



JOB SATISFACTION OF EMPLOYEES AT VILLUPURAM

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ABSTRACT

In the present scenario, Job satisfaction is a critical aspect of employee well-being organizational success, and employee retention. By understanding the intricate interplay of various elements, organizations can enhance their work environments and cultivate a positive and productive workforce. The main focus of the project is to study and understand about job satisfaction in management. From the study it is found that aim to provide valuable insights for organizations seeking to optimize their work environments, elevate employee satisfaction, and foster a more engaged and committed workforce. By addressing specific areas identified as influential in job satisfaction, organizations can implement targeted interventions and strategies to create a workplace that not only attracts top talent but also retains and motivates employees for sustained success.

KeyWords: Job Satisfaction, work nature, fulfillment

INTRODUCTION

Job satisfaction is how happy or content people feel with their jobs. It is an important factor that affects not only how employees perform but also their overall well-being. When people are satisfied with their jobs, they tend to work harder, be more motivated, and stay with their company longer. Job satisfaction can be influenced by many things, such as the type of work they do, their work environment, relationships with colleagues and supervisors, and the benefits they receive. Understanding what that makes employees satisfied can help employees create better workplaces and improve productivity.

OBJECTIVES

- To study the demographic profile of the job satisfaction of employees at Villupuram region
- To study about job satisfaction at Villupuram.

LITERATURE SURVEY

Job satisfaction is defined as the extent to which an employee feels self-motivated, content & satisfied with his/her job. Job satisfaction happens when an employee feels he or she is having job stability, career growth and a comfortable work life balance. This implies that the employee is having satisfaction at job as the work meets the expectations of the individual.

Job satisfaction cannot be quantified by a numerical value, but it is a metric that works well to determine an individual's positive emotional response towards their job. Organizations around the world are devising ways to measure this, and one of the most effective means is to get feedback from employees themselves.

Crispen Chipunza, Bulelwa Malo (2017) : This study concluded that an optimistic view for the employees on the organization's community, successful relationships with co-workers, supervisors' encouragement. Participants are fairly pleased with job prospects, and the wages were not satisfactory. Finally, the connection between the atmosphere of the company and satisfaction at the job is important.

Spencer and Byrne (2016): In this Article, proposed that senior level administrators are having high Job satisfaction than junior level supervisors. Darrat et al (2016) recommended that in the midst of sales reps with lower work environment fulfillment, hierarchical work embeddedness is hopefully associated with authoritative aberrance, relational abnormality and client direct aberrance. Nevertheless in the midst of sales reps with higher Job satisfaction, work embeddedness is contrarily associated with hierarchical aberrance and not significant associated with either relational or client coordinated abnormality.

Robertson and Kee (2016) : The study examines the working environment fulfillment in a PC intervened setting, especially with the utilization of online networking. Results indicated that Job satisfaction at work is hopefully associated by the amount of second they spend on facebook cooperating by partners. Additionally indicated that low maintenance laborers announced having spent the more noteworthy nature of second on facebook with their partners, and understanding specialists revealed the more prominent level of Job satisfaction at the work environment.

Monga et al (2015) : The Article results unveiled the compensation, social affiliation, contact, disposition of seniors, work environment environmental factors and cooperation have more bearing than the variables of preparing and progress, respects and reward, work nature, wellbeing of occupation, confidence and job lucidity in deciding work Job satisfaction of bank laborers.

Saner and Eyupoglu (2015) : The Article researched climate work fulfillment exists among bank representatives. Study uncovered that bank laborers were modestly loaded up with fulfillment with their activity.

Lu et al (2012) : The Study Audited writing uncovered loads of fascinating segments that add to the making of a knowledge of substance for female paramedical experts. In addition occupation satisfaction is an essential issue for social insurance experts all around over the world. Tests uncovered that administrative highlights of course of action can particularly decide the occupation happiness for female paramedical experts such highlights are the individual deficiencies, absence of instruments, intend to withdraw and some more.

Balasubramanian, Vasanthakumar, and Bala, (2012) : The Article analyzed the issues identified with the Job satisfaction of the Library experts working in schools bestowing the executives training in and around Madurai, Tamil Nadu. This paper endeavored to assess the Job satisfaction of library experts dependent on poll based study technique.

