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## A Study on Job Satisfaction with Employee in Thrifty Technologies

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### ABSTRACT

*Job satisfaction reflects the level to which people find satisfaction in their work. Job satisfaction shows that personal factors such as an individual needs and aspirations determine his/her attitude, along with group and organizational factors such as relationships with co-workers and supervisors and working conditions, work policies, and compensation. The aim of the study was on job satisfaction of the employees. The main objective of the study is to find out the job satisfaction level among the Employees. The study is based on the employee's job satisfaction of Thrifty Technologies Pvt Ltd. Job Satisfaction is a very essential aspect in every organization. Jobs should be planned in such a way that the all the employees atmosphere happy with their job. The recommendations to the company are mostly the opinions of the employees themselves on how to improve the working conditions and the job satisfaction level. The employees feel that a very friendly and jovial relationship should be maintained between employees and the higher officials. Finally I conclude that, job satisfaction*

*level among the employees working in Thrifty Technologies is high on an average but by improving some facilities as mentioned by them, the level can be raised further.*

Keywords: Job Satisfaction

### INTRODUCTION

Job satisfaction is all about how one feels about (or towards) one's job. An employee who expresses satisfaction is said to have a positive attitude towards the job, unlike a dissatisfied employee who has a negative attitude towards the job. A person having bad attitude shows a character which is motivated to experience anxiety, tension, worry, upset then distress, where as those with positive attitude will feel happy with themselves, others, and with their work. Job satisfaction reflects the extent to which people find satisfaction or fulfillment in their work. Job satisfaction shows that separate factors such as a single needs and goals determine his/her attitude, along with group and organizational factors such as relationships with co-workers and supervisors

and working conditions, work policies, and compensation. A satisfied employee tends to be absent less often, to make positive contributions, and to stay with the organization.

### REVIEW OF LITERATURE

**Rama Devi (2007)** conducted a study on faculty Job Satisfaction and their views on management of the two universities in Andhra Pradesh. The sample consisting of 200 teaching faculty and 100 members were selected randomly from each university and the attempt was made to measure Job Satisfaction of the faculty in universities of Andhra Pradesh. The study initiate that the factors such as freedom in work, scope for self-improvement, income and job security were causing satisfaction while bureaucratic rules, no recognition for work and routine work were causing dissatisfaction to them.

**Santhapparaj (2005)** studied the Job Satisfaction of the women managers working in automobile Manufacturing Industry in Malaysia. It was based on primary survey from 200 women managers. The study examined the relationship between exact aspects of Job Satisfaction and the personal features of women managers.

**Rajesh (2007)** studied the Quality of Work life and Job satisfaction in 10 IT Companies professionals from 3 cities i.e. Hyderabad, Bangalore and Chennai. The purposes of the study were to discover the levels of Job Satisfaction and relationship between demographic characteristics and satisfaction, to find differences exists between demographic characteristics with overall Job Satisfaction.

**Chen and Silverthron (2008)** examined the relationship between Locus of Control (LOC) and the work-related behavioral measures of job stress, Satisfaction and performance of professional accountants who work for Certified Public Accountant (CPA) firms in Taiwan. The main objective of the study was to assess how LOC impacts individuals and behavior in the work place in three primary areas: Job Stress, Job Satisfaction and Job performance.

**Origo and Pagani (2008)** studied the relationship between elasticity and Job Satisfaction. In their analysis they verified whether various aspects of flexibility namely functional and quantitative flexibility, produce different impact on overall extrinsic and intrinsic Job Satisfaction. They also verified whether the influence of flexibility on Job

Satisfaction diverse with workers characteristics.

**Chileshe and Haupt (2009)** examined the observed age differences in Job Satisfaction of construction workers in South Africa. The main objectives of the study were to identify the major variables affecting the relative aspects of work within the South African Construction industry and to investigate the impact of age on the satisfaction derived from work.

