



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

“A STUDY ON JOB SATISFACTION”

UNDER THE GUIDANCE OF: MS. SWARNIKA PANDEY

MUSKAN BALIYAN

22GSOB2010163

ABSTRACT

Job satisfaction boils down to how happy you feel about your work. It considers whether you find your tasks engaging, have supportive colleagues, and receive fair compensation. Satisfied employees are typically more motivated and productive, and they're less likely to leave the company. Job satisfaction isn't fixed, though. It can fluctuate based on changes in your role, personal life, or even the company culture. The good news is that businesses can play a role in keeping employees happy by offering competitive pay, opportunities for growth, and a positive work environment. Numerous variables, including productivity, turnover, absenteeism, and more, are linked to job satisfaction. Some people believe that the way someone acts is indicative of their true character. An individual's outlook and set of values determine the extent to which they are motivated to exert effort. Research on job satisfaction usually focuses on a few key factors because an employee's attitude towards their work affects their behaviour. The general well-being of an individual is also affected. An individual's job satisfaction may, thus, influence their overall pleasure. Numerous good things can happen to a company when its personnel are satisfied. The study's overarching goal was to dissect the factors that contribute most to workers' contentment on the job and find out how men and women rate their own degrees of satisfaction. To accomplish these aims, this research drew its conclusions from a survey of 200 persons in the organization, with 100 men and 100 women participating. The study's standardised questionnaire consisted of thirty questions that addressed the pros and cons of the occupation.

Key words :- Job satisfaction, Workplace happiness, Factors influencing job satisfaction, Motivation, Employee well-being, Gender differences

INTRODUCTION

With the turn of the century, a new era of vicious competition has begun all over the world. Instead of concentrating on manufacturing, more and more companies are putting an emphasis on knowledge generation by all personnel. In today's global corporate climate, nothing can survive unless a company can match or exceed its rivals' duality and expense. The present focus is on changing employees' perspectives to give them more agency at work, which will motivate them to excel in their strengths. To stay afloat in today's competitive business world, companies are facing mounting pressure to innovate. In light of the myriad challenges and pressing issues that modern businesses face, HRM considerations have become increasingly important in making business decisions. Rising competitiveness, a more varied human resource pool, changing value systems, and, most significantly, extremely rapid technological improvements are all on the list. In this highly competitive economic climate, human resource management—also known as "the art of getting things done"—will be crucial in deciding how far we go. The conventional function of man managers has evolved dramatically in order to achieve excellence in the face of the new millennium's challenges, which include responsible trade unionism, productivity-oriented work practices, and aggressive professional management. The people that work for a company are its greatest asset. If you want to know how successful a firm is, look no further than its leadership. People are the most valuable asset, according to Alfred Marshall. Feeling good about one's job or one's work experience can lead to feelings of happiness and contentment, which are known as job satisfaction. With respect to Locke, E.A. What we mean when we talk about "job satisfaction" is how content and satisfied we are with our work. If you love what you do for a living, you'll be quite satisfied with your job. If you absolutely hate your job, you can be suffering from job discontent. Best regards, Theodore J. DuBrins "The degree to which people experience positive effects or emotions as a result of their jobs will be referred to as job satisfaction." Thanks to Arnold and Fieldman "Employees' perceptions of their work, both positive and negative, make up job satisfaction." —Keith Davis and Newstrom What we mean when we talk about "job satisfaction" is the emotional investment an employee has in their work and the drive it provides. The most important thing is that you are happy and fulfilled in your work, not in your personal life. Workers' favourable attitudes towards their jobs and the excellent moods that arise from positive experiences at work are what we mean when we talk about workplace happiness. There is a direct correlation between a person's level of job satisfaction and their performance on the job. Topics related to employee pleasure on the job have recently attracted the attention of both academics and business leaders. Managers that are well-versed on the factors that contribute to employee happiness on the work and the results of that happiness are better prepared to evaluate staff concerns. Research on employee job happiness would be a good thing for managers to do since it would provide them a better idea of how their staff members feel generally, what they enjoy most about their jobs, which departments are most affected, and who is most affected. With this information in hand, upper management can potentially craft more fulfilling work environments for their employees. Scientists have investigated the relationship between employee happiness and company productivity. Despite the fact that there is no evidence connecting job satisfaction to higher production (since productivity is based on several factors), managers nevertheless put an

emphasis on employees being happy while working.

