

“ A STUDY ON JOB SATISFACTION OF EMPLOYEES IN ORIENT CERAMIC PVT. LTD AT VRIDDHACHALAM ”

Meganathan¹, VelMurugayya², Santhi.R³, , Karthika.R⁴

ASSISTANT PROFESSORS, PG AND RESERACH DEPARTMENT OF COMMERCE, DHANALAKSHMI
SRINIVASAN COLLEGE OF ARTS & SCIENCE FOR WOMEN, (AUTONOMOUS) PERAMBALUR

ABSTRACT

Job satisfaction are mentally challenging work, equitable rewards, supportive working condition and supportive colleagues. Job satisfaction is one of the important factors which have a broad attention of managers in the organization is the mental feeling of favourableness which an individual has about this job. This research relied entirely on primary data for analysis data was collected directly from Orient Ceramic Private Ltd at Vriddhachalam by means of questionnaire. Survey method is used in order to collect the data and a sample of 50 respondents were used. The employees are satisfied with dimensions like responsibilities supervision, promotion, relationship. Job security, job relations and training payment structure, communication can be improved to job satisfaction levels.

Keywords: Job Satisfaction, Job Security, Promotion, Supervision. Relationship

INTRODUCTION

Human resource management are often defined a that field of human behaviour during which manager's plan, organize staff, direct and control human, physical and financial resource in an organized, effort so as to realize designed individual and group objectives with optimum efficiency and effectiveness. It is clear from this definition that management cares with the accomplishment of objectives by utilizing physical and financial resources through the, effort of human resource.

DEFINITION OF HUMAN RESOURCE MANAGEMENT:

According to LEON.C.MEGGINSON the term human resources can be through of as `` the total knowledge, skills, creative abilities, talents and aptitudes of an organization's work force, as well as the value attitudes and belief of the individual involved.

The terms labour and man power had been used widely denoting mostly the physical and capacities of employees the term personnel had been used widely within the recent past to denote persons employed in any services.

JOB SATISFACTION:

Jobs satisfaction is an individual's general altitude towards his of her job. Job require interaction with co-workers and managers following organizational rules and policies meeting performance standards living with working conditions that are often but ideals and therefore the like. Job satisfaction are mentally challenging work, equitable rewards, supportive working condition and supportive colleagues.

Job satisfaction is core of management which shows that each person earnestly seeks a source, friendly and supportive, relationship which give him a way of worth in face to face group, which are most vital to him. A supervisor should strive to treated individuals with dignity and recognition of their personal worth.

Job satisfaction is one of the most curial but controversial issue in the industrial psychology and behavioral management in organization. It ultimately decides the extent of employee motivation through the event of organizational climate of environment.

MEANING OF JOB SATISFACTION:

Developing country like India cannot afford to neglect the problem of the people, who contribute to its economic growth, men work to satisfy their needs, and the extend of need satisfaction or need frustration is reflected in their behaviour is very essential in every industrial activity.

Job satisfaction is one of the important factors which have a broad attention of managers in the organization is the mental feeling of favourableness which an individual has about this job.

Job satisfaction is defined as general attitude towards the “Job related factors and life generally , the characteristic of the work and individual responses thereto .

Job satisfaction is favourable or unfavourable with which an employee views his work. It expresses the amount of agreement between one’s expectations of the job. Job satisfaction must be maintained over the year.

To achieve high productivity and to reduce employee turnover and absenteeism, the employee should be motivated and satisfied.

This present study is confined to analysis the job satisfaction. The job satisfaction Orient Ceramic pvt ltd at Vriddhachalam.

In a service industry like orient ceramic private ltd the importance of job satisfaction need not be emphasized. The major input within the industry is human resources. Since job satisfaction is like a back bone to an employee finding out the possibilities by which the employees may be satisfied assumes greater importance.

IMPORTANCE OF THE STUDY:

Normally job satisfaction leads to higher performance or productivity as well satisfaction worker take initiatives in improving his performance. But researches have proved that this assumption is not always correct. For example: A satisfied worker may be high or lower average performance being influenced by several interviewing variable such as reward the relationship between satisfaction and performance becomes complex.

According to PETER level productivity leads to better job satisfaction because performance attracts rewards result is job satisfaction.

