



A STUDY ON JOB SATISFACTION AMONG THE EMPLOYEES OF MAHAVISHNU SPINNING MILLS AT KOVILPATTI

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ABSTRACT

The most crucial component of any firm is job happiness. Generally speaking, we can say that the organization's foundation is its workforce. The organisation cannot function without the active participation of its employees. Employees who have dedicated themselves to their assigned work are responsible for maximising profits. Workers that are dedicated can do wonders. The degree of job satisfaction affects this loyal behaviour and commitment. The happy employees will determine the organization's success. If the factory satisfies the requirements and wants of the workers, the workers will be extremely satisfied. What employees feel on the inside about their jobs is called job satisfaction. The foundation of the business is employee pleasure. Absenteeism, employee turnover, and accidents are all decreased by job satisfaction. gratifying work improves employee morale, output, etc. Employees who are happy in their jobs come up with creative ideas. Employee satisfaction may increase a person's loyalty to the company. For this study, 160 Mahavishnu Spinning Mills employees were recruited as responders. Knowing how satisfied the employees are with their jobs is the major goal of the study. The best sampling strategy was selected. These techniques included mean score, chi-square analysis, and correlation analysis.

Keywords: Job Satisfaction, Workers, innovative ideas, absenteeism and chi-square

Introduction

The efficiency of a company is greatly influenced by its employees. An organization's greatest asset is its workforce. Employees' internal attitudes towards their jobs are referred to as work satisfaction. Employees work not only for

pay but also for benefits, and each employee may have a different perspective about his or her position. Employee satisfaction can only be attained if the company treats its workers well. Their work will demonstrate how satisfied they are. An employee who is happy at work will do a

lot to help the company succeed. The happy employees will determine the organization's success. The most contented workers perform effectively and set an example for other employees. He can also inspire others. Job happiness is the key Employee loyalty increases, absenteeism, attrition, and conflicts decrease, leading to high-quality production, profit maximisation, and efficient business operations. By offering a variety of welfare activities, every organisation must satiate its personnel.

Statement of the Problem

Every corporation must prioritise job satisfaction because it is one of its most important components and a core capability of the business. The internal component of a corporation is job happiness, thus every company should make an effort to satisfy their staff by offering advantages that go above and beyond the usual in terms of financial activities. The purpose of this study is to determine the level of employee satisfaction at Mahavishnu Spinning Mills in Kovilpatti.

Objectives

1. To examine the respondents' demographic characteristics.
2. To measure the degree of employee satisfaction with the organisational culture and working conditions.
3. Employee job happiness is influenced by knowing the elements.

Methodology of the Study

An empirical study on job satisfaction among the workers of the Mahavishnu Spinning Mills in Kovilpatti was conducted. The use of both primary and secondary data is made. A specially created questionnaire was used to acquire primary data directly from the respondents. Following the completion of the questionnaire, the data were processed using the right tools for analysis and interpretation. A variety of books, journals, publications, and websites are used to gather the secondary data. For this study, the researcher picked 160 employees from a variety of departments at the Mahavishnu Spinning Mills in Kovilpatti to serve as respondents. The best sampling strategy was selected. To quickly grasp the data, methods including correlation analysis, chi-square analysis, and mean score were used.

Hypothesis

1. Ho: There is no significant relationship between the employee's overall satisfaction level with the job and the employee's gender.
2. Ho: There is no significant relationship between the employee's ages and their workload.



Analysis and Interpretation

Table 1

PARTICULARS	NUMBER OF RESPONDENTS	PERCENTAGE %
AGE		
Less than 25 years	110	68.75
25-30	32	20
31-35	10	6.25
Above 35	8	5
GENDER		
Male	24	15
Female	136	85
MARITAL STATUES		
Married	31	19.375
Unmarried	129	80.62
EDUCATIONAL QUALIFICATION		
Up to the Elementary level	8	5
Up to Higher secondary level	149	93.125
Graduate	1	0.625
No formal education	2	1.25
EXPERIENCE		
Less than a year	16	10
1-5 Years	104	65
5-10 years	28	17.5
More than 10 years	12	7.5
INCOME		
Rs 5000-7500	120	75
Rs 7501-10000	30	18.75
Rs 1001-12500	6	3.75
More than 12500	4	2.5156
KNOWLEDGE OF INDUSTRIAL LAW		
Yes	4	2.5