In the field of industrial psychology, the term "job satisfaction" is used frequently to express the overall feeling of an employee towards their work experience. "Job satisfaction" is less specific than "job," which is more general and pertains more to the universal human desire to have one's needs met by one's occupation. The primary motivator here is the degree to which an individual feels their employment satisfies their requirements. Employees report high levels of job satisfaction when they are able to put their values into practice on the workplace. In organisational behaviour, examining job satisfaction as an attitude is both important and frequently done.

Everyone knows that a contented worker is a productive worker. Because most people spend a large portion of their day at work, it's important that they like what they do there. When employees are happy in their jobs, it spills over into their personal life. Physical and mental health both improve when workers enjoy what they do for a living. There is some connection between the two, but it is unclear what caused what.

LITERATURE REVIEW

Contentment in one's work life - Anand, V.V. (2013) Job satisfaction is impacted by a multitude of factors, some of which are inside to the firm and others of which are outside its control. All of these things, plus the company's efforts to make sure workers are safe, and the dynamics between workers, managers, and coworkers, will be evaluated in this report. Based on a variety of factors, the company can ascertain the employee's level of contentment. The study found that employees who lacked these traits were more satisfied with their jobs. Having said that, the business ought to give some thought to salary, the handling of grievances in relationships, and giving workers more chances. Worker satisfaction and its relationship to extra effort was the subject of an article by Benjamin Owusu (2014). Also, workers who are happy in their jobs are more productive and competent than those who are unhappy, according to the study. Salary and other types of remuneration have a significant impact on workers' satisfaction with their jobs. Getting the necessary training is essential for the individual's job satisfaction. The article's author, Sadiya Sultana Swarana (2015), set out to learn how employees feel about their work and the business overall. Opportunities for promotion, a supportive work environment, helpful feedback from managers, a reasonable work-life balance, and other benefits all contribute to a more satisfied workforce. Despite several differences about the study's methodology, the survey ultimately found that workers were pleased with their occupations. Steven McShane's debut in June 1984 Employees' relationships with their supervisor, coworkers, and pay rate are the most critical factors in employee absenteeism. When employees take a few days off and then vanish for weeks at a time, it shows that they are unhappy and unmotivated for many reasons.

A high percentage of absenteeism is a result of the organization's generous paid leave and perks (Prof. V.P. Thirogasundaram, Dr. P.C. Sahu, 2014). This case study examines the relationship between an employee's intrinsic and extrinsic motivation. If workers are unmotivated or unhappy in their workplace, they are more

likely to skip work. While doing research, Vishvakarma Ram Kumar (2015) paid utmost respect to his private engineering classmates' teachers. The reasons for their absence also included dissatisfaction with their job. Identifying and resolving the causes of colleague teacher discontent is crucial if we want to decrease teacher absenteeism. Lighting, furnishings, transportation, job security, compensation, and relationships at work are just a few of the many potential sources of discontent. Problems in workplace communication are the subject of this research by Anuj K. J. (2011). It is crucial for the organisation to prioritise creating an environment where employees feel secure enough to work freely. When a business goes out of its way to accommodate its workers, it makes them feel more at home.

I am Pekka Ilmakunnas. 2012 - The author uses the labour market as an example since workers there are either dissatisfied with their work or try to find ways to make themselves less productive. Achieving this goal is as simple as concentrating on making employees happier in their jobs; doing so will benefit the business and its employees alike.

Hussain Khan, Muhammad Aleem Alamdar (2014) The findings of this study suggest that companies should continually focus on remuneration, career progression prospects, working environment, and job characteristics as a means to retain people. Businesses need to discover strategies to retain employees loyal in order to remain ahead of the competition and retain brilliant individuals from leaving, especially as more and more organisations are giving comparable benefits.

