satisfied with the job there are chances for absenteeism, lob turnover, lower productivity, committing of mistakes, diverting energy for different types of conflicts keeping this thing in view all organizations is trying to identify the areas where satisfaction to be improved to get out of the above dangers. In this connection a survey was conducted to identify the level of satisfaction in terms of satisfied to dissatisfy on various job-related factors. A sample of 105 respondents was selected from Karunya Fashions Garments Pvt. Ltd using random convenient sampling. The Primary data was collected from the respondents by administering a structured questionnaire and also through observations, interviews & discussion with Management team. 35.2% of the respondents says on the job training program are provided by the company. Half of the respondents are dissatisfied with the welfare scheme of the company.

INTRODUCTION

Job satisfaction is a set of unfavorable feeling with employee's view their jobs, were specifically the mature of the job they do. The quality of supervision, they receive co-workers pay and perfect promotional avenues. Job satisfaction affects job performance and absenteeism. Highs job satisfaction in to high work performance, less employee's turnover and less absenteeism.

Job satisfaction is described as how employee's feel engaged and fulfilled in their work. It is the employee's' level of satisfaction with their job. Job satisfaction occurs when employee's feel that their job is secured and safe. Employee's' career development and comfortable work- life balance affect job satisfaction levels. Furthermore, job satisfaction is also affected by employee's ability to perform their essential duties, the organization's quality of communication, and how management treats them. There are two levels of job satisfaction- effective job satisfaction and cognitive job satisfaction. Effective job satisfaction refers to an individual's holistic emotional reaction about their job. Cognitive work satisfaction refers to how fulfilled an individual is with their employment. These include areas such as income, working hours, or perks.

STATEMENT OF THE PROBLEM

Employee satisfaction and retention have always been important issues for physicians. After all, high levels of absenteeism and staff turnover can affect your bottom line, as temps, recruitment and retraining take their toll. But few practices (in fact, few organizations) have made job satisfaction a top priority, perhaps because they have failed to understand the significant opportunity that lies in front of them.

Satisfied employees tend to be more productive, creative and committed to their employers, and recent studies have shown a direct correlation between staff satisfaction and patient Satisfaction.

Family physicians who can create work environments that attract, motivate and retain hard-working individuals will be better positioned to succeed in a competitive health care environment that demands quality and cost-efficiency. What's more, physicians may even discover that by creating a positive workplace for their employees, they've increased their own job satisfaction as well.

OBJECTIVES OF THE STUDY

- The primary objective of this study is the employee's job satisfaction level.
- To understand the employee satisfaction and factors which make the employee desirable.
- To understand company policies, working conditions and other factors.
- To find out the satisfaction level regarding the compensation plans, transparency and leadership.
- To analyse employee loyalty towards company and to understand the commitment of management towards employees.

SCOPE OF THE STUDY

- The development of any of the organization is mainly depending on the satisfaction level of the employee's so that they can perform well in the organization.
- The company can analyse the level of employee satisfaction in their organization.
- The company can improve the working conditions, environment and other policies to satisfy the employee's based on the results of survey.
- They can implement the valuable suggestions to overcome many problems faced by the organization.
- To understand how actually an organization works and can get more insight on the concept of job satisfaction.
- It provides a great opportunity to relate theoretical concept learnt in the course to the actual happenings in the organization.

LIMITATION OF THE STUDY

- Some of the respondents were not willing to give the correct and full information.
- Due to the short duration, I can able to collect the data from the respondents of 105 which I took as sample size..
- The study was done only at the Karunya fashion garment so the findings and interpretations cannot be extended to some other organization.
- Sample size is less to represent the whole population.
- Possibility of error in data because many of the respondents may have not given a answer to the questionnaire.

REVIEW OF LITERATURE

The term job satisfactions refer to the attitude and feelings 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 (**Armstrong, 2006**). **J**

Job satisfaction is the collection of feeling and beliefs that people have about their current job. People's levels of degrees of job satisfaction can range from extreme satisfaction to extreme dissatisfaction. In addition to having attitudes about their jobs as a whole. People also can have attitudes about various aspects of their jobs such as the kind of work they do, their coworkers, supervisors or subordinates and their pay (**George et al., 2008**)

We consider that job satisfaction represents a feeling that appears as a result of the perception that the job enables the material and psychological needs (**Aziri, 2008**).