Job Satisfaction, Workers, innovative ideas, absenteeism and chi-square

No	156	97.5
Overall satisfaction		
Highly satisfied	65	40.625
Satisfied	47	29.375
Neutral	7	4.375
Dissatisfied	28	17.5
Highly dissatisfied	13	8.125

Source: Primary data

It is evident from Table 1 that, of the 160 respondents, 68.5% are under the age of 25. 85% of respondents are working women. Unmarried employees make up 80.62% of the respondents. Higher secondary education is represented by 93.125% of respondents. 65 per cent of respondents have one to five years of professional experience. 75% of respondents reported monthly wages between Rs. 5000 and Rs. 7500. The majority of responders (97.5%) do not know industrial law. 40.625% of those surveyed expressed a high level of job satisfaction.

Table 2

Factor	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	Row Totals
Male	10 (9.75) [0.01]	11(7.05) [2.21]	1(1.05) [0.00]	1 (4.20) [2.44]	1 (1.95) [0.46]	24
Female	55 (55.25) [0.00]	36 (39.95) [0.39]	6 (5.95) [0.00]	27 (23.80) [0.43]	12 (11.05) [0.08]	136
Column Totals	65	47	7	28	13	160 (Grand Total)

$$X^2 : \sum(O-E)^2/E$$

Calculated value : 6.0269

Table value : .197152

Level of significance: 5%

The calculated value of the chi-square at the 5% level of significance for degrees of freedom (2) in this table 2 is more than the table value (.197152). Because the null hypothesis (Ho) is not accepted, there is a substantial correlation between gender and overall job satisfaction.



Table 3

	SA	A	N	DA	SDA	Row Totals
Less than 25 years	6 (10.31) [1.80]	4 (8.25) [2.19]	1 (2.75) [1.11]	60 (49.50) [2.23]	39 (39.19) [0.00]	110
25-30	5 (3.00) [1.33]	4 (2.40) [1.07]	1 (0.80) [0.05]	9 (14.40) [2.03]	13 (11.40) [0.22]	32
31-35	3 (0.94) [4.54]	3 (0.75) [6.75]	1 (0.25) [2.25]	1 (4.50) [2.72]	2 (3.56) [0.69]	10
Above 35	1 (0.75) [0.08]	1 (0.60) [0.27]	1 (0.20) [3.20]	2 (3.60) [0.71]	3 (2.85) [0.01]	8
Column Total	15	12	4	72	57	160 (Grand Total)

$X^2 : \sum(O-E)^2/E$

Calculated value : 33.2482

Table value : .000885

Level of significance: 5%

In Table 3, the calculated value (33.2482) of the chi-square at the 5% level of significance is more than the table value (.000885). Therefore, the null hypothesis (Ho) is rejected, so there is a significant relationship between the age of the respondents and their workload.

Table 4

X-Mx	Y-MY	(X-Mx)2	(Y-My)	(X-Mx)(Y-My)
86.000	33.000	7396.000	1089.000	2838.000
-7.000	15.000	49.000	225.000	-105.000
-30.000	-25.000	900.000	625.000	750.000
-20.000	-4.000	400.000	16.000	80.000
-29.000	-19.000	841.000	361.000	551.000
Mx: 32.000	My: 32.000	Sum: 9586.000	Sum: 2316.000	Sum: 4114.000

Table 5

X Values	Y Values	X and Y Combined	R Calculation $r = \frac{\sum ((X - Mx) (Y - My))}{\sqrt{(\sum (X - Mx)^2)(\sum (Y - My)^2)}}$
$\sum = 160$ Mean = 32 $\sum (X - Mx)^2 = 7306$	$\sum = 160$ Mean = 32 $\sum (Y - My)^2 = 2316$	N = 5 $\sum (X - Mx) (Y - My) = 3466$	R = $3466 / \sqrt{((7306)(2316))} = 0.8426$
Meta Numeric's r = 0.8426			

