

JOB SATISFACTION OF EMPLOYEES IN TIRUPUR GARMENT INDUSTRY

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Abstract: Job satisfaction can contribute substantially to organizational effectiveness. It focuses on productive output in the form of high quality and quantity of products. Job satisfaction study focuses on various parts believed to be important since these predispose of the employee to behave in certain ways. The overall job satisfaction is about 30% and it is influenced by various aspects which include relation between supervisors and co-workers, nature of task, welfare measures, pay and working condition. This study reveals that most of the employees are satisfied with the job and some employees are dissatisfied in only some areas like salary and recognition. The employees are satisfied with the job involvement, working conditions and the behaviour of superiors and the subordinates. The researcher recommends that the management to consider the essential factors of and recognition of employees and implement them for the future of the organization because always the human power is always the backbone of the organization. The study reveals that most of the employees are satisfied with working environment and the behaviours of superiors and subordinates. The study reveals that salary and recognition main factors for job dissatisfaction. According to the skill and efficiency of the employees, increment in salary has to be raised by the management.

Keywords: job satisfaction, organizational effectiveness and quality of life.

INTRODUCTION:

The garment industry is one of the largest and most prominent sectors of the Indian economy in terms of output, foreign exchange earnings and employment generation. Job satisfaction is the favourable or unfavourableness with which employees vie their work. It expresses the amount of agreement between one's expectation of the job and reward that the job provides. Job satisfaction is a part of life satisfaction. An organization cannot establish high job satisfaction once, and then forget about it for several years. So it has to be maintained week after week, month after month, year after year. Management needs job satisfaction information in order to make sound decisions, the benefits management could be, about the methods available and their usage.

MEANING OF JOB SATISFACTION:

Specific employee attitude relating to job satisfaction and organizational commitment are of major or interest to the field of organizational behaviours and practices and human resources management. Job satisfaction focuses on employee's attitudes towards their job and focuses on their attitude towards the overall organizations.

Hoppock defined job satisfaction as "any combination of psychological of environment circumstances that causes a person truth to say, I am satisfied with the job.

OBJECTIVES OF THE STUDY:

1. To find out the level of satisfaction among the employees with the factors relating to working environment.
2. To find out the level of satisfaction among the employees with the factors relating to relationship with colleagues and superiors.
3. To find out the motivating factors for better job satisfaction.
4. The factors relating to freedom at work, promotion benefits and salary.
5. To identify the specific areas of job dissatisfaction and causes for the job satisfaction.

SCOPE OF THE STUDY :

The present study makes an attempt to assess and analyses the level of job satisfaction among the employees of Tirupur industry. The study identifies the important factors that influence the job satisfaction of the employees such as personal details. Job related details, work environment, welfare measures, organizational policies and overall job satisfaction. Also the attitude of the workers towards various general attributes where found with a view to identify the areas which needs improvement.

The study is based on 100 employees drawn from the Tirupur organizations. The study would help the management to understand the level of job satisfaction, and identify the areas of satisfaction and dissatisfaction existing in the organization. The study is important because job satisfaction survey is a procedure by which employees collectively report their feeling about their jobs. It is used as a diagnostic instrument for assessing employee problems and exchange management to take necessary steps to solve it.

REVIEW OF LITERATURE

Dr.Rajenmehrotra the article, 'job satisfaction and attitude of managers in co-operatives in Kerala, conclude that, 'the concept of job satisfaction is a comprehensive one coveting attitudes of an employee towards various job factors. It is an attitude which results from a balancing summation of may specific likes and dislikes experienced in connection with the job. Thus job satisfaction is the attitude of an employee resultant on a favourable relationship between his perception of how well his job can fulfil his various needs and his expectations or aspirations, and the extent to which these needs are actually fulfilled.

Sathya the article, 'A study on Measuring of Morals among workers says that, 'High morale will have a favourable impact on the organizations growth prospect. High moral will exist when people have favourable attitudes towards their top management, superiors and peers, their job, management policies, and practices and their company as a whole. Low morale has its own negative effect on productivity, performance and it also leads to absenteeism, turnover and strikes. The dimensions that had direct impact on morale and their results are, status among relatives and friends, training, willingness to spend time, individual adjustment, working condition, stress relaxation, nature of work, health condition, safety welfare etc'.

Chandrasekhar tells that, "An organization whether it is small or large, informal or formal, is composed of people called the human resources. Handing of human beings is quite different from that of handling of physical, material and financial resources. They are differ from one another in their basic material abilities, personality, interests, skills intelligence, attitudes, aspiration, energy, education, qualifications, train experience and above all, their behaviour. The study of Human relations had brought the attention of the management on the important role played by employees in determining the success of an organization'.

