

A STUDY ON JOB SATISFACTION TOWARDS ASIAS STEELS INDUSTRY PVT LTD WITH REFERENCE TO TRICHY

Devaroopa A D

Final Year MBA Student, Department of Management Studies, Paavai Engineering College (Autonomous), Pachal, Namakkal, Tamil Nadu. Email ID: devaroopa0910@gmail.com

Abstract— *Employees play an important role, so employee's satisfaction is a very essential one, hence there arises a need to study the job satisfaction of Asia steel industry. Job satisfaction is considered as a key issue by the where efforts are taken and programs are initiated. Steel industries are giving higher priority to keep their employees with satisfaction by providing several facilities which improves satisfaction and which reduces dissatisfaction. It is said that satisfied employee is a productive employee, any kind of grievance relating to organizational or personal to a greater extent influence on the job.*

INTRODUCTION

Job satisfaction is one of the most researched variables in the area of workplace psychology, and has been associated with numerous psychosocial issues - the changing world of work organisational factors ranging from leadership to job design. This article seeks to outline the key definitions relating to job satisfaction, the main theories associated with explaining job satisfaction, as well as the types of and issues surrounding the measurement of job satisfaction. While it is also important to explore what factors precede and is impacted by job satisfaction, this is covered in a separate article.

NEED OF STUDY

- Studying the factors influencing job satisfaction is crucial for organizations aiming to enhance employee well-being and productivity.
- By understanding what motivates and fulfills employees, employers can tailor policies and practices to create a more positive work environment.
- Research on job satisfaction can uncover insights into areas such as compensation, work-life balance, career development opportunities, interpersonal relationships, and organizational culture.
- Such studies help businesses devise strategies to attract, retain, and motivate talent, ultimately contributing to overall organizational success and employee satisfaction.

STATEMENT OF THE PROBLEM

Employees play an important role, so employee's satisfaction is a very essential one, hence there arises a need to study the job satisfaction of Asia steel industry. Job satisfaction is considered as a key issue by the where efforts are taken and programs are initiated. Steel industries are giving higher priority to keep their employees with satisfaction by providing several facilities which improves satisfaction and which reduces dissatisfaction. It is said that satisfied employee is a productive employee, any kind of grievance relating to organizational or personal to a greater extent influence on the job.

OBJECTIVE OF THE STUDY

Primary objectives:

A Study on Job satisfaction towards Asia steel industry ltd at Trichy

Secondary objectives:

The objective of the study is as follows

- To assess the satisfaction level of employees in steel industries.
- To identify the factors which influence the job satisfaction of employees
- To know the employee satisfaction towards the facilities.
- To offer valuable suggestions to improve the satisfaction level of employees.
- To analyses the satisfaction level of the employees working conditions and rewards.
- To analyses the satisfaction level of the employees welfare measures and Job security
- To suggest some measures for improving the satisfaction level of the employees.

SCOPE OF THE STUDY

This study emphasis in the following scope:

- To identify the employees level of satisfaction upon that job.
- This study is helpful to that organization for conducting further research.
- It is helpful to identify the employer's level of satisfaction towards welfare measure.
- This study is helpful to the organization for identifying the area of dissatisfaction of job of the employees.
- This study helps to make a managerial decision to the company.
- Job satisfaction should be major determinants of an employee organizational behavior.
- A satisfied employee will be having positive attitude towards his or her job and would go beyond the normal expectation in his or her job.

LIMITATIONS OF THE STUDY

- The employees were busy with their work therefore they could not give enough time for the interview.
- The personal biasness of the respondents might have entered into their response.
- Some of the respondents has not given any answer to the questions which may affect the analysis.
- Because of a small period of time only small sample had to be taken.

REVIEW OF LITERATURE

Wickramasinghe (2016) investigated the level of job satisfaction experienced by IT graduates employed full-time offshore outsourced IT firms in Sri Lanka, the demographic characteristics that predict job satisfaction, perceptions towards IT jobs in outsourced IT firms, turnover and job search intentions. Using a clustered random sample of 122 respondents who filled in a questionnaire and a Pearson Correlation Coefficient, he established that gender and tenure are significant in job satisfaction measures.

Bang (2015) examined the moderating role of age in the relationships between leader-member exchange dimensions and job satisfaction and between job satisfaction and intention to stay among volunteers in non-profit sports organizations. Using a clustered random sample of 214 volunteers in 22 non-profit sports organizations and a moderated hierarchical regression analysis, he established that age moderated the relationship between professional respect and job satisfaction such that it was stronger for younger volunteers, and job satisfaction had a greater positive influence on intention to stay for older rather than younger volunteers.

Kirby and Langston (2015) carried out a study aimed at analyzing the female workforce in Urology compared to that of men in income, workload and job satisfaction. Using a clustered sample of 6511 domestic members practising Urologists who filled in a questionnaire and a linear regression model, they established that gender was not a significant predictor of job satisfaction among the workforce in Urology.

Corineetal. (2011) conducted a study based on 412 employees in two large organization in Netherland: one in retail and one in health care. It was found that HR practices help employees to feel better able to meet the requirements of their jobs and to feel that their needs are fulfilled by the job, which in turn enhances job satisfaction. The study shows a direct relationship as well as mediating and moderating role of person organisation and person-job fit in the relationship between perceived HR practices and employee job satisfaction.

Smerek and Peterson (2007) defined personal characteristics as assets of individual differences that are affected by the development of an individual. In this study, personal characteristics will include the gender of respondents, minority-status of the employees, age of respondents as well as length of service of an employee. There are different empirical studies relating personal characteristics to job satisfaction.

Armstrong (2006) the term job satisfactions refers 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.

Georgeetal (2008) 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.

