



## A STUDY ON EMPLOYEES JOB SATISFACTION OF A ONE BRICKS KADAPPADI AT MALAPPURAM DIST, KERALA

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### ABSTRACT

Organization face strong pressure in competitive environment to be efficient and at the same time produce valuable product. By ensuring that their work force is optimal at all time most organizations can gain competitive advantage satisfied employees form a bond with the company and pride in their organizational membership, they believe in goals and values of the organization. Therefore these employees display high levels of performance and productivity. This satisfied employees display characteristics of low productivity, absenteeism and turn over. These traits are high costly for the organization. Therefore, it is crucial that research is done to determine the relationship between job satisfaction and employee performance

*Key words: Job satisfaction, Employee moral, work environment*

### INTRODUCTON

Employee satisfaction is the terminology used to describe whether employees are happy and contented and fulfilling their describe and needs at work. Employee satisfaction has been defined as a function of perceived performance and expectation. it is a person's feeling of pleasure or disappointment resulting from outcome of his or her job in the organization. if the performance falls short of expectation the employee is dissatisfied and if it matches the expectations, the employee is satisfied. A high satisfaction implies improvement in efficiency and performance doing work or service. It is more important for any organization to offer high satisfaction, as it reflects high royalty and it will not lead to switching over once a better offer comes in.

Main purpose of this study is to understand the employee satisfactory level of A-one bricks by studying working environment, employee compensation and bonus system, employee facilities and employer-employee relationship

## **CONCEPT OF JOB SATISFCTION**

Employee satisfaction is the terminology used to describe whether employees are happy and contented and fulfilling their desires and needs at work. Many measures meaning that employee satisfaction is a factor in employee motivation, employee goal achievement, and positive employee morale in the workplace.

As per Vroom "Employee Satisfaction is a positive orientation of an individual towards a work role which he is presently occupying". Employee satisfaction is a measure of how happy workers are with their job and working environment. Keeping morale high among workers can be of tremendous benefit to any company, as happy workers will be more likely to produce more, take fewer days off, and stay loyal to the company. There are many factors in improving or maintaining high employee satisfaction, which wise employers would do well to implement.

Many experts believe that one of the best ways to maintain employee satisfaction is to make workers feel like part of a family or team. Holding office events, such as parties or group outings, can help build close bonds among workers. Many companies also participate in team-building retreats that are designed to strengthen the working relationship of the employees in a non-work related setting. Camping trips, paintball wars and guided backpacking trips are versions of this type of team-building strategy, with which many employers have found success.

The backbone of employee satisfaction is respect for workers and the job they perform. In every interaction with management, employees should be treated with courtesy and interest. An easy avenue for employees to discuss problems with upper management should be maintained and carefully monitored. Even if management cannot meet all the demands of employees, showing workers that they are being heard and putting honest dedication into compromising will often help to improve morale.

## **DEFINITIONS OF JOB SATISFACTION**

1. Human Relations perspective posits that satisfied workers are productive workers (e.g., Likert, 1961; McGregor, 1960). Thus, organizational productivity and efficiency is achieved through employee satisfaction and attention to employees. physical as well as socio emotional needs. Human relations researchers further argue that employee satisfaction sentiments are best achieved through maintaining a

positive social organizational environment, such as by providing autonomy, participation, and mutual trust (Likert, 1961).

2. Employees. job satisfaction sentiments are important because they can determine collaborative effort. Consistent with this reasoning, Likert (1961) has argued that collaborative effort directed towards the organization's goals is necessary for achievement of organizational objectives, with unhappy employees failing to participate (effectively) in such efforts.

3. The predominant view has focused on the situational context (e.g., supervisory support) as a cause of satisfaction and has argued that high-performance work practices and thus a positive working climate foster employee satisfaction (see, e.g., Bowen, & Ostroff, 2004; Wright, Dunford, & Snell, 2001; Wright, Gardner, Moynihan, & Allen, 2005).

4. Taking simple observation to the next level by asking employees outright in attitude surveys, focus groups and exit interviews and analyzing the results to determine staff attitude, opinions and motivation. While satisfied employees are not necessarily loyal or loyal ones always satisfied, it cannot be denied that job satisfaction fuels loyalty. After all its been rightly said that, the more satisfied an employee is regarding his or her working conditions, the more likely is he or she to develop a psychological attachment or commitment to the organization. According to Mark graham Brown, (2006), there is a strong link between employee satisfaction and customer satisfaction and between customer satisfaction and future revenue.

