

“A Study on Job Satisfaction of Non-Executive Employees: A Gender Based Study in Top Worth, Rajnandgaon”

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Abstract:-

Human resources are the most important among all the resources an organization owns. To retain efficient and experienced workforce in an organization is very crucial in overall performance of an organization. The management of people at work is an important part of the management process. The people in the organization and the organization are synonymous. Now organizations do not look to capital investment, but to employees, as the fundamental source of improvement. An organization is effective to the degree to which its work force is effective. An effective organization will make sure that there is a spirit of cooperation and sense of commitment and satisfaction within the sphere of its influence. Job satisfaction is a key factor that leads to success in the world of corporations. It can influence a company at the individual level, the group level and even to the point of impacting a corporation as a whole. Employee contentment can also affect a company on the economic level. Job satisfaction influences nearly every aspect of a corporation. Therefore, understanding job satisfaction is important to the success of a company. This study is an attempt to finding out different factors of job satisfaction prevailing in Topworth Rajnandgaon and to know if there is a difference in the views of Male & Female employees about job satisfaction.

Key words:-

Job satisfaction, factors of job satisfaction, t- test for hypothesis testing, different views of Male and Female employees about job satisfaction.

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Introduction of the study:-

The main aim of this research is to understand about job satisfaction and to know if there is a difference in the views of male and female employees about the job satisfaction in Top Worth (Rajnandgaon). In this research job satisfaction, various factors of job satisfaction in Top Worth and how it affects the employees (male and female non executives) are clearly analysed and explained. For this propose of carrying out the study; literature review, research methodology, data interpretation has been done.

Introduction of the Industry: - Top worth Group is one of India's fastest growing conglomerates, with over 2,500 employees, revenues exceeding 1.0 Billion USD and a global foot print .It was founded in 1999, it has grown fast and today encompasses a number of core sectors with a thriving presence in each. This study is based on Topworth Steel and Power Private Limited (Borai Industrial Growth Center, Rasmada,) District - Durg (Chhattisgarh). Top products of Top worth are Aluminum Extrusion, Ferro Alloys, Spiral Welded Pipes, Pig Iron, B Aluminum Billets, Integrated Power Plant, Wire Rods, Sponge Iron, Coil Service, Center Aluminum Foil, Structural Steel Aluminum Foils and Sheets.

Literature review:-

Job satisfaction is the level of contentment a person feels regarding his or her job. This feeling is mainly based on an individual's perception of satisfaction. Job satisfaction can be influenced by a person's ability to complete required tasks, the level of communication in an organization, and the way management treats employees. Attitude affects behaviour and attitudes of employees mostly concerned with job

satisfaction. Many researchers found that Job satisfaction, Environment, pay, work place, and change in technology all of these are main factors that influences employee's behaviour in any organization. (Igalens and Roussel, 1999; Brewer et al., 2008)[1].Employee satisfaction depends on interpersonal skills, work place, pay, promotions, and relations with co-workers. These factors bring positive feelings about that job. An employee having a high job satisfaction holds encouraging feelings about the work .Happy workers are productive workers. Cash rewards increase the efficiency of employee and recognition enhance the confidence of employee. Management must concern on work place setting to enhance employee's capabilities. Broad (2007) [2] described that to achieve the organizational quantitative and qualitative goals and enhancing employee's performance effective intrinsic and extrinsic incentives must be given to employees. Monetary, non- monetary benefits (given to employees), recognizing their work and developing good and healthy employee and employer's relationship is a key factor in motivating employees to work hard. Reward system must be unbiased and discourage interdepartmental and organizational differences. (Gomez-Mejia and Balkin, 1992). [3]Encouragement of employee's performance and creating sense of ownership in achieving tasks different business setups have been using various incentives, reward and pay system (Cameron and Pierce,1977) .[4] Employee's participation in the decision making process will made them more courageous and enthusiastic towards working in the organization. On the other side the periodically salary increments, allowances, bonuses, fringe benefits and other compensations on regular and specific periods keeps their morale high and makes them more motivated.[5]Team work is another concept used by organizations for improving employee's

performance, teams and groups define work boundaries, limit and streamline scope of work and give the direction to the team members for achievement of team goal which is integrated with the achievement of organizational goal (Parker and Wall, 1998). Teamwork provides various benefits to organizations such as diversification, increased productivity, decreased turnover, knowledge sharing and improved safety.[6] Successful and effective team depends upon different factors i.e. composition of team, record of accomplishment and integrity, financial soundness, educational background and experience; further team working is not suited to all kinds of jobs. Employees are key resource of any organization. Organization invest lot of capital on employees in the form of organizing training and development sessions and seminars, further foreign training sessions are also arranged for executives and directors of organizations, this increases employees skills which in return increase the efficiency and effectiveness of the employees which results in increased in organizational productivity. A study was conducted on Employee satisfaction in cement industry of Chhattisgarh by Daljeet