Table 6

X Values	Y Values	X and Y Combined	R Calculation $r = \frac{\sum((X - M_x)(Y - M_y))}{\sqrt{((SS_x)(SS_y))}}$
$\sum = 160$	$\sum = 160$	$N = 5$	$r = \frac{4114}{\sqrt{(9586)(2316)}} = 0.8731$
Mean = 32	Mean = 32	$\sum(X - M_x)(Y - M_y) = 4114$	
$\sum(X - M_x)^2 = 9586$	$\sum(Y - M_y)^2 = 2316$		
Meta Numeric's = r = 0.8731			

Tables 4 and 5 clearly show that there is a significant positive connection (Meta Numerics = $r = 0.8731$), indicating that high scores for the X variable correlate with high scores for the Y variable. As a result, working conditions and employees' total job satisfaction show a substantial positive link.

Table 7

X-M_x	Y-M_y	(X-M_x)²	(Y-M_y)	(X-M_x)(Y-M_y)
75.000	33.000	5625.000	1089.000	2475.000
-14.000	15.000	196.000	225.000	-210.000
-32.000	-25.000	1024.000	625.000	800.000
-10.000	-4.000	100.000	16.000	40.000
-19.000	-19.000	361.000	361.000	361.000
M _x : 32.000	M _y : 32.000	Sum: 7306.000	Sum: 2316.000	Sum: 3466.000

It is evident from Tables 6 and 7 that there is a substantial positive correlation (Meta Numerics = $r = 0.8426$), meaning that high scores for the X variable correlate with high scores for the Y variable. As a result, there is a significant positive association between care for employees and total employee job satisfaction.



Table 8

S.No	Statements	SA	A	N	DA	SDA	Total mean	Mean score
1.	I receive fair wages	113	21	3	16	7	697	4.356
2.	My workload is fair	15	12	4	72	57	336	2.1
3.	My factory provides good working conditions	118	25	2	12	3	723	4.518
4.	My factory provides good welfare activities	17	19	7	48	69	347	2.168
5.	My factory offers frequent trainings	7	3	10	69	71	286	1.7875
6.	Concern for employees is good	107	18	-	22	13	664	4.15
7.	We have proper leave provision	12	3	-	75	70	340	2.125
8.	Bonus is adequate	12	16	7	70	55	285	1.781
9.	Working time is correct	17	19	6	63	55	360	2.25
10.	Non-financial rewards are good	8	6	17	68	61	306	1.9125
11.	Relationships with colleagues are good	12	18	13	74	43	362	2.262
12.	Job security is high	15	18	12	87	28	472	2.95
13.	Trust between superiors and workers is good	10	7	4	96	43	325	2.031
14.	The exchange of ideas between superiors and workers are good	11	6	7	102	34	338	2.112
15.	Safety provisions are high	78	64	2	12	4	680	4.25
16.	Recreation facilities are available	19	18	4	87	32	385	2.406

Source: Primary Data

SA-Strongly Agree, A-Agree, N-Neutral, DA-Disagree, SDA- Strongly Disagree

The statements made by the employees on their job satisfaction are displayed in Table

8. The majority of respondents (mean score 4.158 out of 160) highly agreed that the

plant offers its employees comfortable working conditions. The respondents strongly agreed that the factory pays its workers a good and fair wage (mean score: 4.356) after this.

Suggestions

1. The company is required to give its employees a proper and fair workload.
2. The factory must offer its workers good welfare programmes.
3. For the factory's workers to be more productive, periodic training sessions are a requirement.
4. The employer of the business is required to give their employees a sufficient Bonus.
5. The factory is required to offer its employees some form of recreational opportunities.
6. The factory can enhance its non-monetary incentive programme.

Conclusion

In every firm, job happiness is crucial. Employees are representatives of the factory, thus the boss must treat them with respect. Not only must the employees receive fair pay, but they also need to have access to welfare programmes. Every time it is necessary, the factory must give the workers the right training. Employees must receive a commensurate bonus. Employers are required to take note of employee comments and ideas. The actions of a factory's employees will boost its reputation

and goodwill if it adheres to the aforementioned principles.

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