

A Study on Job Satisfaction of Employees at Penna Cement Industries Ltd

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Abstract:-

Job satisfaction is important from the perspective of maintaining and retaining the appropriate employees within the organization; it is about fitting the right person to the right job in the right culture and keeping them satisfied. It is said that satisfied employee is a productive employee, any kind of grievance relating to organizational or personal to a greater degree influence on the job. So every organization is giving higher priority to keep their employees satisfied by providing several facilities which improves satisfaction and reduces dissatisfaction. If your employees are satisfied they would produce superior quality performance in optimal time and lead to growing profits. Satisfied employees are also more likely to be creative and innovative and come up with breakthroughs that allow a company to grow and change positively with time and changing market conditions. The study focuses on the awareness and perception of employees at PENNA CEMENT INDUSTRIES LIMITED towards job satisfaction.

Keywords: Career growth, Employee Awareness, Job Satisfaction, Training and development.

1. Introduction:

Job Satisfaction helps in identification of benefits provided by the organization. If the employee is not satisfied with the job there are chances for absenteeism low turnover, lower productivity, committing of mistakes, diverting energy for different types of conflicts keeping this thing in view all organization are trying to be improved to get out of the above dangers.

If your employees are satisfied they would produce superior quality performance in optimal time and lead to growing profits. Satisfied employees are also more likely to be creative and innovative and come up with breakthroughs that allow a company to grow and change positively with time and changing market conditions. There are several reasons why a person is working. It could be because they wanted to earn money, to gain experience or just to improve themselves, but once they found the job, there are certain reasons why they are not satisfied with their work and decided to leave, these attrition leads to unemployment and possibly failure of the business as well, but if a particular employee is satisfied with what he/she is doing, it creates positive attitude, it boost up their morale which results to staying with company, doing their best to improve their performance, creating harmonious relationship with their colleagues and a lot more Employee Job Satisfaction surveys allows an organization to understand their employees. Employees often act on the basis of their environment, the behavior of their colleagues, and management policies. So management must be aware of employees' attitudes, opinions, and satisfaction.

The importance of employee satisfaction at the workplace is as the heart to our body. If you are partially satisfied then you can work but there will be less or no productivity. The companies who are at the top in world ranking have good HR system where every employee is happy and satisfied with the environment and remuneration package. Hence it leads to greater productivity and success.

2. Review of literature:

Locke (1976), who defined it as “. . . a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences” (p. 1304)

The term job satisfaction refers to the attitudes and feelings people have about their work. Positive and favorable attitudes towards the job indicate job satisfaction. Negative and unfavorable attitudes towards the job indicate job dissatisfaction (Armstrong, 2006)

Porter and Lawler (1968) collect the influences on job satisfaction in two groups of internal and external satisfactory factors. According to them, internal satisfactory factors are related the work itself (such as feeling of independence, feeling of achievement, feeling of victory, self-esteem, feeling of control and other similar feeling obtained from work), whereas external satisfactory factors are not directly related to work itself (such as good relationships with colleagues, high salary, good welfare and utilities). So, the influences on job satisfaction can be also divided into work-related and employee-related factors.

Vroom (1964), need/value fulfillment theory, states that job satisfaction is negatively related to the discrepancy between individual needs and the extent to which the job supplies these needs.

3. Research Methodology:

3.1 Objectives of the study:

1. To study the awareness and perception of employees at PEENA CEMENT INDUSTRIES LTD towards job satisfaction with certain factors.

(a) Job security (b) Compensation (c) Benefits (d) Career growth (e) Training and development (f) Relationship with the Management.

3.2 Need for the study:

Several factors influence employees Job satisfaction and these factors are dynamic. Job dissatisfaction can contribute to multiple organizational problems and have been associated with increased levels of turnover and absenteeism, which ultimately costs the organization in terms of low performance and decreased productivity. It is important for HR, as a strategic business partner, to be alert of not only the needs and composition of the work force but also environmental factors and trends. This study will be helpful for the organization to improve its strategies to motivate the employees.

3.3 Scope of the study:

Study indicates that employees who are satisfied with their jobs are likely to stay with their employers. Keeping a cadre of happy and motivated employees, however, it is often elusive as the expectations of employees shift. The Scope of my study focuses on the important aspects of employee. Job satisfaction in PENNACEMENT at Banjara Hills, Hyderabad.