As reported in the International Journal of Economics and Business Administration (June 1, 2016), the primary goal of the study was to show that companies should hold on to their employees. Reason being that elements such as employee satisfaction, autonomy at work, pay, and opportunity for promotion are important independent variables. Through the utilisation of the critical independent variable, the owner is able to increase employee satisfaction by reducing the firm's turnover ratio.

Academic studies performed in Europe in April 2017 found that workers should be motivated to learn new skills while working. Workers' personal and professional growth is a top priority for the organisation, which is why they provide several opportunities for learning and development every day. They treat their employees well because it helps them stay pleased. Employees' location and position are not highly valued in order to guarantee that they are learning and getting the support they need to progress in their professions. The 2017 film Shahjahan Tanjina Employees leave their jobs for many different reasons, according to one survey. The company has invested a lot of resources into training its employees. Part of this strategy should involve making every effort to ensure staff satisfaction and retention.

In 2018, Reukauf was the author. Employee turnover is a major issue for many firms, particularly smaller ones. The high cost of employee turnover is the downfall of many companies. Any company worth its salt knows the price of employee turnover and the rates at which it occurs.

Research Methodology

In particular, this study intends to ascertain whether factors like performance, turnover, productivity, and general job satisfaction are associated with employee happiness on the job. Conducting this study will allow us to determine if there is a difference in working satisfaction between the sexes.

Finding out how much each factor adds to employees' pleasure on the job is one reason this study is being conducted.

2. To examine how men and women influence job satisfaction. One hundred male and one hundred female people of working age will make up the planned sample size.

Method for Gathering Information: The data used is sourced from authentic online resources. "Consumable booklet of J S S," a standardised questionnaire created by Drs. Amar Singh and T.R. Sharma of the National Psychological Corporation in Agra, was used. The questionnaire consists of thirty items altogether.

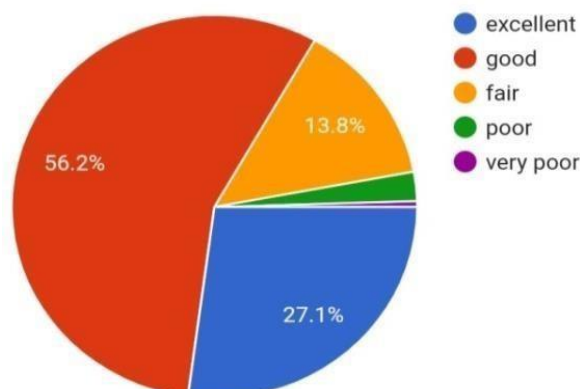
Statistical tools like bar graphs, pie charts, and the mean are used to assess the gathered data in the data analysis approach.

DATA ANALYSIS & INTERPRETATION

1. In the society in general , as a result of the job I hold,my social status is-

- Excellent
- Good
- Fair
- Poor
- Very poor

In the graph above it is clearly stated that 56.2% of the respondents find their social status to be good while the other 27.1% find it excellent and the rest find average and below it.



2. With regard to economic advantage like salary ,allowance etc I rate my job as-

- Extremely satisfying
- Very satisfying
- Moderately satisfying
- Poorly satisfying
- Not satisfying

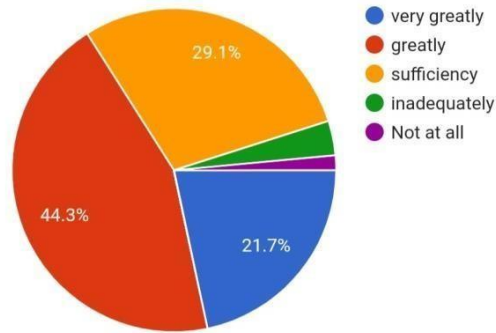
In the graph here 43.8% find their job to be moderately satisfying when it comes to economic advantages like salary, allowances etc. while 36.5% find it very satisfying. The rest of the respondents do not find it much advantageous .while on job has improved my competence and efficiency as a man.