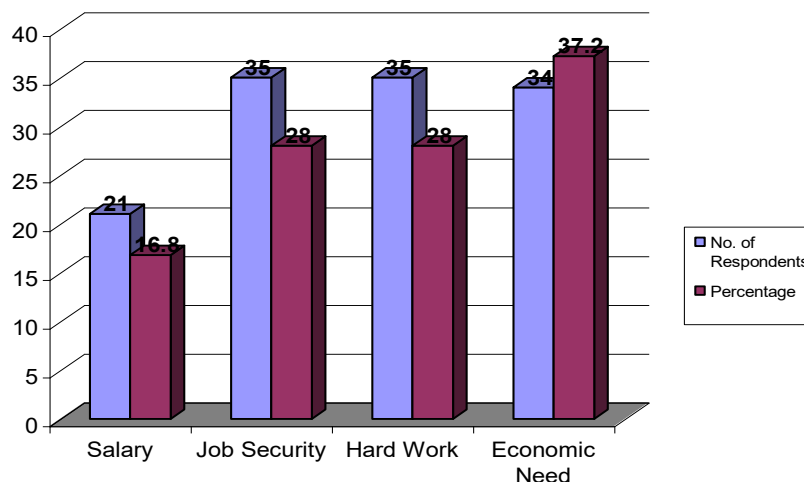
**Balgir (2015)** tried to know the results discovered that Job Satisfaction, Salary, Job Security, better chances of promotion, happy Individual life, high Situation and friendly social circle are some of the motivating factors in that order which strongly influence Indian Mangers.

## RESEARCH METHODOLOGY

The study was conducted by adopting an Exploratory Research Technique. It was carried out to find out the “level of job satisfaction” among employees of Thrifty Technologies. The secondary data were collected from the book, journals, and magazine and company records. The primary data were collected through the survey research. Populations for research were employees working in shifts who belonged to the vendor category of Thrifty Technologies. The sample size of the survey was influenced by time constraint. The researcher had to contain with a minimum of 125 samples. The data collected from the both the sources and are analysed and interpreted in the systematic manner with the help of statistical tool like percentage analysis and spss tool.

## DATA ANALYSIS AND INTERPRETATION

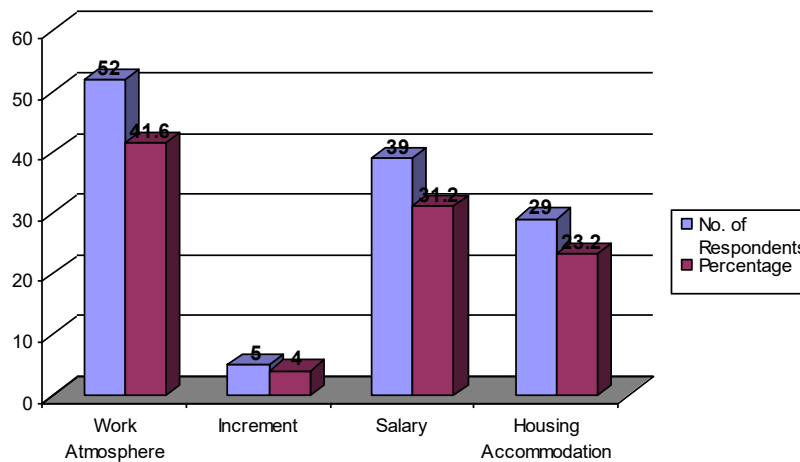
### Employee opinion regarding their first thought on work



### Interpretation

28% feel that work means “Job security”, 28% feel it is “Hardwork”, 27.2% feel it is for economic need and 16.8% feel it is for salary.

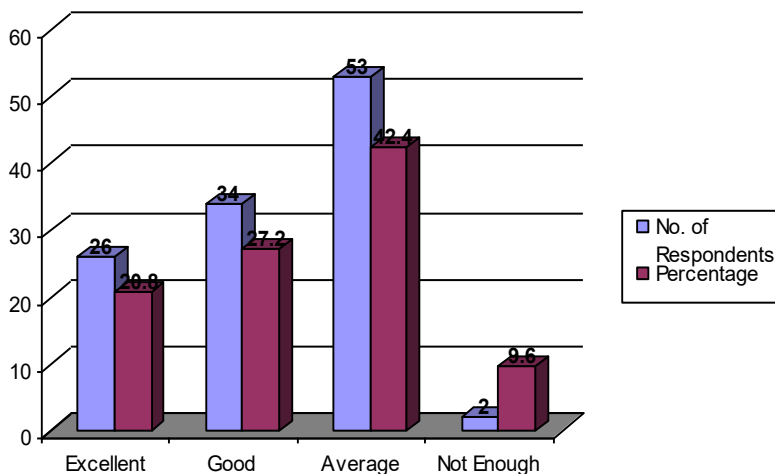
### Employee opinion regarding the best aspect of their work