Job satisfaction is a worker's sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is

the key in gradient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment (**Kali ski, 2007**).

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Job satisfaction is a complex and multifaceted concept which can mean different things to different people. Job satisfaction is usually linked with motivation, but the nature of this relationship is not clear. Satisfaction is not the same as motivation. Job satisfaction is more of an attitude, an internal state. It could for example be associated with a personal feeling of achievement, either quantitative or qualitative (**Mullins, 2005**).

Ghisellini et al., 2016 Ashby (2018) stated that the core of CE is recovering value from tangible commodities through a narrower closed-loop of reuse and restoration which could increase both economic and environmental performance to recycling and energy recovering.

Van Wassenhove and Guide (2009) defined closed-loop supply chains as: “the design, control, and operation of a system to maximize value creation over the entire life cycle of a product with dynamic recovery of value from different types and volumes of returns over time”. Some researchers likened these loops to the manufacturing metabolism (McDonough and Braungart, 2002a, Ellen McArthur Foundation, 2013).

Savaskan et al. (2004) proposed that a comprehensive review of the entire manufacturing supply chain is an essential step towards a more environmentally friendly and sustainable production system based on resource reuse and re manufacturing (Svensson, 2007, Angelia-Dimakis et al., 2016). Such a model can be built on a cradle-to-cradle basis, inspiring the use of technologies and bio-nutritive raw materials that have no damaging influence on ecosystems (Braungart et al., 2007).

However, Sarkis et al. (2011) explained that CE represents the boundary of environmental sustainability by creating awareness about transforming commodities in a way that develops an effective relationship between environmental protection and economic development (Francas and Minner, 2009). This may be accomplished through the revenue stream redesign on the basis of long-term economic development and innovation (Mutingi, 2013). It has been stated that the CE is not only focused on decreasing landfill residuals (Dubey et al., 2019) or delaying the cradle-to-cradle grave material flows; but also is concerned with the establishment of a metabolism that allows for approaches to manufacture that are self-sustaining and true to nature, and for resources to be recycled over and over again (McDonough and Braungart, 2002b).

Ellen MacArthur Foundation (2017) published a report confirming that the greenhouse gas emissions from T&A production exceed the combined emissions from international aviation and maritime transport. If emission of T&A industry continues along this path, it is expected that it will account for a quarter of the world’s carbon emissions by 2050 (Ellen MacArthur Foundation, 2017).

Boscacci (2018) believed that the input and output of the fashion industry’s “textile product life cycle” had an influence on the environment, but the scale of the effect was astonishing. Boscacci (2018) stated that part of the reason is the huge scale of the T&A industry, which is believed to be a \$1.3 trillion industry, and the third largest manufacturing industry in the world, after automobiles and technology (House of Commons Environmental Audit Committee, 2019)

Herzberg's theory explains that there were intrinsic and extrinsic motivations that affect job satisfaction (Franczukowska et al., 2021). Previous studies also suggest managers to use Herzberg's theory to better understand the factors that could increase job satisfaction and affect work (Denton & Maatgi, 2016). Managers should establish policies that increase satisfaction and achievement, such as low productivity, high turnover, and organizational performance (Ali, 2016; Huang & Su, 2016).

In the practice of human resource management, employee satisfaction remains a very complex topic to research, due to differences in countries and cultures, as well as various influencing factors (Ali, 2016; Umamaheswari & Krishnan, 2015). Research conducted by Pan (2015) found that job satisfaction is subjective and specific to each individual, therefore the satisfaction felt by one employee may not meet the needs of other employees. Based on the results of De Beer et al. (2016) suggests that improving the quality of the exchange of relations between superiors and employees is considered to increase work engagement and ultimately increase satisfaction, which can contribute positively to both employees and the organization.

There are differences for various researchers in measuring employee job satisfaction (Yücel, 2012). In their research, Ezzat & Ehab (2018) and Luzetal. (2018) evaluate the returns that measured by satisfaction of salaries and promotions, employee's level of comfort with colleagues and superiors, and the amount of tasks assigned to the employee. Another factor that affects job satisfaction is emphasis on the influence of leadership style. As such, employees are expected to develop high-quality relationships between supervisors and employees, so it is expected that a more positive emotional state will increase satisfaction and will create employee happiness (Franczukowska et al., 2021). In dealing with the complexities of job satisfaction variables, managers must be able to improve strategies to increase employee job satisfaction and motivate employees with appropriate policies (De Beer et al., 2016; Huang & Su, 2016; Pan, 2015).

