

## **A Study on Factors Influencing Job Satisfaction With Special Reference To Sugar Industry In Perambalur District**

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### **ABSTRACT**

The term Job Satisfaction proposes many ideas, meanings and connotations, such as the state of well-being, health, happiness, prosperity and the development of human resources. As a total concept of Job Satisfaction, it is a desirable state of existence involving physical, mental, moral and emotional well-being.

The present study is made an attempt to identify Job Satisfaction facilities and employee's level about Job Satisfaction facilities adopted. To achieve the aforesaid objective data is gathered from 100 employees of the organization with random sampling technique. It is found that most of the respondents are aware about the legislative and non - legislative employee Job Satisfaction facilities provided at the Company, Job Satisfaction facilities like medical, canteen, working environment, safety measures etc., are provided by the company. And most of the employees are satisfied with the Job Satisfaction facilities adopted by the company towards the employee's Job Satisfaction.

**Keywords:** Job Satisfaction, Employees and Sugar Industry.

## 1. INTRODUCTION

Everyone has needs and motives to fulfill. The job that fulfills the needs and motives creates satisfaction. There are factors responsible for job satisfaction. Some of the factors are incentives, work environment, working hours, supervisor, reward and recognition. Social relationship with co-workers is also a contributory factor.

Job Satisfaction is the state of well-being, happiness, prosperity and the development of human resources. It is a desirable state of existence involving physical, mental, and emotional well-being.

Job Satisfaction is a relative concept as it is related to space and time. In order to establish the Job Satisfaction, minimum acceptable requirements of employees have to be met for existence, biologically and socially.

## 2. REVIEW OF LITERATURE

**Report of National Commission on Employee (2002)**, Shobha, Mishra & Manju Bhagat, in their “Principles for Successful Implementation of Employee Job Satisfaction”, stated that Employee can be reduced by provision of good housing, canteen, and training facilities.

**A. Sabarirajan, T. Meharajan, B.Arun (2001)** studied that 15% of the employees are employees are satisfied with their Job Satisfaction. This study highlights impact of Job Satisfaction on QWL among the employees.” A.J.Todd (1933) analyzed that the Employee Job Satisfaction is the voluntary efforts of the employers to work.

**V. V. Giri National Employee Institute(1999-2000)**, conducted research and provides training to grass root level workers and also to officers dealing with industrial relations..

**K.K. Chaudhuri, in his “Human Resources: A Relook to the Workplace”**, states that many companies are willing to customize the policies to suit different employee categories.

**Conventions and Recommendations of ILO (1949)** recommended some of the measures of Job Satisfaction which includes protection for life and health of employees, provision of adequate nutrition, housing and the assurance of equality of education.

A Study done by P.R. China in 2003, argue that Job Satisfaction measures are strategic investments for firm which can create intangible assets to overcome barriers and outcompete local rivals.

Vanderberg and Lance (1992) surveyed and studied that the higher the level of job satisfaction the higher will be the involvement of employees working in the organization.

Maslow (1954 cited in Huber, 2006) proposed that every human has certain needs at various levels of his career. Physiological needs and safety needs are the basic needs of employees at the initial stages of their career.

If they are motivated with these needs they will be highly motivated and satisfied. Similarly he had categorized different levels of needs of employees. They can be motivated by their needs such that their level of satisfaction will be higher which in turn leads to higher involvement of the employees.

### 3. OBJECTIVES OF THE STUDY

The study has been designed with the following objects

- To analyze the awareness of Employee job satisfaction.
- To find strategies of Job Satisfaction.
- To give suggestions to improve the job satisfaction of employees.
- To analyze the facilities provided at the Company.

#### 3.1 SCOPE OF THE STUDY

- The study "Employee job satisfaction" provided by sugar industry in Perambalur district has thrown light to the Job Satisfaction of employee who marks in the organization.
- This study will help the top management to improve their labor Job Satisfaction in favorable for employees of sugar industry in Perambalur district.
- The Study covers the whole organization is taken into consideration and the survey is conducted among the workers through the Questionnaire and also present study is restricted to sugar industry in Perambalur district and data is analyzed based on the information provided by employees of the sugar industry in Perambalur district.

### 4. RESEARCH METHODOLOGY

Descriptive design is used in this research study.

#### 4.1 RESEARCH DESIGN

The methodology adapted to collecting information from a sample size of 100 respondents by using simple random sampling technique, in order to analyze and interpret the respondent's opinions and views with respect to the Job Satisfaction provided by sugar industry in Perambalur district.

