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A Study on Job Satisfaction in SRG Apparels Limited, (Tirupur)

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ABSTRACT: Job satisfaction is defined as an employee's level of self-motivation, contentment, and satisfaction with their work. A worker is content with their job when they believe that their career is moving forward, their position is solid, and their work-life balance is comfortable. It seems that the person is happy with their position because their employment meets their own expectations. Analysing workers' job satisfaction at SRG Apparels Limited in Tirupur is the study's goal. 110 people make up the study's sample. In this study, a descriptive research design and a random sampling technique were employed. The primary data was gathered using a questionnaire. To get at the study's conclusions, statistical techniques such as correlation, chi-square analysis, and simple percentage analysis were applied. It is discovered that there is a negative correlation between respondents' monthly salaries and work happiness. In order to recruit and retain talent, it is essential that the organisation make sure its benefits and wage packages are competitive with industry norms. In order to sustain staff engagement and happiness, the organisation must periodically evaluate and modify monetary rewards. The conclusion is that workers' opinions of how fair and competitive their pay and benefits are have a big influence on how satisfied they are with their jobs overall.

KEYWORDS: Job satisfaction, Employees perception, Employee recognition

I. INTRODUCTION

Job satisfaction is defined as an employee's level of self-motivation, contentment, and satisfaction with their work. A worker is content with their job when they believe that their career is moving forward, their position is solid, and their work-life balance is comfortable. It seems that the person is happy with their position because their employment meets their own expectations. Job satisfaction may also be influenced by the environment, work culture, and quality of work that an organisation offers its employees in addition to compensation, benefits, and other possible extras. Even if employee satisfaction cannot be quantified, research methodologies can be utilised to compare levels within a company or industry using similar metrics or questions. Strong work satisfaction scores at a company are the product of numerous interconnected elements. In order to guarantee that workers are content in their roles, hygiene factors—competitive pay, work-life balance, benefits, paid time off, etc.—must come first. While the definition of "job satisfaction" varies and is subjective, there are several indirect indicators that can be used to measure overall job satisfaction, including productivity, attrition rate, and employee feedback.

II. STATEMENT OF THE PROBLEM

Job satisfaction among employees has a direct impact on performance, productivity, and employee retention, making it a crucial component of organisational success. Concerns and problems with job satisfaction exist among the company's staff. Employee unhappiness stemming from perceived inadequate income and compensation packages is a major issue. This financial unhappiness may lead to a decrease in dedication and drive, which could impact the organization's performance as a whole. Concerns exist over the degree of job autonomy as well as the efficacy of employee feedback and recognition programmes. These problems could make workers feel dissatisfied and disengaged, which would lower their level of job satisfaction. The organization capacity to achieve its operational goal and objectives may be loaded by lower job satisfaction, which can also result in greater turnover rates, absenteeism, and lower employee morale. The study aims to offer practical insights and suggestions to improve job satisfaction inside the organisation by determining the underlying reasons of job dissatisfaction and comprehending its influence on organisational performance.



III. OBJECTIVES OF THE STUDY

- To assess the satisfaction level regarding the prevailing salary and compensation for the employees in the company
- To understand the employees perception towards job autonomy in the company
- To evaluate the employee recognition and feedback in the company
- To measure the job satisfaction level among the employees in the company
- To obtain suggestions from the respondents to enhance the job satisfaction in the company

IV. REVIEW OF LITERATURE

Rodrigues, R. I., Gomes, C., & Junça-Silva, A. (2023). This study in Portugal aims to determine whether workers' satisfaction with performance appraisals (PAs) varies depending on whether they work in the private or public sector. Additionally, it seeks to determine whether workers' perceptions of the PAP's usefulness and accuracy and their satisfaction with the results of their most recent PA are mediated by each other. Organisations now utilise the PA extensively since it is the sole tool that can be used to assess employees' abilities and how they both subjectively and quantitatively contribute to the success of the company. Participants in this survey included 856 professionals from the public and commercial sectors. Two single-item scales and two multi-item questionnaires were used to gather data. The findings indicated that employees in the private sector were more satisfied with their PAs than those in the public sector.

Al-Zahrani, R. E. S., & Al-Harbi, S. S. (2023). This study set out to ascertain the impact of the Saudi Arabian public hospital incentive system on employee satisfaction and productivity, with a particular focus on Medina General Hospital. The study also aimed to determine the importance of the material and moral incentives provided to Medina General Hospital employees, the extent to which the incentives are genuinely used at the hospital, and their impact on improving employee performance and satisfaction. The study sample consisted of every employee at Medina General Hospital, and simple random sampling was used. The sample consisted of one hundred individuals. The study found that incentives and job performance had a statistically significant negative correlation at 0.01, with a 0.479% increase in job performance at Medina General Hospital for every 1% increase in incentives. Similarly, for every 1% rise in incentives, job satisfaction at Medina General Hospital rose by 0.411%, suggesting a statistically significant negative relationship between incentives and job satisfaction at 0.01.

