

A Study on Job Satisfaction among Employees of Raj Shree Sugars and Chemicals Ltd., Varadaraj Nagar, Theni.

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Abstract: Job satisfaction refers to one's feelings towards one's job. If the employees expectations are fulfilled (or) the employees get higher than what he / she feels satisfied. If the job satisfaction increases organization commitment will increased. The improving economy was one factor in the high level of satisfaction since employers have been more willing and able to boost salaries, benefits, and perks for their workers. Additionally, as the labour market stabilized, job seekers took advantage of new opportunities for positions that best fit their skills and interests. Most organizations strive for employee satisfaction, but not all attain this goal. That's why it's important for human resources professionals to know more about the factors that can increase employee satisfaction, and how it fits into a company's overall success. The present study revealed that significantly higher percentage of the workers was satisfied with their present job at RAJ SHREE SUGARS AND CHEMICALS LTD. The study further suggested that pay, benefits and working conditions for their overall employee satisfaction. The present study was designed to investigate the satisfaction level regarding that pay, benefits and working environment at RAJ SHREE SUGARS AND CHEMICALS LTD. A structured questionnaire was used to collect the required data. In analyzing data descriptive statistics were applied. A total 123 respondents were selected on random sampling basis. Primary and secondary sources of data are used for this present study.

Key Words: Job Satisfaction, productivity, absenteeism, turnover, Job satisfaction factor.

1. INTRODUCTION:

Job satisfaction is the feeling an employee gets when the job he does fulfils all his expectations'. While morale refers to the attitude of the employees of an organization and is a group concept, job satisfaction is the feeling of an individual employee. Job satisfaction has been defined as a pleasurable or positive emotional state resulting from the appraisal of one's job experiences; Job satisfaction is set of favourable or unfavourable feelings with which the employees view their work. Job satisfaction is a feeling pleasure or pain. It typically refers to the attitudes of single employee. Specific employee attitudes to job satisfaction and organizational commitment are of major interest to the field of organizational behaviour and the practice of human resource management. Whereas the dispassion of organizational commitment focuses on their attitudes towards the overall organization.

2. Factors of Job Satisfaction:

The Factors that determines job satisfaction are mentally challenging work equitable rewards, supportive working conditions, supportive colleagues, don't forget the personality job fit.

2.1 Mentally Challenging Work:

Employees tend to prefer jobs that give them opportunities to use their skills and abilities and often a variety of tasks, freedom, and feedback on how well they are doing. These characteristics make work mentally challenging. Jobs that have too little challenge create boredom, but too much challenge creates frustration and feelings of failure under conditions will experience pleasure and satisfaction.

2.2 Equitable Rewards:

Employees want pay systems and promotion policies that they perceive as being just, unambiguous, and in line with their exclave, and community pay standards satisfaction is likely to result of course not everyone seeks money many people willingly accept less money to work in a preferred location or in a less demanding in the work they do and the hours they work. But the key in linking pay to satisfaction is not the absolute amount one is paid rather it is the perception fairness.

2.3 Supportive Working Conditions:

Employees are concerned with their work environment for both personal comfort and facilitating doing a good job studies demonstrate that employees prefer physical surroundings that are not dangerous or uncomfortable. Temperature, light, noise, and other environmental factors should not be at either extremes.

2.4 Supportive Colleagues:

People get more out of work than merely money or tangible achievements. For most employees, work also fills the need for social interaction. Not surprisingly, therefore having friendly and supportive coworkers leads to increased job satisfaction. Studies generally find employee satisfaction increased when the immediate supervisor is understanding and friendly, offers praise for good performance, listens to employees opinions' and shows a personal interest in them.

2.5 Don't Forget the Personality-Job Fit:

Holland's conclusion was that high agreement between an employee's personality and occupation results in a more satisfied individual. His logic was essentially this people with personality types congruent with their chosen vocations should find they have the right talents and abilities to meet the demands of their jobs are thus more likely to be successful on those jobs, and because of this success.

3. HISTORY OF RAJ SHREE SUGARS AND CHEMICALS LTD:

Raj shree Sugars and Chemicals Limited (RSCL) was set up in the year 1985 as a public limited company. It is founded by Mr.R.varadarajan. The main area operation of the company is in the fields of distillation, sugar refining, bio technology, and environment-friendly power. With the global drive for the conservation of the natural resources and for saving energy, the company has continually come up with innovative methods of producing power. It is the pioneer in the domain of waste-management in India and has become a highly profitable commercial activity.

Rajshree Sugars and Chemicals Limited also support agriculture in India by providing a wide variety of bio-inputs and organic inputs which help in increasing the agricultural output. This helps in the development of the economic growth of the country since India is predominantly dependent on the primary (agricultural) sector. The importance of research and development of bio-technology is immense in agrarian economies such as the Indian economy Rajshree Sugars and Chemicals Limited provide inputs like bio fungicides, bio fertilizers, bio-control agents, bio-pesticides, and pheromones. The company is powered by a highly experienced and efficient management team that is well versed in a variety of fields such as sugar technology, agriculture, alcohol technology, distillery, power and bio-technology. The company has its corporate office in Coimbatore.