## 4.2 PRIMARY DATA

Each respondent was given a questionnaire and they answered it and returned back in two weeks' time.

## 4.3 SECONDARY DATA

The secondary data is collected from published and unpublished sources.

## 4.4 SAMPLING DESIGN

The total number of employees working in Sugar Industry in Perambalur District is 384. The total number of questionnaires issued to the employees is 100.

## 4.5 Data Analysis and Interpretation

Measure	Items	Frequency	Percent	Valid Percent	Cumulative Percent
Age	Below-20	12	12.0	12.0	12.0
	20-30	50	50.0	50.0	62.0
	30-40	25	25.0	25.0	87.0
	40-50	9	9.0	9.0	96.0
	50 and above	4	4.0	4.0	100.0
Gender	Male	56	56.0	56.0	56.0
	Female	43	43.0	43.0	99.0
	Others	1	1.0	1.0	100.0
Educational Qualification	SSLC/ITI	15	15.0	15.0	15.0
	HSC/Diploma	36	36.0	36.0	51.0
	Graduate	39	39.0	39.0	90.0
	Post Graduate	10	10.0	10.0	100.0
Experience	Below 5	45	45.0	45.0	45.0
	5-10	29	29.0	29.0	74.0
	10-15	25	25.0	25.0	99.0
	20 and above	1	1.0	1.0	100.0
	above 25 years	91	60	91	60
Income	Below 20000	38	38.0	38.0	38.0
	20000-30000	17	17.0	17.0	55.0
	30000-40000	30	30.0	30.0	85.0
	40000-50000	12	12.0	12.0	97.0
	50000 & above	3	3.0	3.0	100.0

Table 4.5 Demographic Variable

**SA-Strongly Agree, A- Agree, N- Neutral, DA- Disagree, SDA – Strongly Disagree.**

Factors	SA	A	N	DA	SDA
1. Adequate canteen facilities have been provided by the company.	2	55	31	10	2

2. Sufficient transport and parking facilities are available.	8	54	22	11	5
3. Quality of uniform and id card provided by the company.	14	44	20	13	9
4. Sufficient rest room/wash rooms/recreational facilities are provided.	10	51	15	16	8
5. Adequate employee counseling is provided by the company.	9	52	24	14	1
6. Attitude of the employees towards job satisfaction facilities adopted by the organization.	5	59	20	6	10
7. Safety facilities and standards adopted in company are ensuring adequate safety to employees and thus preventing the accident.	17	41	23	12	7
8. Sufficient provision of safety equipments (glasses, masks, helmets, shoes etc) provided to the employees during work.	14	30	30	14	12
9. Satisfactory working conditions with respect to ventilation, lighting, temperature, seating arrangement, spacing of machinery and cleanliness inside working premises are provided.	17	44	24	10	5
10. I am very much involved personally in my job.	14	45	28	7	6
11. I like the nature works that i do.	6	59	19	9	7
12. My work gives me a sense of accomplishment.	5	44	27	13	11
13. I am proud to say that I work at sears.	2	16	49	18	15
14. The amount of work i am expected so do influence my overall attitude about the job positively.	9	46	29	9	7
15. My physical working condition influence my general attitude of job satisfaction.	9	52	30	4	5
16. The way my boss treated me and supervised me influenced my overall attitude about my job.	21	40	25	2	12
17. I feel this company has bright prospects.	14	46	26	7	7
18. Understand our business strategy.	14	52	25	4	5
19. We understand the link between my job and company strategy.	8	57	23	5	7
20. Factor controlled by the management.	5	50	24	14	7

Table 4.5.1 Dependant Variable

## 4.6 CHI-SQUARE TEST

### Case Processing Summary

	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender * Experience	100	100.0%	0	0.0%	100	100.0%

Table 4.6.1 Chi-Square Test - Case Processing Summary

### Gender \* Experience Cross tabulation

		Experience				Total
		Below 5	5-10	10-15	20 and above	
Gender	Male	25	13	17	1	56
	Female	20	16	7	0	43
	Others	0	0	1	0	1
Total		45	29	25	1	100

Table 4.6.2 Chi-Square Test – Cross Tabulation

### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.396 <sup>a</sup>	6	.286
Likelihood Ratio	7.641	6	.266
Linear-by-Linear Association	.546	1	.460
N of Valid Cases	100		

Table 4.6.3 Chi-square Test

a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .01.