Kelemu Zelalem Berhanu (2023) In Ethiopia's Dembecha and Machikel districts, this study looks into the connection between employee performance, staff development, and job satisfaction. The researchers used a correlational study methodology, collecting data from 351 teachers using questionnaires and interviews. First, the validity and reliability of the scales were assessed. The findings demonstrated that teachers had high levels of staff development and satisfaction together with good performance. In addition, no statistically significant differences were found between teachers' work happiness and performance according to their gender, level of education, or length of service. There was a positive correlation found between staff development, performance, and teacher job satisfaction. This study offered factual support for the idea that a range of staff development initiatives should be taken into account in order to improve teachers' job happiness and effectiveness. Furthermore, it is imperative that the state government offers appropriate incentives to educators so they can further their professional development and gain new skills.

V. METHODOLOGY

The study has covered the employees of SRG Apparels Limited, Tirupur. The analysis is based only on the opinion and job satisfaction. The total number of sample drawn for the study is 110 respondents. Sampling unit is in Tirupur. Questionnaire has been framed and used to collect the data in order to analyse the objectives of the study. Descriptive research design and Convenience sampling techniques have been used for the study. Simple percentage analysis, Chi square analysis and correlation have been applied to reach the findings in the study.



Data analysis and interpretation

	Categories	Frequency	Percentage
Gender of the respondents	Male	74	67.3
	Female	36	32.7
Age of the respondents	Less than 30 years	43	39.1
	31- 40 years	31	28.2
	41- 50 years	16	14.5
	Above 50 years	20	18.2
Marital status of the respondents	Single	64	58.2
	Married	46	41.8
Educational qualification of the respondents	Upto HSC	19	17.3
	UG	36	32.7
	PG	24	21.8
	Professional	9	8.2
	Diploma	22	20.0
Experience of the respondents	Less than 1 year	34	30.9
	1 – 3 years	42	38.2
	3-5 years	14	12.7
	5 – 7 years	10	9.1
	Above 7 years	10	9.1
Salary (per month) of the respondents	Below Rs. 10,000	24	21.8
	Rs. 10,001 – 15,000	31	28.2
	Rs. 15,001- 20,000	25	22.7
	Above Rs. 20,000	30	27.3

The above table shows that the majority (67.3%) of the respondents are male, the majority (39.1%) of the respondents are in the group of less than 30 years, the majority (58.2%) of the respondents said that single, the majority (32.7%) of the respondents have UG, the majority (38.2%) of the respondents said that 1 – 3 years and the majority (28.2%) of the respondents are Rs. 10,001 – 15,000.



Job Autonomy

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Freedom exists to make decisions related to work in the company	37(33.6%)	29(26.4%)	18(16.4%)	18(16.4%)	8(7.3%)
Trust is placed in the ability to manage tasks and responsibilities independently	23(20.9%)	33(30.0%)	20(18.2%)	18(16.4%)	16(14.5%)
Encouragement to take initiative and to suggest improvements for the company	31(28.2%)	23(20.9%)	17(15.5%)	19(17.3%)	20(18.2%)
The management valuing the employee input in decision-making processes	39(35.5%)	30(27.3%)	20(18.2%)	10(9.1%)	11(10.0%)
Control over how tasks are prioritized and executed is granted in the company	16(14.5%)	21(19.1%)	38(34.5%)	22(20.0%)	13(11.8%)

The above table shows that the majority (33.6%) of the respondents are strongly agree towards freedom exists to make decisions related to work in the company, the majority (30.0%) of the respondents are agree towards the trust is placed in the ability to manage tasks and responsibilities independently, the majority (28.2%) of the respondents are strongly agree towards the encouragement to take initiative and to suggest improvements for the company, the majority (35.5%) of the respondents are strongly agree towards the management valuing the employee input in decision-making processes and the majority (34.5%) of the respondents are neither agree nor disagree towards control over how tasks are prioritized and executed is granted in the company as job autonomy.