### Inference

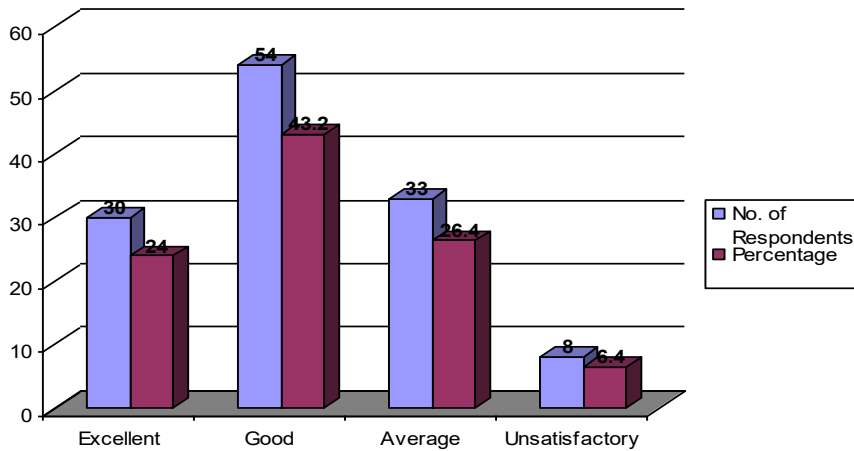
Table No.2 tells us that 41.6% find “work atmosphere” as the best aspect of their work 31.2% feel it is salary, 23.2% feel it is housing accommodation and 4% feel it is increment

### Employee opinion regarding safety equipments



### Inference

Table No.3 tells us 42.4% feel safety equipment are “average”, 24.2% fell it is good, 20.8% feel it is good, 20.8% feel it is excellent and 9.6% feel it is not enough.

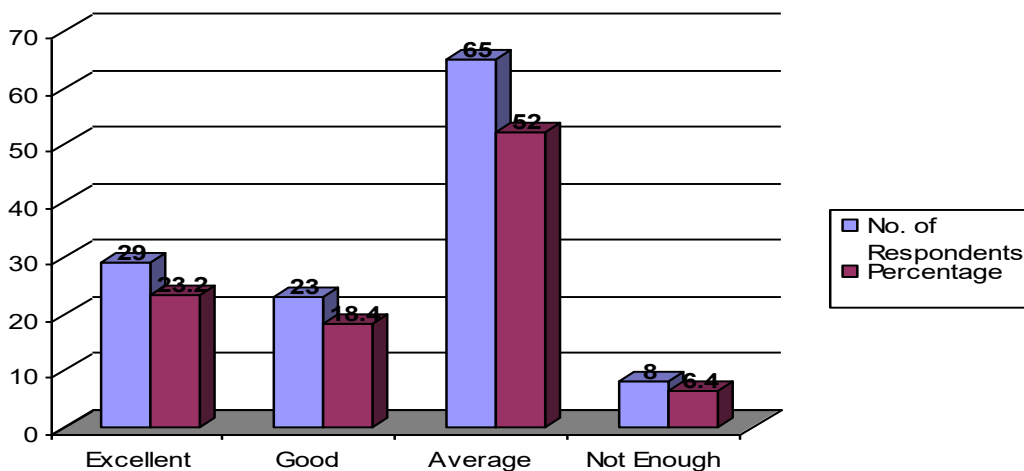


### Employee opinion regarding work atmosphere

#### Inference

Table No.4 tells us 52% feel work environment is “average”, 23.2% feel it is excellent 18.4% feel it is good and 6.4% feel it is not enough.