### Symmetric Measures

			Value	Approx. Sig.
Nominal	by	Contingency	.262	.286
Nominal		Coefficient		
N of Valid Cases			100	

Table 4.6.4 Symmetric Measures

## 4.7 ONE SAMPLE TEST

### One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Monthly salary	100	2.2500	1.17529	.11753

Table 4.7.1 One-Sample Statistics

### One-Sample Test

	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Monthly salary	19.14	99	.000	2.25000	2.0168	2.4832

Table 4.7.2 One-Sample Test

## 4.8 CORRELATION METHOD

### Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Transport and parking facilities * Adequate canteen facilities	100	100.0 %	0	0.0%	100	100.0 %

Table 4.8.1 Case Processing Summary

### Transport and parking facilities \* Adequate canteen facilities Cross tabulation

		Adequate canteen facilities					Total
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree	
Transport and parking facilities	Strongly disagree	0	2	1	2	0	5
	Disagree	0	2	5	4	0	11
	Neutral	1	3	4	13	1	22
	Agree	1	0	20	33	0	54
	Strongly agree	0	3	1	3	1	8
Total		2	10	31	55	2	100

Table 4.8.2 Cross tabulation

### Symmetric Measures

			Value	Asymp. Std. Error <sup>a</sup>	Approx. T <sup>b</sup>	Approx. Sig.
Nominal	by	Phi	.549			.018
Nominal		Cramer's V	.274			.018
Interval	by	Pearson's R	.146	.113	1.458	.148 <sup>c</sup>
Ordinal	by	Spearman Correlation	.110	.113	1.097	.275 <sup>c</sup>
N of Valid Cases			100			

### 4.8.3 Symmetric Measures

a. Not assuming the null hypothesis. b. Using the asymptotic standard error assuming the null hypothesis. c. Based on normal approximation.

## 4.9 ONE WAY ANOVA TEST

Involved personally	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	21.679	4	5.420	6.344	.000
Within Groups	81.161	95	.854		
Total	102.840	99			

Table 4.9.1 ONE WAY ANOVA TEST

**Multiple Comparisons** Dependent Variable: Involved personally Tukey HSD

(I) Nature works	(J) Nature works	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Strongly disagree	Disagree	.25397	.46580	.982	-1.0414	1.5493
	Neutral	1.51128*	.40867	.003	.3748	2.6477
	Agree	.41404	.36950	.795	-.6135	1.4416
	Strongly agree	.80952	.51423	.517	-.6205	2.2395
Disagree	Strongly disagree	-.25397	.46580	.982	-1.5493	1.0414
	Neutral	1.25731*	.37402	.010	.2172	2.2974
	Agree	.16008	.33077	.989	-.7597	1.0799
	Strongly agree	.55556	.48715	.785	-.7991	1.9103
Neutral	Strongly disagree	-1.51128*	.40867	.003	-2.6477	-.3748
	Disagree	-1.25731*	.37402	.010	-2.2974	-.2172
	Agree	-1.09723*	.24381	.000	-1.7752	-.4192
	Strongly agree	-.70175	.43284	.488	-1.9054	.5019
Agree	Strongly disagree	-.41404	.36950	.795	-1.4416	.6135
	Disagree	-.16008	.33077	.989	-1.0799	.7597
	Neutral	1.09723*	.24381	.000	.4192	1.7752
	Strongly agree	.39548	.39607	.855	-.7059	1.4969
Strongly agree	Strongly disagree	-.80952	.51423	.517	-2.2395	.6205
	Disagree	-.55556	.48715	.785	-1.9103	.7991
	Neutral	.70175	.43284	.488	-.5019	1.9054
	Agree	-.39548	.39607	.855	-1.4969	.7059

Table 4.9.2 Multiple Comparisons

\*. The mean difference is significant at the 0.05 level.



