



A Study In The Role Of Job Satisfaction In Enhancing Workplace Performance And Safety

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ABSTRACT

An employee's performance in the workplace is significantly influenced by his level of job satisfaction. The impression of job safety among employees is influenced by both factors. A contented worker puts his all into his work, follows instructions more accurately, and takes care of both himself and other people. In the company, he feels secure. The purpose of the study was to use a straightforward poll to evaluate employees' job happiness and productivity. A survey asking workers at a selected ferrous company to rate their degree of job satisfaction was carried out in order to accomplish this goal. Nearly 66% of workers are satisfied or extremely satisfied with their occupations, according to the data. For workers in Nepal's commercial banks, "job security" is the most important component of job satisfaction. There is little difference in the degree of job satisfaction between male and female employees. Nonetheless, there are notable variations in the degree of job satisfaction across different employee age groups.

Keywords: work performance, safety, and job satisfaction

INTRODUCTION

Employees have a crucial role in carrying out the goals and objectives of the company, particularly in the area of production. To guarantee the volume and caliber of their work, employees must fulfill the performance standards established by the company. Employees must be able to operate freely without encountering obstacles that could prevent them from realizing their full potential in order to satisfy organizational standards (Raziq and Maulabakhsh, 2015).

They also require a suitable supervisor who will give them this setting, but more importantly, he will inspire them to work properly and make them feel content with their job. The management style is one of the factors that affects it, along with compensation, perks, schedule, working hours, stress level, and flexibility. Productivity, motivation, work performance, and life happiness are all correlated with job satisfaction (Abuhashesh et al., 2019), therefore this also holds true for employees' personal lives. Human resource management and job satisfaction are related (HRM). Numerous studies have demonstrated that HRM strategies can significantly and practically impact three crucial organizational outcomes: profit,

quality of life, and productivity (Cascio, 2002). The organization's ability to retain and attract skilled human capital is greatly influenced by the degree of work satisfaction among its personnel. A contented employee is more likely to contribute to the company's success, be absent from work less frequently, and want to remain with the company (Adhikari, 2009). A disgruntled employee, on the other hand, exhibits bad attitudes, likes to stay absent excessively, is constantly angry with the supervisor, attempts to quit the company as soon as the chance arises, and continues to experience stress (Adhikari 2009). Therefore, it is crucial that the company foster an environment where employees are happy in their jobs.

Job security, compensation and benefits, training and career advancement opportunities, the chance to apply skills and knowledge, relationships with immediate coworkers, managers, and supervisors, performance recognition, job characteristics, working environment, autonomy and independence, participation in decision-making, corporate culture, etc. all have an impact on employees' overall feelings about their jobs. Employees job satisfaction and a predictor of work-related behaviors including turnover and absenteeism. There is a widespread belief that contented workers are more inclined to stick with their companies. It can be challenging to maintain a group of contented and driven workers, though, when employee expectations change. Satisfied workers are more inclined to stick with their employers, according to popular knowledge. However, maintaining a group of contented and driven workers is frequently difficult as employee expectations change. Employees may experience increased stress when life becomes increasingly difficult. Therefore, depending on characteristics like the age and gender of employees, the criteria that have long been assumed to satisfy them may be changing. Apart from demographic considerations, the economic environment in which the majority of businesses operate is also noteworthy. The purpose of this article is to evaluate the level of job satisfaction among employees and to pinpoint the important variables affecting job satisfaction in Nepalese commercial banks. The study also looks at the connections between various demographic characteristics and job satisfaction.

IMPORTANCE OF EMPLOYEE SATISFACTION:

Any organization's greatest asset is its human capital, which should not be jeopardized in times of economic instability. Retaining quality employees is crucial to the organization's ability to grow steadily, and even in times of financial crisis, when many employees plan to leave due to layoffs and payroll reductions, the organization can focus on taking effective measures on a selective basis to increase employee job satisfaction in order to retain them. If this isn't done, the firm may lose highly skilled employees, which would cause more problems. It is important to keep in mind that the managerial and supervisory personnel may optimize the potential, inventive skills, and capabilities of the whole workforce, giving the company a competitive edge. Motivated employees are essential to the organization's health, and it has been discovered that maintaining employee engagement at work leads to greater levels of job satisfaction. Employee job satisfaction has a major impact on the organization's productivity. It not only affects the largest possible workforce, but it also significantly raises employee commitment to the company and morale. Employees' proactive and motivating feelings are what propel them to grow in their current organizations on both a personal and professional level without considering leaving for greater opportunities elsewhere.

