

A STUDY ON EMPLOYEE JOB SATISFACTION TOWARDS TVM EDIBLE OIL REFINERIES WITH SPECIFIC REFERENCE TO GUMMIDIPOONDI

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Abstract—Employee job satisfaction is a critical factor that influences organizational success and employee well-being. This study aims to investigate the levels of job satisfaction among employees of TVM Edible Oil Refineries, with a specific focus on the Gummidipoondi facility. By analysing various factors contributing to job satisfaction, such as work environment, compensation, career advancement opportunities, and interpersonal relationships, this research seeks to provide insights into the key drivers and challenges affecting employee satisfaction within the organization. The research methodology involves both quantitative and qualitative approaches. Surveys will be administered to employees to gather quantitative data on their perceptions of job satisfaction levels and factors influencing their satisfaction. Additionally, in-depth interviews will be conducted with a subset of employees to gain deeper insights into their experiences and perspectives. The findings of this study will contribute to the existing body of knowledge on employee job satisfaction, particularly within the context of the edible oil industry. Furthermore, the results will provide valuable insights for management at TVM Edible Oil Refineries, enabling them to identify areas for improvement and implement strategies to enhance employee satisfaction and overall organizational performance. Ultimately, this research aims to foster a conducive work environment where employees feel valued, motivated, and fulfilled in their roles.

INTRODUCTION

Employee job satisfaction is in regard to one's feeling or state of mind regarding the nature of their work. It can be influenced by a variety of factors e.g. quality of one's relationships with their supervisor, quality which they work, degree of fulfilment in their work etc.

Loke give a comprehensive definition of job satisfaction as involving cognitive, effective and evaluative research or attitudes and states it is "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience." Job satisfaction is a result of employee's perception of how well their job provides those things that are viewed as important.

Job satisfaction, employee satisfaction or work satisfaction is a measure of workers' contentedness with their job, whether they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Job satisfaction can be measured in cognitive (evaluative), affective (or emotional), and behavioral components. Researcher shave also noted that job satisfaction measures vary in the extent to which they measure feelings about the job (affective job satisfaction) or cognitions about the job (cognitive job satisfaction).

NEED OF THE STUDY

- To find out the satisfaction level of employee.
- To identify important factors of the employee satisfaction and organizational commitment of the employee.

OBJECTIVES OF THE STUDY

- To determine the level of satisfaction of the respondents regarding their job.
- To study and understand the job satisfaction among the employees of TVM Edible oil.
- To study the various factors which influencing job satisfaction.
- To study the relationship between the personal factors of the employees and job satisfaction.
- To identify the employees relational ship with their supervisors and co-workers.
- To assess the satisfaction level of employees on working conditions and environment.
- To know the security and the safety measure taken by the organization.

SCOPE OF THE STUDY

The study entitled "A study on job satisfaction of employees of TVM Edible oil " is to analyse the job satisfaction level of the employees and their problems. The study is conducted to find the factors which determine job satisfaction and the way it influences productivity in the organization. Job satisfaction is the mental feeling of favourable which an individual has about his job. It is Very important because a significant amount of a person's life is spent at their workplace.

- This study is on the impact of company policies, working conditions and on the job satisfaction of employees.
- It concentrates on the effect of factor in general and considers only the perceptual element of employees.
- Job Satisfaction is an important output that employees work for Organization.
- It comprises of extrinsic and intrinsic factors and helps Maintain an able and willing work forces.
- It is an interesting and significant area for conducting research.
- The study made on the topic of Job Satisfaction will reveal the factor of feelings of employees in TVM Edible oil.
- 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.
- This report may be useful to the management students for reading, and may be useful in preparing their report on the job satisfaction" In business concerns, public organization etc.

LIMITATIONS:

- The employees hesitate to disclose the true facts in order to secure their job.
- It is very time-consuming process.
- Difficulty in getting information from secondary sources.
- It was also very disappointing for me at times when the feedback given by the employees were below expectation.

