

A Study on Job Satisfaction among the Employees at Dalmia Cement (Bharath) Ltd., Dalmiapuram, Tamil Nadu

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Abstract — Job delight is a preferred mind-set in the direction of one's process, the difference between the amount of praise people get hold of and the quantity they accept as true with they need to receive. Worker is a backbone of every organization, without employee no work may be done. So worker's delight may be very vital. Personnel can be greater glad if they get what they predicted, job pleasure relates to inner emotions of employees. Hence, this study has been carried out to analyze the satisfaction level of mill employees. Chi-Square test and percentage analysis have been used in this study to analyze the job satisfaction of paper mill employees in Madura coats Madurai district. The study shows that only 44% of the employees are satisfied with the working conditions, 31% of them with the welfare facilities, 44% of them with the accident compensation, and 42% of them are satisfied with the rewards provided and 52% of them are satisfied with the grievance handling procedure. The company may additionally give significance to positive elements such as canteen, rest room centers, rewards, reputation and merchandising coverage in order that delight of the employees may be advanced similarly.

Keywords — Job Satisfaction; Mill; Job Security; Rewards; Working Conditions.

1. Introduction

Job pleasure is the gathering of tasks and responsibilities often assigned to one man or woman, whilst a activity is a set of positions, which involves essentially the equal obligations, duty, talent and know-how". Process pleasure has a few relation with the mental health of the human beings. It spreads the goodwill of the enterprise. Activity delight reduces absenteeism, labour turnover and injuries. Activity pleasure increases employee's morale, productiveness, and so forth. Task pleasure creates progressive thoughts a number of the personnel. Individuals may additionally turn out to be more unswerving toward the company personnel can be gladder in the event that they get what they anticipated, job pleasure relates to internal emotions of workers. Evidently it is the happy worker who indicates the most effectiveness and efficiency in his work. The majority generalize that workers are worried extra approximately pay in place of other elements which also influences their level of pride, together with canteen centers, bonus, running conditions, and many others. Those situations are much less substantial while compared to pay. Job satisfaction is one of the most widely discussed and enthusiastically studied constructs is such related disciplines as industrial- organizational psychology, organizational behavior, personal and human resource managements and organizational management.

2. Objectives of the Study

- To analyze the pride level of the personnel running conditions

- To investigate the pride stage of the employees rewards
- To analyze the satisfaction stage of the employees welfare measures and activity protection
- To suggest a few measures for improving the delight level of the employees.

3. Research Methodology

For the purpose of this research study, the researcher has used simple random sampling and collected data from 50 employees. The data collected were analysed by working out the percentage.

4. Limitations of the study

The study is limited to Dalmia Cements (Bharath) Ltd., only and therefore, the findings of the study cannot be extended to other areas. All of the findings and observations made are in basic terms based totally on the respondents' answers which can be biased. Time and cost is also another constraint.

5. Result and Discussion

From the below table, it is inferred that 84% of the respondents are married, 16% of the respondents are bachelors, 50% of the respondents are workers, 14% of the respondents are staff members, 36% of the respondents are executive, 40% of the respondents are working in production department, 24% of the respondents are working in others, 16% of the respondents are working in personnel departments.

Table 1. Distribution of respondent's by their socio-economic profile

Sl. No	Particulars	Numbers of Employees	Percentage (%)
I	Marital status		
1	Married	42	84
2	Bachelors	8	16
	TOTAL	50	100
II	Designation		
1	Executives	18	36
2	Staff	7	14
3	Workers	25	50
	TOTAL	50	100
III	Departments		
1	Personnel	8	16
2	Marketing	4	8
3	Finance	6	12
4	Production	20	40
5	Others	12	24
	Total	50	100
IV	Total service		
1	Below 10	20	40
	11-20	10	20
2	21-30	9	18
3	31-40	9	18
4	Above 41	2	4
	Total	50	100
V	Educational qualification		
1	10 th	10	20
2	12 th	9	18
3	ITI	5	10
4	Diploma	4	8
5	Graduates	10	20
6	Post Graduates	7	14
7	Others	5	10
	Total	50	100
VI	Monthly income		
1	Below 10000	10	20
2	10001-15000	20	40
3	15001-20000	10	20
4	Above 20001	10	20
	Total	50	100

12% of the respondents are working in finance department, 8% of the respondents are working in marketing department, 18% of the respondents come under 21- 30 years of service, 40% of the respondents comes under less than 10 years of service, 20% of the respondents

comes under 11-20 years of service, 18 % of the respondents 31-40 years of service, 4% of the respondent comes under above 41 years of service, 20% of the respondents are graduate and 10th standards, 18% of the respondents are completed 12th, 14% of the respondents completed PG, 10th of the respondents completed others and ITI, 8% of the respondents completed diploma, 20% of the respondents are earning less than 10000 rupees, 40% of the respondents are earning between 10001 and 150001, 20% of the respondents are earning between 15001-20000, 20% of the respondents are earning above 20001.