Job satisfaction

	Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied
Opportunities for career growth and advancement are available	38(34.5%)	29(26.4%)	26(23.6%)	9(8.2%)	8(7.3%)
Colleagues and team members are supportive and collaborative	30(27.3%)	39(35.5%)	14(12.7%)	13(11.8%)	14(12.7%)
The work environment contributes positively to overall job satisfaction	33(30.0%)	23(20.9%)	15(13.6%)	19(17.3%)	20(18.2%)
Work-life balance is effectively maintained in the current role	38(34.5%)	28(25.5%)	12(10.9%)	18(16.4%)	14(12.7%)
The company's policies and practices align with job satisfaction goals	34(30.9%)	26(23.6%)	13(11.8%)	16(14.5%)	21(19.1%)

The above table shows that the majority (34.5%) of the respondents are highly satisfied towards the opportunities for career growth and advancement are available, the majority (35.5%) of the respondents are satisfied towards the colleagues and team members are supportive and collaborative, the majority (30.0%) of the respondents are highly satisfied towards the work environment contributes positively to overall job satisfaction, the majority (34.5%) of the respondents are highly satisfied towards the work-life balance is effectively maintained in the current role and the



majority (30.9%) of the respondents are highly satisfied towards the company's policies and practices align with job satisfaction goals as job satisfaction.

Chi-square analysis- Relationship between gender of the respondents and job autonomy

Hypothesis testing

Null hypothesis (Ho):

There is no significant relationship between the gender of the respondents and job autonomy.

Alternative hypothesis (H1):

There is some significant relationship between the gender of the respondents and job autonomy.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.116 ^a	13	.836
Likelihood Ratio	9.637	13	.723
Linear-by-Linear Association	.085	1	.771
N of Valid Cases	110		

a. 19 cells (67.9%) have expected count less than 5. The minimum expected count is .33.

INTERPRETATION:

As per the above table, it is inferred that the P value is 0. 836; it is significant to 5% (0.05) significant level. The minimum expected count is 0. 33. Thus null hypothesis is accepted and it is found that there is significant relationship between gender of the respondents and job autonomy.

Correlation analysis- Relationship between annual salary of the respondents and performance based payment system in the company

Hypothesis testing

Null hypothesis (Ho):

There is no significant relationship between salary (per month) of the respondents and job satisfaction.

Alternative hypothesis (H1):

There is some significant relationship between salary (per month) of the respondents and job satisfaction.

Correlations			
		SALARY (PER MONTH) OF THE RESPONDENTS	JOB SATISFACTION
SALARY (PER MONTH) OF THE RESPONDENTS	Pearson Correlation	1	-.113
	Sig. (2-tailed)		.242
	N	110	110
JOB SATISFACTION	Pearson Correlation	-.113	1
	Sig. (2-tailed)	.242	
	N	110	110



INTERPRETATION:

The above table indicates that out of 110 respondents, co-efficient of correlation between salary (per month) of the respondents and job satisfaction is- 0.113. It is below 1. So there is negative relationship between this salary (per month) of the respondents and job satisfaction.

Suggestions

- To maintain and attract people, the organisation must make sure that its wage and benefits packages are competitive with industry norms.
- In order to sustain employee engagement and happiness, the organisation needs to periodically assess and modify financial incentives.
- Establishing and disseminating transparent compensation plans that are viewed as equitable by staff members is crucial for the firm.
- To reward and inspire high-performing staff, the organisation should provide possibilities for performance-based bonuses or incentives.
- To foster trust and guarantee equity among staff members, the organisation needs to give top priority to openness in its remuneration practices.
- The organisation ought to grant its staff members the autonomy to decide on matters pertaining to their jobs while adhering to set standards.
- To encourage job autonomy, the organisation must build faith in workers' capacities to handle duties and obligations on their own.
- Employees who take the initiative and offer improvements should be actively encouraged and recognised by the firm.

VI. CONCLUSION

In summary, this study examined a number of important aspects of job satisfaction among workers at Tirupur's SRG Apparels Limited. Numerous noteworthy conclusions have been drawn from an analysis of variables like pay and remuneration, job autonomy, employee recognition and feedback, and general job satisfaction. The conclusion is that workers' opinions of how fair and competitive their pay and benefits are have a big influence on how satisfied they are with their jobs overall. Moreover, it was discovered that a major factor influencing job happiness is job autonomy. The research findings indicate that granting employees autonomy over decisions, promoting self-initiative, and acknowledging their contributions to the decision-making process can considerably improve their general job satisfaction. All things considered, the conclusion is that job happiness is a complex idea impacted by a range of working circumstances. Businesses that place a high value on pay equity, provide employees autonomy, and promote a feedback and recognition culture are likely to see better levels of job satisfaction from their staff. In the end, a happy workforce has a good impact on productivity, employee retention, and organisational performance. Because of this, companies must take these factors into consideration if they hope to increase employee happiness and, in turn, their overall performance.

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