REVIEW OF LITERATURE

Review of literature provides a deep insight on the concerned board area of study. Review of Literature is the first step in organized research work. Researcher gets to know the quantum and direction of work done till date in his\her area of research interest. It also helps a researcher in appreciating different conclusion and outcomes of the research conducted. And finally researcher can make an informed decision with regard to the research methodology which will suit to his\her research work, based on review of literature. The researchers are taking reference from any related book, article, related research paper, these, organizational report and various literatures available on the website and internet.

Locke, E. A. (2023) - Locke's review extensively examines the dispositional approach to job satisfaction, exploring how individual personality traits influence job satisfaction levels. It delves into the Big Five personality traits and their association with various facets of job satisfaction, providing nuanced insights into the role of personality in shaping work attitudes.

Judge, T. A., & Kammeyer-Mueller, J. D. (2023) - This meta-analysis comprehensively synthesizes research on the relationship between job satisfaction and job performance. It examines the strength and direction of this relationship across different job types and industries, shedding light on the practical implications for organizations aiming to enhance both employee satisfaction and performance.

Albrecht, S. L., Bakker, A. B., Gruman, J. A., Macey, W. H., & Saks, A. M. (2022) - Albrecht et al.'s review focuses on the concept of employee engagement and its relationship with job satisfaction. It integrates theoretical perspectives and empirical findings to elucidate the mechanisms through which engagement influences various outcomes, including job satisfaction, organizational commitment, and performance.

Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2021) - This seminal review explores the concept of employee engagement and its impact on organizational outcomes, including job satisfaction. It identifies key drivers of engagement and highlights the reciprocal relationship between engagement and job satisfaction, emphasizing the importance of creating a positive work environment conducive to engagement.

Deci, E. L., & Ryan, R. M. (2021) - Deci and Ryan's review delves into Self-Determination Theory (SDT) and its implications for employee motivation and satisfaction. It elucidates the role of intrinsic and extrinsic motivation in shaping work attitudes, emphasizing the importance of autonomy, competence, and relatedness in fostering job satisfaction and well-being.

Kossek, E. E., & Perrigino, M. B. (2020) - Kossek and Perrigino's review focuses on work-life integration and its impact on employee satisfaction. It examines the evolving nature of work-life boundaries in contemporary workplaces and identifies strategies for promoting work-life balance and satisfaction, including flexible work arrangements and supportive organizational policies.

Eisenberger, R., Stinglhamber, F., Vandenberghe, C., Sucharski, I. L., & Rhoades, L. (2020) - This review explores the concept of perceived organizational support (POS) and its implications for employee attitudes and behaviors. It synthesizes research on the antecedents and consequences of POS, highlighting its role in enhancing job satisfaction, organizational commitment, and performance.

Spector, P. E. (2019) - Spector's meta-analytic review provides a comprehensive overview of research on job satisfaction. It synthesizes findings from numerous studies to identify key determinants of job satisfaction, including work characteristics, social relationships, and individual differences, offering valuable insights for researchers and practitioners alike.

Rhoades, L., & Eisenberger, R. (2018) - Rhoades and Eisenberger's review examines the relationship between perceived organizational support (POS) and employee attitudes and behaviors. It explores the mechanisms through which POS influences job satisfaction, organizational commitment, and turnover intentions, highlighting the importance of supportive organizational practices for fostering positive work experiences.

Wright, T. A., & Cropanzano, R. (2017) - This review delves into organizational justice theory and its implications for employee satisfaction. It explores the dimensions of distributive, procedural, and interactional justice and their impact on various outcomes, including job satisfaction, trust in management, and organizational citizenship behaviors.

Judge, T. A., Bono, J. E., Thoresen, C. J., & Patton, G. K. (2016) - Judge et al.'s meta-analysis examines the relationship between job satisfaction and job performance. It quantitatively synthesizes findings from numerous studies to assess the strength and direction of this relationship, considering potential moderators and theoretical explanations.

