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## “A STUDY ON EMPLOYEE SATISFACTION TOWARDS COMPENSATION”

Patel Diya Dharmendrakumar

*Student, B.V.Patel Institute Of Management*

*Uka Tarsadia University, Maliba Campus, Bardoli.*

Ms. Vaishali Pillai

*Assistant professor, B.V. Patel Institute of Management,*

*Uka Tarsadia University, Bardoli, Surat. Gujarat.*

### Abstract

This research proves that compensation is an important element for the employees. The research purpose is to find some important factors which employee get satisfaction with compensation policy. The objective is to study factors affecting to examine the relationship between employee compensation and their job satisfaction. To know the factors which increase the employee satisfaction in the organization. Research design used is descriptive in nature. Data collected for this study is by questionnaire method. A sample of 91 respondents were selected through a simple random sampling method. of the employees, compensation makes employee to keep motivate, boost the morale, and set with the goals. It makes employee want to act. Most of the respondent are strongly agree with the overall satisfaction with organization. Most of the respondent are strongly agree with their compensation given by organization. They are strongly agree with their working condition, basic salary they pay to employee, compensations benefits, health-care benefits , job security, appreciation of work, and employee welfare facilities. As employee get proper compensation and ther are satisfied then the work will be better and it make to boost the moral high.

**Keywords:** Employee satisfaction, Compensation and Rewards.

## Introduction

Employee satisfaction is one key metric that can help determine the overall health of an organization. A high satisfaction level indicates that employees are happy with how their employer treats them. Satisfaction occurs as a result of both material factors like compensation and benefits as well as less-tangible elements like engagement, recognition, and strong leadership. If an organization fails to address both sides of the equation, they may find they have a complacent team made up of materially satisfied employees.

Compensation is the reward that the employees receive in return for the work performed and services rendered by them to the organization. It is a tool used by management for a variety of purposes to further the existence of the company. Compensation includes monetary payments like bonuses, profit sharing, overtime pay, recognition rewards and sales commission, as well as non-monetary perks like a company-paid car. It may be adjusted according to the business needs, goals and available resources.

## Literature Review

Dr.R.Priya, R.Rajkumar (2018) studies the employee satisfaction with compensation. The data was collected is primary data with questionnaire and sampling technique. To identify the need and importance of wages and salary. The most of the employee are satisfied with the compensation providing in organization some minor problem are there that will be solved by taking certain steps. Gladys Thuita, Yvonne Oiyee (2018) studies the compensation, working condition and the employee satisfaction. The data was collected is primary data with descriptive research design and with research questionnaire. To identify the employee compensation system, and to identify the work style. Compensation is a significant predictor of employee satisfaction in Kilifi zones. Although the study found out that compensation and working conditions vary from one sector to the other. Christy Gomgom Ebenezer Sitorus, Rr. Erlina, Nova Mardiana (2019) studies the impact Of compensation, transformational leadership and employee satisfaction. The data was collected is primary data with multiple linear regression testing. To identify the providing salaries and other benefits, the compensation is decided vase employee competence. Compensation, transformational leadership, and employee satisfaction have a partial and simultaneous positive effect on the performance of the employees. Ni Wayan Siramiati, Surachman, Djumilah Hadiwidjojo, Fatchur Rohman (2016) studies the performance-based compensation effect on employee motivation of job satisfaction. The data was collected is primary data. To identify the direct and indirect compensation as a job satisfaction. The full support in term of performance-based compensation and motivation to work in produce the job satisfaction.. Manisha Gupta (2014) studies the employee's satisfaction towards monetary compensation practice. The data was collected is primary data with questionnaire. The factor that effect the employee's satisfaction and the policy makers and managers should focus on the factor that affect employee job satisfaction.

## Objective of the Research

Primary objective:

- To study the employee satisfaction towards compensation at sainath agro processor.

Secondary objective:

- To examine the relationship between employee compensation and their job satisfaction.
- To know the factors which increase the employee satisfaction in the organization.

## Research Methodology

Study aims to find out the factors affecting employee motivation. The design of research that was selected for the project is “Descriptive or survey design”. primary data was collected through questionnaires. The data gathered through survey with open ended questions, close ended questions and the sample size is 91. The frequency and reliability test were used to analyse the data. cross tabulation and chi-square have been used for research analysis.

## Data Analysis & Interpretation

The results of the findings of the data analysed from the questionnaire. The data was analysed on the basis of research objectives and questionnaire items using statistical tools, to generate frequency distribution tables, cross tabulation and chi- square.

## Hypothesis Development

On the basis of factors affecting employee motivation, the following hypotheses are developed:

Ho1: There is no significant relationship between working policy on gender and age qualifications.

Ho2: There is no significant relationship between nature of work affect on my health on gender and age qualifications.

Ho3: There is no significant relationship between provide training programs on age qualifications.

