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“A STUDY IN EMPLOYEES JOB SATISFACTION IN ORANGE MEGASTRUCTURE LLP DURING COVID-19 PANDAMIC ERA”

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Abstract

This research proves that satisfaction is an important part of human psychology. The research purpose is to find how the covid-19 affects hotel industry. The objective is to study factors affecting the hotel industry employees .To identify factors affecting job satisfaction among employees during the covid-19 pandemic stage. To examine how the hotel industry has responded to this crisis at the initial stage of pandemic stage. Data collected for this study is by questionnaire method. A sample of 101 respondents was selected through a simple random sampling method. As a result, the employees of the hotel industry is somewhat satisfied with their organization. Keywords: Employees job satisfaction.

Introduction

Employees satisfaction also called job satisfaction, is a common measurement used within HR function. study focus on job satisfaction among employees of orange Megastructure LLP. The main objective how organization face this critical situation and how they treat their employees in the pandemic and employees are Satisfies with their job or not. Factors like working hour, leadership, working activity, motivating, covid-19. Job satisfaction occur when employees are happy with their working hour, organization during this pandemic. Dis-satisfaction occur stress, finding new organization, not Performing their work properly.

Review of Literature

Alaa Nimer Abukhalifeh, Kishor Chandran, 2020 Research was led on three variables affecting employee's dissatisfaction and intention to leave. The three variables are compensation, benefits and rewards, job security and work environment. Business leaders need to pay more attention to the intrinsic factors that predicts employee engagement and loyalty to the organization to reduce employee turnover. The study also tries to provide practical implications to hospitality industry managers in understanding the determinants of employee Turnover. **(Ganesha Acharya and Dr. Abbokar Siddiq , 2018)** To examine the satisfaction level of the employees towards working conditions, Grievance handling systems, Relationship with Colleagues, Rewards systems, Welfare Facilities, wages systems, Promotion and Career Development opportunities, Job Security Provisions etc. Employee attitudes naturally reflect the moral of the service unit and satisfied employees are extremely important. Every service unit should develop strategies that support the work environment and increase the employee morale and satisfaction to enhance employee performance and productivity. **(Omar A.A. Jawabreh, Mohammad Nayef Alsarayreh, 2017)** This study aims to reach conclusions that help in: identifying and understanding the relationship between motives and incentives, meeting the motives of 5-star hotels' employees. There is a relationship between the functions and duties of the employee and the abilities and capacities in proportion with the increased job satisfaction and general productivity of the employees. The results of the study indicated that the first age group is in the phase of functional establishment, so did not aware of how important job satisfaction is. **(Selye, 2017)** To function optimally and gain profit, it should have educated and motivated staff. Identify the factors that make the employees satisfied and motivated. Identify the factors that create dissatisfaction or demonization among employees. Identify the factors that make the employees satisfied and motivated. Identify the factors that create dissatisfaction or demonization among employees. Human resource in tourism is one of the most important segments of the quality of the services provided. If the industry of hotel management wants **(Jauhari, 6 June 2020)** The sample of 80 respondents, just before analyze and classify the term employee engagement in context of pandemic situation in India and how effective it is, in the present competitive environment. Primary data, secondary data. Non-

quantifiable methods. A comparative and exploratory research was conducted for the ITC & Oberoi Group of Hotels with regards to Employee Engagement. The studies find few respondents to be slightly disengaged but majority respondents belonging to The Oberoi group were engaged in terms of Compensation & Recognition.

Research Objective

Primary Objective

- To study employees job satisfaction at ORANGE MEGASTRUCTURE LLP during pandemic.

Secondary Objective

- To identify factors affecting jobsatisfactionamongemployeesduringtheCovid-19pandemicstage.
- Toexaminehowthehotelindustryhasrespondedtothiscrisisattheinitialstageandpandemicstage.

Research Methodology

Study aims to measure employee satisfaction at ORANGE MEGASTRUCTURE LLP Hotel. Employee Satisfaction has become today a very important process in the organizations, especially during times when losing of job rate is very high. The design of the 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 100. The frequency and reliability test were used to analyse the data. Cross tabulation 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, reliability test, cross tabulation.