When employees feel proud of their work, it's a conducive work environment. As was previously noted, maintaining employee job satisfaction within the company is challenging but not impossible during periods of economic uncertainty, budget cuts, and layoffs. Employers who use both monetary and non-monetary measures to boost employee satisfaction, however, undoubtedly benefit from decreased absenteeism, lethargy, and employee turnover rates as well as increased organizational citizenship behavior and commitments.

WAY TO ENHANCE EMPLOYEE SATISFACTION

It has been demonstrated that only when given a motivating environment do employees feel satisfied with the work they undertake. The leaders of the company are responsible for improving worker performance, equipment, product quality, and output, all of which are necessary to foster a high degree of employee satisfaction. The following constructive actions can be taken to increase employee motivation inside the company:

- Great Work Culture
- Identification, Motivation, and Gratitude
- Employee Involvement
- Enhance Employee Potential and Skills
- Job Satisfaction Measurement

GREAT WORK CULTURE: The first step in fostering employee job satisfaction is creating a favorable work environment. It is advised to learn what excites and motivates the employees in order to do this. This is the most important component of the motivation process. If necessary, the authorities must go above and beyond the call of duty to address the requirements of the staff in order to foster an inspiring work environment.

IDENTIFICATION, MOTIVATION AND GRATITUDE: Employee motivation and morale have been found to be greatly increased by management's personal recognition and appreciation of their work. A formal annual grand function is often far less effective than modest, informal festivities. Innovative approaches to reward top performers that are more deserving than money include offering them services and gifts in the form of goods and services.

EMPLOYEE INVOLVEMENT: It has been observed that when workers participate in decision-making, they offer insightful opinions and recommendations and seem more engaged and dedicated, feeling a sense of pride and fulfillment in their work. Employees may not be very interested in their work if they are not treated with confidence, which could lead to less than ideal outcomes. According to reports, Sony Corporation hosts an annual Idea Exhibition to facilitate idea sharing among divisions. Scientists and engineers showcase their ongoing projects and ideas. This has shown to foster an environment that is conducive to creativity and increased involvement from those involved.

ENHANCE EMPLOYEE POTENTIAL AND SKILLS: Effective training and education procedures enable capacity growth in terms of improving employees' knowledge, abilities, and proactive attitude adjustment. Because well-trained staff are more capable and willing to take on greater responsibility, training should be an ongoing process in the company. Additionally, these staff members require less supervision and can handle consumers in the most satisfactory manner, guaranteeing their loyalty.

JOB SATISFACTION MEASUREMENT: Feedback in a specially created evaluation format before and after training sessions could be used to gauge employee engagement with the company and work satisfaction. This process should be ongoing. This guarantees that the workforce will improve in areas such as motivation, attitude, and morale. In the best interests of the company, it also advises management on necessary changes to training programs and policy choices. It is a known fact that motivated and well-trained staff members take pride in their work and find fulfillment in helping the company succeed. Therefore, in order to continuously improve, good firms survey their employees about their job satisfaction at least once a year.

STRATEGIES TO ENHANCE EMPLOYEE SATISFACTION:

Given the significance of employee job satisfaction in organizational development, it is imperative that firms implement appropriate tactics for enhancing their reputation over time. Here are a few doable and straightforward tactics to raise employee contentment inside the company:

- Allied Mission and Vision
- Work self
- Remuneration and Benefits
- Performance Rating
- Connection to Supervisors
- Advancements and Professional Growth

Allied Mission and Vision: Despite being an essential component of the business and actively contributing to its development through their skills or abilities, employees in many organizations are unaware of its mission, vision, and goals. Therefore, it is essential to create a suitable corporate culture that involves every employee in order to fulfill the organization's objective and vision. Employees should be asked for input on a regular basis to find out what they think about this.

Work self: Employee job rotation, knowledge expansion, task expansion, and periodic job enrichment can all significantly improve job satisfaction.

Remuneration and Benefits: In order to inspire employees, appropriate regulations pertaining to pay and other benefits should be developed, occasionally taking the financial situation into account.

Performance Rating: It is necessary to conduct a realistic and equitable evaluation of each employee's job, which will undoubtedly motivate them to perform better.

