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An Analysis Of Job Satisfaction Among Employees In Investment Casting Firm

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Abstract: This study focuses on analyzing job satisfaction among employees in the investment casting industry, where accurate and consistency are necessary. Its purpose is to assess that various factors such as compensation, working status, career development opportunities, job security, managerial support, and work-life balance affect employees satisfaction. Research adopts a descriptive design and uses both primary data through structured questionnaires and interviews, and secondary data from literature and company records. Conclusions suggest that fair compensation and a balanced working life are the most important contributor for job satisfaction. Most of the respondents are men who are 31–35 years old, and earn less than ₹ 25,000. Small employees and engineers report high levels of stress of workplace. Statistical analysis indicates that income significantly affects safety perceptions, while the salary of gender and education has a minimum impact on satisfaction. The study recommends flexible work policies, transparent compensation, assistant leadership and structured career development to improve job satisfaction and organizational performance.

INTRODUCTION:

Job satisfaction is a vital component of an employee's work life, affecting not just their productivity but also their general happiness and dedication to work. Employees not only show appreciation, feel inspired, and fulfilled with their jobs, but in the long run, they help shape their attitude towards it, along with the company. A happy workforce, therefore, means better productivity, less turnover, and a good work environment; this surely makes it a point of focus for employers. Especially in investments casting, where accuracy, technical expertise, and consistency are called for, job satisfaction is prime. These workers have to

endure poor conditions which call him for the technique as well as dedication. It's necessary for satisfaction if the standard quality is to be maintained, efficiency increased, and loyalty built up over the long term.

This study investigates other factors affecting job satisfaction, depending on working conditions, advancement opportunities, remuneration, assistance from management, and balance between work and life. Realizing these aspects will enable organizations to develop strategies that will enhance employee engagement and improve business performance.

JOB SATISFACTION:

Job satisfaction refers to one feeling happiness or fulfillment from one's work; it is one of the strongest determinants of an individual's well-being at the workplace, as it determines motivation, performance, and commitment. While satisfied employees are much more productive, engaged, and loyal with their organization, dissatisfied ones may either become stressful and low-morale or even think of pursuing other jobs within the organization.

Factors that could affect job satisfaction may fall in the area of either intrinsic or extrinsic. Intrinsic factors include such serious aspects as personal growth, recognition, autonomy, and accomplishments in achieving something worthwhile; employees who feel that the work they do corresponds to their interests and ability are likely to show an interest in their work for a longer time. Extrinsic factors include salary, security of the job, working conditions, management style, workplace policy, and benefits. Giving a rewarding environment is about creating a positive workplace culture where supported leaders, fair remuneration, and opportunities for advancement flourish.

STATEMENT OF THE PROBLEM:

Employee plays an important role in improving job satisfaction, retention and overall organizational success, especially in special areas such as investment casting. To achieve operational excellence in this industry, employees should maintain inspiration and healthy states due to demands of technical proficiency and coherent performance.

The purpose of this study is to check the satisfaction of jobs among investment casting workers by examining factors such as work settings, compensation, career advancement opportunities, job security, managerial guidance, and work-life balance. The purpose of the study is to promote employee engagement, increase turnover, and collect practical insights to increase the workplace, which contribute to job satisfaction.

OBJECTIVES OF THE STUDY:

1. To study the demographic characteristics of the respondents.
2. To assess the effect of compensation and benefits on employee satisfaction.
3. To analyze the role of working conditions and safety measures contribute to employees' well-being and performance.
4. To examine the overall perception of job satisfaction among employees.

SCOPE OF THE STUDY:

The study focuses on analyzing job satisfaction among employees in the investment casting sector by examining major factors such as compensation, job safety, career development opportunities, workplace environment and management assistance. Its purpose is to understand how these elements affect employee's motivation, engagement and overall productivity.