Ho4: There is no significant relationship between appreciation is important on gender and age qualifications.

Ho5: There is no significant relationship between provide health-care policy on gender and age qualifications.

## Findings of the study

Demographic Profile:

**Table: 1 Demographic Profile of the respondents**

Demographic Variable		Frequency	Percentage
Gender	Male	71	71.0
	Female	20	20.1
Age	15-25	21	21.0
	25-35	39	39.0
	35-45	28	28.0
	Above 45	3	3.0
Education	HSC	46	21.0
	Graduate	39	31.0
	Postgraduate	4	26.0
	Above P.G	2	22.0
Marital Status	Unmarried	37	37.0
	Married	51	51.0
	Other specific	3	3.0
Monthly Income	5,000-10,000	10	10.0
	10,000-15,000	52	52.0
	15,0000-20,000	24	24.0
	Above 20,000	5	5.0

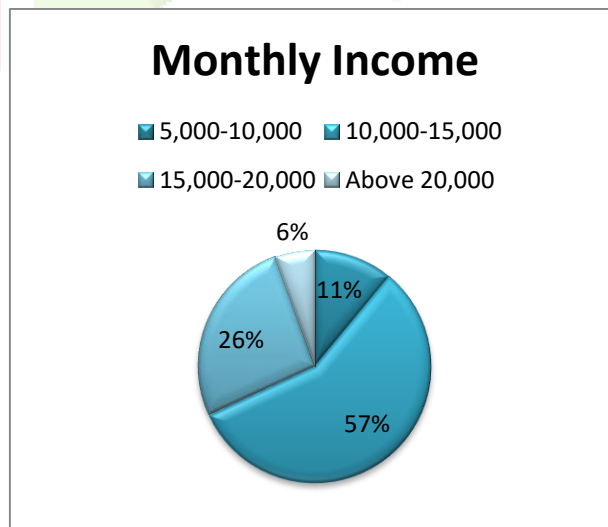
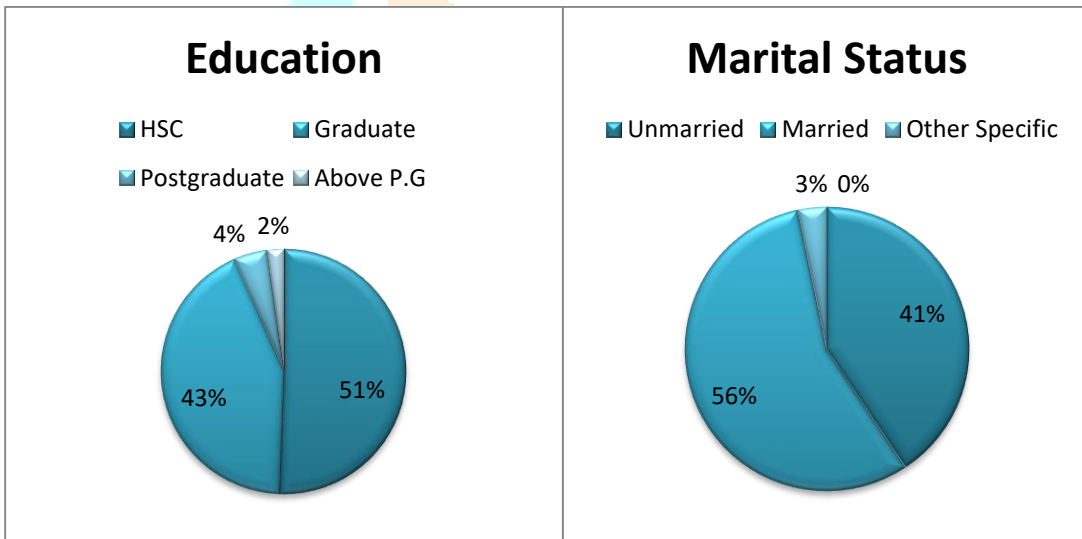
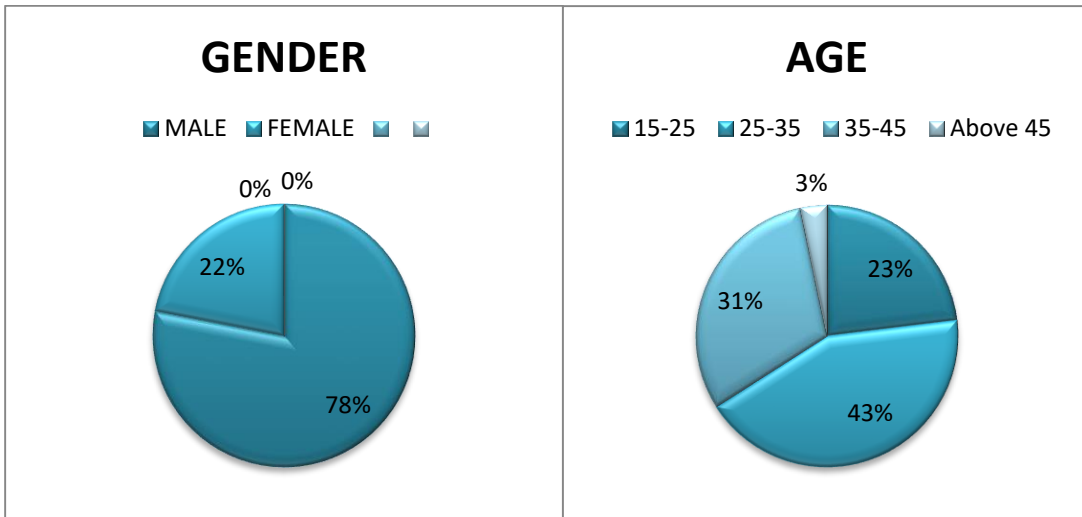


