

A STUDY ON EMPLOYEE WELFARE AND SATISFACTION TOWARDS SRI SAI ENGINEERING WORKS WITH SPECIAL REFERENCE TO HOSUR

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Abstract—Employee satisfaction is a factor in motivation, retention and goal achievement in the place of work. Employee satisfaction is measured using an employee satisfaction survey factors that influence employee satisfaction addressed in these surveys might include promotion policy, working condition, job responsibilities, career prospect and relationships between higher and lower-level management, teamwork, resources, etc. The main objective of the research study is to study employee satisfaction and to examine the satisfaction level of employees in the automobile industry. The study is based on the primary as well as secondary data which has been collected through a structured questionnaire, filled by 151 respondents those are working in the automobile industry. According to the findings of the research study the employee satisfaction affects in many ways. Factors affecting employee satisfaction are rewards, stress, leave, benefits, and compensation given to the employee by the management which is important to improve the motivation level and employee satisfaction.

INTRODUCTION

Employee satisfaction plays a significant role in every organization. Every employee is important for the organizations and the performance of the employees totally depends on the satisfaction level towards their jobs. Employee satisfaction means a positive and negative feeling towards his/her jobs. Job satisfaction is a part of it. It is an amount of pleasure associated with the job. Positive and supportive attitude towards the job shows the employee satisfaction. A negative and unsupportive attitude towards the job shows employee dissatisfaction. Basically the employee satisfaction refers to the fulfillment of employee's needs, wants & desires.

OBJECTIVES OF THE STUDY:

Primary Objective:

The objective of the research is to find employees' satisfaction levels with the organization.

Secondary Objective:

- To access the general attitude of the employee towards SSE
- To understand the problem of the employee in the working condition.
- To know the employee's opinion about the workplace, pay, and benefits.
- To study and analyze the various factors affecting the level of job satisfaction.

LIMITATIONS OF THE STUDY

- The respondents were unable to respond due to personal bias.
- Some information cannot be accessed due to its confidential nature.

- The respondents are less interested in answering the questionnaire.
- Time was the main constraint.

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 evaluation towards Sri Sai Engineering Works Pvt Ltd at hosur.

DESCRIPTIVE RESEARCH:

Descriptive research design is called explanatory design. This describes the demographic characteristics of employers who are attending training programs. Descriptive studies are undertaken in many circumstances. When the researcher is interested in knowing the characteristics of certain groups such as age, occupation, experience, etc., a descriptive study is necessary. Hence the researcher has chosen the descriptive research method for the study.

RESEARCH DESIGN

The study was based on a survey method. The study aims to find the satisfaction levels of employees.

METHOD OF COLLECTION

It has two types

1. Primary data
2. Secondary data

Primary data:

Primary data means data which is fresh collected data. Primary data mainly been collected through personal interviews, surveys etc.

Secondary data:

Secondary data for this study was collected.

1. Previously publishes records, statistics, research reports, and documents.
2. Periodicals and websites.

SAMPLING POPULATION

The aggregate elementary units in the survey are referred to as the population. Here it covers the entire employees of Sri Sai Engineering Works Pvt Ltd

Sample Size

The study based only on the employee engage. Total number of sample taken for the study is 151 respondents.

SAMPLING UNIT:

Sampling unit is in hosur.

PERIOD OF STUDY:

This study on employee satisfaction was conducted during 90 days

SAMPLE DESIGN

Convenience sampling techniques were used for the study.

TOOLS USED

STATISTICAL TOOLS USED

The commonly used statistical tools for analysis of collected data are.

1. Simple Percentage analysis
2. Chi-square Analysis

DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE ANALYSIS

The table depicts the analysis between the Age and the Company has an effective workculture.

NULL HYPOTHESIS

H0: There is no significance between the Age and the Company has an effective workculture.

ALTERNATIVE HYPOTHESIS

H1: There is significance between the Age and the Company has an effective work culture.

OBSERVED FREQUENCIES

The table shows that relationship between the Age of respondent and the Company has an effective work culture.