Connection to Supervisors: A positive working connection between management and employees is crucial to an organization's growth, or the other way around. The company should treat employees fairly, be willing to assist them, offer training to improve their abilities and good attitudes, and be prepared to listen to and respond to employees in order to foster a friendly working relationship between the management and staff.

Advancements and Professional Growth: Accordingly, training programs based on an analysis of employees' training needs should be carried out to improve their capabilities. Career development programs, when properly constructed, increase retention and decrease employee turnover. The organization should develop a suitable strategy for promotions to each category of employees within a reasonable period of time.

REVIEW OF LITERATURE:

Numerous theories and models of individual attitudes and behaviors in organizational research place a strong emphasis on job satisfaction. There are numerous definitions for the term "job satisfaction." However, Locke's (1976) definition of job satisfaction—which he defined as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences" is the one most frequently employed in organizational research. According to Dubrin (1997), job satisfaction is the degree of happiness or fulfillment connected to a job. According to Syeyen and Van Wyk (1999), job satisfaction is a positive emotion brought on by an individual's opinions about their employment. According to Mwamwenda (1995), there is a connection between job satisfaction and commitment, productivity, fulfillment, and persistence in the workplace.

According to Maslow's (1989) theory, each individual has an array of five levels of needs. At the lowest level, these are physiological needs; at the highest level, they are security needs, social needs, esteem needs, and selfactualization needs. The two-factor theory of motivation, also known as the motivation-hygiene theory, is an extension that claims that all factors that influence people's feelings about their jobs can be separated into two categories: hygiene factors (dissatisfiers) and motivators (satisfiers) (Herzberg, Mausner, & Snyderman, 1959).

According to research by Sloane and Williams (2000) and Clark (1997), women are generally more satisfied with their jobs than men are, despite the fact that women's working conditions, pay, position, and other factors are poorer than men's. Despite scholarly attempts to analyze these perplexing facts, the paradox of the happy female employees has not been satisfactorily explained. A large portion of the gender happiness gap would be eliminated if the systematic differences in the jobs and work content that men and women experience were taken into account, according to certain views (Dex, 1988). Hakim (1991) called the contradiction "grateful slaves" and offered a speculative solution to the conundrum from the standpoint of loyalty to one's job. She contends that the disparity between men's and women's life goals explains why women are disproportionately satisfied with their work.

An employee's perception of accomplishments and successes might be characterized as job satisfaction. The widespread consensus is that it has a direct correlation with both personal well-being and work performance and productivity. To be happy at work, one must enjoy what they do, perform it well, and receive recognition for their efforts (Kaliski, 2007; Aziri, 2011). According to George and Jones (2008), people may also treat other parts of their jobs differently, including their compensation, coworkers, superiors or subordinates, and the kind of work they are doing. Every employee can benefit from diverse leadership and motivational philosophies in different ways, which can boost output and job happiness. Consequently, one of the most important factors in inspiring workers and pushing them to produce better work is job satisfaction (Raziq and Maulabakhsh, 2015). Employee satisfaction, according to Ostroff (1992), is crucial for the organization as a whole as well as for its workers. Since contented workers are typically content and driven to work, the company can benefit greatly from their efforts. On the other hand, dissatisfied workers won't be inspired and will be agitated by their daily schedule, evading accountability and even skipping work altogether (sick leave, days off, etc.). Judge and colleagues (2001) One of the primary determinants of corporate organizations' efficacy and efficiency is thought to be job satisfaction. The new managerial paradigm, which maintains that workers should be viewed primarily as individuals with their own needs and preferences, is actually a very good. According to an analysis of job satisfaction, a happy employee is a successful employee, and a satisfied employee is a happy employee (Aziri, 2011). The capacity to interact with employees, encourage creative thinking and awareness of values, be receptive to employees' perspectives, and be available to superiors when needed are all fundamental aspects of supervision. Numerous studies have demonstrated that when a supervisor is competent and successful, employee satisfaction is high, and when a supervisor lacks communication skills, employee discontent is high (Schroffel, 1999; Raziq and Maulabakhsh, 2015). His research indicates that while the supervisor/leader element has a minor effect on motivation, it is essential for job-design satisfaction and has a significant impact on performance pay satisfaction (Brenninger, 2015). Therefore, it may be argued that managers can use an effective leadership style to affect employee commitment, performance, and satisfaction. Based on personal and organizational principles, the leadership style can be understood as a collection of managerial attitudes, behaviors, attributes, and abilities (Mosadegh Rad and Yarmohammadian, 2006). In manufacturing firms, particularly in heavy industrial sectors where males make up the majority of the workforce, the manager's impact on team management is especially significant. Employees on the men's team, whose primary workspace is the production hall, behave differently in a mixed firm than in a men's team, where the superior leads the team differently, where there are also women, and where employees sit in the office more frequently.