Fig: 1 The age of employees is between 20 to 30

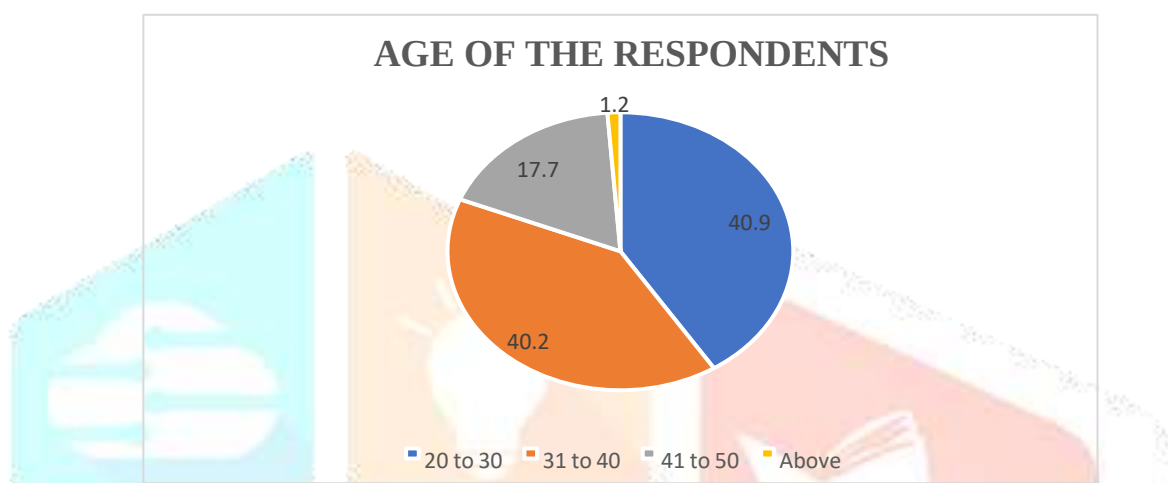


Fig: 2 Most of the respondents are Male

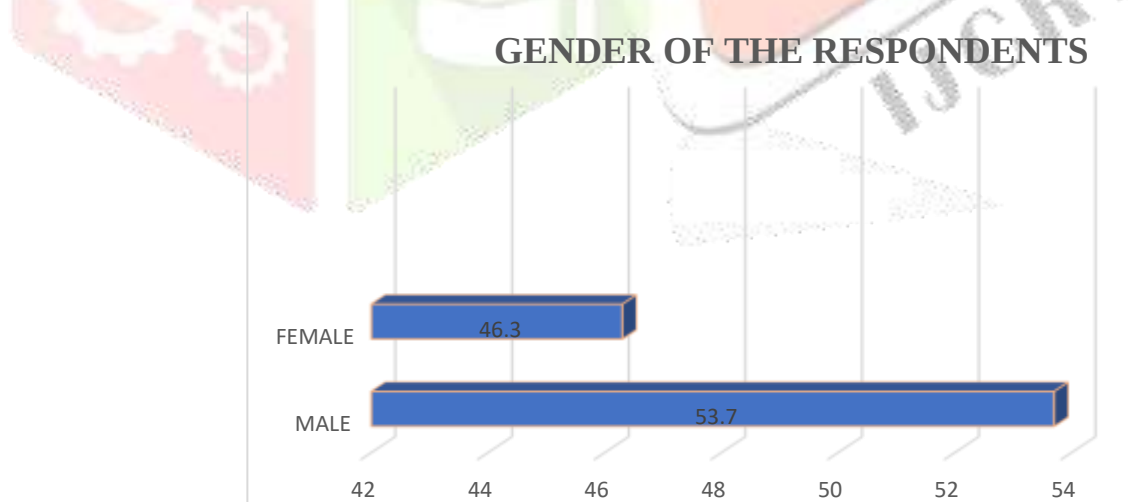


Fig: 3 Most of the respondents are undergraduate



Fig: 4 nearly 50% of employees are permanent



Fig: 5 nearly 96.3% of the respondents agreed that salary providing in time

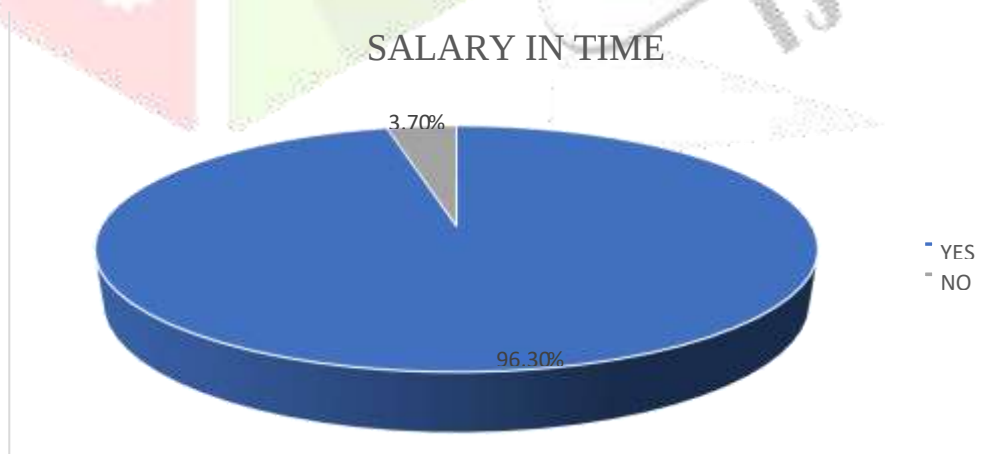


Fig: 6 Most of the respondents are only satisfied with salary

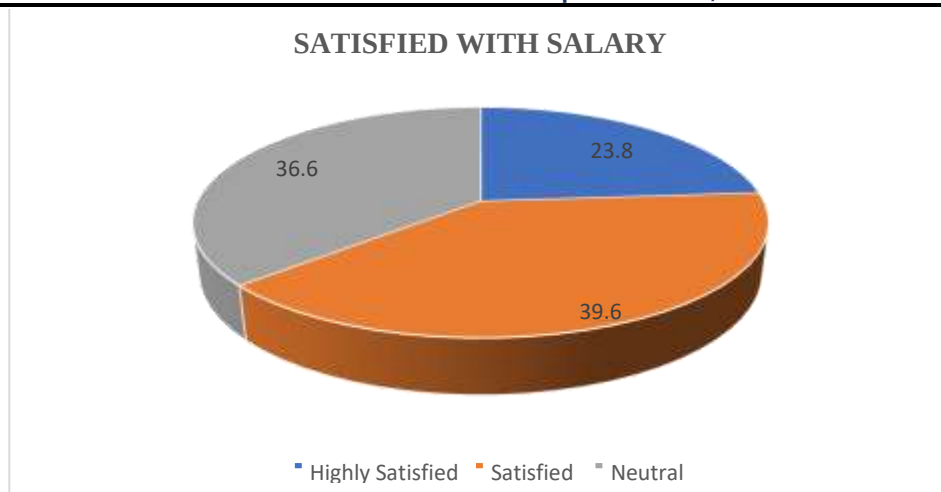