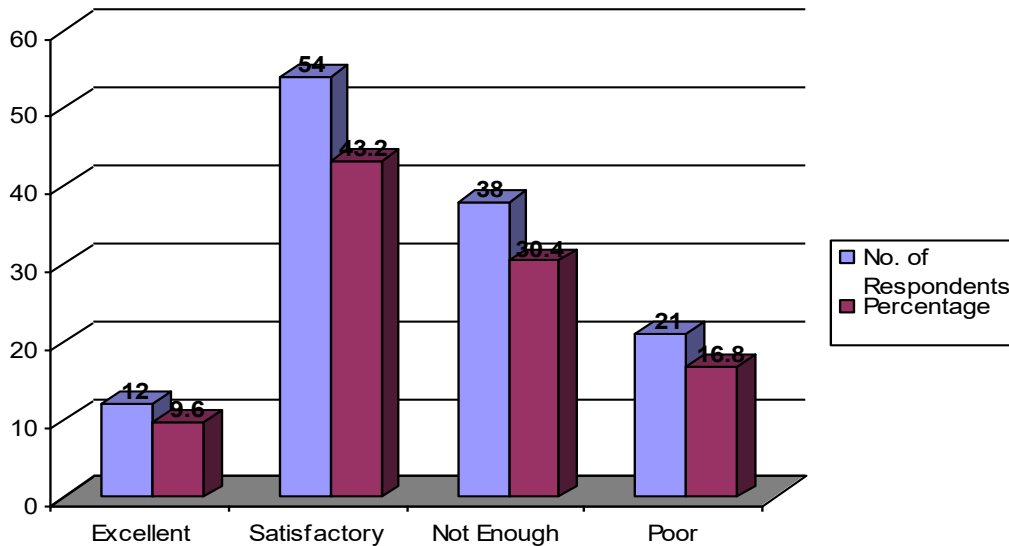
### Employee opinion on their relationship with higher officials



### Inference

Table No.5, 43.2% tells us that the relation between higher official and **Employee** are “good” , 26.4% feel it is average 24% feel it is excellent and 6.4% feel it is unsatisfactory.

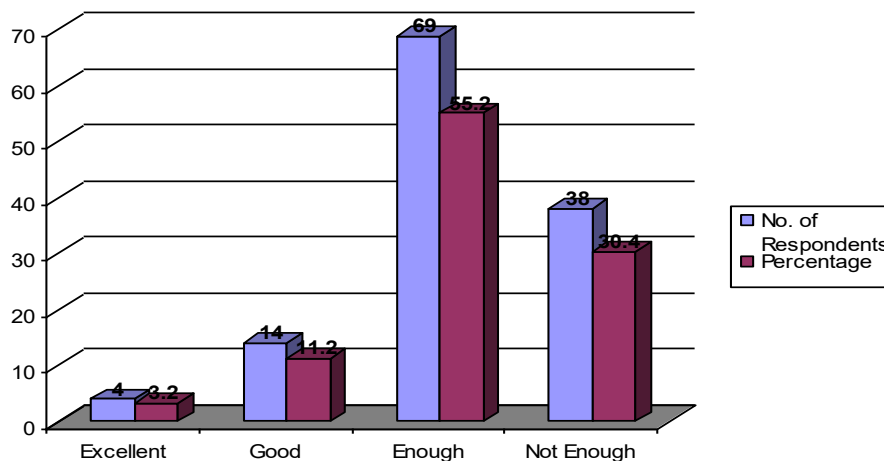
### Employee opinion on the transport facilities



### Inference

Table no.6 tells that 43.2% of **Employee** feel that the transportation facilities are “satisfactory” , 30.4% feel it is not enough , 16.8% feel it is poor and 9.6% feel it is excellent.

