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## **A Study On Employee's Job Satisfaction W. R. To Rane Trw Steerig Systems Pvt. Ltd**

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### **ABSTRACT :**

Job satisfaction is considered as an important issue where efforts are taken and programs are initiated to fulfil it. The factors which influence the satisfaction of the employee are level of pay, promotions, type of working conditions, work load and stress level, respect from co-workers, good relationship with supervisors, financial rewards. By safeguarding these factors the company can ensure the job satisfaction of the employee, thereby improve the productivity and grow into a successful organization. In case if employee is unsatisfied with the present job there are chances for more absents, low turnover, less productivity, deliberately doing mistakes, diverting interest for other conflicts. Any kind of dissatisfaction relating to organizational or personal life will influence on the job performance. Therefore, a study on employee job satisfaction helps the organization in knowing employee opinion about the company. The level of satisfaction changes from sector to sector depending on the work load and working conditions and job security. Hence, the study on employee job satisfaction belonging to different sectors helps to understand the overall job satisfaction of the employees. In this study only four sectors are considered they are Education Sector, Public Sector, Private Sector and IT Sector. Though job satisfaction in each sector individually is not considered, the study gives the overall rate of job satisfaction, the reasons for job satisfaction and also the extent of satisfaction with various factors of employees belonging to different sectors.

### **INTRODUCTION**

In this modern society of regular corporate restructuring and technological changes companies should concentrate on employees who are innovative and can adapt to new

changes easily. Employees who are adaptive, social and productive are those who are mostly satisfied with their work. Job satisfaction an extremely useful weapon for evaluating and adjusting the management rules in accordance with employee opinion. An employee's level of satisfaction is very important factor for a manager or organization to predict an employee's rate of absenteeism, desire to resign or quit the job. Employee satisfaction is also based on his perceptions of the future development.

The factors affecting the satisfaction of the employee are good pay, promotions, good working conditions, work load and stress level, respect from co-workers, relationship with supervisors, financial rewards. By safeguarding these factors, the company can ensure the job satisfaction of the employee, thereby improve the productivity and grow into a successful organization. If an employee is not satisfied with the job there are chances for absenteeism, low turnover, lower productivity, committing mistakes, diverting energy for different types of conflicts. Any kind of dissatisfaction relating to organizational or personal life will influence on the job performance. Therefore, a study on employee job satisfaction helps the organization in knowing employee opinion about the company.

## **REVIEW OF LITERATURE**

### **Clara Vinas-Bardolet (2018)**

Based on his study "influence of job satisfaction on employee performance", found that knowledge-based employees are more satisfied than less knowledge employees. The satisfaction of knowledge-based employees depends mainly on the financial and nonfinancial rewards given by the firm.

### **Waijjer (2017) :**

Based on his study titled, "Relationship between job satisfaction and organisation performance,he found that temporary employment affects the level of satisfaction and well-being of workers. Also there might be inequalities between permanent and temporary employees. Whereas highly educated employees consider temporary jobs to be stepping stones to permanent jobs.

### **Machado-Taylor (2016)**

In his study "Job satisfaction and employee performance" He found that job satisfaction depends on several demographic factors like age, gender and psychology of the employee.

### **Raziq and Maulabakhsh (2015)**

Based on his study " The impact of job satisfaction on performance", he found that working environments, career growth chances, and progresses are the important factors in the job satisfaction and motivation.

### **Gurusamy and Mahendran (2013)**

Based on his study, “ Relationship between motivation and job satisfaction” , he says that Salary occupies the First Rank for defining job satisfaction when compared with other determinants based on their study.

### **Mahmood B. (2012)**

In his study, “An assessment on job satisfaction and its effect on employee’s performance” , found that job security and Co-workers’ conduct influence the public sector whereas private sector universities educators are more concerned with Supervision, Salary and Promotional opportunities. The public and private university faculty members show variation in the level of job satisfaction.

### **Javed and Premarajan (2011)**

In their study, “ Attitude towards work, job satisfaction and job performance “ employees attitude and job satisfaction “ , he exams faction and four facets of pay satisfaction i.e. level, raise, benefits and administration. It was found that the distributive justice as a more important predictor of all four dimensions of pay satisfaction and Job Satisfaction. Procedural justice was also found to be a statistically significant predictor of pay structure and Job Satisfaction the influence of distributive and procedural justice on pay and Job Satisfaction. They provided that distributive justice and procedural justice had differentiating impact on Job Satisfaction.

### **NEED FOR THE STUDY**

This study is to determine the job satisfaction level of the employees in Rane TRW steering systems pvt. Ltd. This study is to provide valuable suggestions to management of RANE TRW Steering systems pvt.ltd to enhance the employee retention, increase the productivity, reduce turnover, recruiting and training cost. This study also helps the employees to believe that the organisation will be satisfying in the long run and also creates more commitment towards the organisation. To suggest the company to develop the culture that gives more job satisfaction to the employees of the company.

### **OBJECTIVES OF THE STUDY**

- To measure the employees job satisfaction level in RANE TRW STEERING SYSTEMS PVT.LTD
- To study the employees’ perception towards the organization
- To study the attitude of the employees towards their work
- To identify the factors that motivates the employees.
- To give suggestions for the company to further motivates its employees.

### **RESEARCH METHODOLOGY**

Research methodology is the way to systematically solve the research problem. Research comprises of defining and redefining the problems. Formulating hypothesis or suggested solutions; collecting, organizing and evaluating data; making deductions and reaching conclusions; and at last carefully testing the conclusion to determine whether they fit for formulating hypothesis. Methodology is the systematic study of methods that are can be or have been applied within a discipline.

