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AN ANALYSIS OF JOB SATISFACTION AMONG EMPLOYEES IN PRIVATE SPINNING MILLS IN PUNJAIPULIAMPATTI ERODE DISTRICT

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ABSTRACT

This study explores job satisfaction among employees working in private spinning mills in Erode District. It identifies key factors influencing employee morale, such as working conditions, compensation, job security, and relationships with management. Using primary data from 110 respondents, the study applies percentage analysis, Likert scale, and ranking methods to assess satisfaction levels. Results indicate moderate satisfaction with work conditions and high satisfaction with job security, while dissatisfaction was noted in compensation. The study concludes with strategic recommendations for enhancing employee engagement, retention, and productivity through improved HR practices and workplace policies.

Key Words: Working conditions, Job satisfaction, Spinning mills.

INTRODUCTION

Job satisfaction refers to the tasks and responsibilities given to a person regularly, while a job is a set of positions that involve similar duties, responsibilities, skills, and knowledge. Job satisfaction relates to the mental health of the working people. It helps build a positive image for the organization. Job satisfaction reduces staff turnover, and accidents. It also boosts employees' morale and productivity. It creates innovation ideas among the working employees. By way of job satisfaction individuals may become more loyal towards the organization.

A happy worker is usually the most effective and efficient in their job. Many people believe workers care more about pay than other factors that also affect their satisfaction, like cafeteria services, bonuses, and working conditions. However, these factors are less important than pay.

STATEMENT OF THE PROBLEM

Job satisfaction is a key factor influencing employee performance and organizational success. In private spinning mills of Erode District, it directly impacts productivity and employee retention. Workers often face long hours, physical strain, and relatively low wages. These conditions make job satisfaction a crucial concern. Factors such as work environment, management style, pay, and career growth opportunities play vital roles. However, there is limited research focused specifically on this sector.

SCOPE OF THE STUDY

This study focuses on job satisfaction among workers in private spinning mills in Erode City's textile industry. It aims to identify key factors like pay, working conditions, job security, and career growth affecting satisfaction. The findings will help suggest improvements to enhance employee well-being and productivity.

OBJECTIVE OF THE STUDY

- To analyze the employee's satisfaction level towards the working condition.
- To identify the key factors affecting job satisfaction.
- To determine the impact of a clean and safe workplace on employee health, comfort, and satisfaction.

RESEARCH METHODOLOGY

A mixed-methods approach using surveys and data analytics can help jog satisfaction among employees in private spinning mills in Punjai Puliampatti Erode district. by collecting data on job satisfaction among employees in spinning mills.

RESEARCH DESIGN

- **Sampling size:** 110 Respondents
- **Sampling Technique:** Convenience Sampling Technique
- **Statistical Tools used:**Percentage Analysis, Ranking Analysis, Likert Scale Analysis.
- **Primary data:** Collected 110 respondents.
- **Secondary data:** Journal , books and websites.

LIMITATIONS OF THE STUDY

- This study is limited to Punjaipuliampatti Erode district.
- The sample size is limited to 110 respondents.

FINDING AND INTERPRETATION

SIMPLE PERCENTAGE ANALYSIS:

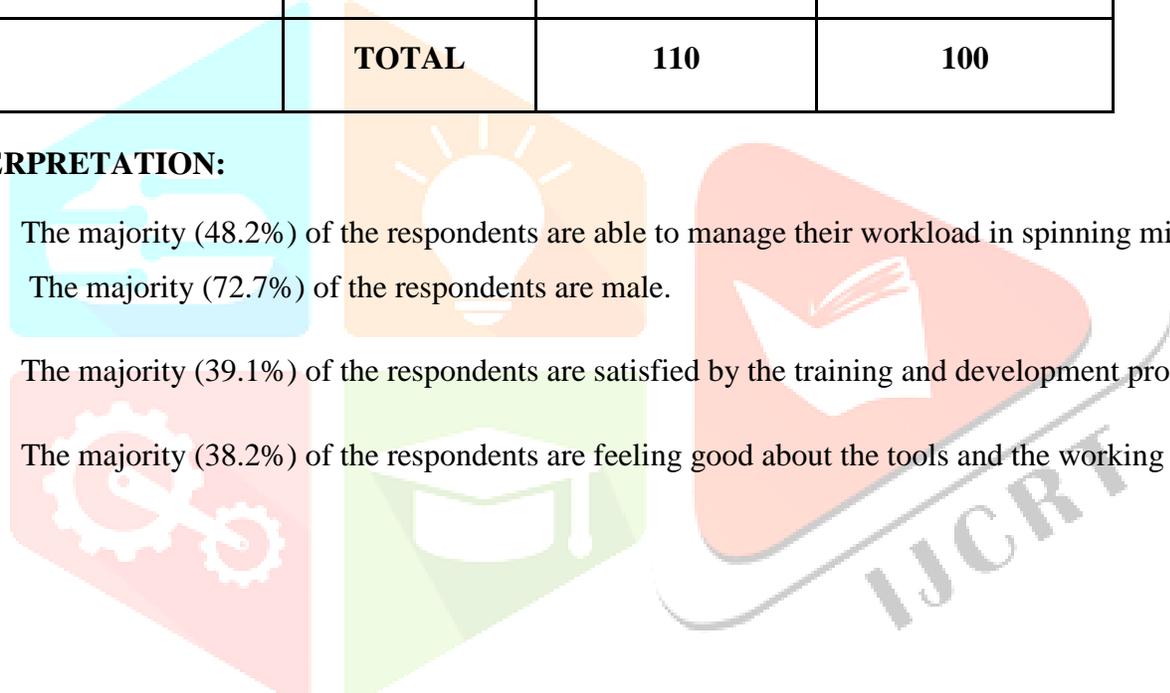
PERCENTAGE = Number Of Respondents / Total Number Of Respondents * 100