Research examines the level of satisfaction and evaluation of the level of satisfaction, the industry reports, and employee response and company records. Additionally, it analyzes productivity to identify patterns related to job satisfaction and analyzes productivity, absence rate and employee retention data. The study also considers external factors such as market status and technological progress that can affect the employee morale. By providing a detailed evaluation of job satisfaction without relying on direct staff conversation, this study provides valuable insight to organizations to refine their strategies. The results of this research will help businesses in the investment casting firm to develop effective policies to support good work environment, raise staff satisfaction, and raise general efficiency and output.

RESEARCH METHODOLOGY:

The study follows a descriptive research design, which employs a quantitative approach to measure the level of job satisfaction among employees in the investment casting sector. The purpose of the study is to identify major factors affecting job satisfaction, such as compensation, work environment, development opportunities and work-life balance.

Primary data: is collected using structured questionnaires, interviews, and surveys targeting employees in the investment casting industry.

Secondary data: is collected from research papers, journals, and company HR policies to provide context and support findings.

Sampling method: A Convenience sampling method (based on job roles like production workers, supervisors and engineers) is used to ensure diverse representation. A sample size of 100–200 employees can provide statistically significant results.

Data analysis: The data collected in this step is analysed to find trends and patterns in the job satisfaction of employees. So responses are classified, confronted and interpreted to identify the most decisive factors such as work environment, salaries, leadership or career prospects which will take them to sensible measures to optimize their organization.

The methodology outlines how the study was conducted, outlining the process involved in collecting the data, sampling, and analysing it in order to determine what factors primarily influence job satisfaction and what can be improved for employees working in the investment casting firm.

LIMITATIONS OF THE STUDY:

The limitations of this research are as follows:

1. Responses to questionnaires may be biased by personal sentiment, opinion, or the desire to give socially acceptable answers.
2. A study focus on a particular company or region may limit the overall generalize ability of findings

REVIEW OF LITERATURE:

A study carried out by **Rb, Divya, Veena, Ishwarappa, and Bhavikatti, Veena (2025)¹** discusses employee job satisfaction, accounting for all factors determining satisfaction among employees in their workplaces. The research was conducted through a survey on employees across similar industries. Henceforth the results were interpreted with the help of regression analysis and descriptive statistics. The factors of big significance regarding employee satisfaction are salaries, work-life balance, and career advancement opportunities. The research highlighted organizational support as essentially enhancing employee morale and productivity. The research marks a given contribution in the on-going discussion on workplace satisfaction, pointing to central determinants that organizations are encouraged to embrace in order to keep and motivate their employees.

In the contribution of **Gaikwad and Jagtap (2025)²**, namely Job Satisfaction of Employees in Manufacturing Sector, an analysis on job satisfaction among employees in manufacturing was done. A sample of 250 employees was surveyed by the researchers, using a structured questionnaire. Descriptive analysis, regression analysis, and ANOVA were the statistical techniques for the analysis of the factors affecting job satisfaction. Results revealed that compensation, work environment, and career growth

significantly influence job satisfaction. It was concluded that organizations focus more on the well-being of the employees and professional development operate in higher productivity and less turnover.

Mohideen, Usman, and V, Megala (2024)⁴ have published a study in the International Journal of Literacy and Education on job satisfaction in selected manufacturing companies. This research examined the major factors that affect employees' satisfaction, including the work environment, compensation, job security, career growth opportunities, and the support given by management. It involves such quantitative data collection and analysis as survey questionnaires conducted among the respondents. These results included responses subjected to correlation and regression analysis techniques. The research results showed that fair wages, conducive working conditions, and supportive leaders strongly influence employee job satisfaction. The researchers concluded that organizations should care for employees and motivate them positively for increased productivity and retention.