RESEARCH METHODOLOGY

Research Methodology is a systematic way to solve a research problem; It includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them. The present study job satisfaction towards Karunya Fashion Garments Ltd at Tiruppur.

Research is a valid when a conclusion is accurate or true and research design is the conceptual blueprint with in research is conducted. A scholar for his research is conducted. A scholar for his research, prepare an action plan it constitutes the outline of collection, measurement and analysis of data.

Nature of study

The study is descriptive in nature

Nature of data

The nature of data used here are either primary data or secondary data

Source of data

The sources of data used here are either primary data or secondary data

Sample design

A sample design is the framework or road map that server as the basis for the selection of a survey sample and affects many other important aspects of a survey as well.

Nature of population

Employees from Karunya Fashion Garments, were considered as population of study.

Methods of sampling

Data had been collected using questionnaire. Questionnaire had been convenience among Karunya Fashion Private Limited employees.

Size of sample

The sample size is 105.

Tools for analysis

- Percentage analysis
- Chi square test
- ANOVA

DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE TEST

RELATIONSHIP BETWEEN THE EDUCATION QUALIFICATION OF RESPONDENT AND FAIRNESS AND EQUITABLE OF PROMOTION

NULL HYPOTHESIS

H0: There is no significant relationship between the education qualification of respondent and fairness and equitable of promotion.

ALTERNATIVE HYPOTHESIS

H1: There is significant relationship between the education qualification of respondent and fairness and equitable of promotion.

OBSERVED FREQUENCIES

The table shows that relationship between the education qualification of respondent and fairness and equitable of promotion.

Education qualification of respondent and income level	Below 10000	10001-20000	20000-30000	Above 40000	TOTAL
UG	4	16	7	0	27
PG	4	3	9	1	17
Diploma	3	12	1	0	16
ITI	5	13	0	0	18
Others	13	11	1	1	27
Total	29	55	19	2	105

Source: Primary Data

$$\text{CHI-SQUARE} = \sum \frac{(O-E)^2}{E}$$

E

O	E	O-E	(O-E)²	(O-E)²/E
4	7.46	-3.46	11.97	1.604
16	14.14	1.86	3.46	0.245
7	4.88	2.12	4.49	0.920
0	0.51	-0.51	0.26	0.510
4	4.69	-0.69	0.48	0.102
3	8.90	-5.90	34.81	3.911
9	3.08	5.92	35.05	11.380
1	0.32	0.68	0.46	1.437
3	4.42	-1.42	2.02	0.457
12	8.38	3.62	13.10	1.563

1	2.89	-1.89	3.57	1.235
0	0.30	-0.30	0.09	0.3
5	4.97	0.03	0.09	0.018
13	9.43	3.57	12.74	1.351
0	3.26	-3.26	10.63	3.261
0	0.34	-0.34	0.12	0.353
13	7.46	5.54	30.69	4.114
11	14.14	-3.14	9.86	0.697
1	4.88	-3.8	15.05	3.084
1	0.51	0.49	0.24	0.471
Calculated value				38.019

CHISQUARE RESULT

Calculated chi-square value = 38.019

Degree of freedom = 12

Table value = 21.026

Level of significant = 5% of level

CONCLUSION

From the above analysis we conclude that there is significant relationship between the education qualification of respondent and fairness and equitable of respondents. So, we accept alternative hypothesis.

ANOVA

RELATIONSHIP BETWEEN AGE OF THE RESPONDENTS AND SATISFYING WITH THEIR WORK

STEP: 1

Null Hypothesis $H_0 = \mu_1 = \mu_2 = \mu_3 = \mu_4 = \mu_5$

Alternative Hypothesis $H_1 = \mu_1 \neq \mu_2 \neq \mu_3 \neq \mu_4 \neq \mu_5$

STEP: 2

X1	X2	X3	X4	X5	(X1) ²	(X2) ²	(X3) ²	(X4) ²	(X5) ²
5	16	6	0	0	25	256	36	0	0
9	23	8	0	0	81	529	64	0	0
6	17	7	2	0	36	289	49	4	0
1	4	1	0	0	1	016	1	0	0
0	0	0	0	0	0	0	0	0	0
21	60	22	2	0	143	1090	150	4	0