4. REVIEW OF LITERATURE:

Job satisfaction can defined attitudes that jobs when a person says that he has high job satisfaction it means that he really his job feels good about it and values his job dignity.

Vroom in his definition and job satisfaction focuses us on the role of the employee in the work place. Thus he defines job satisfaction as effective orientation on the part of individuals towards work roles which they are presently occupying. **Locke** has defined job satisfaction as a pleasurable or positive emotional state, resulting from the appraisal of one's job ones job experiences" meaning that job satisfaction is associated with an individual's emotional reaction to a particular job.

Mullins job satisfaction a is complex and multi factor concept which can mean factor concept which can mean different things to different people. Job satisfaction is usually linked with motivation, but the nature of his relationship is not clear satisfaction is not the same as motivation.

According to P.Robbins job satisfaction is the amount of pleasure or contentment associated with a job. It you dislike your job intensely, you will experience job dissatisfaction.

5. STATEMENT OF THE PROBLEM:

One of the main roles of human research development is to ensure that employees are sufficiently satisfied with their jobs. Typically research has shown that satisfied employees are thought to be more productive on the other hand. If workers are dissatisfied with their jobs, they are thought to be less productive and more prone to absenteeism and turnover, so HR departments needs to measures employees job satisfaction and examine the correlation between these 3 variables (productivity. absenteeism, and turnover) with regard to possible extraneous variables.

- Due to the rapid development of Raj Shree Sugar Chemicals Ltd., the job satisfaction of the employee it is important.
- Due to frequent changes of job by the employee, an attempt has been to find out the attempt and means of job satisfaction of employees in Raj Shree Sugar Chemicals Ltd,

6. SCOPE OF THE STUDY:

- To identify the employees level of satisfaction upon that job.
- It helps to identify how to motivate them through job satisfaction techniques.
- This study is also extends to analyze the influencing factors and employee satisfaction.
- It also helpful to the organization identifying the area of dissatisfaction in job of the employees.
- The Raj Shree Sugar Factory would be able to take the remedial steps to improve job satisfaction.

7. OBJECTIVES OF THE STUDY:

- To evaluate the job satisfaction of employee in Raj shree sugar chemical Ltd.,
- To analyze the various factors that causes job satisfaction at the organization workers can facilities high standards and a safe and nurturing environment.
- To analyze the satisfaction level of the employees welfare measures.
- To analyze the satisfaction level of the employees work environment and job environment.
- To provide findings and suggestions of the present study.

8. RESEARCH METHODOLOGY:

SAMPLING TECHNIQUE	Random sampling technique
SAMPLE SIZE	123 respondents
SOURCE OF DATA	Primary data and Secondary data
AREA OF THE STUDY	Theni

9. STATISTICAL TOOLS:

The following were used to analyze the data collected from various respondents, they are

- Simple Percentage Analysis
- Rank Correlation

10. RESULT AND ANALYSIS:

10.1 SIMPLE PERCENTAGE ANALYSIS:

Satisfaction level of type of recognition on industry

Recognition	Number of Respondents	Percentage of Respondents
Incentives	19	15.4
Promotion	20	16.3
Awards	28	22.8
Bonus	18	14.6
Gifts/ Others	38	30.9
Total	123	100.0

(Source: Primary Data)

Satisfaction level of induces your stress wise classification

Stress	Number of Respondents	Percentage of Respondents
Family situation	28	22.8
More Working Hours	42	34.1
Working Environment	24	19.5
Superior Approach	20	16.3
Others	9	7.3
Total	123	100.0

(Source: Primary Data)

10.2 RANK CORRELATION:

Factors of the satisfactory level of the job

Particulars	Total	Rank
Fringe Benefits	449	I
Working Hours Timing	434	II
Working Environment	430	III
Appraisal System	422	IV
Grievance Settlement	371	V

(Source: Primary Data)

11. FINDINGS:

- The analysis says that 30.9% of the respondents are saying gifts and others recognition like on industry.
- The analysis says that 34.1% of the respondents are saying more working hours induces our stress on industry..
- The analysis says that 449 of the respondents are saying 1" rank on fringe benefits.371 of the respondents are saying 5 rank on Grievance settlement

12. SUGGESTIONS:

- Working environment, safety measures, housekeeping in the organization are extremely good, this creates good working climate for the employee and employer.
- More training and development programs can be arranged for the employees to improve the employee's job satisfaction.
- The management can improve advanced medical facilities to the employee.

13. CONCLUSION:

This study attempts to study the employees job satisfaction in Raj Shree Sugar Factory, The study briefly analyze almost all the aspects in connecting with monetary and non-monetary and security measures taken by Raj Shree Sugar Factory, Now a day it is very difficulties to find out employees with job satisfaction they are not satisfied with their job due to family circumstance. Environmental condition and the various difficulties faced by them in their working place due to this mental satisfaction also get disturbed. Thus I conclude that the organization should consider the suggestion to suggestion to increase the morale and productivity.

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