RELATIONSHIP BETWEEN THE AGE OF RESPONDENT AND THE COMPANY HAS AN EFFECTIVE WORK CULTURE

COUNT		THE COMPANY HAS AN EFFECTIVE WORK CULTURE					TOTAL
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree	
AGE	18-29	4	9	22	18	2	55
	30-39	4	11	19	19	1	54
	40-55	1	7	14	11	5	38
	55+YEARS	0	0	0	3	1	4
TOTAL		9	27	55	51	9	151

FORMULA

$$X^2 = \sum(O - E)^2/E$$

O = Observed Frequencies E = Expected Frequencies

Expected Frequencies = Row Total/ Column Total * Grand Total

O	E	(O-E)	(O-E) ²	(O-E) ² /E
4	3.27	0.73	0.5329	0.1629
9	9.83	-0.83	0.6889	0.0700
22	20.03	1.93	3.72	0.1857
18	18.57	-0.57	0.3249	0.0174
2	3.27	-1.37	1.87	0.57

4	3.21	0.79	0.6241	0.1908
11	9.65	1.35	1.82	0.1886
19	19.66	-0.66	0.43	0.0219
19	18.23	0.77	0.59	0.0323
1	3.21	-2.21	4.88	1.5202
1	2.26	-1.26	1.58	0.6991
7	6.79	0.21	0.04	0.0058
14	13.84	0.16	0.02	0.0014
11	12.83	-1.83	3.34	0.2603
5	2.26	2.74	7.50	3.3185
0	0.23	-0.23	0.0529	0.23
0	0.715	-0.715	0.511	0.7146
0	1.45	-1.45	2.1025	1.45
3	1.35	1.65	2.7225	2.0166
1	0.23	0.77	0.5929	2.5778
Calculated Value				14.2339

CHISQUARE RESULT

chi-square value = 14.2339 Degree of freedom = 12 Table value = 21.06

Level of significant = 5% of level

From the above analysis we conclude that there is significant relationship between the age and the Company has an effective work culture. So we reject the alternative hypothesis.

FINDINGS

- Majority 56.3% of the respondents are male.
- Majority 48.7% of the respondents experience was 5-9 years.
- Majority 36.4% of the respondents are work culture is neutral.
- Majority 38.4% of the respondents are employees agrees open to the change.
- Majority 33.1% of the respondents are employees agrees to communication is effective among the employees.
- Majority 35.8% of the respondents are employees agrees to delegation of work is effective in the organization.
- Majority 35.1% of the respondents are employees agrees to that the company gives required materials, and resources for their job.

- Majority 28.5% of the respondents are employees agrees to the job responsibilities are clearly defined .
- Majority 33.8% of the respondents are employees agrees to the company follows strategic objectives.
- Majority 33.8% of the respondents are employees agrees to success of personal growth and professional growth.
- Majority 35.1% of the respondents are employees agrees to company creates an atmosphere for their work-life balance.
- Majority 35.1% of the respondents are employees agrees to in employees are effective in the decision-making process.
- Majority 31.1% of the respondents are employees agrees to the feedback is communicated in the organization.
- Majority 44.4% of the respondents are employees agrees to the company recognizes that diligence works effectively.
- Majority 36.4% of the respondents are employees agrees to the suggestions are taken at all levels for development.
- Majority 37.7% of the respondents are employees agrees to the welfare activities are provided to the employee.
- Majority 39.1% of the respondents are employees agrees to the training programs are carried out regularly.

SUGGESTIONS

- They have to conduct training programs regularly.
- Since 35.1% agree on work-life balance, promoting flexible work arrangements, providing wellness programs, and encouraging a healthy work-life balance can improve employee well- being.
- The finding that 36.4% of respondents describe the work culture as neutral indicates room for improvement. Conducting regular surveys to understand employee needs and preferences, fostering a more inclusive and supportive environment, and recognizing employee contributions can enhance the overall work culture.
- Training provided to employees on their requirements.
- Since 56.3% of respondents are male, efforts could be made to enhance gender diversity. Initiatives like targeted recruitment, mentorship programs for women, and inclusive workplace policies can help achieve a more balanced gender representation.
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- They should also concentrate on training programs such as achieving self development, increasing organization stability, helping to handle stress and tension.

CONCLUSION

This study shows that the employee welfare and satisfaction are closely connected. Organization would only need to increase and maintain variables to achieve positive results.

Based on the findings, it can be concluded that there is a general agreement among employees on various aspects of the organization, such as openness to change, effective communication, delegation of work, provision of resources, clarity of job responsibilities, alignment with strategic objectives, opportunities for personal and professional growth, work- life balance, and involvement in decision-making processes. Additionally, there is consensus on the recognition of diligence and the importance of soliciting suggestions for development. Furthermore, there is satisfaction among employees regarding welfare activities and the regularity of training programs. Overall, these findings indicate a positive sentiment among employees towards Sri Sai Engineering Works in Hosur, reflecting a conducive work environment that fosters satisfaction and welfare.

All the statutory and non-statutory measures are provided to employees as per the standard measures, which improves employee's satisfaction and increase productivity.

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