

## A detailed study on employee job satisfaction

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### **Abstract:**

*Because of the environment's dynamic character, companies nowadays face a number of difficulties. The ability of a company to keep up with the always changing and growing environment, achieve success, and stay competitive is one of the numerous obstacles it faces. The company must meet the demands of its workers by providing comfortable working circumstances if it wants to promote efficiency, effectiveness, productivity, and employee loyalty. The goal of this essay is to examine how workplace conditions affect workers' job happiness. A quantitative technique was used in the investigation. A self-administered survey questionnaire was used to gather the data. The questionnaire was taken from an earlier, verified evaluation. Educational institutions, the financial industry, and businesses located in Tamil Nadu make up the target population. 80 workers' data are gathered using simple random sampling. The findings show a link between a healthy workplace culture and job happiness. The report ends with a few quick recommendations for how firms may maximise job happiness by understanding the value of a positive work environment. By motivating individuals to contribute more to their employment and by assisting them in their personal growth, this article may be of social value. As a result, it is critical for a business to inspire its workforce to put in long hours in order to realise its goals and objectives.*

**Keywords—** Working Environment ; Job satisfaction, Employee , organization, productivity , efficiency

## 1. DEFINITION OF JOB SATISFACTION

Because work satisfaction is so well-known in the area of industrial and organisational psychology, several academics and professionals have offered their own explanations of what it is. Job satisfaction is defined as "the delightful emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values" and "the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs," according to the two definitions that are most frequently used. In general, the emotional feeling an employee feels for their work is included by most definitions. This might be their views regarding their employment in general or toward particular components of it, such their coworkers, compensation, or working conditions. The degree to which work results meet or exceed expectations may also affect how satisfied an employee is with their employment. However, a worker's level of job satisfaction goes beyond just how much they like what they do. When workers at an American educational institution assessed how much they loved certain activities within their roles, Taber and Alliger discovered that their scores were fairly tied to job satisfaction and associated (albeit marginally) with overall job satisfaction. Additionally, Taber and Alliger discovered that other variables (such as the degree of administration, the amount of focus needed for the work, and task significance) had no influence on satisfaction. This research shows that the happiness from individual activities at work adds up to total job satisfaction. The weak connection does, however, imply that variables other than pleasure have a role in how contented individuals are at work.

## 2. INTRODUCTION

Many organisations struggle at work because they don't grasp how important a positive work environment is for employee job satisfaction. Such companies lack the internal strength necessary to launch cutting-edge items into the market and outperform their rivals (Aiken, Clarke, & Sloane, 2002). The process of attaining a business's objective and vision depends heavily on its employees. In order to assure the quality of their job, employees need satisfy the performance standards established by the company. Employees need a working environment that enables them to work freely and is free from obstacles that can prevent them from achieving their full potential in order to satisfy the requirements of the business. This study paper's goal is to examine how the workplace environment affects workers' job satisfaction.

## 3. JOB SATISFACTION

Job satisfaction, according to Vroom (1964), is an emotional orientation that people have toward the roles they play at work. Job satisfaction is a crucial element for inspiring employees to do better and motivating them to do so. Over the years, several individuals have defined occupational happiness. Job satisfaction is defined by Hoppok & Spielgler (1938) as the comprehensive collection of psychological, physiological, and environmental factors that induce workers to declare that they are pleased or content with their occupations. Additionally, the importance of workers at work is stressed since there are many factors

that might affect an employee's performance inside a company.

Clark (1997) argue that if employees are not satisfied with the task assigned to them, they are not certain about factors such as their rights, working conditions are unsafe, co-workers are not cooperative, supervisor is not giving them respect and they are not considered in the decision making process; resulting them to feel separate from the organisation. Furthermore, he underlined that in modern times, corporations cannot afford unsatisfied workers as they will not perform up to the standards or the expectations of their supervisor, they will be dismissed, leading firms to face extra expenditures for finding new staff. Therefore, it is advantageous for businesses to provide workers a flexible work environment where they feel their thoughts are respected and they are a part of the team. Employee morale should be good since it will show in their performance because poor morale will force them to put up less improvements efforts.

## 4. LITERATURE REVIEW

Over the years, research has been done in many situations to investigate the connection between the workplace and job satisfaction. Due to its nature and effects on society, the research is becoming more and more significant with time. The results of a Danish research imply that a company might boost productivity by improving the physical aspects of the workplace (internal climate), which may have a favourable effect on enterprises' output (Buhai, Cottini, & Nielseny, 2008). Herzberg and colleagues (1959) created a motivational model for work satisfaction and discovered via study that elements connected to the job may be split into two categories: motivational and hygiene aspects. While motivating factors have a longer-lasting impact since they increase good attitudes regarding work and turn no discontent into satisfaction, hygiene variables can only shift unhappiness into no dissatisfaction or short-term motivation. The likelihood of workers being unhappy increases in the absence of hygiene variables, which include working circumstances, supervision quality and level, corporate policy and administration, interpersonal interactions, job security, and remuneration.