3. The training, orientation and experiences that I have got while on job has improved my competence and efficiency as a man-

- Very greatly
- Greatly
- Sufficiency
- Inadequately
- Not at all

Around 44% of the respondents feel like training, orientation and experiences they have got on the job has improved their competence and efficiency greatly while 21.7% said for very greatly



DISCUSSION

The report's primary objective, based on responses from 200 individuals polled, is that the psychosocial component is critical to happiness. It might be because it is an outside factor that is unrelated to the important contemporary worries of making more friends, getting ahead financially, becoming a more prominent member of society, etc. A worker's sense of well-being may improve when this part of their job is satisfying. Employees of both sexes express high levels of contentment with their jobs, which is the second objective that has been met. Possible explanations include the fact that contemporary organisations place equal importance on concepts like work-life balance and are thus more welcoming to all types of employees. Managers' perspectives on their employees' worth have evolved throughout the years. Opportunities for advancement are extended to both men and women on an equal footing. To make sure women are happy in their jobs, they offer a lot of perks including paid time off and subsidies for child care. The second objective also suggests that men are slightly more satisfied overall, even if women and men report similar levels of happiness. This difference can be due to the fact that women have far more responsibilities outside of work than men do. Concern for one's own safety is a common source of dissatisfaction among women. Caring for one's family is a responsibility that is borne mostly by women.

CONCLUSION

Job satisfaction is a complex concept with significant implications for both employees and organizations. By understanding the factors influencing job satisfaction and implementing strategies to improve it, companies can create a more positive and productive work environment for everyone

Among the several aspects that influence an employee's degree of job satisfaction, the study's findings emphasise the "psycho-social" component as the most important. Elements comprising this component include an individual's social standing, their social circle, their work efficiency, their capacity to live the life they want, opportunities for advancement within their organisation, including promotions and more responsibility, and, finally, their degree of job satisfaction.

Finding out how content the men and women who filled out the survey were was the next step. Overall, the results showed that both men and women were happy in their jobs, however males were far more content.

REFERENCES

1. Shukla, A. *Job Satisfaction and Its Impact On Absenteeism: A Case Study Related To Teachers In Private Engineering Colleges*: Literature.
2. Anand, v. V. S. Raja *A study on employee job satisfaction with special reference to krishnagiri district co-operatives spinning mills ltd.*
3. Owusu, B., & Owusu, (2014) B. *An assessment of job satisfaction and its effect on employees' Performance: A case of Mining Companies in the [Bibiani–Anhwiaso–Bekwai District] in the Western Region (Doctoral dissertation)*
4. Agustini Sih, H. N., Thoyib, A., Djumilah, H., & Noermijati, N. (2016). *The effect of remuneration, job satisfaction and OCB on the employee performance*. *Science Journal of Business and Management*, 4(6), 212-222.
5. Jalagat, R., Dalluay, V., Al-Zadjali, A. K., & Al-Abdullah, A. (2017) *The Impacts of Job Satisfaction on Employee Turnover: A Case Study of Oman Air in Sultanate of Oman*. *European Academic Research*, 5, 331-374.
6. Khan, A. H., & Aleem, M. (2014) *Impact of job satisfaction on employee turnover: An empirical study of Autonomous Medical Institutions of Pakistan*. *Journal of International Studies*, 7(1), 122-132.
7. Reukauf, J. A. (2018) *The correlation between job satisfaction and turnover intention in small business*.
8. Thirulogasundaram, V. P., & Sahu, P. C. (2014) *Job satisfaction and absenteeism interface incorporates sector: a study*. *Journal of Humanities and Social Science (IOSR-JHSS)*, 19(3), 64-68.
9. Hackett, R. D. (1989) *Work attitudes and employee absenteeism: A synthesis of the literature*. *Journal of occupational psychology*, 62(3), 235-248.