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A STUDY ON EMPLOYEE JOB SATISFACTION WITH SPECIAL REFERENCE TO TAMILNADU ELECTRICITY BOARD IN THIRUMAKKOTTAI, THIRUVARUR DISTRICT

Dr. D. SUPULAKSHMI

Assistant Professor of Commerce
STET Women's College, (Autonomous)
Mannargudi.

&

M. JAYAPRIYA

II- Mcom
STET Women's College, (Autonomous)
Mannargudi.

Abstract

Job satisfaction refers to one's feelings towards one's job. If the employee's expectations are fulfilled (or) the employees get higher than what he / she feels satisfied. If the job satisfaction increases organization commitment will increase. This results in the higher productivity. The main objectives of this paper are to assess the job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction of employees. This study helped in revealing the level of satisfaction of employees with reference to the various factors provided in the organization. This study clearly shows that employees under organization are more or less satisfied with the job. The organization should consider on the salary, relationship of employees and supervisors, grievance handling and give more opportunity for the new employees.

Keywords: Job satisfaction, organizational factors, Employees satisfaction, productivity

1. Introduction

Job satisfaction is one of the important factors which have drawn attention of managers in the organization as well as academicians. Various studies have been conducted to find out the factors which determine job satisfaction and the

way it influences productivity in the organization. Though there is no conclusive evidence that job satisfaction affects productivity directly because productivity depends on so many variables, it is still a prime concern for managers.

Paramasivan, C. (2011) Information technology plays a key role in the modern world which meets the day to day activities of the human beings directly or indirectly associated. Commercial activities particularly banking and financial sectors may not function without proper information technology.

Job satisfaction is the mental feeling of favourableness which an individual has about his job. DuBrin has defined job satisfaction in terms of pleasure and contentment when he says:

“job satisfaction is the amount of pleasure or contentment associated with a job. If you like your job intensely, you will experience high job satisfaction. If you dislike your job intensely, you will experience high job dissatisfaction”.¹

¹Andrew J. DuBrin, practice of supervision, New Delhi: Universal, 1988, p.58.

OBJECTIVES OF THE STUDY

- ❖ To study the socio-economic characteristics of employee.
- ❖ To study about the factors involved in job satisfaction.
- ❖ To study about the opinion of the employees regarding working conditions.
- ❖ To suggest suitable measure to increase the satisfaction level of employees.

RESEARCH METHODOLOGY

Research methodology is the rearrangement it conditions for collection and analysis of data in a manner that aims to refer the research purpose with economy in procedure.

Methodology is the systematic, theoretical analysis of the methods applied to a field of study, or the theoretical analysis of the body of methods and principles associated with a branch of knowledge. It, typically, encompasses concepts such as paradigm, theoretical model, phases and quantitative or qualitative techniques.

RESEARCH DESIGN

A research design or model indicates a plan of action to be carried out in connection with a proposed research work. It provides only a guideline for the researcher to enable him to keep track of his actions and to know that he is moving in the right direction in order to achieve his goal. Research design is the plan, structure and strategy of investigation conceived so as to obtain answers to research questions and to control variance. The plan is the overall scheme of programme of research. The research design constitutes the blueprint for the collection, measurement and analysis of data.

DATA ANALYSIS AND INTERPRETATION

Analysis and interpretation are central steps in the research process. Analysis of data means studying the tabulated materials in order to determine inherent facts or meaning. It involves breaking down existing complex factors in to simple parts and putting the parts together in new arrangement for purpose of interpretation. Analysis of data involves a number of closely related operations that are performed with the purpose of summarizing the collected data and organizing these in such in a manner that the will field answer to research questions or suggest hypotheses had initiated the study.

Table 1
Employee Job Satisfaction

Opinion	No. of Respondents	Percentage (%)
Yes	44	55
No	36	45
Total	80	100
Highly satisfied	42	52.5
Satisfied	20	25
Dissatisfied	15	18.75
Highly dissatisfied	3	3.75
Total	80	100
Highly satisfied	16	20
Satisfied	36	45
Dissatisfied	18	22.5
Highly dissatisfied	10	12.5
Total	80	100

Source: Primary Data.

Inference

55 percent of the respondents say that they are getting salary as per their performance and only 45% are not say No.

The above table shows that majority i.e., 52.5% of the respondents are highly satisfied about the relationship with superior, 25% of the respondents are satisfied, 18.75% of the respondents are dissatisfied and only 3.75% of the respondents are highly dissatisfied.

The above table shows that majority i.e., 45% of the respondents are satisfied with the safety measures provided by the concern, 20% of the respondents are highly satisfied remaining 22.5% of the respondents are dissatisfied and only 12.5 of the respondents are highly dissatisfied. The company provide safety measures such as fire safety, electrical safety.

FINDINGS

Majority (57%) of the respondents are satisfied with their work.

45% of the respondents are satisfied with the company by providing safety measures to the employees.

47% of the respondents agree with the company supporting the team work of the organisation.

Majority (56%) of the respondents are highly satisfied with the overall environmental of the organization.

52.5% of the respondents are highly satisfied with the relationship with co-workers.

SUGGESTIONS

As majority of respondents are satisfied with the working condition, salary, bonus, retirement, benefits etc., it is clear that the organisation is running as a model employer. So it is recommended that the present condition may be continued may be continued in future.

While the entire stock of officers/officials have expressed deep satisfaction with all the facilities provided, there has been a smaller group which have expressed their dissatisfaction which obviously prevalent in all major organizations.

Proper recruitment with proper qualification may meet the ends of satisfaction for both the customer and staff.

It is generally observed that organizations with more satisfied employees tend to be more effective than organizations with fewer satisfied employees. The most important thing managers can do to raise employee satisfaction is to focus on the intrinsic parts of the job, such as making the work challenging and interesting.

CONCLUSION

This study was conducted mainly to reveal the satisfaction level of employees, about their job in TNEB, Thirumakkottai. They are maintaining a good relationship with employees with share and all the employees are satisfied in their recruitment procedures. I wish this organization to continue its positive efforts to make their employees happy and also reduce the level of negative aspect. So it is great opportunity for me to do this study in the prestige company.

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