

## **A STUDY ON FACTORS INFLUENCING JOB SATISFACTION WITH SPECIAL REFERENCE TO GOLDEN ROCK WORKSHOP, TIRUCHIRAPALLI**

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### **ABSTRACT**

In dynamic business environment each and every organization is in a position to face emerging challenges in form of retention of human resource due to the reason of retention of employees is cheaper than the acquisition of new resources. Success of any organization depends upon the several factors such as optimum utilization of assets, match the demand and supply etc., out of which one of the important factors maximum utilization of human resources. Once an employee satisfied with their job then only they can perform well. Human resources are considered as important assets because it cannot acquire like other assets and qualified employees are scared in nature. Motivation of employees can help the organization to bring their inherent talents and utilized for their betterment. It can also promote smooth work environment for them. This is the key mantra followed by the organization for their long term benefits. These are all activities only for staff retention and company loyalty, these are two things that will have a significant impact on the growth and development of the companies. With this background companies should motivate the employees who are essential to the success of the company whether they are big or small in size or their investments. Motivated and satisfied employees are more productive and they are loyal to the organization. This will reduce the employees turn over, attract new employees and provide better and smooth working environment for their workers. With this back ground data have to be collected to examine and analyses the impact of human resource management practices on job satisfaction of Golden Rock workshop employees. Human resources Management practices like training, performance appraisal, team work compensation have great impact on their job satisfaction.

**KEYWORDS:** Human Resource Management Practices, Job Satisfaction, Training, Performance Appraisal, Team Work, Employee Participation

### **INTRODUCTION**

In dynamic business environment each and every organization is in a position to face emerging challenges in form of retention of human resource due to the reason of retention of employees is cheaper than the acquisition of new resources. Success of any organization depends upon the several factors such as optimum utilization of assets, match the demand and supply etc., out of which one of the important factors maximum utilization of human resources. Once an employee satisfied with their job then only they can perform well. Human resources are considered as important assets because it cannot acquire like other assets and qualified employees are scared in nature. Motivation of employees can help the organization to bring their inherent talents and utilized for their betterment. It can also promote smooth work environment for them. This is the key mantra followed by the organization for their long term benefits. These are all activities only for staff retention and company loyalty, these are two things that will have a significant impact on the growth and development of the companies. With this background companies should motivate the employees who are essential to the success of the company whether they are big or small in size or their investments. Motivated and satisfied

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### **Objectives of Study**

- To know socio economic background of employees and their overall job satisfaction of the employees
- To know the satisfaction level of the employees with their performance appraisal method, selection procedure and other welfare measures provided by the organization.
- To know the factors influences their job satisfaction of the employees.
- To suggest some measures to adopt for getting job satisfaction level of the employees

### **Methodology of the Study**

For the purpose of the study, both primary and secondary data have been collected. Secondary data was collected from books, magazines, internet, and newspapers and the primary data collected through structured questionnaire. Convenient Random sampling technique is used for collecting the primary data. The data have been collected from 100 employees. Correlation technique is used to test the hypotheses.

### **Hypotheses of the Study**

- There is no significant relationship between Human Resources Planning and Job Satisfaction
- There is no significant relationship between methods of selection process and Job Satisfaction
- There is no significant relationship between Training programme implemented and job satisfaction
- There is no significant relationship between Performance Appraisal programme and job satisfaction
- There is no significant relationship between compensation schemes and job satisfaction
- There is no significant relationship between incentives schemes and job satisfaction

### **Limitations of the Study**

**Limitations of the Study:** There are some limitations in this study. The limitations are

- The present study based on the data collected from sample-selected only from Tiruchy unit and the result may vary from other regions of Tamil Nadu.
- Samples collected only from 100 respondents with the help of convenient random technique. It may not be reveal the full picture of the organization.
- Data have been collected over a period of one month time (August 2014). It may be varying from time to time.

### **Analysis and Interpretation of Primary Data**

The data have been collected analyzed and presented here.

### Personal Information of the Employees

**Gender of the Responded:** Out of total 100 employees, 65 of the employees are male and rest of them is female. Golden rock workshop attracts more male employees than the female employees.

**Age of Responded :** Out of 100 employees, 25 of the employees in the age of below 30, 35 of them belongs to the age group 30-40, 30 of them belongs to 41-50 and the remaining 10 of them are in the age of above of 50.