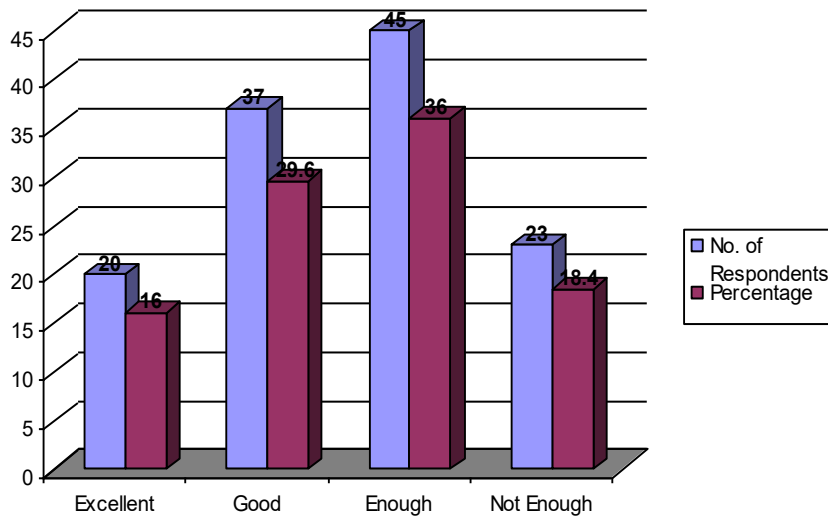
### Employee opinion on the canteen facilities



### Inference

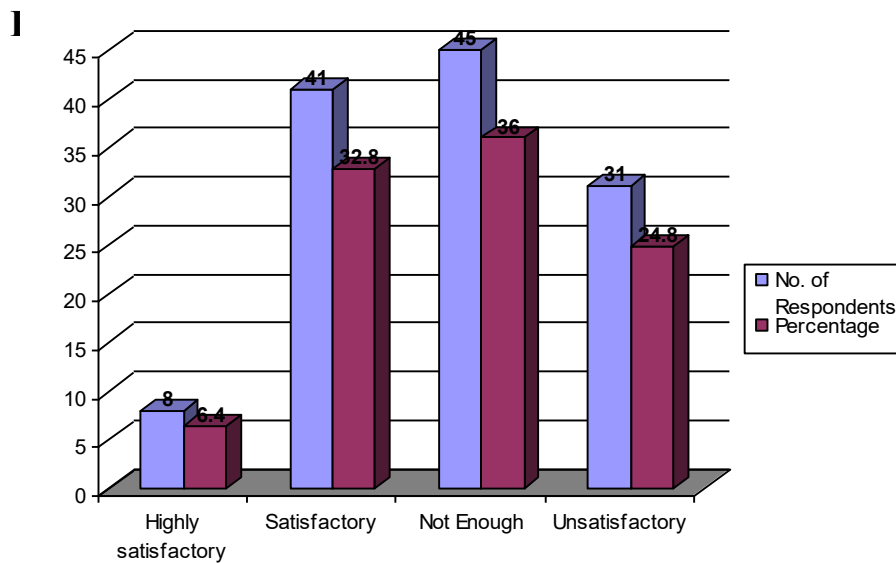
Table No.7 tells that , 55.2% feel canteen facilities are “average” , 30.4% feel it is average 11.2% feel it is good 3.2% feel it is excellent.

### Employee opinion on the housing facilities



### Inference

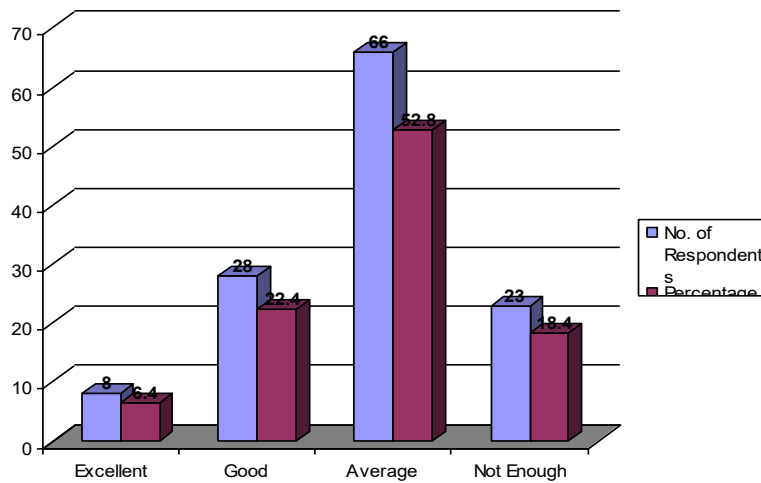
Table no.8 tells that 36% feel quarters are “sufficient” , 29.6% feel good , 18.4% feel not enough and 16% feel it is excellent.