Hypothesis Development

Reliability statistics

TABLE NO.1

Cronbach's Alpha	No of Items
.568	23

Reliability test was carried out by using SPSS software and the reliability test measure given below: Cronbach's alpha: .568, the standard value is at 0.5 but over here it's highly reliable, so all the questions were found reliable.

Demographic Profile**Table: 2 Demographic Profile of the respondents**

Demographic variable		Frequency	Percentage
Gender	Male	50	50.0
	Female	51	51.0
Age	21-30	39	39.0
	31-40	46	46.0
	41-50	16	16.0
	Above 50	-	-
Education Qualifications	HSC	51	51.0
	Graduate	33	33.0
	Postgraduate	17	17.0
	Above P.G	-	-
Marital status	Single	35	35.0
	Married	65	65.0
	Other specific	1	1.0

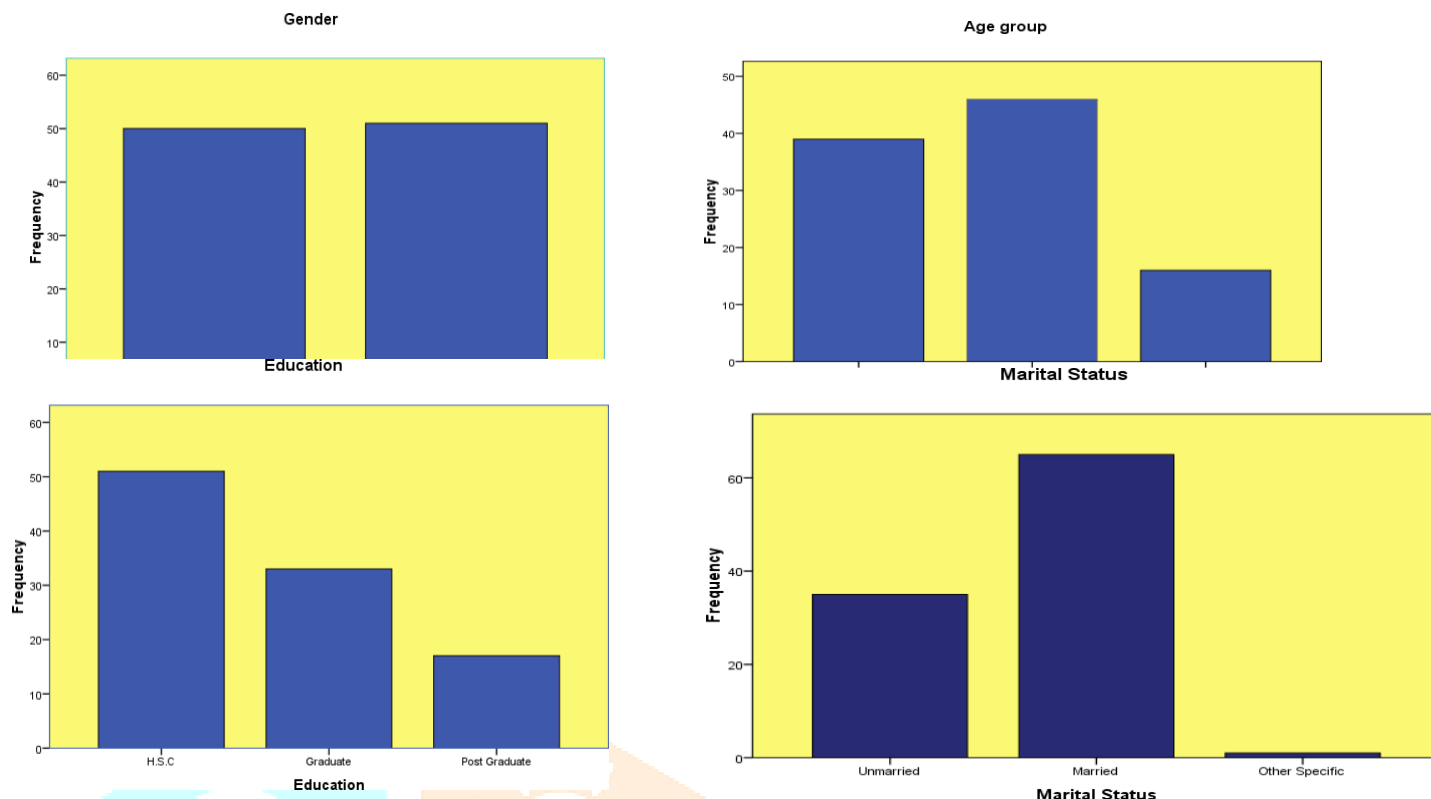


Table No 2 displays the demographic information gathered from the respondents in the form of various graphs. According to the study, 50 percent male & 51 percent Female are employees. Study shows that the majority(46%) of the respondents ages between(31-40)ages,(39%) are below (21-30)ages,16% are between (41-50).Aside from that, 51 % of its employees have a HSC,33 % of employees have graduate,17% of employees have post graduate. As a result,it indicates that the employees company prefers both educated and skilled employees.In terms of marital status, the majority 65% of employees is married, 35% of employees are unmarried and 1% is others.

Table:3 Cross tabulation test with age group

Variable	N	Percentage
During covid-19 stage employees are satisfied with their organization.	101	90%
Employees are satisfied with their working hour during the initial stage.	101	80%
Employees are satisfied with their work during covid-19.	101	99%
The organization provides PPE kits.	101	99%

Here from the table it is observation that the employees are 90% satisfied with their organization, 80% employees are with working hour during the initial stage of COVID-19. 99% employees are satisfied with work during covid-19. 99% of employees are agree that the organization provide PPE kits and other safety equipments like (Gloves, Sanitizer, Mask).

Table: 4 Cross tabulation test with Education Qualification

Variable	N	Percentage
In the tough time the superiors of the organization take clear & unbiased decisions.	101	90%
Superiors of the organization provided regular information and guided the employees how to face and work in these situation.	101	90%
The organization supported the employees financially in the COVID-19 crises.	101	100%
COVID-19 effected the hotel industry very badly	101	100%