The most reacostic approach under system concept is that both job satisfaction and performance are corrected and influence each other. There two have circular relationship performance or productivity leads to reward to more satisfaction which then push the workers

to more effort because of high perceived expectancy any it further related to high performance which leads to satisfaction if effective relationship is provided satisfaction induces motivation and interesting the worker get satisfaction from work.

OBJECTIVES OF THE STUDY:

To identify the employee satisfaction level.

To identify the workers conditions of company in orient ceramic private ltd Vriddhachalam.

To known about the relationship between the employer and employee.

To find out the measures to maintain the job satisfaction level.

SCOPE OF THE STUDY:

Job satisfaction is very important for the organization. The facilities provided by the management workers and satisfactory still certain facilities are to be improving like lighting, rest room, health checkup, promotional measures and healthy relationship between employers and employees. The most important area to be concentrated in the company is job satisfaction. Hence the research has taken the area entitle “A Study on Job Satisfaction in Orient Ceramic Private Ltd at Vriddhachalam”.

RESEARCH METHODOLOGY:

Research methodology may be a systematically solve the research problem. It may be understood as method of study how research is done scientifically.

The method adopted in collecting the info analysis and interpretation of knowledge .

Data collected form improve primary data 50 person were collected.

TITLE OF THE STUDY:

Title of the study is workers “Job Satisfaction In Orient Ceramic Private Ltd At Vriddhachalam”.

PERIOD OF THE STUDY:

The study period covers a periods of i.e. (2019-2020) to known the job satisfaction level of Orient Ceramic Private Ltd at Vriddhachalam.

AREA OF THE STUDY:

The research has the area for the study is Orient Ceramic Private Ltd At Vriddhachalam, Cuddalore District.

DATA USED:

This research relied entirely on primary data for analysis data was collected directly from Orient Ceramic Private Ltd at Vriddhachalam by means of questionnaire.

DATA COLLECTION METHOD:

Survey method is used in order to collect the data.

LIMITATION OF THE STUDY:

✧ The number of sample size is restricted 50 for the study.

✧ Due to their job security some of the employees did not express the opinion of the job

satisfaction and working condition.

✧ Due is the constraint the study area covers only the ORIENT CERAMIC PRIVATE LTD AT VRIDDHACHALAM.

✧ This is also limiting factories restricted to limited period. So the research finds it as difficult within this span of time.

✧ It was also difficult to meet the respective officer in the factory is between their busy schedule.

✧ Even though they extended their helping hand of needs.

ANALYSIS AND INTERPRETATION

TABLE NO.1

CLASSIFICATION OF RESPONDENTS ON THE BASIS OF AGE WISE

S.NO	AGE GROUP	NO. OF. WORKERS	PERCENTAGE
1	Below 20 Year	5	10
2	25 -35 Year	20	40
3	35-45 Year	15	30
4	45 - 55 Year	7	14
5	Above 55 Year	3	06
TOTAL		50	100

SOURCE: PRIMARY DATA.

INTERPRETATION:

The above table represents out of the total respondents, 10 percentages of the employees were belonging to below 20 year. 40 percentages of the employees were belonging to 25 - 35 year. Next to this category, 30 percentages of the employees were belonging to 35 - 45 year. 14 percentages of the employees were belonging to 45 - 55 year. And 6 percentages of the employees were belonging to above 55 year.

So majority of the respondents come under the age group of 25 - 35.

TABLE No.2

CLASSIFICATION OF RESPONDENTSON THE BASIS OF GENDER

S.	GENDER	NO.OF.WORKERS	PERCENTAGE
1	Male	35	70
2	Female	15	30

Total	50	100
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SOURCE: PRIMARY DATA.

INTERPRETATION:

The main reason for classifying the employees according to the gender is to find out the gender ratio among the respondents. From the above analysis 70 percentage of respondents were male and 30 percentage were female.

So, majority of the respondents higher 70 percentage in male workers.

TABLE NO.3

CLASSIFICATION ON THE BASIS OF EDUCATIONAL QUALIFICATION

S.No	Qualification	No. Of. Workers	Percentage
1	BELOW SSLC	12	24
2	SSLC	10	20
3	HSC	8	16
4	UG	15	30
5	PG	5	10
TOTAL		50	100

SOURCE: PRIMARY DATA.

INTERPRETATION:

The table 3 shows about the educational qualification of the respondents, 24 percentage of the respondents were below SSLC, 20 percentage of the respondents were completed SSLC, 16 percentage of the respondents were completed HSC, 30 percentage of the respondents were completed UG, 10 percentage of the respondents were completed PG.