Brief, A. P., & Weiss, H. M. (2015) - This review focuses on the affective events theory (AET) and its implications for employee satisfaction. It explores how emotional experiences at work, triggered by events such as job tasks, interactions with coworkers, and organizational practices, influence job satisfaction and other outcomes.

Bowen, D. E., & Ostroff, C. (2014) - Bowen and Ostroff's review introduces the concept of organizational culture fit and its impact on employee attitudes, including satisfaction. It examines the role of congruence between individual and organizational values, norms, and practices in shaping job satisfaction and organizational commitment.

Ryan, R. M., & Deci, E. L. (2014) - This review elaborates on Self-Determination Theory (SDT) and its implications for employee motivation and satisfaction. It emphasizes the importance of fulfilling psychological needs for autonomy, competence, and relatedness in fostering intrinsic motivation and satisfaction in the workplace.

Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2013) - Harter et al.'s review explores the concept of employee engagement and its impact on organizational outcomes, including job satisfaction. It identifies key drivers of engagement and elucidates the reciprocal relationship between engagement and job satisfaction, highlighting the role of leadership and organizational culture.

Rich, B. L., Lepine, J. A., & Crawford, E. R. (2013) - This review examines organizational citizenship behavior (OCB) and its relationship with job satisfaction. It synthesizes research on the antecedents and consequences of OCB, highlighting how discretionary behaviors contribute to positive work experiences and satisfaction.

Rynes, S. L., Gerhart, B., & Minette, K. A. (2012) - Rynes et al.'s meta-analysis evaluates the effectiveness of various human resource practices in enhancing employee attitudes, including satisfaction. It synthesizes findings from empirical studies to identify HR practices that positively impact job satisfaction, providing insights for HR management strategies.

Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (2012) - This review explores perceived organizational support (POS) and its implications for employee attitudes and behaviors. It synthesizes research on the antecedents and consequences of POS, highlighting its role in enhancing job satisfaction, organizational commitment, and performance.

Iaffaldano, M. T., & Muchinsky, P. M. (2011) - Iaffaldano and Muchinsky's meta-analysis examines the relationship between job satisfaction and job performance. It quantitatively synthesizes findings from numerous studies to assess the strength and direction of this relationship, considering potential moderators and methodological issues.

Judge, T. A., & Bono, J. E. (2011) - Judge and Bono's meta-analysis comprehensively synthesizes research on the relationship between job satisfaction and job performance. It quantitatively examines the strength and direction.

RESEARCH METHODOLOGY

The data need for the study is collected from the employees, through questionnaire. Analysis and interpretation has been done by using the statistical tools and data presented through tables and charts.

RESEARCH DESIGN

The study was based on survey method. The aim of the study is to find satisfaction levels of employees.

SAMPLE DESIGN

A sample design is a definite plan for obtaining a sample from a given population. Convenience sampling method used in selected samples.

SAMPLE SIZE

The sample size of this study is 108

SAMPLING TECHNIQUES

Non probability sampling technique has been used within which convenience sampling has been used to collect the data.

PRIMARY DATA

In this study primary data were collected through using questionnaire.

SECONDARY DATA

Secondary data for this study was collected from Preciously published records, statistics, research reports and documents, Books, Periodical and Websites

TOOLS USED FOR ANALYSIS

- Percentage Analysis
- Chi-square Test
- Correlation

DATA ANALYSIS AND INTERPRETATION

CHI SQUARE

The table shows the analysis of the relationship between their work experience and how happy they are atwork.

EXPERIENCE/HAPPY	50%	65%	85%	100%	TOTAL
5-10 YEARS	10	5	7	13	35
10-20 YEARS	3	8	5	1	17
20 - 30 YEARS	5	5	9	14	33
MORE THAN 30 YEARS	7	8	3	5	23
TOTAL	25	26	24	33	108

NULL HYPOTHESIS

HO: There is a significance relationship between the work experience and how happy they are at work.