### Inference

Table no.9 tells that, 36% feel that increment is “not satisfactory”, 24.8% feel it is unsatisfactory, 32.8% satisfactory and 6.4% are highly satisfactory.

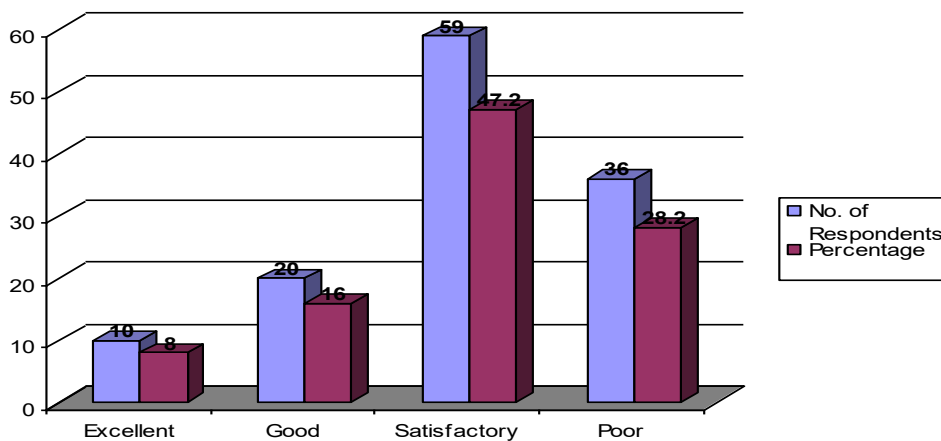
### Employee opinion on Medical facilities



### Inference

Table no.10 tells that 52.8% feel medical facilities are average, 22.4% feel it is good , 18.4% feel not enough and 6.4% feels excellent.

### Employee opinion on recreational facilities

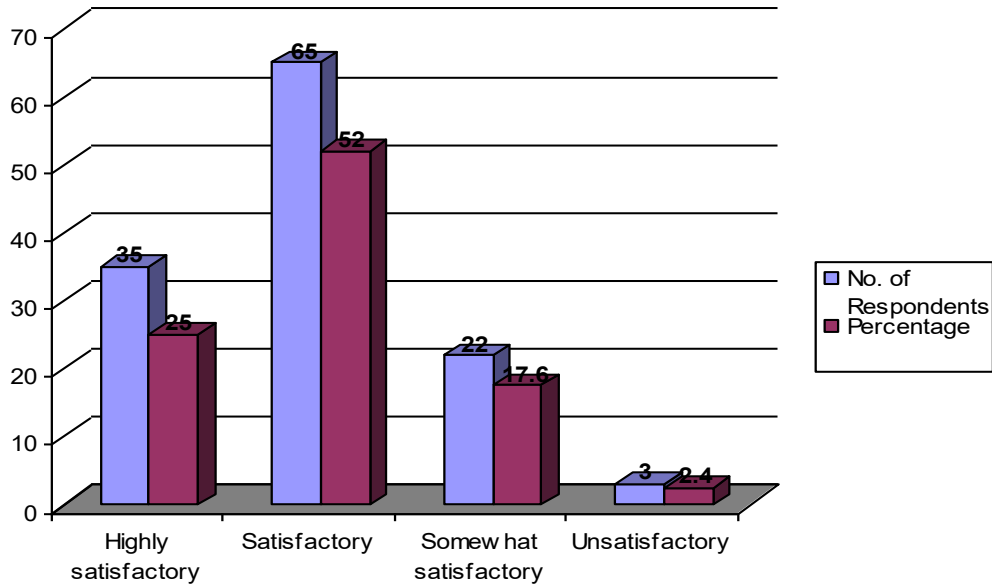




### Inference

Table No.11 tells that 47.2% feel entertainment facilities are satisfactory, 28.8% feel poor , 16% feel good and 8% feel excellent.