RESEARCH.METHODOLOGY

Descriptive research design is used for the study. Sampling design used in the study is Non-probability sampling such as Convenience sampling as it is found to be appropriate for the study. The questions were distributed to the employees of the Tirupur garment in order to evaluate the job satisfaction levels among the employees. A questionnaire containing to questions were distributed to the employees and collected back for analyzing the level of job satisfaction.

The primary data are those which are collected from the respondents by using the questionnaire in this study. The questionnaire contains two sections. In the first section the demographic profile of the working women has been analyzed. In the second section the various level of working Satisfaction at workplace.

The sample size taken for this study is 100 garment employees of textile industry.

STATISTICAL TOOLS:

Percentage analysis is used to describe the personal characteristics of garment employees and chi- square is used for analyzing their relationship between the demographic profile and work-life, problems and challenges faced by working women in textile industry.

DEMOGRAPHIC PROFILE:

S.No	Variables	Classes	Percentage
1.	Age	Below 25 years	14.0
		26-35 years	66.0
		36-40 years	14.0
		Above 40 years	06.0
2.	Gener	Male	80.0
		Female	20.0
3.	Marital Status	Married	38.0
		Unmarried	62.0
4.	Educational Qualification	Illiterate	4.0
		UG	48.0
		PG	20.0
		Others	28.0
5.	Nature of Work	Permanent	56.0
		Temporary	44.0

Source: Primary data

AGE AND LEVEL OF SATISFACTION (χ^2 TABLE):

In order to find the relationship between various factors and level of job satisfaction, chi-square test was used and the result of the test is shown below.

NULL HYPOTHESIS (Ho): There is no significant relationship between age and co-workers relationship.

ALTERNATIVE HYPOTHESIS (Ha): There is significant relationship between age and co-workers relationship.

Age of the respondents * co-worker relations Cross tabulation

Particulars		very good	good	moderate	poor	Total
Age of the respondents	below 25 years	14	0	0	0	14
	26-35 years	2	42	22	0	66
	36-40 years	0	0	10	4	14
	above 40 years	0	0	0	6	6
Total		16	42	32	10	100

Chi-Square Test

Particulars	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.682E2 ^a	9	.000
Likelihood Ratio	133.445	9	.000
Linear-by-Linear Association	69.692	1	.000
N of Valid Cases	100		

10 cells (62.5%) have expected count less than 5. The minimum expected count is .60.

From the chi square analysis at 5% significant level of calculated value is .000 it's less than table value so the alternative hypothesis is (Ha) is accepted. We concluded that there is significant relationship between age and relationship between co-workers.

SUMMARY OF FINDINGS AND SUGGESTION

The study has find that more than 42% of the employees are satisfied with the work environment such as Lighting, Ventilation, Noise, Work area, Canteen, Working hours, Transportation, Safety features, Freedom at work. None of the employees are dissatisfied with neither ventilation nor working hours.

Regarding the organizational policies more than 40% percent of the employees are satisfied. Employees are found to be satisfied with adequate increments and recognition for hard work than work than others factor. It ensures that the Organization practice a good policy in order to satisfy its employees.

About 44% of the employees are satisfied with the interpersonal relationship such as relation with subordinates, relation with superiors, team spirit. This guarantee that the Organization has got a well-designed structure to satisfy its employee in a huge number.

In general, a majority (more than 60 percent) of the employees is satisfied with the Skills and studies, job regular, good relation, over work load and qualified for the job. Management is ranked to be the first among the attributes for the high job satisfaction. Follows the working condition and co-workers in second and third rank respectively. It is observed that salary is an emergency facet that affects the job satisfaction. The study has observed that salary is the 'prime factor caused for the job dissatisfaction. Most of the employees are compared their salary with other organization and disappoint themselves.

SUGGESTIONS

The finding of the study seems to indicate that employees were satisfied with their job in the organization. To maintain the prevailing standards and to improve in the areas of dissatisfaction, certain aspects could be enhanced which are as follows;

1. The remuneration and the increment facilities can be improved.
2. More steps to be taken to improve the recognition of the hard work.
3. High and non-financial motivation (rewards and appreciation) will help in improving the performance of the employees.

4. The training facilities and their individual development in the company should be improved
5. The organization should ensure that optimum amount of work is allotted to each employee, so that unwanted movements are reduced and the process is simplified.
6. Majority of the employees feel that promotional chance are not bright, awareness of the promotional policies are required and it should be based on the efficiency of the skills.
7. Interpersonal relationship forms an effective motivation for an individual employee.
8. Decentralized shift system could be implemented and the shift system should be decided only by the concerned department superiors.

CONCLUSION

Job satisfaction can contribute substantially to organizational effectiveness. It focuses on productive output in the form of high quality and quantity of products. Job satisfaction is important for both management and employee. For a management, a satisfied employee force helps in more customer satisfaction, more quality and quantity. On the other hand an individual is satisfied with his jobs to the extent that his job provides him with what he desires. This study reveals that most of the employees are satisfied with the job and some employees are dissatisfied in only some areas like salary and recognition.

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