

A Study on Employee Involvement & Job Satisfaction in Indian Corporate Sector

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Abstract:

Job Satisfaction is a part of life satisfaction. The nature of one's environment of job is an important part of life as Job Satisfaction influences one's general life satisfaction. Job Satisfaction, thus, is the result of various attitudes possessed by an employee. In a narrow sense, these attitudes are related to the job under condition with such specific factors such as wages. Supervisors of employment, conditions of work, social relation on the job, prompt settlement of grievances and fair treatment by employer. Job involvement is related with the work motivation that a person has with a job. Job involvement is the internalization of values about the work or the importance of work according to the individual. Job involvement may appraise the ease with which a person can be further socialized by an organization. Organizational socialization is the process by which an individual understands the values, abilities, behaviors and social knowledge indispensable for an organizational role and for taking part in as a member. The automobile industry in India currently worth US\$35 billion is projected to grow to US\$ 145 billion by 2016. In the same time exports are estimated to grow to US\$35 billion from US\$4.1 billion presently. Employment in the automotive sector is expected to increase by 25 million. Auto industry contribution to the Indian GDP (gross domestic product) is estimated to be between 30%-35%, an improvement of 20%-25% as of now.

Key words: job satisfaction, Involvement, employee, Attitudes, organization, Automobile sector.

Introduction:

Job satisfaction plays a very important role in every employee's life. It is said that it generally increases after years of experience & improves steadily thereafter. Higher the status levels of job, higher the job satisfaction it seems. Organizations that aspire to creating a work environment that enhances job satisfaction need to incorporate the following: Flexible work arrangements, possibly including telecommuting, Training and other professional growth opportunities to use one's talents and to be creative, Opportunities to take responsibility and direct one's own work, a stable, secure work environment that includes job security/continuity, An environment in which workers are supported by an accessible supervisor who provides timely feedback as well as congenial team members Flexible benefits, such as child-care and exercise facilities, Up-to-date technology,

Competitive salary and opportunities for promotion. Job involved individuals make the job a central part of their personal character. Besides, people with high job involvement focus most of their attention on their job. Job involvement is grouped into four diverse categories. 1) Work as a central life interest 2) Active participation in the job 3) Performance as central to self-esteem 4) Performance compatible with self-concept.

Objectives:

1) To find out the employees' attitude towards job satisfaction.

RESEARCH METHODOLOGY

Research is a systematic inquiry whose objective is to provide information to solve managerial problems.

2) To find out the employees' attitude towards job involvement.

Literature review:

Organizational Citizenship Behavior in Public and Private Sector and Its Impact on Job Satisfaction. A Comparative Study in Indian Perspective. By Dr. Jai Prakash Sharma. International Journal of Business and Management Vol. 6, No. 1; January 2011. Organizational Citizenship Behavior in Public and Private Sector and Its Impact on Job Satisfaction

The results showed that employees in public sector organization have greater degree of OCB in comparison to private sector organizations and also the job satisfaction increases or decreases based on increase or decrease in OCB. The purpose of this study is to invoke Organization Citizenship Behavior in private sector organization.

In terms of organizational citizenship behavior; a significant difference is noticed between public sector and private sector organization. As expected, public sector employees have exhibited higher degree of OCB as compared to private sector employees. Most importantly, organizational citizenship behavior is being proven as the catalyst for enhancing job satisfaction level of employees.

RESEARCH TYPE:

Descriptive research study tries to discover answers to the questions who, what, when, where and sometimes, how. The researcher attempts to describe or define a subject often by creating a profile of a group of problems, people or events. Such studies may involve the collection of data and the creation of a

distribution of the number of times the researcher observes a single event or characteristics (known as research variables).the descriptive study is popular in business because of its versatility across disciplines.

Research type used in this project was descriptive study, since the data was collected from respondents through questionnaire so as to determine their overall opinion of the organizational climate with the organization.

Sample size:

120 employees

Sampling design:

The sampling design selected for this study is Disproportionate Stratified random sampling

Disproportionate stratification.

With disproportionate stratification, the sampling fraction may vary from one stratum to the next.

The precision of the design may be very good or very poor, depending on how sample points are allocated to strata.

If variances differ across strata, disproportionate stratification can provide

better precision than proportionate stratification, when sample points are correctly allocated to strata.

RESEARCH INSTRUMENT

The instrument used for the collecting the data was a structured questionnaire.

Types of questions:

Closed questions: 47

DATA COLLECTION METHOD:

Primary data are collected by the researcher for the purpose of the article immediately at hand. It provides a first-hand account of information. The information is more reliable. Some of the methods of collecting primary data are observation, mailing surveys, interviews ,questionnaire method, projective techniques etc.

In this study primary data was collected through structured questionnaire.