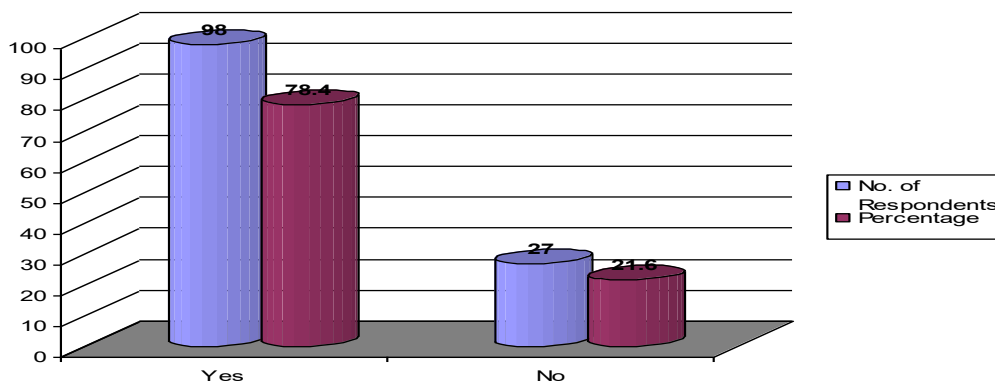
### Employee opinion on job satisfaction



### Inference

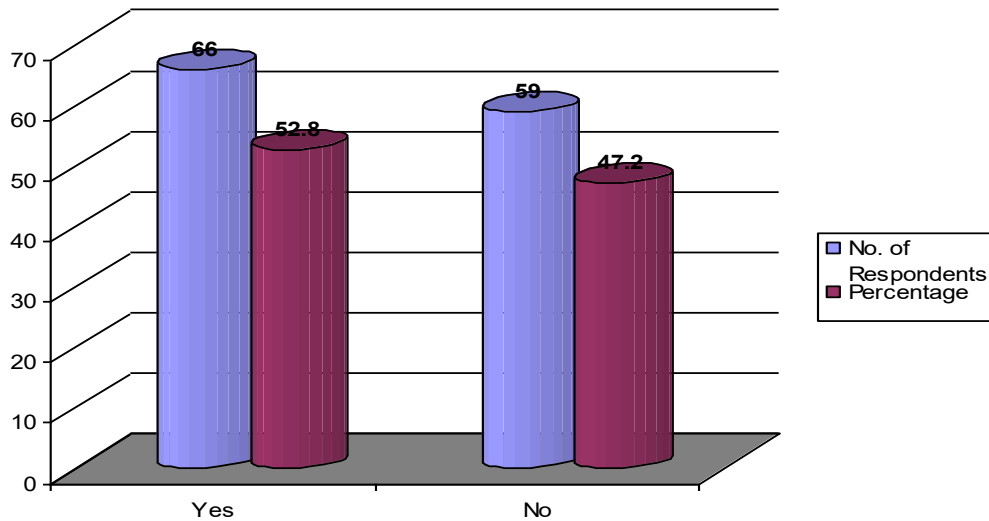
Table No.12 tells that , 52% feel that the work they do is “satisfactory” for them , 25% highly satisfactory, 17.6% somewhat satisfactory, 2.4% unsatisfactory.

### Employee opinion on salary according to work



### Inference

Table no.13 tells that 78.4% feel that they are “paid according to their work”, 21.6%, feel it is not so.

