

A Study On Employee Job Satisfaction

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Abstract: The main objective of the exploratory study reported in this paper on employee satisfaction was to examine the level of satisfaction of the respondent regarding their job. The survey focuses on employee satisfaction and dissatisfaction. Employee satisfaction has a major influence on human performance through its impact on individual motivation and job satisfaction. Individual in the organization have certain expectations and fulfillment of these expectations depends upon their perceptions as to how the employee satisfactions suits to the satisfaction of their needs.

Keywords: Employee satisfaction, Employee retention, Employee turnover, Employee engagement, Job satisfaction.

1. Introduction

Employee job satisfaction is one of the key goals of all HR personnel irrespective of what their individual. A satisfied employee is not just a retained employee but an ambassador for the brand, internally and externally. Happy employees are more loyal to the company and its objectives, they go the extra mile to achieve goals and take pride in their jobs, their teams and their achievements. The majority of organizations view job satisfaction as dependent on 2 things – salary and ‘recreational activities’. While employees do make an impression based on these parameters, they cannot form the basis of employee engagement. Recently, a study published by Harvard observed that employee engagement programs only serve as a shot in the arm and satisfaction levels dip soon after. HR understands the needs of its employees and what it does to bring a match between employee needs and company goals.

2. Scope of the Study

- The development of any of the organization is mainly depending on the satisfaction level of the employees so that they can perform well in the organization.
- The company can analyze the level of employee satisfaction in their organization.
- The company can improve the working conditions, environment and other policies to satisfy the employees based on the results of survey.
- They can implement the valuable suggestions to overcome many problems faced by the organization.
- To understand how actually an organization works and can get more insight on the concept of job satisfaction.
- It provides a great opportunity to relate theoretical concepts

learnt in the course to the actual happenings in the organization.

3. Employee Satisfaction

In human resource terms, employee satisfaction means employees are contented with their work and position. To be contented, they likely enjoy much of their work, they feel management is fair and cares about them, and they are comfortable in their work environment - both with other staffers, and with the resources they have available to complete their jobs. It ties in closely with employee turnover, since unhappy staffers are more likely to seek positions elsewhere. It is expensive to replace employees, so many HR departments have a goal of keeping employee satisfaction at a high level so turnover stays low.

4. Employee Satisfaction and How it Measures

Employee satisfaction can be measured 2 ways: indirectly, by watching trends in employee turnover; and directly, by asking employees about their level of satisfaction via surveys, interviews, and focus groups.

1. In indirect measurement, management watches the trends in employees leaving the organization, and assumes that satisfaction levels are adequate when turnover levels are at or below industry norms. They may also drill down to watch for specific departments or functions with higher-than-average or higher-than-usual turnover, and implement direct measurement actions in those areas to determine causes for the increase in separations.
2. Direct measurement methods involve asking employees about their level of satisfaction. For example, an anonymous survey could be mailed or emailed to all employees asking for their level of satisfaction with different aspects of their jobs. Interviews and focus groups might also be conducted, in which staffers are questioned in person.

Surveys and interviews may be conducted by company personnel or outside consultants may be brought in so that employees feel freer to share their opinions, knowing that information will remain anonymous when presented to management.

The below table shows the cross tabulation between the variables “Gender & Job satisfaction.”

Table 1
 Gender & Job satisfaction Tabulation

Gender		Job Satisfaction					Total
		1.00	2.00	3.00	4.00	5.00	
Male	Count	2	8	11	24.00	12.00	57
	Expected Count	1.7	9.1	10.3	22.2	13.7	57.0
Female	Count	1	8	7	15	12	43
	Expected Count	1.3	6.9	7.7	16.8	10.3	43.0
Total	Count	3	16	18	39	24	100
	Expected Count	3.0	16.0	18.0	39.00	24.00	100.0

Chi Square Test		
	Value	Df
Pearson Chi-Square	1.366a	4
		Asymp. sig (2-sided)
		0.850

Interpretation: The calculated value (0.850) is greater than 1.366a; hence null hypothesis is accepted and there is no significant relationship between Gender of the employees by the organization are satisfactory and Job satisfaction.

Inference: The test has proven that there is no significant relationship between Gender of the employees by the organization are satisfactory and Job satisfaction.

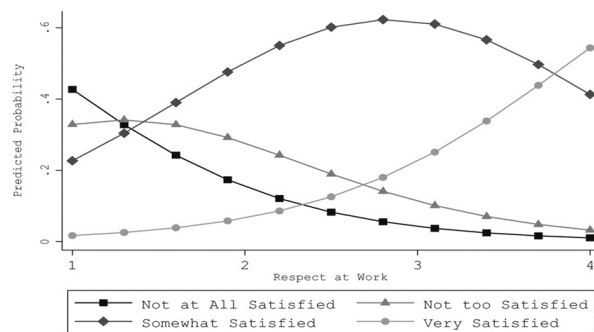


Fig. 1. Differences in job satisfaction among individuals with and without disabilities

5. Conclusion

This paper presented a study on employee job satisfaction.

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