

A Study On Employees' Job Satisfaction With Special Reference To Sri Jayavilas Mills. Ltd.Aruppukottai

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ABSTRACT : The main aim of the study is to analyze the job satisfaction. It involves in development of a group of potential qualified employees in the organization. This purpose the study carried out among the employees of srijayavilas mills. Ltd., The objectives of the study is to find whether there exists any relationship between the satisfaction and involvement of employees. The unit of analysis is the employees of srijayavilas mills. Ltd. The primary data is collected through a structured questionnaire with the available data. The data is analyzed and interpreted with like percentage analysis method & chi-square test. Based on findings suitable recommendation and suggestions has been made.

I. Introduction

Aruppukotrai Sri Jayavilas Mills Limited was incorporated in the year 1951. The company started 'A' unit cotton spinning mills at melakandamangalm village, in the month of Aug 1981 with a spindle age capacity of 3000 work in 1700 employees and 'B' Unit was started in December 1994 with 20,000 Spindles at work in 750 employees Tamilpadi village, virudhunagar (Dt), Tamil Nadu. The marketed in Madurai, Karur, Salem, Coimbatore, and Chennai and the cotton yarn on cones are marketed in Ichalkaranji, Bhiwandl and Mumbai. We also 25% export our cotton yarn to overseas markets in Germany, u.k., Belgium, Hongkong, South Korea and Israel. Now we are planning to implement ISO 2000 Quality system to meet the Global challenges. At present managed by the Chairman of sri T.R.S. VIJAI RAM.

II. REVIEW OF LITERATURE:

Human resource management is a combination of multiple factors and these factors are practices, policies, and system which influence the behavior, attitude, and performance of the employee towards an organization in a positive way (Gerhart, 2007). The high performance HR practices are catching the attention of the researchers in recent years, most of the researches revealed that HR practices influence the company performance in a positive way (Delaney and Godard, 2001). The high performance HR practices that basically focus on the contingent pay system like payment to the master who uses our skills, profit sharing, performance related bonuses but doesn't focus upon the traditional system like payment on the basis the seniority, and job title (Handel and Gittleman, 2004). One of the researches has been conducted in Bangladesh to investigate the relationship between HR practices and job satisfaction. 20 manufacturing firms were selected and got response of 60 employees, 3 from each firm. From Human resource practices eight variables selected according to the Guest Model (HR planning, recruitment and selection, training & development, performance appraisal, compensation, and industrial relations) empirical results appreciated the validity about Human resource planning, performance appraisal and compensation which positively affect employees' job satisfaction. Data regarding size of the firms,

III. RESEARCH METHODOLOGY

The researcher adopted the descriptive research for the study. Research design is the basis of defining the research problem. The preparation of the design of the project is popularly known as research design. It was used in primary data was collected directly from the employee through the questionnaire method. The probability Sample techniques are used to Simple random sampling and the sample size is 50. In this study, the scale was used from previous work five point likers scale for measurement of items. Respondents were asked to reveal their agreeableness and disagreeableness for the statement whereas 1. Highly satisfaction 2. satisfaction 3. Neutral 4. dis-satisfaction 5. highly dis-satisfaction.

OBJECTIVE

The study was conducted in Sri Jayavilas Mill Limited to identify employees' job satisfaction level.

IV. ANALYSIS AND INTERPRETATION:

Table -1

Factors	Highly satisfied	Satisfied	Neutral	Dis-satisfied	Highly dis-satisfied
promotion policy	7	21	14	6	2
Job position	13	28	8	1	0
position on the company	7	34	9	0	0
job security	14	24	9	3	0
company policy	3	42	5	0	0
working condition	3	9	32	6	0

