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# A Study on Job Satisfaction of Employees with Special Reference to Seyyon Hitech Poly Fabs Private Limited, Gangapuram

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**ABSTRACT:** In order to maintain the efficiency of the organisation by keeping their employees consistently engaged and motivated, employee job satisfaction is crucial. This project's primary goal is to evaluate work satisfaction in order to determine its effectiveness and to discover the various aspects, such as organisational and human factors, that affect job satisfaction. 100 nos of respondents were used as the sample size for this investigation. For study analysis, simple percentages, Chi-square, and Henry Garrett Ranking have been incorporated. The study was useful in determining the extent to which employees were satisfied with the various organisational aspects. The company should take into account the employees' lack of motivation, the work environment, and job security.

## 1. INTRODUCTION

An unmeasurable statistic known as job satisfaction is described as a pleasant emotional response you have when performing your duties or being present at work. With job satisfaction surveys becoming commonplace at most workplaces, leading organisations are increasingly attempting to quantify this experience. It's critical to keep in mind that each employee experiences job satisfaction differently. The assurance that career advancement would coincide with individuals' goals for personal development. The likelihood is that disgruntled staff will show this in their encounters with customers. Particularly contact centres cannot afford to have unhappy personnel since it will manifest itself in everything they say and every campaign they work on. For businesses that prioritise serving their customers, employee satisfaction is essential. When it brings in new talent, turnover can occasionally be advantageous to the company's operations. However, voluntary turnover looks different since you run the risk of losing outstanding talent that you have spent years meticulously developing. Additionally, once this talent leaves the firm, it takes its tribal knowledge with it, which could make it more difficult for your business to sell its goods and services.

## 2. STATEMENT OF THE PROBLEM

The purpose of the study is to evaluate the needs of the employees of Seyyon Hitech Poly Fabs Private Limited in terms of job satisfaction. The study assists in understanding the preferences and issues of the employees. To boost efficiency, employee dedication is crucial. An improvement in job satisfaction will increase employee dedication, which will further result in a rise in productivity. The entrepreneur views job happiness as a critical issue where efforts are made and programmes are started. If an employee is dissatisfied with their position, there is a risk of absenteeism, job turnover, decreased productivity, making mistakes, and devoting attention to various issues. Keeping this in mind, all organisations work to pinpoint the areas where satisfaction can be raised in order to avoid the pitfalls mentioned above.

## 3. OBJECTIVES OF THE STUDY

- 1) To gauge respondents' levels of job satisfaction at Seyyon Hitech PolyFabs Private Limited
- 2) To determine the important aspects that contribute to job happiness at Seyyon Hitech Polyfabs Private Limited
- 3) To assess the mental health of the Seyyon Hitech Poly Fabs Private Limited workforce
- 4) To examine the difficulties that the workers at Seyyon Hitech PolyFabs Private Limited encounter
- 5) To recommend appropriate metrics for the study's goal, which is to ascertain the connection between job satisfaction and employee empowerment.



#### **4. SCOPE OF THE STUDY**

- 1) This study will aid researchers in their future research.
- 2) Knowing the employer's degree of satisfaction with the Seyyon Hitech PolyFabs Private Limited is important.
- 3) The organisation can use this analysis to pinpoint the employee unhappiness areas.

#### **5. LIMITATIONS OF THE STUDY**

- 1) Due to their busy schedules, many respondents neglected to complete the survey.
- 2) The respondents' subjective opinions may have an impact on the study's findings.
3. Because people's opinions and preferences change over time, the project's results could not be useful in the long run.

#### **6. REVIEW OF LITERATURE**

##### **1. M. Ramapriya and Dr. S. Sudhamathi (May 2019)**

Job satisfaction and employee retention have recently attracted a lot of attention from the management, social science, and functional operations sectors as an empirical term. A reliable determinant of labour retention is job satisfaction. Because highly talented personnel have a substantial impact on an organization's success, losing these key employees can have negative effects on the business.

##### **2. Vanishree Beloor, Chaya J Swamy, T S Nanjundeswaraswamy, D R Swamy and P Nagesh (Sep 2020)**

To ensure a greater rate of productivity that generates more income for the organisation, organisations should concentrate on meeting employee satisfaction and welfare goals. Employees must love and be devoted to their jobs in order for an organisation to get the most from them. On the other hand, when employees are able to meet their requirements, they experience a form of motivation when they do so.

##### **3. Utpal Pal (May 2019)**

The general attitude a worker has towards his job is referred to as job satisfaction.

According to Locke, "Pleasurable or positive emotional state resulting from the appraisal of one's job or job experience" is what Locke refers to as "job satisfaction." Thus, the achievement of goals is ultimately determined by the employee's performance. Therefore, job satisfaction and motivation have a significant impact on an employee's performance.

