

**Analyzation of Job Satisfaction the Wentworth Tea Factory, At the Nilgiris District in Tamil Nadu**

**\*Dr.K.Rajukkannu**

\*Assistant Professor of Commerce A.V.V.M. Sri Pushpam College,Poondi – 613 503. Thanjavur. Tamilnadu.

**Introduction:**

Job satisfaction describes how much an individual is satisfied with his or her job. It is a relatively recent term since the jobs available to a particular person. It is predetermined by the occupation of that person's parent. There are more factors that influence a person's level of job satisfaction. Some of these factors include the level of pay and benefits, the perceived fairness the hierarchical system the job, the quality of the working conditions, leadership and social relationships, in the company and itself (the variety of tasks involved, the interest and challenge the job generates, and the clarity of the job description/requirements).

The happiest people are satisfied. Job satisfaction is not that much same motivation, but it is clearly linked with Job design aims to enhance job satisfaction and performance methods include in these methods like job rotation, job enlargement and job enrichment, other influences are satisfaction include the management style and culture, employee involvement, empowerment and autonomous workgroups. Job satisfaction is a very important attribute which is frequently measured by organizations. The most common way of measurement is the use of rating scales where employees report their reactions to their jobs. Questions relate to pay, work responsibilities, variety of tasks, promotional opportunities the work itself and co-workers. Some questions are of yes or no while others ask to rate satisfaction on 5 scales starting from Highly Satisfied to Highly Dissatisfied.

**Physical Working Condition:**

The physical working conditions like availability of necessary furniture, lighting facilities, work hazard\* also plays a major role in the factor of job satisfaction.

**Co-operation:**

Co-operation and attitude of the staff members with the person is also an important factor in the Job satisfaction of the person.

**About Job satisfaction**

**Interest:** Whether the nature of the work is of interest to the employee is a question. Answer of which tells the job satisfaction of the person. The second important factor in the job satisfaction of the person. The second major factors are

**Types of Job Satisfaction:**

- |   |                                     |
|---|-------------------------------------|
| <b>1. Measuring Job Satisfaction,</b>         | <b>2.Creating Job Satisfaction,</b> |
| <b>3. Workers' Roles in Job Satisfaction,</b> | <b>4.Assuring Job Satisfaction</b>  |

**Industry Profile**

Today is the modern world many kind of textile mills and companies are manufacturing the different models of dresses and clothing in garments which lead manufacturers of cotton items.

In Dollar city of Tirupur nearly 600 garments are manufacturing the cotton items for the purpose of the export market and local market

Garments are earning the nearly 10000 Cr in every year it is to providing the a lot of job opportunities for the local people the garment which help increase the foreign exchange and increase of national productivity. In last 10 years garments and its co operative businesses are reaching the high level in the business world.

Garments business is not a easy job, It is handling a lot of problem like Workers demand and raw materials i availability. In this project, It is analyzed about the workers facilities in the garments business.

### **Company Profile**

**DHARSHINI CREATIONS** is one of the leading manufacturers of garments products, It is started in 2002 with the initial capital of Rs 2000000 .It is exporting the products to CANADA, USA, BELGIUM, GERMAN, UK.

Mr.K.Sivasubramaniam and Mr. M.Suresh are the partners of the concern. They can effectly manage the concern and motivate the employes in various promotion systems and incentive system

### **Objectives of the study:**

1. To study about the factors influencing job satisfaction of the employees.
2. To analyze employees satisfaction towards welfare activities of the organization
3. To analyze the morale of the employees about their job and the level of job satisfaction in the organization.
4. To contribute suggestions based on findings of the study.

### **Scope of the Study**

1. This study creates practical awareness.
2. This study creates knowledge about job satisfaction techniques.
3. It helps to identify how to motivate the employees through job satisfaction techniques.

### **Limitations of the Study**

1. As human wants are unlimited this attitude may change from time to time and from person to person.
2. Since job satisfaction is mental attitude it cannot be assessed accurately.
3. Time is a limiting factor for deep study and analysis.
4. Accuracy of primary data collected depends upon the authenticity of the information filled in by the respondents in the questionnaire.

### **Research Methodology**

Research is a careful investigation or equity especially through search for new facts in any branch of knowledge. Research is a movement from the known to the unknown.

The research process consists of the number of selected steps, which are essentially inter-dependent. The collection of facts and information will be followed by processing using scientific technique and tools to arrive at a reasonable conclusion.

Research methodology prepares the investigator to adopt techniques and tools to neutralize the description, explanation and justification of various methods of continuing research.

### **Nature of the study**

In this section the researcher attempts A Study on Job Satisfaction Level among the Employees DHARSHINI CREATIONS TIRUPUR.