So majority of the respondents come under category UG.

TABLE NO.4

CLASSIFICATION ON THE BASIS OF MONTHLY INCOME

S.NO	INCOME LEVEL	NO. OF. WORKERS	PERCENTAGE
1	BELOW RS.5000	5	10
2	RS. 5000-10000	10	20
3	RS. 10000-15000	15	30
4	ABOVE RS.15000	20	40
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table it is clear that 10 percentage of the respondents earned below Rs.5000 per month, 20 percentage of the respondents earned Rs.5000 - Rs. 10,000 per month, 30 percentage of the respondents earned Rs. 10,000 - Rs. 15,000 per month, next to this category 40 percentage of the respondents earned above Rs.15,000 per month.

So majority of the respondents earned Rs. 15, 000 - Rs.20,000 per month under the study.

TABLE NO.5

ANALYSIS IN YEAR OF EXPERIENCE OF WORKERS

S.NO	Experiiece In Year	No.Of. Workers	Percentage
1	Less Than 5 Year	10	20
2	5-10 Years	15	30
3	10-20 Years	20	40
4	20 And Above Years	5	10
Total		50	100

SOURCE: PRIMARY DATA

INTERPRETATION:

The table no.5 predicts that the experience in year of the workers. 20% of the respondents have less than 5 year, 30% of the respondents has 5 to 10 years experience, next to this category 40% of the respondents has 10 to 20 years experience, 10% of the respondents has 20 and above year's experience.

So most of the respondents come under 10 to 20 years experience.

TABLE NO.6

FEED BACK REGARDING JOB SATISFACTION

S.NO	RESPONSE	NO.OF.WORKERS	PERCENTAGE
1	STRONGLY SATISFIED	18	36
2	SATISFIED	12	24
3	DISSATISFIED	10	20
4	NEUTRAL	6	12
5	STRONGLY DISSATISFIED	4	8
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPRETATION:

The above table proves that satisfaction level of feedback regarding 36 percentage of respondents were belonging to the strongly satisfied. 24 percentages of respondents were belonging to the satisfied. 20 percentage of respondent were belonging to the dissatisfied. 12 percentages of respondents were belonging to the neutral. Next to this category 8 percentages of respondents were belonging to the strongly dissatisfied.

So majority of the satisfaction level of feedback regarding job respondents come under strongly satisfied.

TABLE NO.7

ANALYSIS OF RELATIONSHIP WITH YOUR SUBORDINATES

S.NO	RESPONSE	NO. OF. WORKERS	PERCENTAGE
1	CO-ORDIAL	23	46
2	SMOOTH	15	30
3	STRAINED	7	14
4	VERY STRICT	5	10
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPRETATION:

The table no.7 explain that relationship with subordinates 46 percentages of respondents were belonging to the co-ordinal. 30 percentages of respondents were belonging to the smooth. 14 percentage of respondent were belonging to the strained. 10 percentages of respondents were belonging to the very strict.

So majority of the satisfaction level of relationship with subordinate's respondents come under cordial.

TABLE NO.8

ANALYSIS OF JOB ALLOCATION

S.NO	RESPONSE	NO. OF. WORKERS	PERCENTAGE
1	STRONGLY SATISFIED	28	56
2	SATISFIED	6	12
3	NEUTRAL	10	20
4	DISSATISFIED	4	8
5	STRONGLY DISSATISFIED	2	4
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPRETATION:

The above table exhibits that analysis of job allocation. 56 percentage of respondents were belonging to the strongly satisfied. 12 percentages of respondents were belonging to the satisfied. 20 percentage of respondent were belonging to the neutral. 8 percentages of respondents were belonging to the dissatisfied. Next to this category 4 percentages of respondents were belonging to the strongly dissatisfied.

So majority of the satisfaction level of job allocation respondents come under strongly satisfied.