Secondary method data are the data collected for some other purpose, perhaps processed and subsequently stored. In this study secondary data was collected through newsletters, observing in the organization, websites.

Data Interpretation:

1. Gender of the respondents

GENDER	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
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MALE	82	68
FEMALE	38	32
TOTAL	120	100

2. Distribution of respondents

DEPARTMENT	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
Hr	9	8
Marketing	7	6
Machine shop	19	16
Maintenance	15	13
Assembly	11	9
Edp	9	8
Pml	6	5
Pdc	8	7
Excise	11	9
Store	7	6
Accounts	6	5
Quality assurance	12	10
Total	120	100

INFERENCE

(16%) were from Machine shop, (13%) were Maintenance, (10%) were from Quality assurance, (9%) were from

Assembly,(8%) were from HR and EDP, (7%) were from PDC,(6%) were from Marketing,(5%) were from Accounts.

3. Opinion of respondents regarding cohesiveness exists at work place

ATTRIBUTES	NO. OF RESPONDENTS	%OF RESPONDENTS
STRONGLY AGREE	17	14
AGREE	46	38

NEUTRAL	34	28
DISAGREE	14	12
STRONGLY DISAGREE	9	8
TOTAL	120	100

INFERENCE

(38%) of respondents agreed, (28%) neither agreed nor disagreed, (14%) of the respondents strongly agreed, (12%) of the respondents disagreed and (8%) of the

respondents strongly disagreed with that the opinion about cohesiveness exists at work place.

4. The organization has installed a clear cut communication system

ATTRIBUTES	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
STRONGLY AGREE	16	13
AGREE	46	38
NEUTRAL	33	28
DISAGREE	13	11
STRONGLY DISAGREE	12	10
TOTAL	120	100

INFERENCE

(38%) of the respondents agreed, (28%) of the respondents neither nor disagreed, (13%) of the respondents strongly agreed, (11%) of the respondents disagreed, (10%) of the

respondents strongly disagreed that the organization has installed a clear cut communication system.

5. Opinion about appreciation of colleagues if they do their job well

ATTRIBUTES	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
STRONGLY AGREE	17	14
AGREE	48	40
NEUTRAL	27	23
DISAGREE	20	16
STRONGLY DISAGREE	8	7
TOTAL	120	100

INFERENCE

(40%) of the respondents agreed, (23%) of the respondents neither agreed nor disagreed,(16%) of the respondents disagreed,(14%) of the respondents strongly

agreed,(7%) of the respondents strongly disagreed that their colleagues appreciates if they do their job well.

6. Opinion about motivation to carry out new techniques and innovations at work place

ATTRIBUTES	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
STRONGLY AGREE	18	15
AGREE	42	35
NEUTRAL	30	25
DISAGREE	18	15
STRONGLY DISAGREE	12	10
TOTAL	120	100

INFERENCE

(35%) of respondents agreed,(25%) of respondents neither agreed nor disagreed , (15%) strongly agreed,(15%) disagreed,

(10%) strongly disagreed that they are motivated to carry out new innovation and techniques

7. Opinion regarding without any hesitation, they can easily approach their higher authorities for their problems and grievances

ATTRIBUTES	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
STRONGLY AGREE	9	8
AGREE	28	23
NEUTRAL	27	22
DISAGREE	38	32
STRONGLY DISAGREE	18	15
TOTAL	120	100

INFERENCE

(32%) of respondents disagreed,(23%) of respondents agreed,(22%) of respondents neither agreed nor disagreed,(15%) of respondents strongly disagreed,(8%) of

respondents strongly agreed that without any hesitation they can easily approach their higher authorities for their problems

Regression

Independent variable: Satisfaction

Dependent variable: Involvement

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.817	.166		17.004	.000
satisfaction	.193	.050	.336	3.875	.000

a. Dependent Variable: involvement

P=0.00~0.05.this proves that satisfaction leads to involvement.

1) Job satisfaction of employees can be improved by improvising the communication openly with the management. This can be improved by having good relationship between the superiors and subordinates. The company should give the adequate rewards and recognition based on performance of employees.

2).From the findings it is suggested that management might be able to increase the level of Commitment in the organization by increasing satisfaction with compensation, policies, and work conditions

Findings & Suggestions

- 1) TThe managerial level of employees has low level of satisfaction and Engineers have low level of job involvement and supervisors have low level of commitment towards the organization.

Suggestions:

CONCLUSION

This research was useful for the organization to find out the job related attitudes of employees. job satisfaction, involvement and commitment are significantly related. If the employee not satisfied in any of this they

do not have the other two. Thus human resource managers should remain focused on increasing job satisfaction and increasing work motivation .The ways to improve work motivation and overall job satisfaction may

vary from job nature, organization and individual to individual. Increased commitment will result to efficiency and

greater outputs which every organization desire for.

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