#### **TARGET RESPONDENTS:**

The target respondents are the permanent employees of the company.

#### **SAMPLING METHODS:**

Convenience sampling technique has been used in my study.

#### **SAMPLING DESIGN:**

A Sample design is a finite plan for obtaining a sample from a given population. Convenience sampling is used in my study.

#### **SAMPLE SIZE:**

Among the whole employee in the organization, a sample size of 74 was selected for the purpose of my study.

#### **DATA PROCESSING:**

This study is based on the data collected through Primary source.

#### **PRIMARY DATA:**

Primary data are in the form of "Raw material" to which statistical methods are applied for the purpose of analysis and interpretation. The primary data source is discussion with employees and data collected through questionnaires.

#### **SECONDARY DATA:**

Secondary data was collected from the company records and websites.

### **STATISTICAL ANALYSIS**

#### **Correlation**

H0: There is no significant difference between educational qualification and Sufficiency of imparting training programme by the HRD.

H1: There is significant difference between educational qualification and Sufficiency of imparting training programme by the HRD.

**Table showing there is no significant difference between educational qualification and Sufficiency of imparting training programme by the HRD**

**Table 2.2.1**

Correlations			
		educational qualification	Sufficiency of imparting training programme by the HRD
educational qualification	Pearson Correlation	1	-.080
	Sig. (2-tailed)		.498
	N	74	74
Sufficiency of imparting training programme by the HRD	Pearson Correlation	-.080	1
	Sig. (2-tailed)	.498	
	N	74	74

**Findings**

H0 is accepted.

**Interpretation**

Since p value is greater than 0.5 we reject H1. Therefore, null hypothesis is accepted. There is no significant difference between educational qualification and Sufficiency of imparting training programme by the HRD.

**Correlation**

H0: There is no significant difference between gender and ability to live a happy personal life with realization of aspirations.

H1: There is significant difference between gender and ability to live a happy personal life with realization of aspirations

**Table showing that there is significant difference between gender and ability to live a happy personal life with realization of aspirations**

**Table 2.2.2**

<b>Correlations</b>			
		<b>Gender</b>	<b>Ability to live a happy personal life with realization of aspirations</b>
<b>Gender</b>	<b>Pearson Correlation</b>	1	.258*
	<b>Sig. (2-tailed)</b>		.026
	<b>N</b>	74	74
<b>Ability to live a happy personal life with realization of aspirations</b>	<b>Pearson Correlation</b>	.258*	1
	<b>Sig. (2-tailed)</b>	.026	
	<b>N</b>	74	74

### **Findings**

H0 is rejected.

### **Interpretation**

Since p value is less than 0.5 we rejected H0. Therefore, alternative hypothesis is accepted. There is significant difference between gender and ability to live a happy personal life with realization of aspirations.

### **CHI -SQUARE**

Ho: There is no significant difference between the department the employees belong to and the overall job satisfaction.

H1: There is significant difference between the department the employees belong to and the overall job satisfaction.

**Table showing that there is significant difference between the department the employees belong to and the overall job satisfaction**

**Table 2.2.4**

<b>Chi-Square Tests</b>
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	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	48.688 <sup>a</sup>	32	.030
Likelihood Ratio	41.629	32	.119
Linear-by-Linear Association	2.671	1	.102
N of Valid Cases	74		

### Findings

H0 is rejected.

### Interpretation

Since p value is less than 0.5 we rejected H0. Therefore, alternative hypothesis is accepted. There is significant difference between the department the employees belong to and the overall job satisfaction.

### CHI-SQUARE

Ho: There is no significant difference between age and Permission to employees to participate in the discussion of HRM policies with the management.

H1: There is significant difference between age and Permission to employees to participate in the discussion of HRM policies with the management.

**Table showing there is significant difference between age and Permission to employees to participate in the discussion of HRM policies with the management**

**Table 2.2.3**

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	19.416 <sup>a</sup>	9	.022
Likelihood Ratio	23.447	9	.005

Linear-by-Linear Association	2.470	1	.116
N of Valid Cases	74		
a. 11 cells (68.8%) have expected count less than 5. The minimum expected count is .38.			

## Findings

H0 is rejected.

## Interpretation

Since p value is less than 0.5 we rejected H0. Therefore, alternative hypothesis is accepted. There is significant difference between age and Permission to employees to participate in the discussion of HRM policies with the management

## SUGGESTIONS

- Company can also set up more sports and cultural activities and family get together which improves employee satisfaction and productivity.
- Workers who had done extra hours of work can be rewarded.
- Proper care should be taken when employees working in dangerous machine.
- The rigid policies of promotion must be done away with. Instead, deserving employees must be promoted. This will motivate the employees and will lead to better job satisfaction.
- Job rotation should be done, as the same kind of work leads to boredom.

## CONCLUSION

All the statutory and non-statutory measures are provided to employees as per the standard measures, which improves employee's satisfaction and increase productivity. Any organisation success and growth depend on employees. The company may have rich resources of capital, material, infrastructure, machines and technology but if the quality of manpower is not good, the organisation cannot succeed. Employee welfare plays a vital role in every organisation. The quality and productivity of manpower depends on the welfare measures provided by the organisation. By conducting this study, the researchers have acquired and in-depth knowledge regarding employee welfare and how it contribute towards the organisation success.

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