A STUDY ON EMPLOYEE JOB SATISFACTION

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ABSTRACT: Job satisfaction refers to one’s feeling towards one’s job, if the employees expectations are full filled or the Employee’s get higher than what he/she feels satisfied. Job satisfaction is mental feeling of favorableness which an individual has about his job. It is often say that “A happy Employee is a productive Employee”. Job satisfaction very important because most of the people spend a major portion of their life at their working place. The study helped in revealing the level of satisfaction of Employees with reference to the various factors provided in the organization. The study clearly shows that Employee under organization are more (or) less satisfied with the job.

INTRODUCTION
which acts as a motivation to work, it is not the self-satisfaction, happiness or self-contentment but the satisfaction of the job. Job satisfaction refers to the total relationship between an individual and the employer for which he is paid. Satisfaction means the simple feeling of attainment of any goal or objective, job dissatisfaction brings an absence of the motivation of work.
In contrast job dissatisfaction is defined as “the unpleasurable emotional state resulting from the appraisal of one’s job as frustrating or blocking the attainment of one’s job values or as entailing disvalues” however both satisfaction and dissatisfaction were seen as, “as function of the perceived relationship between with one perceived it as offering or entailing.”

REVIEW OF LITERATURE

Ram (2013) job satisfaction represents individuals “a positive or negative attitude towards their occupation. Every organization should pay considerable attention to job satisfaction and performance and continually monitor these indices.”
Chandrasekar (2011) says organization has to take responsiveness to make a work environment which enriches the ability of Employees to become order to increase profits. He even argued that employee to employee inter action makes relations are more important than money but management skills and energy required to improve the performance of the organization.
Brikend Aziri (management research and practice 3(4) 2011) job satisfaction represent one of the most complex have demonstrated an unusually large impact on the job satisfaction on the motivation has impact on productivity and hence also performance of business organization.
impact on the job satisfaction on the motivation has impact on productivity and hence also performance of business organization.
Joanna penn (2008) how to improve your position in your current employment, gaining more from your job, discovering more about yourself and what it is you would be happy doing, stress management and people management.
Evren esen (2007) examined in terms of industry and staff size as well as Employee age and gender more than 20 indicators of job satisfaction including career-advancement opportunities, benefits the flexibility to balance life and work and, compensation.
Chitrakrishnaswamy (1985) says job satisfaction is looked with three, the job, Employee holding the job, group relation influencing the individual in and outside the business when expectations or both employer and the Employee match then they are found to be satisfied and become productive and also attend to work to longer in the organization.

RESEARCH METHODOLOGY

Research is commonly referred as for knowledge; it is defined as “a scientific and systematic search for pertinent information on a specific topic”. Research is also defined as “a systematized efforts to gain new knowledge”.
Research methodology is a way systematically solving the research problem; it may be understand as a science of studying how research is done scientifically. It gives the steps that are generally adopted by a research in studying his Research problem along with the logic behind them.

Research design
A research design purely and simply the framework or plant for a study that guide the collection and analysis of data, generally a research is a blue print of the research is to followed in completing the study it is descriptive research type are those which are concerned with describing chapters particular Individual or of a group, were we cannot the variable.
Discriptive research design are those which are concerned with describing the Characteristics of particular are individual group. The studied concerned with specific prediction with narration of facts and characteristics concerning individual group or situation are all example of descriptive research studied.
METHOD OF DATA COLLECTION

The data was collected by using by two methods
- Primary data
- Secondary data

**Primary data:** The data is collected from the employee through questionnaires method.
**Secondary method:** The secondary data is collected from the various source such a book, journals, website, magazines etc.

### TABLE 1

<table>
<thead>
<tr>
<th>OPTION</th>
<th>NO. OF RESPONDENTS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>80</td>
<td>80</td>
</tr>
<tr>
<td>Female</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

**Interpretation:**

From the above table it is clear that the respondent 80% of respondents are male and 20% are female.

**CHART 1**

Chart showing respondents of gender wise classification
TABLE 2

Table showing age wise classification of the respondents

<table>
<thead>
<tr>
<th>OPTION</th>
<th>NO. OF RESPONDENTS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-25</td>
<td>15</td>
<td>15</td>
</tr>
<tr>
<td>25-30</td>
<td>35</td>
<td>35</td>
</tr>
<tr>
<td>30-35</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>35-40</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>Above 40</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Interpretation:

From the above shows, it is clear that the respondents belong to the age group of 0-25 years is 15% and 25-30 years is 35% and 30-35 years is 20%, 35-40 years is 20% and the above 40 years is 10%.
TABLE 3

<table>
<thead>
<tr>
<th>OPTION</th>
<th>NO. OF RESPONDENTS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>68</td>
<td>68</td>
</tr>
<tr>
<td>Unmarried</td>
<td>32</td>
<td>32</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

**Interpretation:**

From the above table, it is clear that the respondents 68% of them are married and 32% of them are unmarried.

**CHART 3**

**CONCLUSION**

Finding the suggestion are based on the survey and these points are to be looked into and steps are to be taken in this regard for higher growth of the organization. Majority of the employee are satisfied with the salary, structure, bonus. Working conditions, if the firm concentrates on the findings and suggestion of the survey, we hopefully believe that the organization can further bring out their labor with full satisfaction and obtain good result.

**REFERENCE**