3.4 Sampling technique:

“Random Sampling Method” has been adopted to make the study more visible and meaningful. Employees were chosen on Random basis so that variety of respondent can be obtained and percentage method is adopted for data analysis.

3.5 Sampling size:

Sample size of 50 is being selected, which can be a sufficient potential for analyzing the employee Job satisfaction at PENNACEMENT INDUSTRIES LIMITED.

3.6 Data collection:

Primary Data: Primary data source comprises responses to questionnaire and interviews conducted with employees.

Secondary Data: Secondary data source is the one that makes available data that are collected by some other agency earlier. It comprises different books on the Human Resource Management.

- Records of employees department.
- Statements and past results of employees.

4. Data Analysis: Table-I

CAREER GROWTH					
Strongly Agree-SA; Disagree-SD	Agree-A;	Neutral-N;	Disagree-D;	Strongly	
	SA	A	N	D	SD
Career advancement opportunities in the organization are good.	32	36	16	11	5
Career development opportunities for learning and professional growth	24	36	30	4	6
Organization provides opportunities to use skills and abilities.	39	30	11	12	8
Provide opportunities to network with others.	25	33	17	18	7
RELATIONSHIP WITH THE MANAGEMENT					
Interpersonal relationship with supervisors is good	38	18	22	22	0
Interpersonal relationship with the co-workers.	26	52	4	10	8
Lack of supportive relations from supervisor.	30	20	20	14	16
Your management recognize the employee job performance	20	20	20	14	26
Management open to consider your views and suggestions	20	28	20	12	20
Job often interferes with family and social obligations	5	30	3	30	32
Politics are kept to a minimum	22	20	0	36	22
WORK ENVIRONMENT					
Your organization encourages work culture.	32	36	4	10	14
Are you satisfied with the overall experience in PENNA cement as an employer	25	45	5	15	5
Do you think your job is secure	37	30	10	12	11
TRAINING AND DEVELOPMENT					
Training and development programs are conducted regularly	0	3	7	66	24
Benefits of Training programs	50	22	18	4	6
Organization provides paid training	40	36	10	8	6

COMPENSATION					
Satisfaction with the rate of pay	22	22	8	24	24
Provide Bonus	24	33	19	12	12
Commission	20	19	8	34	19
Monetary rewards for ideas	17	17	10	30	26
BENEFITS					
Organization provide Medical benefits	26	30	22	12	10
Family friendly benefits	24	30	20	14	12
Accident and insurance benefits	12	14	32	22	20

5. Findings:

- ✓ Employees are positive towards all the variables with respect to the “Carrer Growth ” at PEENA CEMENT INDUSTRIES LTD.
- ✓ Out of 7 variables with respect to “Relationship with Management” interpersonal relationship with the supervisors and coworkers is highly satisfied. Whereas the remaining five variables are less than satisfactory level as per the data shown.
- ✓ The “Work Environment” in PEENA CEMENT INDUSTRIES LTD is encouraging and in addition to that employees are satisfied and feel secured.
- ✓ In PEENA CEMENT INDUSTRIES LTD, training is conducted very rarely but they provide paid training, employees are satisfied with the training benefits.
- ✓ Out of four variables in the “Compensation” they are satisfied with one variable i.e, bonus and comparatively low satisfied with the remaining three variables.
- ✓ Medical and family benefits are positively satisfied by the employees, and only one variable shows very poor level of satisfaction.
- ✓ From the variables measured it is analyzed that the satisfaction level of employees is high.

6. Suggestions:

1. Organization should focus on developing programs on supportive relationships between supervisors with employees
2. Training and development programs should be given according to the requirement.
3. Revision of pay, commission and Monetary rewards for ideas can be considered more seriously. When compared with other benefits.
4. The interpersonal relationship with the supervisor should be enhanced.

7. Conclusion:

Satisfied employees are also more likely to be creative and innovative and come up with breakthroughs that allow a company to grow and change positively with time and changing market conditions. The study reveals that among all the factors the organization can come up with various developmental programs as per the requirement which enhances the supportive relations with the supervisor and leads to improve the job satisfaction with respect to the PEENA CEMENT INDUSTRIES LTD employees.

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