### **Research Design**

The most important part of the scientific research is the research design. It offers a firm basis for drawing conclusion from data collected. The research design used in the study is descriptive in nature.

### **Sources of Data Collection**

This study was conducted in DHARSHINI CREATIONS the main source of data collection is from the Employees of DHARSHINI CREATIONS.

### **Method of Data Collection**

1. The data were collected from both primary and secondary sources.
2. The primary data were collected from the Employees of DHARSHINI CREATIONS through pre-tested questionnaire.
3. The secondary data were collected from the books, journals and websites.

### **Sampling Design**

The researcher adopted simple random sampling technique for the study. The investigator collected the data from the employees directly with the help of HR of DHARSHINI CREATIONS.

### **Size of Population**

Out of the total population the researcher selected 80 samples from the universe.

### **Methods of data analysis**

After collecting the data, through the questionnaire the researcher transferred the data into coding master sheet and tabulated later. The data were transformed into tables, bar diagrams and pie charts in which the numbers of respondents to each option of the question are shown and then the data were analyzed and interpreted.

### **Statistical Tools**

The collected data have been analyzed with the help of tools like Simple Percentage Method and Chi-square test.

### **Simple percentage method**

Simple percentage analysis refers to a ratio. With the help of absolute figures it will be difficult to interpret any meaning from the collected data, but when percentages are found out then it becomes easy to find the relative difference between two or more attributes.

$$\text{Percentage} = \text{No. of respondents} / \text{Total Number of Respondents} \times 100$$

### **Chi-square**

Chi-square Test is an important test among the several tests of significance. Chi-square is symbolically written as  $\chi^2$  (pronounced as Ki Square). It is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance.

As a non parametric test it can be used to determine a categorical data. It is used to make a comparison between theoretical population and actual data.

Degree of freedom plays an important part in using the chi-square distribution and tests are based on it. The degree of freedom is worked out as follows:

$$d.f = (c-1) (r-1)$$

Where 'c' means number of columns and 'r' means number of rows.

Table: - 1  
**Chi-square**

<b>O</b>	<b>E</b>	<b>O-E</b>	<b>[O-E]<sup>2</sup></b>	<b>[O-E]<sup>2</sup>/E</b>
7	6.9	0.01	0.01	0.0014
5	5.06	-.6	-.36	0.0818
6	6.21	.21	-.441	0.0071
1	2.07	-1.07	-1.1449	0.5530
4	2.76	1.24	1.5376	0.5571
9	2.76	2.4	5.76	0.8727
6	6.6	1.16	1.3456	0.4551
3	4.84	2.94	8.6436	1.4551
2	5.94	.2	.4	0.0002
2	1.98	.64	0.4096	0.1551
6	2.64	4.5	20.25	1.9285
6	10.5	1.7	2.89	0.3753
14	7.7	4.55	26.70	2.1907
5	9.45	1.5	-2.25	1.9285
4	3.5	-2	4	.6666
8	4.2	2	4	.6666
5	6	6	36	0.0818
4	4.4	-1.4	1.96	0.3629
1	5.4	-.8	.64	0.3555
2	2.4	-.4	.16	0.0666
<b>TOTAL</b>				<b>11.0043</b>

CALCULATED X VALUE=**11.0043**DEGREE OF FREEDOM V= (R-1) (C-1) = (4-1) (5-1)=12

**Findings**

1. The above table clearly shows below 20 age of workers are 19%, 21-40 age workers are 25% in the organization.
2. The above table clearly shows male workers are 69%, female workers are 31% in the organization.
3. The above table clearly shows 31% workers are educated,25% workers are un educated in the organization
4. The above table clearly shows 69% workers are 1-5 years experience, 31% workers are 6-10 years experience in the organization.

5. The above table clearly shows 56% workers are married, 25% workers are un married in the organization.
6. The above table clearly shows 25% workers are satisfied in lighting facilities 10% workers are un satisfied in the organization

### **Suggestions**

1. The overall working conditions of the company are very good and through this only even can increase the working level of the workers.
2. When relationship between the superiors and managers are very good then the workers can increase the level of the work and through this they can increase the production morale and high productivity and decrease the absenteeism.
3. Some of the employees need more salary.
4. Team spirit increase and through this competition the workers increases and good productivity will also increase for the company.
5. Must improve the attitude towards the job from the workers in the organization.

### **Conclusion**

Employee maintenance and employee satisfaction are the important factor in the todays business good employee welfare facilities are motivate to the employees in work to improve the employees work safety employees incentive schemes promotion these are motivated the employees in high efficiency of the work .good employee motivation and welfare facilities improve the production.

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### **Web Sites**

[www.human resource.com](http://www.human resource.com)

[www.business.com](http://www.business.com)

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