#### **7. RESEARCH METHODOLOGY**

The exact steps or methods used to find, pick, process, and analyse information on a subject are known as research methodology. It is a means of outlining a researcher's intended method of investigation.

##### **DEFINITION OF RESEARCH:**

Research is defined as a "careful investigation or enquiry through search for new facts in any branch of knowledge" by the Advanced Learners Dictionary of Current English.

##### **7.1 RESEARCH DESIGN:**

The overall approach we select to integrate the many study components in a logical and cohesive manner, so assuring that we will successfully answer the research problem, is referred to as the research design.

It serves as the manual for the Gathering, Measuring, and Analysis of Data.

##### **SAMPLING:**

Sampling is the process of choosing a portion of an aggregate or totality from which conclusions are drawn about the aggregate or totality. In other words, it is the method of learning details about a whole population by looking at a small portion of them.

##### **7.2 TYPES OF RESEARCH:**

Descriptive research, which is employed in this study to describe population or phenomenon characteristics, is the research type used.

##### **7.3 SAMPLE DESIGN:**

**MODEL DESIGN:**

- 1) Choosing a sufficient number of components from the population is the process of sampling.
- 2) An established strategy for acquiring a sample from the sampling frame is known as a sample design.
3. It alludes to the method or process the researcher would use to choose some sampling units from which generalisations about the population are made.



#### 7.4 SAMPLING METHOD:

##### 7.4.1 NON-PROBABILITY SAMPLING

NonProbability Sampling is a sampling approach in which the samples are acquired using a method that does not provide every member of the population an equal probability of being chosen.

##### 7.4.2 CONVENIENCE SAMPLING

- 1) Convenience sampling is the sampling technique utilised in this study.
- 2) Convenience sampling, which is sometimes referred to as availability sampling, is a particular kind of nonprobability sampling technique that focuses on data collection from population members who are easily available to participate in the study.

### 8. DATA COLLECTION

Data collection is the process of obtaining and analysing information on relevant variables in a systematic and defined manner in order to answer a given research question, test an idea, and assess the results.

#### PRIMARY DATA SOURCE:

- 1) Direct or firsthand evidence regarding a thing, person, or piece of art is provided via a primary data source. It comprises records from experiments, eyewitness accounts, historical and legal documents, statistical information, audio and video recordings, and more.
- 2) We collected the data using a questionnaire, which is a list of written or printed questions with multiple choice answers designed for a survey or statistical study.

#### SECONDARY DATA SOURCE:

- 1) Secondary data sources are those that were originally gathered for use in other studies.
- 2) As listed in the bibliography, we consulted articles, journals, and magazines.

#### 8.1 SIZE OF THE SAMPLE:

- 1) The act of deciding how many observations or repetitions to include in a statistical sample is known as determination. Any empirical study with the aim of drawing conclusions about a population from a sample must take into account the sample size as a crucial component.
- 2) 100 people comprise the sample.

### 9. TOOLS USED

The data collected was analyzed using tools like,

- Simple Percentage
- Chi – Square
- Henry Garrett Ranking

#### a) SIMPLE PERCENTAGE ANALYSIS:

Simple Percentage Analysis is a technique for representing unprocessed data streams as a percentage (a portion of 100%) for better comprehension of gathered data.

#### FORMULA:

$$\text{Percentage analysis} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

#### b) CHI-SQUARE ANALYSIS:

When the Null Hypothesis is true, a Chi Squared Test is a statistical hypothesis test in which the test statistic's sample distribution has a chisquared shape. It is used to assess whether there is a notable discrepancy between the anticipated and actual frequencies in one or more categories. The test's objective is to determine how likely it is, in light of the findings, that the null hypothesis is correct.

#### c) HENRY GARRETT RANKING METHOD:

Ranking is a method of numbering of attributes from highest total score to lowest total score.