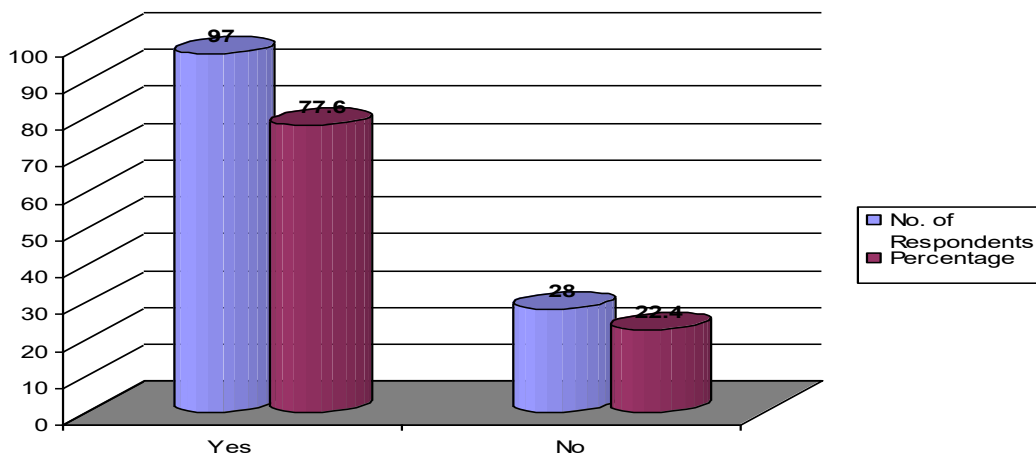


### Employee opinion on satisfaction of retirement benefit scheme

#### Inference

Table no.14 tells that 52.8% feel that they are “satisfied” with the retirable benefits, 47.2% feel they are not satisfied.

### Employee opinion on satisfaction of educational facilities for children



## Inference

Table No.15 tells that 77.6% feel that their children have been given adequate educational facilities while 22.4% feel it is not so.

## FINDINGS AND SUGGESTION

Table No.1 tells us that 28% feel that work means “Job security”, 28% feel it is “Hardwork”, 27.2% feel it is for economic need and 16.8% feel it is for salary.

Table No.2 tells us that 41.6% find “work atmosphere” as the best aspect of their work 31.2% feel it is salary, 23.2% feel it is housing accommodation and 4% feel it is increment.

Table No.3 tells us 42.4% feel safety equipment are “average”, 24.2% feel it is good, 20.8% feel it is good, 20.8% feel it is excellent and 9.6% feel it is not enough.

Table No.4 tells us 52% feel work environment is “average”, 23.2% feel it is excellent 18.4% feel it is good and 6.4% feel it is not enough.

Table No.5, 43.2% tells us that the relation between higher official and labourers are “good”, 26.4% feel it is average 24% feel it is excellent and 6.4% feel it is unsatisfactory.

Table no.6 tells that 43.2% of laboureres feel that the transportation facilities are “satisfactory”, 30.4% feel it is not enough ,

16.8% feel it is poor and 9.6% feel it is excellent.

Table No.7 tells that , 55.2% feel canteen facilities are “average”, 30.4% feel it is average 11.2% feel it is good 3.2% feel it is excellent.

Table no.8 tells that 36% feel quarters are “sufficient”, 29.6% feel good , 18.4% feel not enough and 16% feel it is excellent.

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Table No.15 tells that 77.6% feel that their children have been given adequate educational facilities while 22.4% feel it is not so.

Table no.16 tells that 13.6% feel that efficient and honest officials are to be appointed and 13.6% feel contract work and privatization should be avoided.

Table no.17 tells that 17.6% feel that there is a poor follow up in medical care after the admission. 12.8% feel the ambulance is not in good condition and emergency medicine is not available.

Since calculated value is greater than tabulated value,  $H_1$  is accepted. Salary and job satisfaction level are not independent. They are interrelated. Since calculated value is greater than tabulated value,  $H_1$  is accepted. So, there is no relationship between the pay according to work and educational qualification.

## SUGGESTIONS

- There should be modern and sufficient safety equipments.
- The employee must be motivated by the management.
- There must be appointment of efficient and honest officials.
- Extra number of officials are to be reduced.
- Contract work and privatizations to be avoided.
- Employee welfare councils to be consulted by the officials for better work.
- Job rotation and special training for employees are to be implemented.
- Management should not allow trade unions to have upper hand if it is detrimental to employees.

## CONCLUSION

It has been found that job satisfaction among the employees is highly influenced by factors like salary, retirable benefits, work atmosphere, job security, medical facilities provided, transportation etc.

On the whole, large number of employees are either highly satisfied or satisfied with their job and working conditions. Only a minor portion of the employees are dissatisfied due to various factors as perceived by them. As such, job satisfaction level among the employees working in Thrifty Technologies is high on an average



but by improving some facilities as mentioned by them, the level can be raised further.

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