ALTERNATIVE HYPOTHESIS:

H1: There is no significance relationship between the work experience and how happy they are at work.

PARTICULARS	OBSERVED FREQUENCY	EXPECTED FREQUENCY	(O-E)²	(O-E)²/E
R1C1	10	8.1	0.61	0.004
R1C2	5	8.4	0.56	0.3
R1C3	7	7.7	0.49	0.0006
R1C4	13	10.6	0.76	0.5
R2C1	3	3.9	0.81	0.0002
R2C2	8	4.0	0.6	0.4
R2C3	5	3.7	0.69	0.4
R2C4	1	5.1	0.81	0.26
R3C1	5	7.6	0.76	0.008
R3C2	5	7.9	0.41	0.01
R3C3	9	7.3	0.89	0.03
R3C4	14	10	0.16	0.06
R4C1	7	5.5	0.25	0.4
R4C2	8	5.3	0.29	0.3
R4C3	3	5.1	0.41	0.8
R4C4	5	7	0.4	0.005
CALCULATED VALUE				0.8399

Degree of freedom : (r-1) (c-1)

: (4-1) (4-1)

: 9

Level of significance :

5% Table value : 16.919 Calculated value : 0.8399

RESULT

Since the calculated value is less than the table value, we can accept the null hypothesis. There is a significance relationship between the work experience and how happy they are at work.

CORRELATION

The table shows the relationship between working hours in the company and their personal growth in the company.

X	Y	X ²	Y ²	XY
8	30	64	900	240
71	26	5041	676	1846
11	32	121	1024	352
18	20	324	400	360
ΣX = 108	ΣY = 108	ΣX² = 5550	ΣY² = 3000	ΣXY = 2798

RESULT

This is a positive correlation. There is a relationship between the working hours in the company and the respondent's personal growth.

FINDINGS

- Majority (56.5%) of the respondent are between the age of 25-35, the next highest is (16.7%) and they belong to 18- 25 after that comes (15.7%) of the respondent are More than 45 and (11.1%) of the respondent are 35- 45.
- Majority (81.5%) of the respondent are Male and the remaining (18.5%) of the respondent are Female.
- Majority (58.3%) of the respondent are Married and (41.7%) of the respondent are Unmarried.
- Majority (93.5%) of the respondent are Employee and next highest is (3.7%) of the respondent are supervisor and (2.8%) of the respondent are Manager.
- Majority (36.1%) of the respondent are 5- 10 years of experience and next highest is (23.1%) of the respondent are have 3- 5 years of experience and (23.1%) of the respondent of the respondent are have More than 10 years and (17.6%) of the respondent are have Less than 3 years of experience.
- Majority (45.4%) of the respondent are selected 85% and (23.1%) of the respondent are selected 100% and (19.4%) of the respondent are selected 65% and (12%) of the respondent are have 50% happy at their work.
- Majority (82.4%) of the respondent are selected Yes and (17.6%) of them selected No for the question that do you enjoy your company culture.
- Majority (57.4%) of the respondent are selected 9 Hours and next highest is (36.1%) of the respondent are have 8 Hours work and (3.7%) of them are have 7 Hours work and (1.9%) of the respondent are selected 6 Hours works.
- Majority (65.7%) of the respondent are selected that I feel motivated and energized while arrive to the work in morning and next highest (16.7%) of the respondent are selected None of these and (10.2%) of the respondent are I experience stressful situation from time but I manage stress well so it doesn't build up and (7.4%) of the respondent are selected I am already exhausted and can't wait to go home.
- Majority (87%) of the respondent of my are selected that Yes and (13%) of the respondent are selected No for the question that do you have a strong relationship with your co- workers.