Figure-1

Figure-3

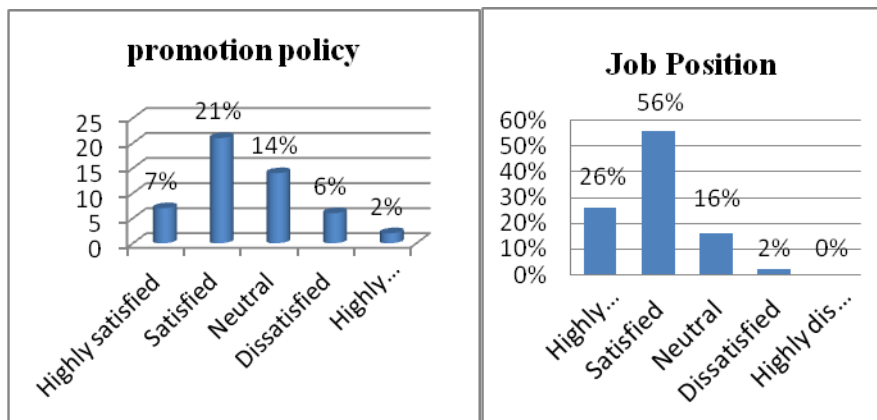


Figure-1

Figure-3

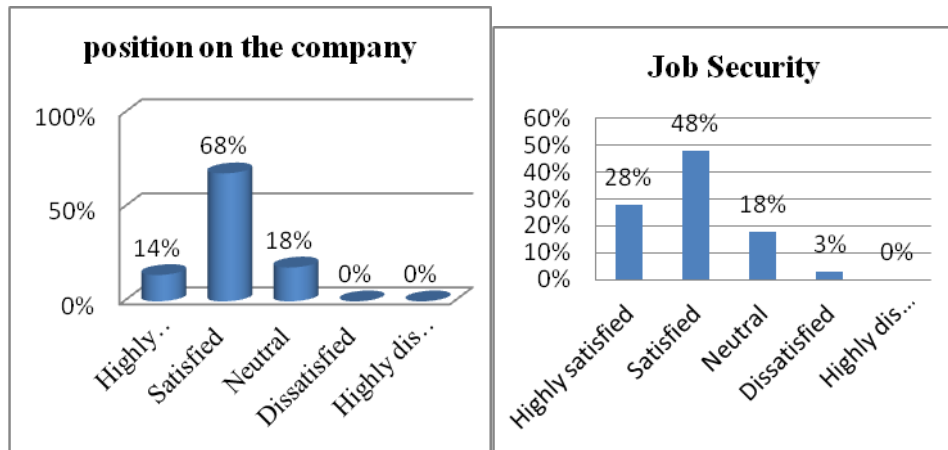
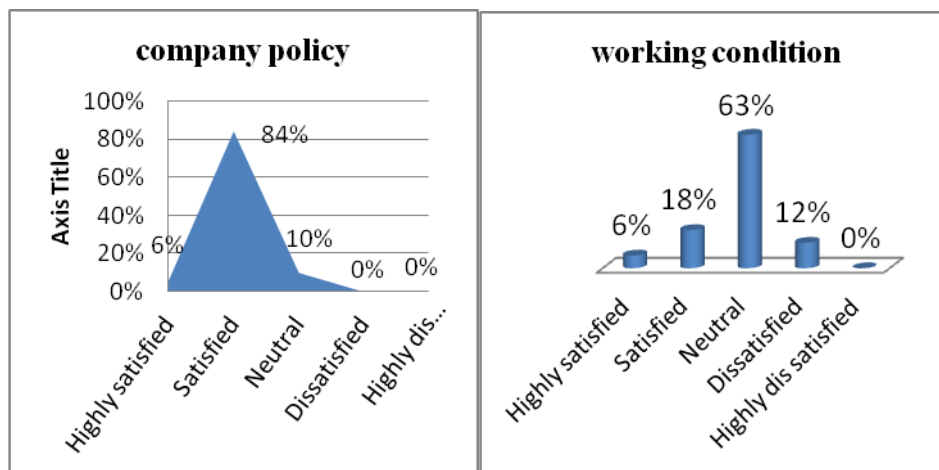


Figure-1

Figure-3



Satisfaction Level In Working Condition * Age Of Respondents CrossTabulation

		age of respondents				Total
		Below 20 Years	20-30 Years	30-45 Years	Above 45 Years	
satisfaction level in working condition	dis-satisfaction	1	1	3	1	6
	neutral	5	16	6	5	32
	satisfaction	0	5	2	2	9
	highly satisfaction	0	2	0	1	3
Total		6	24	11	9	50

Hypothesis:

Ho= there is no relationship between working condition and age category.
 H1=there is relationship between working condition and age category.

Inference:

The above analysis resulted that the calculated value is greater than the table value(7.017 > .635).
 Reject the Ho Hence, there is no relationship between the working condition and age category.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.017 ^a	9	.635
Likelihood Ratio	8.817	9	.454
Linear-by-Linear Association	.157	1	.692
N of Valid Cases	50		

a. 13 cells (81.3%) have expected count less than 5. The minimum expected count is .36.

Degree of freedom = (Column-1) X (Row-1) = (4-1) X (4-1) = 3 X 3=9

Critical value for chi-square distribution 3'' = 7.017, calculated value .635

So calculated value is greater than table value (7.017 > .635). Hence, Reject the Ho

FINDINGS:

1. Majority 42% of the respondents are satisfied with organization promotion policy.
2. Majority 36% of the respondents are satisfied with job.
3. Majority 68% of the respondents are satisfied with position on the company.
4. Majority 48% of the respondents are satisfied with job security.
5. Majority 84% of the respondents are satisfied with company policy.
6. Majority 64% of the respondents are neutral with working condition.

V. SUGGESTION:

- ❖ The company must provide good opportunities on promotion.
- ❖ The company should accept the employees' suggestion for the organization growth and benefit.
- ❖ The company should give cash benefits to the employees in the case of emergency.
- ❖

VI. CONCLUSION

The research applied in this study helped in accelerating all possible information on "job satisfaction" in the organization. During the period of study each segment of job satisfaction was distinctively analyzed and studied. The techniques and source used for the job satisfaction and job in srijayavilas mills ltd. are adroit. From the study it has been found that the srijayavilas mills ltd. is providing good opportunities, good benefit schemes, good training and highly satisfaction to their employees. srijayavilas mills ltd. is a financially stable company with a social reputation, offering sales and services that provide good value.

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