## Involved personally Tukey HSD<sup>a,b</sup>

Nature works	N	Subset for alpha = 0.05	
		1	2
Neutral	19	2.6316	
Strongly agree	6	3.3333	3.3333
Agree	59	3.7288	3.7288
Disagree	9		3.8889
Strongly disagree	7		4.1429
Sig.		.064	.285

Table 4.9.3 Tukey Plot

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 10.200.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

## 5 FINDINGS

- Majority of the respondent are 12% of the respondent are aged between below 20 years, 50% of the respondent are aged between 20-30 years, 25% of the respondent are aged between 30-40 years
- Majority of the respondent are 56 % of the respondent are male
- Majority of the respondent are 15% of the respondent are qualified that SSLC/ITI , 36% of the respondent are qualified that HSC / DIPLOMA , 39 % of the respondent are qualified as Graduate
- Majority of the respondent are 38 % of the respondents monthly income is below 20000, 17% of the respondents monthly income is 20000-30000, 30% of the respondents monthly income is 30000-40000
- Majority of the respondent are 45 % of the respondent are says that they have on working the below 5 years experience, 29% of the respondent are says that they have on working the below 5-10 years experience.
- Majority of the respondent are 79 % of the respondent are satisfied with the Awareness towards the statutory and non-statutory employee Job Satisfaction measures in this company.
- Majority of the respondent 31% of the respondent are said that neutral and 55% of the respondent are agree with the canteen facilities has been provided by the company.
- Majority of the respondent 22% of the respondent are said that neutral and 54% of the respondent are agree with the parking facilities has been provided by the company.
- Majority of the respondent 20 % of the respondent are said that neutral and 44% of the respondent are agree with the quality of uniform and id card provided by the company, 14% of the respondent are were strongly agree.
- Majority of the respondent 51% of the respondent are agree with rest room/wash rooms/Recreational provided by the company.

- Majority of the respondent 20% of the respondent are said that neutral and 59% of the respondent are says that they agree.
- Majority of the respondent are 23% of the respondent are said that neutral that Safety facilities and standards adopted and 41% of the respondent are says that they agree.
- Majority of the respondent is 30% of the respondent are says that they agree and 14% of the respondent are says that they strongly agree that safety equipments provided by the company.
- Majority of the respondent are 24% of the respondent are said that neutral and 44% of the respondent are says that they agree and 17% of the respondent are says that they strongly agree.
- Majority of the respondent are 45 % of the respondent are says that they agree with very much involved personally in my job
- Majority of the respondent is 59% of the respondent are says that they agree with I like the nature works that i do and 06% of the respondent are says that they strongly agree with I like the nature works that i do.
- Majority of the respondent are 27% of the respondent are said that neutral and 44% of the respondent are says that they agree.
- Majority of the respondent 18% of the respondent were disagreed, 49% of the respondent are said that neutral.
- Majority of the respondent are 46% of the respondent are says that they agree with influence my overall attitude about the job positively and 09% of the respondent are says that they strongly agree.
- Majority of the respondent are 52% of the respondent are says that they agree with my general attitude of job satisfaction
- Majority of the respondent are 40% of the respondent are says that they agree with supervised me influenced my overall attitude of job satisfaction and 21% of the respondent are says that they strongly agree with supervised me influenced my overall attitude of job satisfaction
- Majority of the respondent are 46% of the respondent are says that they agree and 14 % of the respondent are says that they strongly agree .
- Majority of the respondent 24% of the respondent are said that neutral and 57% of the respondent are says that they agree
- Majority of the respondent are 25% of the respondent are said that neutral with Understand our business strategy and 52% of the respondent are says that they agree
- Majority of the respondent are 23% of the respondent are said that neutral with Understand our business strategy and 57% of the respondent are says that they agree and 08% of the respondent are says that they strongly agree.
- Majority of the respondent are 07% of the respondent are strongly disagree with the Factor controlled by the management, 14% of the respondent were disagreed, 24% of the respondent are said that neutral with and 50% of the respondent are says that they agree and 05% of the respondent are says that they strongly agree.

## 5.1 SUGGESTIONS

The employees are very satisfied with intramural facilities. There is need of further development in extramural facilities provided to the employees. Staffs are not aware of any other existing schemes. So, the management should promote Job Satisfaction schemes. Management can discuss with staff to improve the Job Satisfaction schemes Improvement in canteen facilities is needed. Recreation facilities to be improved to satisfy the employees.

## 6 CONCLUSION

From the study certain points have been identified that some employees are satisfied and some are not satisfied with the present Job Satisfaction. The management can improve the present Job Satisfaction level by consulting with employees. Job Satisfaction refers to the physical, mental and social wellbeing of employees. Human resource is the asset of an organization, hence proper attention is needed. The above result shows that Sugar Industry in Perambalur District takes care of employees training which improves the knowledge, skills and attitude of the employees and it result in the overall development of the concern.

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