TABLE NO.9

ANALYSIS OF OPINION ABOUT THE APPRECIATION FROM

SUPERVISOR

S.NO	RESPONSE	NO. OF.WORKERS	PERCENTAGE
1	STRONGLYSATISFIED	20	40
2	SATISFIED	15	30
3	NEUTRAL	5	10
4	DISSATISFIED	7	14
5	STRONGLY DISSATISFIED	3	6
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPRETATION:

The above table clear that satisfaction level of opinion about the appreciation from supervisor. 40 percentages of respondents were belonging to the strongly satisfied. 30 percentages of respondents were belonging to the satisfied. 10 percentage of respondent were belonging to the neutral. 14 percentages of respondents were belonging to the dissatisfied. Next to this category 6 percentage of respondents were belonging to the strongly dissatisfied.

So majority of the satisfaction level of opinion about the appreciation from supervisor respondents come under strongly satisfied.

TABLE No.10

ANALYSIS OF PROBLEM HEARING

S.NO	RESPOSE	NO.OF. WORKERS	PERCENTAGE
1	STRONGLY SATISFIED	10	20
2	SATISFIED	3	6
3	NEUTRAL	20	40
4	DISSATISFIED	15	30
5	STRONGLY DISSATISFIED	2	4
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPERTATION:

The above table illuminate that satisfaction level of problem hearing. 20 percentages of respondents were belonging to the strongly satisfied. 6 percentages of respondents were belonging to the satisfied. 40 percentage of respondent were belonging to the neutral. 30 percentages of respondents were belonging to the dissatisfied. Next to this category 4 Percentages of respondents were belonging to the strongly dissatisfied.

So majority of the satisfaction level of problem hearing respondents come under strongly satisfied.

TABLE No.11
SATISFACTION LEVEL OF TEAM WORK

S.NO	RESPONSE	NO.OF.WO	PERCENTA
1	STRONGLYSATIS FIED	30	60
2	SATISFIED	11	22
3	NEUTRAL	4	8
4	DISSATISFIED	3	6
5	STRONGLYDISS ATISFIED	2	4
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPERTATION:

The above table proves that satisfaction level of team work 60 percentage of respondents were belonging to the strongly satisfied. 22 percentages of respondents were belonging to the satisfied. 8 percentage of respondent were belonging to the neutral. 6 percentages of respondents were belonging to the dissatisfied. Next to this category 4 percentages of respondents were belonging to the strongly dissatisfied.

So majority of the satisfaction level of team work respondents come under strongly satisfied.

TABLE No.12**ANALYSIS OF JOB SECURITY**

S.NO	RESPONSE	NO.OF. WORKERS	PERCENTAGE
1	STRONGLY SATISFIED	25	50
2	SATISFIED	10	20
3	NEUTRAL	8	16
4	DISSATISFIED	4	8
5	STRONGLY DISSATISFIED	3	6
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPERTATION:

The above table shows that satisfaction level of job security.50 percentage of respondents were belonging to the strongly satisfied. 20 percentages of respondents were belonging to the satisfied. 16 percentage of respondent were belonging to the neutral. 8 percentages of respondents were belonging to the dissatisfied. Next to this category 6 percentages of respondents were belonging to the strongly dissatisfied.

So majority of the satisfaction level of job security respondents come under strongly satisfied

TABLE NO.13**LEVEL OF SATISFACTION ABOUT RETIREMENT BENEFITS**

S. NO	RESPONSE	NO. OF. WORKERS	PERCENTAGE
1	STRONGLY SATISFIED	10	20
2	SATISFIED	20	40
3	NETURAL	15	30
4	DISSATISFIED	3	6

5	STRONGLY DISSATISFIED	2	4
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPERTATION:

The table no.13 proves that satisfaction level of retirement benefits 20 percentage of respondents were belonging to the strongly satisfied. 40 percentage of respondents were belonging to the satisfied. 30 percentage of respondent were belonging to the neutral. 6 percentage of respondents were belonging to the dissatisfied. Next to this category 4 percentage of respondents were belonging to the strongly satisfied.

So majority of the satisfaction level of retirement benefits respondents come under strongly satisfied.

TABLE NO.14

ANALYSIS OF OPPORTUNITY TO GROWTH HIGHER POSITION

S. NO	RESPONSE	NO. OF. WORKERS	PERCENTAGE
1	GOOD	30	60
2	MODERATE	10	20
3	POOR	7	14
4	VERY POOR	3	6
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPERTATION:

The table no.14 explain that satisfaction level of opportunity to growth higher position 60 percentage of respondents were belonging to the good.20 percentage of respondents were belonging to the moderate. 14 percentage of respondent were belonging to the poor. 6 percentage of respondents were belonging to the very poor.