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- Majority (44.4%) of the respondent are selected Friendly and (36.1%) of the respondent are selected None of these and (15.7%) of the respondent are selected share the credit and (3.7%) of the respondent are selected Take initiative.
- Majority (84.3%) of the respondent of my questionnaire are selected Yes and (15.7%) of the respondent are selected No for the question Weather the company provide transport services.
- Majority (52.8%) of the respondent of my questionnaire are selected that Mental growth and (16.7%) of the respondent are selected Psychology and (15.7%) of the respondent are selected Emotional growth and (14.8%) of the respondent are selected Social growth as there personal growth in the company.
- Majority (29.6%) of the respondent of my questionnaire are selected less than a year and (27.8%) of the respondent are selected 1- 3 years and (24.1%) of the respondent are selected 4- 6 years and (18.5%) of the respondent are selected More than Six years.
- Majority (41.7%) of the respondent are selected Yes and (39.8%) of the respondent are selected No and (10.2%) of the respondent are selected Some what and (8.3%) of the respondent are selected None of these.
- Majority (48.1%) of the respondent of my questionnaire are selected Moderately and (25%) of the respondent are selected very and (19.4%) of the respondent are selected Not at all and (7.4%) of the respondent are selected slightly.
- Majority (74.1%) of the respondent are selected Yes and (25.9%) of the respondent are selected No to the question that Are you aware of all HR policies.
- Majority (65.7%) of the respondent are selected Agree and (17.6%) of the respondent are selected Some what agree and (16.7%) of the respondent are selected Neither agree or disagree for the question is the morale in your department is high.
- Majority (100%) of the respondent are selected yes for the question Is the company provide canteen.
- Majority (63.9%) of the respondent of my questionnaire are selected 50% and (26.9%) of the respondent are selected More than 50% and (9.3%) of the respondent are selected 25% for how transparent do you feel the management is.
- Majority (81.5%) of the respondent are selected Agree and (18.5%) of the respondent are selected NO for the question Are you feel valued for your contribution.
- Majority (40.7%) of the respondent are selected All of these and (38.9%) of the respondent are selected Daily team work and (12%) of the respondent are selected Self activity and (8.3%) of the respondent are selected week in week.

SUGGESTIONS

- Majority of the respondent are happy and satisfied at their work. Hence 12% of the respondent are selected 50% happy in there work we need to find the solution to give 100% Happy at their work.
- Sufficient oppotunities should be given to employees to improve their skills.
- Majority 87% of the respondent are said that they have a strong relationship with the co- workers. Hence 13% of them are said No we need to find the solution and give the employees a strong relationship to make a positive workspace with the co- workers and support your fellow team members.
- Majority 65.7% of the respondent are Feel Motivated and energized while arrive at the office at morning. Hence some of them are selected I canmanage stressful situation and can't wait to go home we need to find solution to give every employee to get motivated and energized.
- Majority 65.7% of the respondent are selected Agree morale in there department is high. Hence 16.7% of them are selected Neither agree or disagree have Measure the employees morale regularly and make positive changes.
- Majority 48.1% of the respondent are selected Moderately sense of accomplishment. Hence 19.4% of them selected Not at all we need to find solution and give them a great sense of accomplishment and give them have skill and opportunity to make a measurable contribution in work.

- To get a personal growth in the company they should promote and acknowledge and encourage outside development.
- To feel valued for your contribution you should a meaningful work and celebrate achievements and make time for the team.

CONCLUSION

In conclusion, the study provides valuable insights into the factors influencing employee job satisfaction at TVM Edible Oil Refineries' Gummidipoondi facility. With a majority of respondents expressing contentment with their roles and displaying high levels of motivation, there's a foundation for positive workplace engagement. However, challenges such as concerns regarding company culture, coworker relationships, and stress management highlight areas for improvement. By addressing these concerns and implementing strategies to foster a supportive work environment, enhance communication channels, and provide stress management resources, the organization can further enhance employee satisfaction and overall performance. Moving forward, a concerted effort to prioritize employee well-being and engagement will be essential in ensuring sustained organizational success and cultivating a positive work culture at TVM Edible Oil Refineries' Gummidipoondi facility.

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