No. of observation (N) = 25

Total no. of observation (T) = 105

STEP: 3

Correction factors = $(T)^2 = 441$

STEP:4

SST= TOTAL SUM OF SQUARE

$$\Sigma(X1)^2 + \Sigma(X2)^2 + \Sigma(X3)^2 \dots \dots \dots - (T)^2/N$$

SST = 946

STEP: 5

$$SSC = (\Sigma X1)^2/N1 + (\Sigma X2)^2/N2 + (\Sigma X3)^2/N3 \dots \dots \dots - (T)^2/N$$

SSC= 465

STEP: 6

To find SSE = SST - SSC

SSE =481

NEXT TO FIND ANOVA TABLE

SOURCES OF VARIABLES	SUM OF SQUARE	DEGREE OF FREEDOM	MEAN SUM OF SQUARE	VARIANCE RATIO
Between column	SSC = 465	V1=C-1 V1 = 4	MSC = SSC/C-1 MSC=116.25	F= MSE/MS F= 0.2069
Within samples	SSE = 481	V2 =N-C V2 = 20	MSE=SSE/N-C MSE = 24.05	

STEP: 7

The no of C.O.F is (4,20)

The table value of at 5% T.V = 3.84

CONCLUSION

Here, C.V < T.V so accept H0

Hence there is no significant relationship between age of the respondents and satisfying with their work.

FINDINGS, SUGGESTION AND CONCLUSION

1. Majority 64.8% of respondent in male.
2. Majority 38.1% of the respondents age group is 25 - 30 years.
3. Majority 25.7% of the respondents Educational Qualification in UG.
4. Majority 52.4% of the respondents are earned 10001 - 20000.
5. Majority 57.1% of the employees are Highly satisfied with their work.
6. Majority 51.4% have Excellent opinion about safety measure.

7. Majority 32.4% of the employee's says there is no discrimination in their company.
8. Majority 41.9% of employee's says Strongly agree in technology adaptation will helps to finish work smoothly.
9. Majority 35.2% of employee's are Highly satisfied in training and performance.
10. Majority 38.1% of employees says Highly Satisfied in employees to get chance in part of decision making.
11. Majority 36.2% have Good opinion about regarding management support in employee suggestion and grievances.
12. Majority 38.1% the employees feeling Highly satisfied in the company.
13. Majority 38.1% of the employees are satisfied with the company offer adequate opportunities for promotions and career development.
14. Majority 41.9% of employees says that organization provide on the job training.
15. Majority 33.3% of employees are Neutrally satisfied with the monetary benefits provide by the company.
16. Majority 24.8% of employees are satisfied , Highly satisfied and Neutrally satisfied with the counseling programs for the employees regularly.
17. Majority 31.4% of employees are Highly satisfied with the company culture.
18. Majority 37.1% of employees are motivate with the factor of salary in the company.
19. Majority 40% of employees are satisfied with the appreciation and rewards of the desired work.
20. Majority 38.1% of the employees are satisfied with employee rate overall satisfaction with job.

SUGGESTIONS

The following recommendations may be offered for improving the job satisfaction of employees. This includes the recommendations offered by the sample respondents also.

- To provide sufficient rest time to the employees and reduce the over working hour and develop their infrastructure facilities.
- To provide all round growth of employees through succession planning and decision making.
- To provide continuous safety measures to the employees.
- To make an comfortable working environment to the employee with avoiding of employee discrimination.
- To provide continuous company offer adequate opportunities for promotions and career development to the employees.
- To provide both training methods (On the job training and Off the job training) to the employees.
- To increasing the recognition factors to motivate the employees.

CONCLUSION

The entire project was planned with a view to study the level of "JOB SATISFACTION IN RELATION TO THEIR JOB" in Karunya Fashions Garment pvt ltd.

Employees play a crucial role in any organization as they have always contributed their share in the form of services for the betterment of the organization. So, it is very important and the duty of the organization to provide welfare facilities to the employees. The research has proved that the motivation and job satisfaction is the key component for any organization.

By this I conclude that the employee's job satisfactions level is very important and generally depends on facilities provided to the employees. If the company offer, career development training facilities and appreciation and rewards are provided to the employees, it motivates them to work hard, resulting in better industrial relation between the employees and the employer and increase job satisfaction.

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