Table No 2 displays the demographic information gathered from the respondents. According the above table and graph, we can say that male are 70% and female are 20% respondents at sainath agro processor. From the above table and graph, we can see that 20% of respondent are from the age group of 15-25, 35% of respondent are from the age group of 25-35, 30% of respondent are from the age group of 35-45, 5% of respondent are from the age group of 45-55 respectively. So, it is interpreted that majority of the employees. From the above table and graph, we can say 45% of respondent did HSC, 40% of respondent did graduate, 4% of respondent did post graduate, 1% of respondent did above post graduate. So, it can be interpreted that majority of the respondent are literate. From the above table and graph, we can say that 38% of respondent are unmarried, 50% of respondent are married, 2% of respondent are other (widowed, divorce). So, it can be interpreted that majority of the respondent are married. From the above table and graph, we can say that 10% of respondent are having salary between 5,000-10,000, 50% of respondent are having salary between 10,000-15,000, 25% of respondent are having salary between 15,000-20,000, 5% of respondent are from above 20,000

Chi-Square Test:

**Table No: 2 Test with Gender**

		value	df	sig.	Accepted/Rejected
Working policy	Pearson Chi-square	92.705	10	.219	Rejected
Nature of work affect on my health	Pearson Chi-square	95.590	10	.053	Rejected
Provide training programs	Pearson Chi- square	94.128	10	.123	Rejected
Appreciation is important	Pearson Chi-square	93.91	10	.153	Rejected
Provide health-care policy	Pearson Chi-square	96.095	10	.066	Rejected

Here from the table it is observed that the significance test value for Working policy, Nature of work affect on my health, Provide training programs, Appreciation is important, Provide health-care policy is greater than significance level 0.05 hence null hypothesis is rejected which suggests that there is no significance relationship with age.

**Table No: 3 Test with Age**

		value	df	Sig.	Accepted/ Rejected
Working policy	Pearson Chi-square	4.364	6	.628	Rejected
Nature of work affect on my health	Pearson Chi-square	7.184	6	.304	Rejected
Provide training programs	Pearson Chi-square	3.370	6	.761	Rejected
Appreciation is important	Pearson Chi-square	7.511	6	.276	Rejected
Provide health-care policy	Pearson Chi-square	8.191	6	.224	Rejected

Here from the table it is observed that the significance test value for working policy, Nature of work affect on my health, Provide training programs, Appreciation is important, Provide health-care policy is greater than significance level 0.05 hence null hypothesis is rejected which suggests that there is no significance relationship with education qualifications.

### Finding

- Respondents are highly satisfied with the working environment.
- Respondents are highly satisfied with the working relationship with the supervisor.
- Respondents are satisfied with incentives and other benefits.
- Respondents are satisfied with appreciation which organization gives to their employees.
- Respondent are agree that organization provide training programs to employees.
- Respondent are strongly agree that organization provides health-care benefits for the employees.

### Recommendation

- The factory should improve environment and nature of the work affect on the employees.
- The factory should provide better health policy to the employees.
- The factory should improve their work on appreciation like they have keep more aware the criteria for receiving appreciation at work place.
- The factory should improve medical facilities of the employees and their family member's medical facilities.

- The factory should give more reward and other benefits to motivate and too boost the morale of the employees.

## Conclusion

The compensation is an important Part of the employees, compensation makes employee to keep motivate, boost the morale, and set with the goals. It makes employee want to act. Most of the respondent are strongly agree with the overall satisfaction with organization. Most of the respondent are strongly agree with their compensation given by organization. They are strongly agree with their working condition, basic salary they pay to employee, compensations benefits, health-care benefits , job security, appreciation of work, and employee welfare facilities. The study also concludes that working relationship with supervisor also very good, lunch break, rest break are provided by the organization. The respondents are agree with their training programs given by the organization, nature of work organization having. The respondent are agree with their housing facilities.

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