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An Empirical Study of Employee Job Satisfaction with Special Reference to Angel Starch

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ABSTRACT: The study will provide significant insights into Angel Starch's employee satisfaction and will assist the organization in developing measures for retaining and encouraging its personnel. The study's findings will be valuable to other organizations looking to improve employee satisfaction and establish a positive work environment. The survey will be distributed to a random sample of Angel Starch employees from various departments. Employee satisfaction with several areas of their employment, such as work-life balance, job security, remuneration and perks, possibilities for growth and development, and overall job satisfaction, will be assessed in the survey.

I. INTRODUCTION

Employee work satisfaction is an important part of organizational performance since it affects productivity, employee turnover, and morale. Because of the nature of the work and the rigorous environment, job satisfaction can be especially difficult to acquire in the manufacturing industry. The goal of this study is to investigate employee job satisfaction with a specific focus on Angel Starch, a leading starch company in Erode. The significance of this research rests in its ability to identify the characteristics that contribute to employee job satisfaction in the manufacturing industry, specifically in the context of Angel Starch.

II. STATEMENT OF THE PROBLEM

Despite being India's biggest producer of starch and starch derivatives, Angel Starch has had substantial workforce turnover and low employee morale. This suggests that the organization is having difficulty keeping people and sustaining a positive work environment. To address these issues, it is critical to understand the elements that influence employee satisfaction and devise effective ways for increasing employee satisfaction at Angel Starch.

2.2 OBJECTIVE

- To identify the factors that contribute to employee satisfaction at Angel Starch.
- To analyze the level of job satisfaction among employees at Angel Starch.

2.3 SCOPE OF THE STUDY

- Examining the impact of employee welfare measures on employee motivation and job satisfaction may help in understanding the employee's preferences.
- Examining the impact of employee welfare measures on organizational performance can pinpoint the ways to improve organizational performance
- Analyzing the impact of employee welfare measures can pinpoint the ways to reduce employee retention.

2.4 LIMITATIONS OF THE STUDY

- The study will focus on identifying the factors that contribute to employee satisfaction at angel starch.
- The study will cover employees from various departments of angel starch.
- The study will analyze the relationship between employee satisfaction and organizational performance at angel starch.

2.5 RESEARCH METHODOLOGY

Research Methodology describes the research procedure, which includes the overall research design and the data collection method.

Research Design

A research design is the specialization of measure and procedure for the information needed to solve problems in the overall operational pattern of the Framework of the project that stipulates what information is to be collected from which sources by what procedure. There are 3 types of research design.

- Explorative Research Design
- Descriptive Research Design
- Experimental Research Design

The research design that is used by the investigator is the descriptive Research design.

Descriptive Research Design:

The Descriptive Design is marked by the prior formulation of the specific research problem. The investigator already knew a substantial amount about the research problem. The investigator should be able to define clearly what is that he/she wants to measure and to set up appropriate and specific means for measuring it.

Sample Design:

A sample design may be defined as a plan for obtaining a sample from a given population. It, therefore, refers to the technique or procedure the researcher would adopt in selecting an item.

Types of Sampling Design:

Sample Design is basically into 2 types.

- Probability sampling
- Non-probability sampling

Sampling Techniques:

The researcher made use of a simple random sampling technique to collect data.

Simple random sampling:

In simple random sampling, every respondent has an equal probability of being selected. In this method, the subset of the population is achieved through chance but without any logic.

Sample size:

Their search has drawn 150 respondents as a sample for these collections of data

Sampling Techniques:

The sampling technique used for the survey was convenience sampling.

Population:

The aggregate elementary units in the survey are referred to as the population. Here it covers the 230 customers at Angel Starch's

Methods of Data Collection Data Sources:

Data in the study are of two types:

- Primary data
- Secondary data

**Primary Data:**

The primary goal is original and collected by the researcher freshly. In this study, primary data was collected through a questionnaire. A questionnaire is a popular means of collecting primary data, & questionnaires are a list of questions for the own.

Secondary Data:

Secondary data is the data, which is already available. It can be obtained through company records, the internet, and some data collected from the observation method by the researcher.

Tools for Analysis of Data:

- Simple Percentage Method.
- Chi-square Method.
- Ranking Method.