**Educational Qualification of Responded:** Out of 100 employees 11 of them are just completed their 10<sup>th</sup> std, 12 of them completed their 12<sup>th</sup> std, 25 of them completed their poly technique and other technical education, 23 of them are engineering graduates and 29 of them are post graduates.

**Marital Status of Responded:** Out of 100 employees, 18 of them are unmarried and 82 of the employees are married.

**Experience of Responded:** Out of 100 employees, 21 of them are having up to 10 years experience, 29 of them are having 10 -20 years experience, 42 of them are having 20 -30 years experience and 8 of them having more than 30 years experience.

**Factors Responsible for Job Satisfaction:** With the help of the study, the researcher found that Job Satisfaction depends upon the six factors which are all Human Resource Planning; Selection procedures; Training programme, Performance Appraisal; Compensation and other incentives.

### Testing of Hypotheses

- There is no significant relationship between Human Resources Planning and Job Satisfaction
- There is no significant relationship between methods of selection process and Job Satisfaction
- There is no significant relationship between Training programme implemented and job satisfaction
- There is no significant relationship between Performance Appraisal programme and job satisfaction
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**Table 1: Testing of Hypotheses**

Factors		Method	Correlation	Result
Human Resources Planning	Job Satisfaction	$r = \frac{\sum_{i=1}^n (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum_{i=1}^n (x_i - \bar{x})^2 \sum_{i=1}^n (y_i - \bar{y})^2}}$	Calculated value 0.092	<b>Accepted</b>
Selection Process	Job Satisfaction	$r = \frac{\sum_{i=1}^n (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum_{i=1}^n (x_i - \bar{x})^2 \sum_{i=1}^n (y_i - \bar{y})^2}}$	Calculated value 0.032	<b>Accepted</b>

Training methods	Job Satisfaction	$r = \frac{\sum_{i=1}^n (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum_{i=1}^n (x_i - \bar{x})^2 \sum_{i=1}^n (y_i - \bar{y})^2}}$	Calculated value 0.0469	<b>Accepted</b>
Performance Appraisal methods	Job Satisfaction.	$r = \frac{\sum_{i=1}^n (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum_{i=1}^n (x_i - \bar{x})^2 \sum_{i=1}^n (y_i - \bar{y})^2}}$	Calculated value .031	<b>Accepted</b>
Compensation	Job Satisfaction	$r = \frac{\sum_{i=1}^n (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum_{i=1}^n (x_i - \bar{x})^2 \sum_{i=1}^n (y_i - \bar{y})^2}}$	Calculated value .0241	<b>Accepted</b>
Incentives	Job Satisfaction	$r = \frac{\sum_{i=1}^n (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum_{i=1}^n (x_i - \bar{x})^2 \sum_{i=1}^n (y_i - \bar{y})^2}}$	Calculated value .071	<b>Accepted</b>

Here the calculated value is less than 1; hence it concludes that the null hypotheses are accepted. It also shows that the data were weak, because job satisfaction is derived not because of a single factor. There are number of factors influences to get job satisfaction. Here in order to get job satisfaction gets with the help of six factors such as Human Resource Planning, Selection process, Training programme, Performance Appraisal methods, Compensation and Incentives and other monetary benefits. So, it is concludes that a bundle of benefits and methods are responsible for maintain peace and job satisfaction of the employees.

## SUGGESTIONS

- Organization should introduce proper performance appraisal systems before giving promotion and other monetary benefits to their employees.
- Organization should motivate their employees by way of giving proper training or whenever they needed.

## CONCLUSIONS

Getting job satisfaction is the basic factor to retain their human resources. Six factors are responsible for getting job satisfaction. Satisfied employees can perform well and attain the objectives with lesser cost. Now a day retaining their employees is better than acquiring new employees. It can be achieved only by way of satisfied them and induce them to continue their itself. With this back ground data have been collected from the employees from Golden Rock Workshop. Thus from the brief study, it observed that the employees are satisfied with their job. If, the management gives adequate training than it will encourage them and they will satisfied with their work place. It will update them and familiar with the new technology. They will become the assets of the organization and interested to perform well. Today's dynamic environment and humble of opportunity the employees may not shift to other organization. Ultimately it will reduce the organization's labor costs and it will increase its profits.

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