According to Baah and Amoako (2011), the motivational factors (the nature of the work, the sense of accomplishment from their work, the recognition, the responsibility that is given to them, and the opportunities for personal growth and advancement) help employees determine their value in relation to the value that is accorded to them by the organisation. Additionally, this may enhance workers' levels of motivation, which will eventually increase their internal contentment, which will lead to satisfaction. Hygiene factors can only provide pleasure on the outside; they lack the ability to transform unhappiness into contentment, yet their existence is nevertheless very significant. According to them, the Hygiene and Motivation aspects in the Herzberg Two Factor Theory are interrelated because the former leads workers from job discontent to no job dissatisfaction, while the latter moves them from no job dissatisfaction to job satisfaction (Herzberg et al., 1959). In order to explore how workers would respond in hazardous work environments

with high monetary rewards and non-hazardous work environments with low monetary benefits, Sell and Cleal (2011) built a model on job satisfaction by merging economic factors and work environment variables. The research demonstrated that several psychological and workplace factors, such as the workplace and social support, have a direct influence on job satisfaction and that raising incentives did not reduce employee discontent levels.

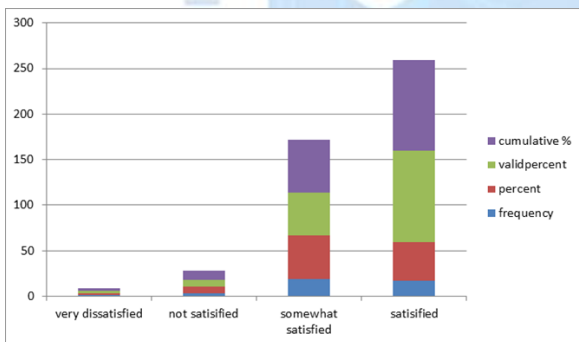
**5. OBJECTIVES**

- To identify the job satisfactory level of the whole employee
- Perception of employees towards Management.
- To identify the factors that influence the level of job satisfaction.
- To identify the factor that helps to enhance the level of job satisfaction.

**6. SCOPE**

- The scope of the study is that by analyzing the job satisfaction of the employees, then

	Frequency	Percent	Valid percent	Cumulative %
Very dissatisfied	1	2.5	2.5	2.5
Not satisfied	3	7.5	7.5	10.0
Somewhat satisfied	19	47.5	47.5	57.5
Satisfied	17	42.5	100.0	100.0



organisation further improve themselves with more benefits and facilities to overcome the drawback and improve the performance level of employees.

- To identify the employees level of satisfaction upon that job.
- This study is helpful to that organisations for conducting further research.
- It is helpful to identify the employer’s level of satisfaction towards welfare measure.
- This study is helpful to the organisation for identifying the area of dissatisfaction of job of the employees.
- This study helps to make a managerial decision to the company.

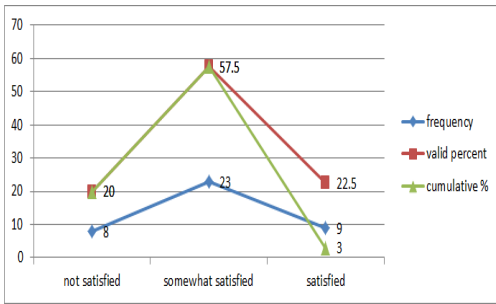
**7. DATA ANALYSIS AND INTERPRETATION**

Does the company communicate its goals and strategies to you?

Most of the employees are quite content with the communication and information flow in the Company. This shows that there is an efficient system of information flow within the Organization. The Company works on an Intranet Application so that the information is readily available throughout the different levels of the Organization.

Are you satisfied with the communication and interpersonal relationship in your organization ?

	frequency	percent	Valid percent	Cumulative %
Not satisfied	8	20.0	20.0	20.0
Somewhat satisfied	23	57.5	57.5	77.5
Satisfied	9	22.5	22.5	100.0



People enjoy their work if they are having good interpersonal relationships with those people whom they are working with. They may be their colleagues, their subordinates or supervisors. Thus, building a strong interpersonal relationship is very important to increase Job Satisfaction. The results from our survey show that more than 70% of the employees believe that a strong working relationship exist in the Organization.

Do you receive enough opportunities to develop your career and ?