INTERROGATION	RESPONSE	FREQUENCY	PERCENTAGE
Management of workload	Yes	53	48.2%
	No	35	31.8%
	Maybe	22	20%
	TOTAL	110	100
Gender of the respondents	Male	80	72.7
	Female	30	27.3
	TOTAL	110	100
Training and development opportunity	Yes	43	39.1%
	No	42	38.2%

	Maybe	25	22.7%
	TOTAL	110	100
Tools and equipments are in good working condition	Excellent	27	24.5%
	Good	42	38.2%
	Average	27	24.5%
	Poor	13	11.8%
	Very poor	1	0.9%
	TOTAL	110	100

INTERPRETATION:

- The majority (48.2%) of the respondents are able to manage their workload in spinning mills.
- The majority (72.7%) of the respondents are male.
- The majority (39.1%) of the respondents are satisfied by the training and development provided.
- The majority (38.2%) of the respondents are feeling good about the tools and the working condition.



RANKING ANALYSIS:**TABLE SHOWING THE ASPECT OF THE JOB ENJOYED BY THE RESPONDENTS**

S.NO	ASPECT	NO.OF.RESPONDENT S	PERCENTAG E (%)	RANK
1	Relationship with colleagues	54	49.1%	2nd
2	Career advancement opportunities	32	29.1%	5th
3	Work environment	54	49.1%	2nd
4	Job role and responsibilities	33	30%	4th
5	Relationship with management	55	50%	1st
	TOTAL	110		355

INTERPRETATION:

The Relationship with management ranks 1st (50%) is the most liked job aspect among the employees. Relationship with colleagues and work environment ranks 2nd (49.1%) which shows that the relationship with colleagues is also highly valued. Job role and responsibilities is ranked 4th (30%) showing that a little less than a third of the respondents. Career advancement opportunities Ranked 5th (29.1%) career advancement opportunities are still seen as important but were ranked lower than the other factors.

LIKERT SCALE ANALYSIS

$$\text{Likert Scale} = \sum (\mathbf{F} \times \mathbf{X}) / \text{Total Number Of Respondents} * 100$$

Parameter	Very Satisfied (5)	Satisfied (4)	Neutral (3)	Dissatisfied (2)	Very Dissatisfied (1)	Total Respondents	Total	Likert Value
Satisfaction with the working condition	41	11	27	16	15	110	377	3.42
Relationship with supervisor	4	30	44	25	7	110	330	3
Benefits provided	5	28	49	16	12	110	328	2.98
Growth and development	21	28	30	20	11	110	355	3.22
Job security	54	11	12	19	14	110	592	5.40

INTERPRETATION:

The data reveals that job security is the most satisfying aspect for employees, with a high Likert value of 5.40, indicating that employees feel stable and secure in their roles. Satisfaction with working conditions also scores relatively well (3.42), suggesting a generally favorable work environment. However, relationships with supervisors (3.00), growth and development opportunities (3.22), and benefits provided (2.98) all fall into the moderate satisfaction range. This implies that employees feel secure and relatively comfortable in their work setting.

SUGGESTION:

Comprehensive training programs and workshops should be implemented to boost employee satisfaction. Upgrading equipment and safety measures can significantly improve working conditions. to address low satisfaction with compensation. Supervisor-employee relationships can be strengthened through leadership training and open communication. Involving employees in decision-making processes can boost their sense of belonging and commitment.

CONCLUSION:

The survey highlights both strengths and challenges in spinning mills, with high satisfaction in job security and training. However, issues like low wages, limited benefits, and weak supervisor relationships need attention. Improving compensation, communication, and employee involvement can enhance job satisfaction and productivity.

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