Table 2. Distribution of respondents by their satisfaction level for work environment

Sl. No	Working environment	Number of employees	Percentage
1	Highly satisfied	8	16
2	Satisfied	12	24
3	Neutral options	10	20
4	Disagree	14	28
5	Strongly Disagree	6	12
	TOTAL	50	100

Table 3. Distribution of respondents by their opinion on grievance handling

Sl. No	Grievance handling	Number of employees	Percentage
1	Highly satisfied	22	44
2	Satisfied	8	16
3	Neutral Options	10	20
4	Disagree	4	8
5	Highly Disagree	6	12
	TOTAL	50	100

From the above table, it is inferred that 24% of the employees are satisfied with the working conditions, 16% of the employees are highly satisfied with the working conditions, 20% of the employees have no idea, 28 and 12% of the employee is dissatisfied. From the above table, it is inferred that 16% of the employees are satisfied with the grievance handling procedure, 44% of the employees are highly satisfied with the grievance handling procedure, 20% of the employees have neutral opinion, 12% of the employees are highly dissatisfied and 8% of the employee is dissatisfied with the grievance procedure.

From the below table (4), it is inferred that 24% of the respondents are satisfied with the relationship with the colleagues, 40% of the respondents are highly satisfied with the co-workers relationship, 16% of the respondents are having neutral opinion and 10% of the respondent is dissatisfied with the relationship.

Table 4. Distribution of respondents by supportive relationship with colleagues

Sl. No	Safety provisions	Number of employees	Percentage
1	Highly satisfied	20	40
2	Satisfied	12	24
3	Neutral options	8	16
4	Disagree	5	10
5	Strongly disagree	5	10
	TOTAL	50	100

Table 5. Distribution of respondents by their opinion on welfare facilities

Sl. No	Welfare facilities	Number of employees	Percentage
1	Highly satisfied	10	20
2	Satisfied	10	20
3	Neutral options	14	28
4	Dissatisfied	12	24
5	Highly satisfied	4	8
	TOTAL	50	100

From the above table, it is inferred that 20% of the respondents are highly satisfied with the welfare facilities, 28% of the respondents are having neutral opinions, 24% of the respondents are dissatisfied with the welfare facilities and 8% of the respondents are highly dissatisfied with the welfare facilities provided.

Table 6. Distribution of respondents by Job Interest

Si.no	Job interest	Number of employees	Percentage
1	Highly satisfied	20	40
2	Satisfied	12	24
3	Neutral options	10	20
4	Disagree	4	8
5	Strongly disagree	4	8
	TOTAL	50	100

From the above table, it is inferred that 40% of the respondents are highly satisfied with the job interest, 24% of the respondents are satisfied with the job interest, 20% of the respondents are having neutral opinions, 8% of the respondents are disagreeing with the job interest and 8% of the respondents are strongly disagreeing with the job interest.

From the below table 7, it is inferred that 40% of the respondents are highly satisfied with the safety provisions, 24% of the respondents are satisfied with the safety provisions. . 16% of the respondents are having neutral opinions, 10% of the respondents are highly disagree with

the safety provisions and 10% of the respondents are disagree with the safety Provisions.

Table 7. Distribution of respondents by Job Safety provisions

Sl. No	Safety Provisions	Number Of Employees	Percentage
1	Highly satisfied	20	40
2	Satisfied	12	24
3	Neutral options	8	16
4	Disagree	5	10
5	Strongly disagree	5	10
	TOTAL	50	100

6. Conclusion

The establishments lack the relationship between workers and supervisors, it ought to accept due attention. The companies additionally lack on positive factors inclusive of working situations, canteen, rest room centers, rewards, and reputation and promoting policy. Worker's welfare measures and activity security have to receive utmost significance, in order that the worker's turnover may be limited.

The establishments need to modify the reward gadget of the personnel and promotions should receive based totally on benefit, academic qualification and revel in, and if these elements are given little greater care, the agency can maintain precise employees with high stage of delight, organizational dedication and involvement. This can in flip cause effectiveness and performance in their work which results in accelerated productiveness.

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