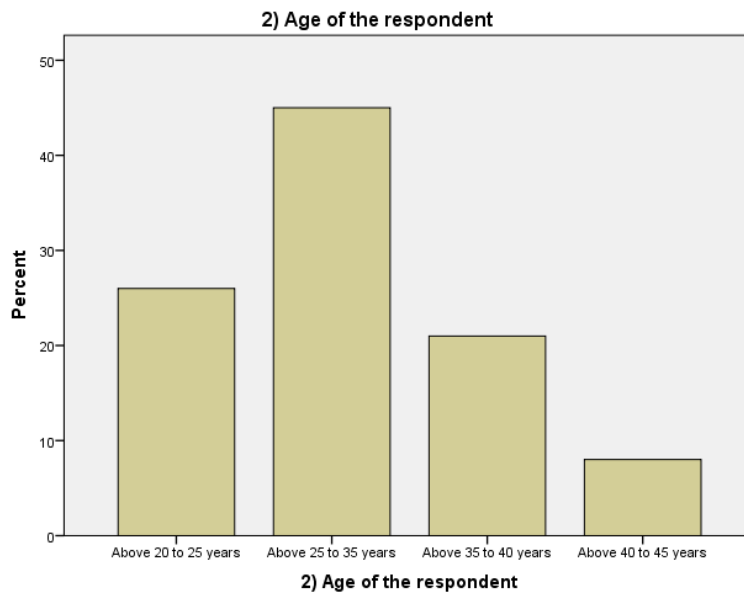
10. ANALYSIS AND INTERPRETATION

TABLE NO: 1 DEMOGRAPHIC PROFILE OF RESPONDENTS:  
SIMPLE PERCENTAGE ANALYSIS  
AGE

| S.NO         | FACTORS              | NO.OF RESPONDENTS | PERCENTAGE  |
|--------------|----------------------|-------------------|-------------|
| 1            | Above 20 to 25 years | 26                | 26%         |
| 2            | Above 25 to 35 years | 45                | 45%         |
| 3            | Above 35 to 40 years | 21                | 21%         |
| 4            | Above 40 to 45 years | 8                 | 8%          |
| <b>TOTAL</b> | <b>4</b>             | <b>100</b>        | <b>100%</b> |

INTERPRETATION:

45% of respondents under the age category of 25 to 35 years.



COMPARING THE TWO VARIABLES WITH CHI-SQUARE TEST

Chi-square test 1:

Comparing the Age and Level of work pressure of Employee Job Satisfaction in Seyyon Employees.

- Independent variable: Age
- Dependent variable: Level of work pressure

NULL HYPOTHESIS (H0):

There is no significant relationship between the Age and Level of work pressure

ALTERNATIVE HYPOTHESIS (H1):

There is a significant relationship between the Age and Level of work pressure

2) Age of the respondent \* 8) What is the level of work pressure you face in your job?

TABLE NO: 2

| Chi-Square Tests   |                     |    |                                   |
|--------------------|---------------------|----|-----------------------------------|
|                    | Value               | df | Asymptotic Significance (2-sided) |
| Pearson Chi-Square | 17.273 <sup>a</sup> | 9  | .045                              |
| Likelihood Ratio   | 17.937              | 9  | .036                              |
| N of Valid Cases   | 100                 |    |                                   |



- a. 11 cells (68.8%) have expected count less than 5. The minimum expected count is .24.
- b.

**INTERPRETATION**

From the above table, there is a significant relationship between the Age and Level of work pressure of the employees. So, Alternative hypothesis is accepted.

**TABLE NO: 3 PROBLEMS FACED BY THE RESPONDENTS: HENRY GARRETT RANKING METHOD**

| S.NO | PROBLEMS           | MEAN SCORE | TOTAL SCORE | RANK     |
|------|--------------------|------------|-------------|----------|
| 1    | Work Environment   | 433        | 2165        | <b>1</b> |
| 2    | Lack of Motivation | 358        | 1790        | <b>2</b> |
| 3    | Salary Package     | 280        | 1400        | <b>3</b> |
| 4    | Work Time          | 228        | 1140        | <b>4</b> |
| 5    | Team Coordination  | 201        | 1005        | <b>5</b> |

**INTERPRETATION**

From this study, it is found from the table that

- Work Environment is ranked as no.1 and the total score is 2165
- Lack of Motivation is ranked as no.2 and the total score is 1790
- Salary Package is ranked as no.3 and the total score is 1400
- Work time is ranked as no.4 and the total score is 1140
- Team coordination is ranked as no.5 and the total score is 1005.

**11. FINDINGS**

- 45% of respondents under the age category of 25 to 35 years.
- From the above table, there is a significant relationship between the Age and Level of work pressure of the employees. So, Alternative hypothesis is accepted.
- From this study, it is found from the table that
  - Work Environment is ranked as no.1 and the total score is 2165
  - Lack of Motivation is ranked as no.2 and the total score is 1790
  - Salary Package is ranked as no.3 and the total score is 1400
  - Work time is ranked as no.4 and the total score is 1140
  - Team coordination is ranked as no.5 and the total score is 1005.

**12. SUGGESTIONS**

- To encourage open communication and develop healthy responses among the employees to reduce work pressure.
- To improve team relationship.
- To develop work environment for the employees so that they can work in a healthy manner.
- 

**13.CONCLUSION**

Employee satisfaction becomes crucial to the company in today's cutthroat business environment. By collaborating with the greatest and most talented individuals, a company can gain an edge and get ahead of its rivals. Maintaining employee happiness becomes crucial for the business because higher levels of productivity are also correlated with happier personnel. By boosting basic necessities like canteen and hygienic restrooms, as well as by raising compensation and training opportunities, the company can raise the level of satisfaction among current employees. Since it was a developing company they try to give their best in both employees and work culture.

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