



A STUDY ON JOB SATISFACTION LEVEL AMONG THE EMPLOYEES WITH SPECIAL REFERENCE TO JBM AUTO PRIVATE LIMITED

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ABSTRACT

Job satisfaction represents one of the most complex areas when it comes to managing their employees. Many studies have demonstrated an unusually large impact on the job satisfaction on the motivation of workers, while the level of motivation has an impact on productivity, and hence also on performance of business organizations. There is a considerable impact of the employee's perceptions for the nature of his work and the level of overall job satisfaction. Financial compensation also has a great impact on the overall job satisfaction of employees.

[KEY WORDS:- satisfaction, performance, employees, organization.]

INTRODUCTION

Human Resource Management (HRM) is an operation in companies designed to maximize employee performance in order to meet the employer's goals and objectives. Human resource management is a function in organizations designed to maximize employee performance in service of their employer's strategic objectives. Human Resource Management (HRM) is an operation in companies designed to maximize employee performance in order to meet the employer's strategic goals and objectives. Human resource management in a function in organizations designed to maximize employee performance in service of their employer's strategic objectives.

CAUSES OF JOB SATISFACTION:

- Pay influences job satisfaction only to a point.
- After about 40,000 a year, there is no relationship between amount of pay and job satisfaction.
- Personality can influence job satisfaction.
- Negative people are usually not satisfied with their jobs.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:

The primary objectives is to study of Organizational climate employee motivation and job satisfaction.

SECONDARY OBJECTIVE:

- To measure the level of employee satisfaction towards their jobs
- To study the training and development programmes
- To analyse the company's working environment
- To study the level of satisfaction of employees regarding safety measures.

REVIEW OF LITERATURE

Rizwan Qaiser Danish, Umae draz, Hafizyasir Ali (2015) The purpose of this empirical study is to observe the impact of organizational climate on job satisfaction and organizational commitment in study of 179 teachers from different colleges and universities of Punjab, Pakistan Descriptive statistics and regression analysis are used to explain variations in job satisfaction and organizational climate. The results suggest that the organizational climate has considerable impact on job satisfaction as well as on organizational commitment.

In 2013, Zijaba Rahimi'c analyzed the importance and impact of different dimensions of organizational climate that influence the JS. Employees motivation and performance in Bosnia and Herzegovina (BiH). The Paper reveals that employees with higher organizational hierarchy have positive response towards the organizational climate.

Aguinis et al. (2013) stated that monetary rewards can be very powerful determinant of employee motivation and achievement which, in turn, can advance to important returns in terms of firm-level performance.

RESEARCH METHODOLOGY

The data are collected through a small 10-Page questionnaire, called the Core Welfare Indicators Questionnaire (CWIQ). The questionnaire and data software constitute an off-the-shelf survey package developed by the World Bank to produce standardised monitoring indicators of welfare. The questionnaire is purposively concise and is designed to collect information on household demographics, employment, education, health and nutrition as well as utilisation and satisfaction with social services. Questionnaires are scan able with interviewer's shading bubbles and writing numbers later recognised by the scanning software. The data system is fully automated allowing the results to roll out within weeks of the fieldwork.

POPULATION:-

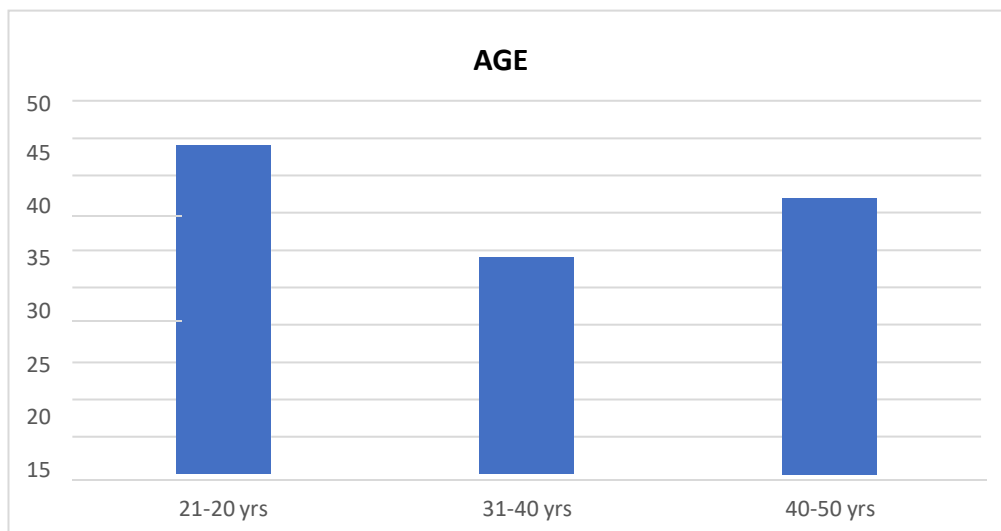
The population comprises of 1200 employees.