Additionally, Wexley and Youkl (1984) described job satisfaction as an employee's attitudes and sentiments regarding their employment. Employee satisfaction can be achieved by controlling certain aspects. Herzberg refers to these elements as "motivators" since they contribute to long-term enjoyment. Achievement, acknowledgment, the work itself, and responsibility can all result from this fulfillment (Herzberg et al., 1959). According to Yalabik et al. (2013), "Job satisfaction" influences "Commitment to work," which in turn influences "Work performance." This is one of the extensively studied and confirmed relationships between employee satisfaction and the effects of the organization's activities (Pietron-Pyszczek, 2010).

FINDINGS & IMPLEMENTATIONS

Once you have gathered insights into employee satisfaction, the next step is to take action based on the findings. Here are some steps to address areas of concern:

Improving Work-Life Balance

Offering flexible work hours, remote work options, and encouraging employees to take breaks or vacations can help employees achieve a better work-life balance.

Recognizing and Rewarding Employees

Employees who feel their hard work is appreciated are more likely to stay satisfied. Implementing reward programs, recognition ceremonies, or even simple praise can improve satisfaction levels.

Providing Career Development Opportunities

Providing training programs, mentorship, and growth opportunities can help employees feel valued and invested in the company's future. Clear career progression paths can motivate employees to perform better and stay with the company longer.

Fostering Open Communication

Encourage open and transparent communication between leadership and employees. Regular feedback sessions, team meetings, and open-door policies help employees feel heard and involved in decision-making processes.

Enhancing Leadership Practices

Effective leadership is critical to employee satisfaction. Managers should be trained in leadership skills such as empathy, active listening, and providing constructive feedback to build stronger relationships with their teams.

Conclusion:

The Ongoing Journey of Employee Satisfaction Measuring and improving employee satisfaction is an ongoing process that requires commitment from leadership and management. By continually seeking feedback, analyzing satisfaction trends, and implementing changes based on the data, organizations can create a positive work environment that fosters higher productivity, engagement, and employee retention.

In any organization, achieving the desired goals over the long term depends critically on the job happiness of its personnel. It has been noted that flexible programs and free cafeteria food are insufficient. It has been observed that people's high levels of self-confidence are a contributing factor to job happiness. It differs from person to person. The level of job satisfaction among employees is determined by their proactive approach as well as the mental and physical resources they bring to work. They feel competent in both work and life, which reinforces each other, in addition to being content with their careers. Building employees' competence and self-confidence through training, feedback, and acknowledgment should be an ongoing organizational activity, according to the research on the topic. It has been observed that sentiments of effectiveness at work are closely linked to good job satisfaction. In a similar vein, it can only be accomplished successfully by fostering employees' true self-confidence.

To make mission-driven adjustments as quickly as possible excites them. Constant support and appropriate incentives from management are necessary for both people and organizations to meet new challenges. There is a strong correlation between having fun at work and high job satisfaction. People who are extremely satisfied additionally remark that they slept deeply and peacefully and that it was easy for them to wake up in the morning. In practically every sector, top performers also claim that rest and recovery at work improve performance. It is clear that the firm must implement both monetary and nonmonetary strategies to improve employee work satisfaction, depending on the current situation. Employee job satisfaction is positively impacted by the working environment. Businesses must recognize the value of a positive work environment since poor working conditions prevent individuals from demonstrating their strengths and reaching their full potential. The findings of this study raise awareness of the value of a positive work environment for employee job satisfaction, which benefits society as a whole. By giving the workplace a higher priority in order to boost employee engagement and motivation, the study has an impact on how well firms perform in the future.

Offering a positive work environment to employees has enormous advantages for the company as well as the workers. There were various restrictions on the research, such the amount of time available to gather the necessary data. One of the constraints that prevented us from adding more details regarding the significance of this subject was time. Access to the data that was to be gathered from other organizations was another restriction.

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