**Research Methodology:**

- Research Design : Descriptive
- Sample Area : **MALAPPURAM DIST, KERALA.**
- Total Population : 95 Employees
- Sample Size : 50 Employees
- Sampling Method : Convenience Sampling
- Data Collection : Both Primary & Secondary
- Statistical Tools used : Simple Percentage Analysis

**Data Analysis and Interpretation:**

**Table No.1 – GENDER CLASSIFICATION**

<b>Sex</b>	<b>NO.OF EMPLOYEES</b>	<b>PERCENTAGE</b>
Male	40	80
Female	10	20
<b>Total</b>	<b>50</b>	<b>100</b>

Inference: From the above table it shows that 80 per cent of the respondent are Male

**Table No.2 - AGE OF EMPLOYEES**

<b>AGE (In Yrs.)</b>	<b>NO.OF EMPLOYEES</b>	<b>PERCENTAGE</b>
18-20	2	4
20-30	22	44
30-40	23	46
40-50	3	6
<b>Total</b>	<b>50</b>	<b>100</b>

Inference: From the above table it shows that 46 per cent of the respondent are belongs in the age group of 30-40 years.

**Table No.3 – WORK EXPERIENCE OF EMPLOYEES**

<b>Years</b>	<b>NO.OF EMPLOYEES</b>	<b>PERCENTAGE</b>
Below 3 years	20	40
3-6 years	23	46
6-9 years	7	14
9-12 years	0	0
Above 12 years	50	100

Inference: From the above table it shows that 46 per cent of the employees work experience are 3-6 years of service.

**Table No4 – Rating of employees on work environment in the Organisation**

<b>Catagory</b>	<b>NO.OF EMPLOYEES</b>	<b>PERCENTAGE</b>
Highly satisfactory	18	36
Satisfactory	27	54
Average	5	10
Dissatisfactory	0	0
Total	50	100

Inference: 54 per cent of the employees are satisfied with the working environment of the organisation

**Table No5– Satisfaction of employees on salary compared with work performed**

<b>Catagory</b>	<b>NO.OF EMPLOYEES</b>	<b>PERCENTAGE</b>
Highly satisfactory	20	40
Satisfactory	20	40
Average	09	18
Dissatisfactory	1	02
Total	50	100

Inference: Most of the respondent are satisfied with the salary compared with work performed.

**Table No6 – Employee welfare activities of organization helps to improve employees performance**

<b>Catagory</b>	<b>NO.OF EMPLOYEES</b>	<b>PERCENTAGE</b>
Yes	48	96
Satisfactory	02	4
Total	50	100

Inference: Majority of the respondents ( 96 %) are satisfied towards the welfare activities provided by the Organisation.

**Table No: 7– Employee – Employer relationship in the Organisation**

<b>Catagory</b>	<b>NO.OF EMPLOYEES</b>	<b>PERCENTAGE</b>
Highly satisfactory	15	30
Satisfactory	28	56
Average	07	14
Dissatisfactory	0	0
Total	50	100

Inference: 56 per cent of the respondents are highly satisfied with Employee – Employer relationship in the Organisation

**Table No: 8– Overall Satisfaction of the Job**

<b>Catagory</b>	<b>NO.OF EMPLOYEES</b>	<b>PERCENTAGE</b>
Highly satisfactory	20	40
Satisfactory	20	40
Average	09	18
Dissatisfactory	1	02
Total	50	100

Inference: 40 % of the respondents are highly satisfied with Overall Satisfaction of the Job.

**FINDINGS:**

1. No employees are feeling dissatisfaction on the working hours in the organization
2. Most of the employees are feeling satisfaction in the working environment of the organization and no employees feel dissatisfaction
3. Employees in the organization agrees that the employee welfare activities in the organization helps to improve their performance

## SUGGESTIONS

Based on above findings some suggestions have been given to improve the employee's satisfactions

1. The firm should try to maintain highly experienced staff in the organization.
2. It is better for the organization to select employees with right skills and qualification.
3. Organization should organize counseling programs to all employees
4. Management should try to become just as fair with all employees
6. It is the organization improves the respect towards subordinates it will be grateful
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## CONCLUSION

In the present position of A-One Bricks the HR Department is very effective to employees .The company focus on male employees the female employees .Since the major part of the employees involve casual laborers, major part of the employees hold s education qualification below SSLC and SSLC. Employees in the organization are satisfied by the working hours and working environment of the organization .Organization is really taking care of providing regular increment and bonus facility, and employees are satisfied of current model for rewarding overtime work . Employees are also satisfied with the leave facility, medical and first aid facility etc.. in the organization .They agree that the superiors are maintaining good relation with subordinates and there exists a good and satisfied employer-employee relationship . Even though the company has to concentrate to increase the number of email workers and maintain highly experienced staffs etc...

In short, employees of A-ONE BRICKS are satisfied with their job

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