The hotel industry has drastically changed after COVID-19.	101	100%

Here from the table it is observe that 90% of employees are accept that in the lockdown the superiors of the organization take clear & unbiased decision. 90% of the employees are satisfied with the superiors of the organization who provide the information and guidens how to deal with the difficult situation. 100% employees are agree that the organization support financially to their employees. 100 % employees of ORANGE MEGASTRUCTURE LLP is agree that COVID-19 effected very badly and also hotel industry has drastically changed after covid-19.

FINDING

- In this pandemic situation the employees of ORANGE MEGASTRUCTURE LLP face many problems some of employees loss their love ones, family member.
- In this situation the employees are know the importance of family.
- In ORANGE MEGASTRUCTURE LLP majority of the employees are married and majority of employees are belong in young age group.
- The employee of ORANGE MEGASTRUCTURE LLP is very happy & satisfied with their organization during this COVID-19 pandemic era.
- In this tough time Organization support their employees financially.

Limitation

- This research conducted only one hotel.
- The response of the employees might be differing to the other hotel staff.
- The other Hotel may be taken different action to deal with the problems.

Conclusion

This research proof that Employees job satisfaction is very important. Job satisfaction indirectly motivates employee which makes a person want to work towards a goal and in this pandemic time our research says that covid-19 effect directly to the employees job satisfaction. It makes people want to act. Most of the respondents are somewhat satisfied with the policy at present, and Few of employees nether satisfied nor dissatisfied with the organization, non- financial incentives, financial incentives, paid leaves, leaves they get per year, total benefit package, housing facilities, individual work they loss because of lockdown. This study also concludes that the organization support their employees as much possible to the organization. Employees of THG are very understanding, they understand this tough situation and corporate with organization. In this research I personally learn that when whole world is facing same problem that time you don't need to blame others or complain others, corporate with others and helps to others. In this pandemic ORANGE MEGASTRUCTURE LLP employees help their colleges.

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