Table -1 Research plan:-

Research design	Descriptive
Sources of data collection	Primary and secondary data
Research technique uses	Questionnaire/survey/observation
Sample location	Top Worth Plant
Sampling plan	Simple random
Sample size	30
Sample unit	Non executive employees of top worth

Singh Wadhwa, Manoj Verghese & Dalvinder Singh Wadhwa (September 2011). This study focused on three factors namely Behavioral, organizational and environmental factors. The report focused on all of these factors and attempted to find the relation between these factors and employee job satisfaction and it was found that all the three factors have a positive impact on job satisfaction. [7]

Objectives of the Study:-

- ❖ To study different factors of job satisfaction of Top Worth.
- ❖ To know the opinion of employees about the work environment in Top Worth.
- ❖ To know the most effective job satisfaction factor according to employees in Top Worth.
- ❖ To know if there is difference in job satisfaction level of male and female employees.

Research methodology:-

Demographic presentation Of Data:-

Table – 2 Age Group

25-30 years	30-35 years	35-40 years	40-45years
3	8	12	7
10%	26%	40%	24%

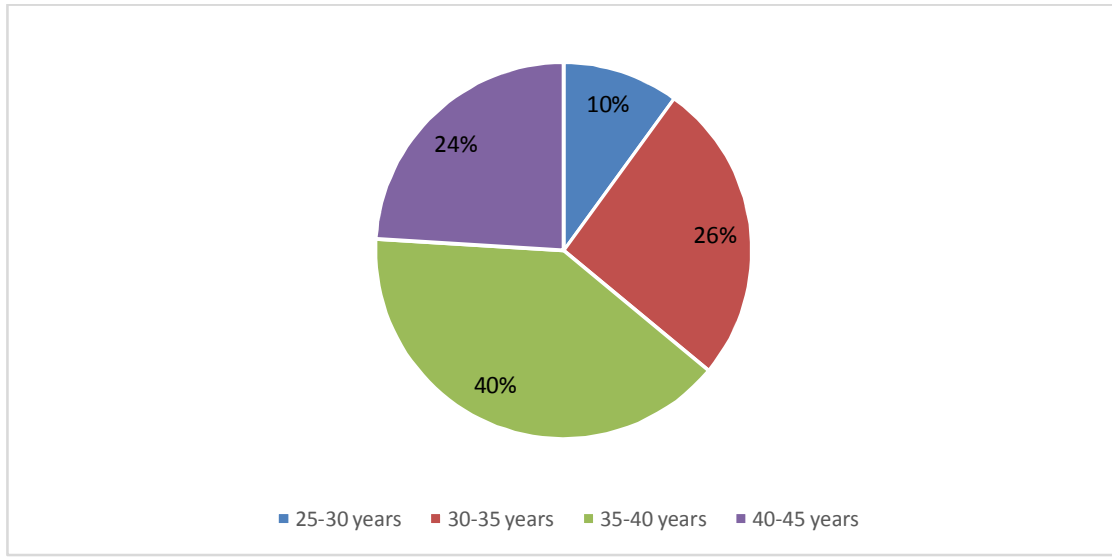


Table – 3 Genders

Male	Female
18	12
60%	40%

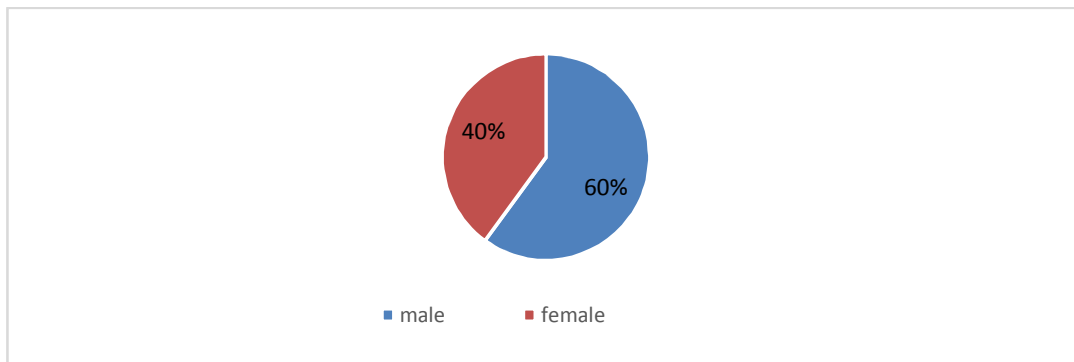


Table – 3 Experience

1-2 years	2-3 years	3-4 years	4-5 years
6	3	15	6
20%	10%	50%	20%

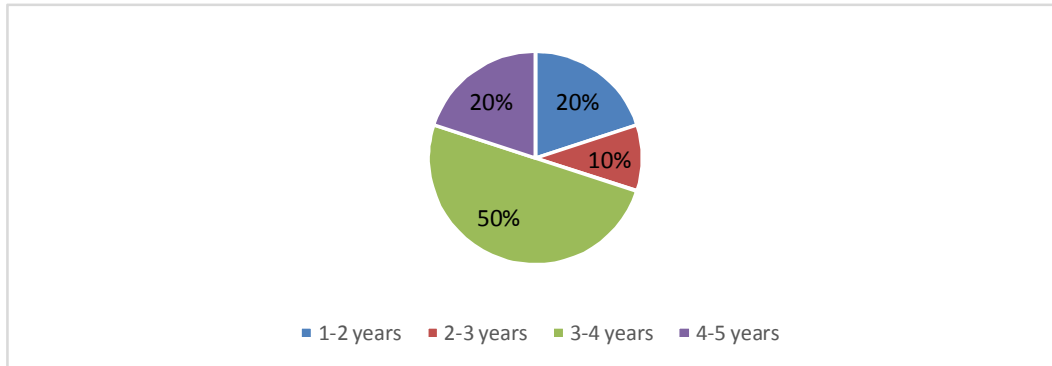


Table 4 showing weighted average value for each factor of job satisfaction:-

Particular	Strongly agree(5)	Agree(4)	Neutral(3)	Disagree(2)	Strongly disagree(1)	Weighted Average Value
Health & hygienic environment	2	4	6	8	10	70
Stress level and work level	8	12	2	6	2	108
Respect from co-workers	10	15	0	3	2	108
Relationship with supervisors	10	12	4	2	2	116
Financial rewards	6	10	8	2	4	102
Opportunity for advancement	12	6	5	6	1	112
Job content	12	8	4	2	4	112
Pay and promotional opportunities	11	9	3	6	1	113
Occupational level	9	13	5	3	0	118
Leadership	14	9	5	1	1	124

Hypothesis Testing:-

For hypothesis testing t test with two independent samples (female as X_1 and male as X_2) is used

H_0 = There is no difference in the job satisfaction level between male and female employees

H_1 = There is a difference in the job satisfaction level between male and female employees