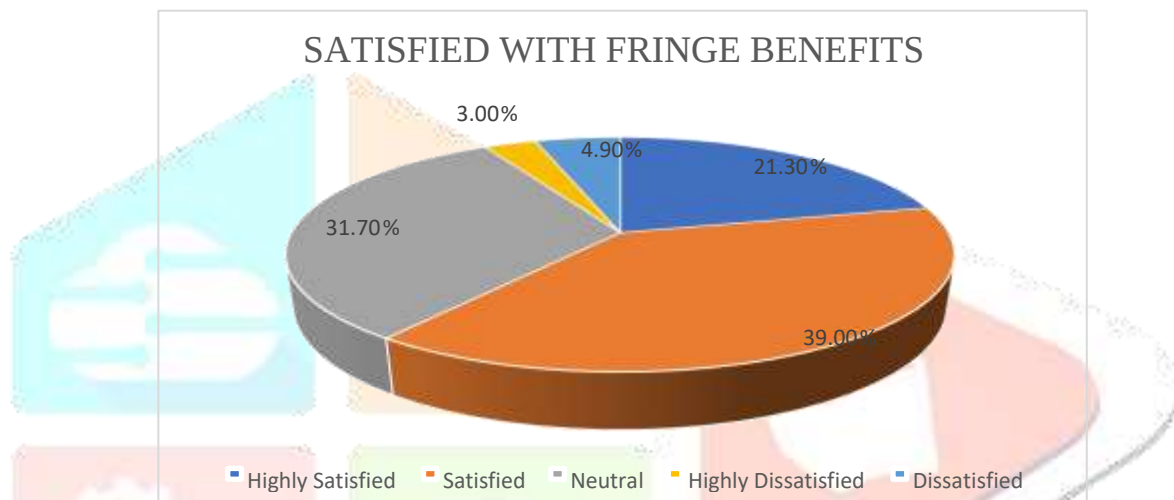


Fig: 7 21% of respondents are highly satisfied with fringe benefits



FINDINGS AND SUGGESTIONS

From the study it is found that in Villupuram, Employees are in both genders. From the above study it is found that in Villupuram majority of the employees are undergraduate and most of the employees are permanent job holders. They were satisfied with their jobs, getting salary in time and satisfied with their fringe benefits.

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