DATA ANALYSIS:

RANKING METHOD:

The respondents were asked to rank the factors in order of their importance for job satisfaction. The most important factor was assigned rank 1, while at least important factor was given rank 7. The mean rank was calculated for all seven factors

MEAN RANK ANALYSIS OF FACTORS CONSIDERING JOB SATISFACTION AMONG EMPLOYEES

Factors	Mean Rank	Actual rank
Work-life balance	2.98	II
Fair compensation	2.84	I
Supportive management	3.18	IV
Career growth opportunities	3.43	VII
Positive company culture	3.41	VI
Recognition and Appreciation	3.06	III
Job security	3.36	V

Source: Computed

INTERPRETATION:

It has been observed that factors affecting job satisfaction have been ranked based on their importance. Fair compensation (**mean 2.84**) has got the top priority among the respondents, followed by Work-Life Balance (**mean 2.98**), Recognition and appreciation (**mean 3.06**), Supportive management (**mean 3.18**), and Job security (**mean 3.36**), Positive company culture (mean 3.41) and Career growth opportunities (**mean 3.43**) were ranked less in importance.

Therefore, it is estimated that **fair compensation** has gained highest importance with the lowest mean rank of (**2.84**), while Career development opportunities has attained the lowest importance with the highest mean rank of (3.43).

H₀: “The Demographic Profile of the respondents have no significant association with the working under stressful conditions”

The Null hypothesis has been tested for each of the separate demographic factors and the results are presented

Significance Level between Demographic factors and Working under stressful conditions

Demographic Characters	Chi-Square value	Sig.
Age	1.756	NS
Gender	18.413	NS
Education	17.149	NS
Income	16.745	NS
Job role	10.493	NS
Designation level	17.163	NS
Experience	9.493	NS

Source: Computed, NS-Not Significant, **-Significant at 1% level, *-Significant at 5% level.

INTERPRETATION:

The table presents as none of the demographic characteristics, including age, gender, education, income, job title/role, job title (level of designation), and experience, were statistically related to working in stressful conditions, nothing found significant is marked NS (Not Significant), thus stress levels that employees are experiencing appear to show have little to no relationships to the demographic background. This implies workplace stress is being caused by organizational or environmental characteristics over individual breakdown characteristics, therefore stress management practices would address work conditions, not employee demographics

FINDINGS:**RANKING METHOD:**

- The fair compensation ranks the highest in factors affecting job satisfaction, with the second-life balance as the second.

CHI-SQUARE METHOD:

- The Chi-Square test found no significant connection between demographic variables and workplace tension ($p > 0.05$).

SUGGESTIONS:

- Regular pay modification based on performance, experience and industry standards should be introduced to increase employee morale and retention along with transparent pay structures and encouragement. Providing additional benefits such as bonus, recognition programs and periodic financial reviews, can help maintain competitive compensation package to ensure long-term employee commitment.
- Providing skill development, certificate and mentorship opportunities will help in the development of career. Organizations should invest in structured career development programs that help employees achieve new efficiency and progress in their careers. This initiative will promote inspiration, reduce turnover rates, and promote a constant learning culture within the company.

CONCLUSION:

The study examines the job satisfaction among employees in the investment casting industry, focusing on major factors such as compensation, workplace status, stress levels and career development opportunities. Conclusions show that fair wages, job safety and work-life balance play an important role in overall satisfaction. While gender and education levels have a minimum effect, income and job satisfaction is greatly affected. In addition, young employees and engineers experience high stress levels, highlighting the need for better charge management. This study provides valuable insight into the challenges and areas of the workplace to promote staff welfare and productivity.

The Research highlights the importance of improving the condition of the workplace to increase job satisfaction in the casting industry. Companies should focus on appropriate wages, better workload distribution and career development opportunities to keep employees motivated. Addressing workplace stress through structured support systems can lead to more positive and efficient work environment. Ensuring a safe and attractive workplace can help reduce employee dissatisfaction and improve retention rates. By improving the necessary improvements based on these findings, organizations can create a more stable and satisfied task force, leading to an increase in productivity and long-term success in the industry. The study

also provides a foundation for further research in specific strategies that can increase job satisfaction in manufacturing fields.

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