So majority satisfaction level of opportunity to growth higher position of the respondents comes under good.

TABLE NO.15

SATISFACTION LEVEL OF GOOD DEGREE OF COMMUNICATION

TOWARDS THE WORKERS

S.NO	RESPONSE	NO.OF. WORKERS	PERCENTAGE
1	STRONGLY AGREE	20	40
2	AGREE	15	30
3	DISAGREE	10	20
4	STRONGLY DISAGREE	5	10
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPERTATION:

The above table reveals that satisfaction level of good degree of communication towards the workers 40 percentage of respondents were belonging to the strongly agree. 30 percentage of respondents were belonging to the agree. 20 percentage of respondent were belonging to the disagree. 10 percentage of respondents were belonging to the strongly disagree.

So majority satisfaction level of good degree of communication towards the workers of the respondents come under strongly agree.

TABLE NO.16

LEVEL OF SATISFACTION ABOUT PROMOTION VIABILITIES

S.NO	RESPONSE	NO.OF.WO RKER	PERCENT AGE
1	GOOD	30	60
2	MODERATE	10	20
3	POOR	7	14
4	VERY POOR	3	6
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPERTATION:

The table no. 16 reveals that satisfaction level of promotion viabilities 60 percentage of respondents were belonging to the good. 20 percentages of respondents were belonging to the moderate. 14 percentage of respondent were belonging to the poor 6 percentage of respondents were belonging to the very poor.

So majority satisfaction level of promotion viabilities of the respondents comes under good.

TABLE NO.17

ANALYSIS OF OVERALL JOB SATISFACTION

S.NO	RESPONSE	NO.OF.WOR KERS	PERCENT AGE
1	SATISFIED	40	80
2	NOT SATISEIED	10	20
TOTAL		50	100

SOURCE: PRIMARY DATA

INTERPERTATION:

The table no.17 reveals that level of overall job satisfaction 80 percentage of respondents were belonging to the satisfied. 20 percentage of respondent were belonging to the not satisfied.

So majority level of over all job satisfaction of the respondents comes under satisfied.

FINDINGS

- 40 percentage of the respondents were coming under the age group of 25-35.
- 30 percentage of the respondents were coming under the category of under graduation level.
- 40 percentages of the respondents were coming under 10 to 20 years experience.
- 40 percentages of the respondents were earning Rs. 15,000 - Rs.20,000 per month.
- 36 percentages of the respondents were satisfied about their feedback regarding job satisfaction.
- 46 percentages of the respondents were satisfied with relationship with subordinates.
- Majority(56 percentages) of the respondents were satisfied with job allocation.
- 40 percentages of the respondents were satisfied appreciated supervisors.
- Majority,(60 percentages) of the respondents were satisfied with level of team work.
- 50 percentages of the respondents were satisfied with job security.
- 26 percentages of the respondents were satisfied with level of first aids materials.
- 40 percentage of the respondents were satisfied with retirement's benefits.
- 60 percentage of the respondents felt that opportunity to grow for higher position.
- 50 percentage of the respondents were satisfied safety appliance for job security.
- 46 percentage of the respondents were satisfied good degree of communication towards the worker.
- 60 percentage of the respondents were satisfied with promotion viabilities.
- 80 percentages of the respondents were satisfied with overall job satisfaction.

SUGGESTION

The following are the valuable suggestions offered towards the company to improve further the current job satisfaction level of their workers.

- ❖ The organization should arrange technical staff meeting.
- ❖ Most of the employees want to get based on performance. So that organization has to improve the promotion opportunity in all the department.
- ❖ The employees have attended training programmer. So that employees feel very happy if the organization will continues the training programmers throughout their careers that they can get update knowledge.
- ❖ Factory concentrates on safety equipments which will help to minimize organization accident.
- ❖ The management can improve the welfare measure to satisfied the employees by improving the welfare measures, job satisfaction can be increased.

CONCLUSION

The above study is clear that the level of the job satisfaction is high in ORIENT Ceramic Pvt Ltd., at Viruddhachalam majority of the employees agree that they have a good knowledge about the environment in which the factory operates. The employees are satisfied with dimensions like responsibilities supervision, promotion, relationship. Job security, job relations and training payment structure, communication can be improved to job satisfaction levels. Majority of the employees have learned to new situation and are adapted to change. It helps to promote the economic development of the country.

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