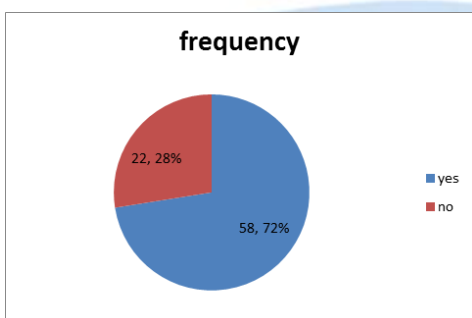
	frequency	percent	Valid percent	Cumulative %
Very disagree	1	2.5	2.5	2.5
Not agree	11	27.5	27.5	30.0
Somewhat agree	12	30.0	30.0	60.0
agree	16	40.0	40.0	100.0

One of the most effective ways of achieving goals is to determine that how much the employees are interacted with one another. The result shows that around 70% of the employees are given various opportunities to interact with one another. These opportunities are group meetings, seminars, & other get together activities. The purpose of the

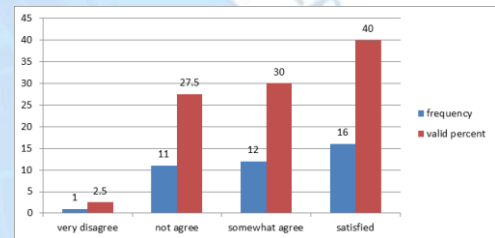
gathering is to have a formal talks and discussions over various issues and problems which the employees face during their work.

Does your efforts in achieving the goals valued ?

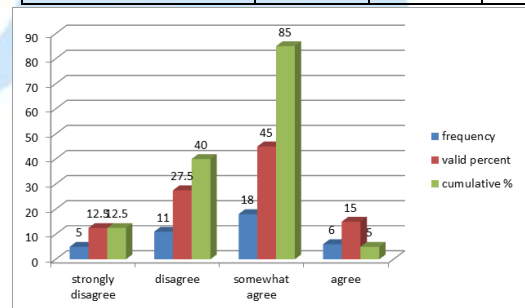
	frequency	Percentage
Yes	58	72.5
no	22	27.5



The employees get more committed and dedicated towards their work if their efforts in achieving the Organizational Goals are valued. They feel their presence and importance in the Company which ultimately affects the overall satisfaction level of the employees. The results have shown that more than 80% of the employees are happy with the outcome of their efforts.



Degree of motivation as far as the job is concerned ?	frequency	Valid percent	Cumulative %
Strongly disagree	5	12.5	12.5
Disagree	11	27.5	40.0
Somewhat agree	18	45.0	85.0
agree	6	15.0	100.0

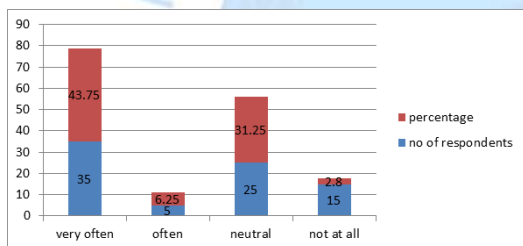


Employees should feel motivated in the jobs they are performing at the workplace. The degree of motivation is achieved through many ways, that is, interaction with others, job security, personal growth and other factors. The analysis of our survey shows that 27.5% of the employees are not happy in performing their tasks and only 15% showed that

From the above analysis we can see that employees are satisfied and give their best work when the organisation provides fun activities or elements to rejoice and contribute more for their work. Not only fun activities but also other elements if provided by the organisation delights the employees .

How often do you feel work loaded and pressurized in your company?

	No of respondents	Percentage
Very often	35	43.75
Often	5	6.25
Neutral	25	31.25
Not at all	15	18.75



### 8. FINDINGS

It is found that the way organization communicate with employees about goals and objectives is somewhat satisfactory to the workers.

It is found from the study that majority (53%) of the respondent revealed the reason for the happiness of the place of posting as the good interpersonal relationship with colleagues.

It is observed from the analysis of the study that majority (70%) of the respondent revealed that they are satisfied and are valued for the work they have done.

It is learned from the study that (85%) of the respondents are having satisfaction and the remaining are not having the fullest satisfaction in the degree of motivation obtained from their higher authorities .

It is learned that most of the employees(60%) are satisfied in the job because of the career opportunities provided by the organisation .

Employees are stressed out more often and work load on the employees have diverted them to job dissatisfaction and from above we can see that 50% of employees feel pressurized because of provision of less fun elements and rewards to the employees.

### 9. SUGGESTIONS

The top management decision shall be highly rational and should be in the interest of the organization and also communicate the needs and goals of the employee. Then every decision should be explained to every employee in the corporation.

### 10. CONCLUSION

Working environment has a positive impact on the Job satisfaction of employees. Bad working conditions restrict employees to portray their capabilities and attain full potential, so it is imperative that the businesses realize the importance of good working environment. This research paper contributes towards the welfare of society as the results create awareness about the importance of good working environment for employee job satisfaction. The study impacts upon the future performance of businesses by taking working environment more seriously within their organizations to increase the motivation and commitment level of their employees.

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