Table 5 for t test (two tail and with two independent samples)

X_1	$(X_1)^2$	$(X_1 - X)^2$	X_2	$(X_2)^2$	$(X_2 - X)^2$
46	2116	36	65	4225	158.76
30	900	100	58	3364	31.36
35	1225	25	40	1600	153.76
59	3481	361	37	1369	237.16
26	676	196	55	3025	6.76
45	2025	25	30	900	501.76
35	1225	25	35	1225	302.76
30	900	100	40	1600	153.76
30	900	100	40	1600	153.76
50	2500	100	53	2809	.36
40	1600	00	58	3364	31.36
56	3136	256	70	4900	309.76
	20648		82	6724	876.16
			46	2116	40.96
			58	3364	31.36
			60	3600	57.76
			56	3136	12.96
			61	3721	134.56
				42318	3195.08

For this hypothesis testing t test is used:

- Mean of X_1 = 40 , Mean of X_2 = 52.4, S_1 = 10.97 , S_2 = 13.7, n_1 = 12, n_2 = 18

- Level of significance is .05 (5%)
- Degree of freedom is $(n_1 + n_2 - 2)$ that is $(12 + 18 - 2) = 28$
- Results: The *t value of -2.74 falls within the critical region defined by the critical value of ± 2.048* and therefore the null hypothesis is rejected. So there is a difference in the job satisfaction level between male and female employees of Top Worth. As per this research females have a lower job satisfaction index score (mean = 40,) than males (mean = 52.4).
- The most effective job satisfaction factor is leadership of management.

Findings

- There is a difference in the job satisfaction level between male and female employees of Top Worth.
- As per this study females have a lower average job satisfaction index score (mean = 40,) than males (mean = 52.4).
- Employees are having some negative feedbacks about the healthy and hygienic work environment factor of job satisfaction.

Suggestions

- There could be some improvement in health and hygiene and working conditions factors.
- Majority of the employees feel that there should be some more incentive wage scheme for efficient work in the organization.

Company can also set up more sports, cultural activities and family get together which can improve employee satisfaction and productivity

Limitations:-

- Time constraint which lead to insufficient data.
- Unwillingness of the respondent to answer the question as they don't take them seriously.
- Sample size is limited and it may not be represents the total population.
- Respondents were resisting filling the questionnaire.

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