TARGET RESPONDENTS

The target respondents for this survey are the new employees in which the survey data are to be used to make inferences.

DISTRIBUTION OF RESPONDENTS ON THE BASIS OF AGE TABLE-4.1.1

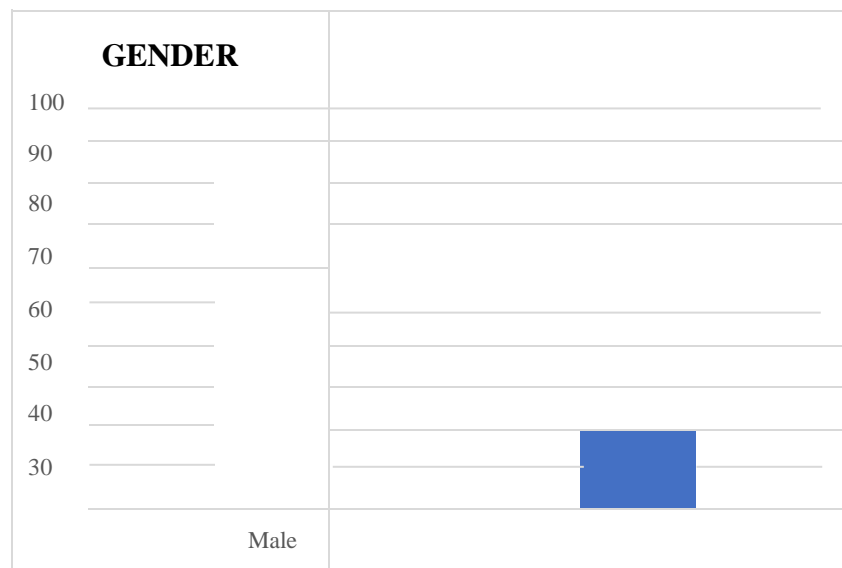
Particulars	Respondents	Percentage
21-30 yrs	44	40.0
31-40 yrs	29	26.0
41-50 yrs	37	34.0
Total	110	100.0

EXHIBIT- 4.1.1 AGE GROUP**INFERENCE**

From the above table it is found that 40% of the respondents belong to the age group of 21-30 years, 26% of the respondents belong to the age group of 31-40 years and 34% of the respondents belong to the age group of 41 years and above.

DISTRIBUTION OF RESPONDENTS ON THE BASIS OF GENDER TABLE- 4.1.2 GENDER

Gender	Respondents	Percentage
Male	92	84.0
Female	18	16.0
Total	110	100.0

EXHIBIT- 4.1.2 GENDER**INFERENCE**

From the above table it is found that 84% of the respondent's male and 16% of the respondent's female.

INDINGS:

- ❖ 40% of the respondents belong to the age group of 21-30 years.
- ❖ 84% of the respondent's male.
- ❖ 60% of the respondents belong to 6 to 10 years of experience.
- ❖ 41% of the respondents are 0 to 5 years are working in this organizations.
- ❖ 42% of the respondents Your role within the organizations.

SUGGESTION:

- The management should provide more incentives, which would enhance the job satisfaction of the work.
- The organization should implement promotion policy based on effective performance in the company.
- The management should improve status and recognition of job.
- The management should make immediate decisions to the grievances.

CONCLUSION:

The present study has produced some important results that have implications for both research and practice.

Job satisfaction is a positive approach about one's job resulting from an evaluation of its characteristics, Job satisfaction represents an attitude rather than behaviour. They believe that satisfied employees are more productive than dissatisfied has been a basic tenet. A person with a high level of job satisfaction holds positive feeling about the job. When people weak of employee attitudes it does not mean job satisfaction.

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