RESEARCH METHODOLOGY

RESEARCH DESIGN

It is the design of study connected with technique for collection of data and analysis of data in a manner that aims to have relevance purpose

TYPE OF RESEARCH

Descriptive research

Descriptive research designs include surveys and fault finding enquires of different kinds. It deals with the state of affairs and is an exposit-facto research.

SOURCE OF DATA

Primary Data

Primary data is collected through a well-structured questionnaire. The data is collected by administering, the questionnaire to the employees directly and collecting the information immediately.

Secondary Data

Data regarding company profile and product profile are collected from company records.

SAMPLING DESIGN

Types of sampling

Stratified random sampling has been chosen for selecting samples for the study. The entire Trichy was classified into different strata based on their geographical locations. Then from each stratum samples were selected in proportion to the size of the strata to make up a sample of 120.

SAMPLE SIZE

Sample size was chosen as 120

POPULATION

The aggregate elementary units in the survey are referred to as the population. Here it covers the ASIA STEELS INDUSTRIES.

SAMPLING TECHNIQUES

The sampling techniques was used for the survey was convenience sampling.

STATISTICAL TOOLS USED

- Simple Percentage analysis
- Chi-square Analysis
- Correlation Analysis

DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE TESTS

Ho – There in no significant relationship between Working experience employee and Understanding by the management

H1 –There in a significant relationship between Working experience employee and Understanding by the management

Working experience employee * Understanding by the management Cross tabulation							
Count		Understanding by the management					Total
		Highly satisfied	satisfied	Neutral	Highly dissatisfied	Dis satisfied	
Working experience employee	Below 2 years	22	0	0	0	0	22
	2-5 years	19	9	0	0	0	28
	5-7 years	0	29	2	0	0	31
	7-10 years	0	0	20	0	0	20
	Above 10 years	0	0	2	9	8	19
Total		41	38	24	9	8	120

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.860E2a	16	.000
Likelihood Ratio	256.370	16	.000
Linear-by-Linear Association	101.972	1	.000
N of Valid Cases	120		
a. 13 cells (52.0%) have expected count less than 5. The minimum expected count is 1.27.			

RESULT: Thus the relationship between Working experience employee and Understanding by the management

CORRELATIONS ANALYSIS

Correlation analysis between Monthly income and Satisfaction of employee service in manufacturing company			
		Monthly income	Satisfaction of employee service in manufacturing company
Monthly income	Pearson Correlation	1	.934**
	Sig. (2-tailed)		.000
	N	120	120
Satisfaction of employee service in manufacturing company	Pearson Correlation	.934**	1
	Sig. (2-tailed)	.000	
	N	120	120
**. Correlation is significant at the 0.01 level (2-tailed).			

Non-parametric Correlation

			Monthly income	Satisfaction of employee service in manufacturing company
Kendall's tau_b	Monthly income	Correlation Coefficient	1.000	.848**
		Sig. (2-tailed)	.	.000
		N	120	120
	Satisfaction of employee service in manufacturing company	Correlation Coefficient	.848**	1.000
		Sig. (2-tailed)	.000	.
		N	120	120

RESULT: Thus the relationship between Monthly income and Satisfaction of employeeservice in manufacturing company

FINDINGS

- The majority 64.2% of the responses are male gender
- The most 34.2% of the responses are Below 20 years
- The majority 65.8% of the responses are unmarried
- The most of the 36.7% of the respondents are Under Graduate qualification.

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- The most of the 41.7% of the respondents are Rs.10,001-Rs.15, 000 income.
- The most of the 32.5% of the respondents are 2 members in family.
- The most of the 25.8% of the respondents are 21-50 employees.
- The most of the 25.8% of the respondents are 5-7 years experienced.
- The most of the 40.8% of the respondents are communication to agree.
- The most of the 25.8% of the respondents are using Development
- The Most 42.5% of the respondents are highly satisfied to employee service.
- The Most 30.8% of the respondents are Standard Survey in this organization.
- The Most 26.7% of the respondents are Communication/delegation.
- The Most 25.8% of the respondents are benefits of Training.
- The Most 40.8% of the respondents are highly satisfied to clearly conveys mission.
- The Most 29.2% of the respondents are highly satisfied cost reduction
- The Most 34.2% of the respondents are highly satisfied existing technology.
- The Most 30% of the respondents are satisfied Advancement plan
- The Most 36.7% of the respondents are highly satisfied profitability
- The Most 34.2% of the respondents are highly satisfied team work.
- The Most 35.8% of the respondents are visiting Service Location
- The Most 30.8% of the respondents are kinds of Personnel training
- The Most 32.5% of the respondents are highly satisfied amount and quality.
- The Most 34.2% of the respondents are highly satisfied management.

SUGGESTIONS

- Majority of the employees feel that their workload is heavy. So, the necessary steps to be taken to reduce the workload
- The researcher wish to bring the following suggestion to the management of Asia Steel limited at Trichy
- The organization should improve the benefit and services provided to the employee's interest would be stimulated
- The company should plan out the welfare activities in an effective way to improve the organization image in the eyes of the public
- The organization should make all the employees aware of the rules and regulations of the company
- The industries should be providing safety measures to employees.

CONCLUSION

Welfare facilities provided to the employees was found to be satisfactory. It has been found from the study that the worker had a positive attitude towards their job and management. The study conducted also revealed that a majority of the workers of steel industries at trichy were satisfied with their job and work environment.

The relationship with the supervisors and the co-workers also provides conducive work environment for the workers. The study therefore highlights the various aspects on welfare facilities provided satisfaction for the employees. Finally the study has helpful to my knowledge about job satisfaction to the employees in Asia steel limited at Trichy.

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