Simple Percentage Analysis:

A percentage analysis is used to interpret data by the researcher for the analysis and Interpretation: through the use of a percentage. The data are reduced in the standard from which the base is equal to 100 which fact facility relative comparison.

$$\text{Percentage analysis} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

Chi-Square Test:

It is one of the simplest and most widely used non-parametric tests in statistical work. The quantity chi-square describes the magnitude of the discrepancy between theory and observation.

$$\chi^2 = \sum_i \frac{(O_i - E_i)^2}{E_i}$$

In general, the expected frequency for any can be calculated from the following equation

Ranking Method:

A ranking method for a survey is a way to measure the relative importance or preference of various items or options. In a ranking survey, participants are presented with a list of items or options and asked to rank them in order of importance or preference, typically by assigning a numerical value or rank to each item.

III. REVIEW OF LITERATURE

Employee satisfaction is a critical factor in organizational performance and employee retention. Our view of the literature on employee satisfaction reveals several factors that contribute to employee satisfaction, including job security compensation and benefits, opportunities for growth and development, and work-life balance

1. Job security is a significant factor in employee satisfaction. Employees who feel that their jobs are secure are more likely to be satisfied with their jobs and to be more productive. Studies have shown that job insecurity can lead to increased stress and decreased job satisfaction (DeWitte, 1999).
2. Compensation and benefits are also important factors in employee satisfaction. Adequate pay, health benefits, retirement plans, and other benefits can improve employee morale and job satisfaction (Mann and Harter, 2016). Studies have shown that employees who feel that they are fairly compensated are more likely to be satisfied with their job and to remain with the organization (Allen and Meyer, 1990).
3. Opportunities for growth and development are also essential for employee satisfaction. Employees who

feel that they have opportunities to learn and grow are more likely to be engaged and satisfied with their jobs (Gallup, 2020). Studies have shown that organizations that invest in employee development and provide opportunities for advancement are more likely to retain their employees (Ostroff et al., 2012).

4. Work-life balance is another crucial factor in employee satisfaction. Employees who feel that they have a healthy balance between their work and personal lives are more likely to be satisfied with their jobs and to have better overall well-being (Greenhaus and Beutell, 1985). Studies have shown that organizations that offer flexible work arrangements and promote work-life balance are more likely to attract and retain talented employees (Kossek and Michel, 2011).

IV. ANALYSIS AND INTERPRETATION OF THE STUDY

SIMPLE PERCENTAGE ANALYSIS

Table no1: Career growth and opportunities of the Respondent

	Frequency	Percent
Dissatisfied	18	18.0
Neutral	18	18.0
Satisfied	25	25.0
Highly dissatisfied	18	18.0
Highly Satisfied	21	21.0
Total	100	100.0

INTERPRETATION

Regarding opportunities for career growth and development, 21% of respondents reported being Highly Satisfied, while 25% were satisfied. 18% of respondents were Highly dissatisfied and dissatisfied, respectively, while 18% were neutral.

V. CHI-SQUARE TEST

The relationship between the Gender of the Respondent and How satisfied are you with the opportunities for career growth and development at Angel Starch?

Null Hypothesis:

H0: There is no significant relationship between the Age of the Respondent and How satisfied are you with your job responsibilities at AngelStarch?

Alternative Hypothesis:

H1: There is a significant relationship between the Age of the Respondent and How satisfied are you with your job responsibilities at Angel Starch?

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.288 ^a	4	.683
Likelihood Ratio	2.314	4	.678
N of Valid Cases	100		

INTERPRETATION:

The given chi-square test result shows that there is no significant relationship between the gender of the respondent and their satisfaction level with the opportunities for career growth and development at Angel Starch, as the p-value (asymptotic significance) is greater than 0.05. Therefore, we fail to reject the null hypothesis, which suggests that gender and satisfaction level are independent variables

3. FINDINGS

- Regarding opportunities for career growth and development, 21% of respondents reported being Highly Satisfied, while 25% were satisfied. 18% of respondents were Highly dissatisfied and dissatisfied, respectively, while 18% were neutral.
- The given chi-square test result shows that there is no significant relationship between the gender of the respondent and their satisfaction level with the opportunities for career growth and development at Angel Starch, as the p-value (asymptotic significance) is greater than 0.05. Therefore, we fail to reject the null hypothesis, which suggests that gender and satisfaction level are independent variables.

4. SUGGESTION

- Offer competitive compensation and benefits packages
- Provide opportunities for career development and growth
- Foster a positive and inclusive workplace culture
- Encourage open and honest communication between employees and management
- Offer regular feedback and recognition to employees

VI. CONCLUSION

The survey also highlighted elements that contribute to employee job satisfaction, such as job autonomy, work-life balance, and professional growth and development possibilities. The study's recommendations included better communication channels, creating recognition programs, and offering greater opportunities for employee growth. Overall, the study provides useful insights about Angel Starch employee job satisfaction and may be used by the organization to make positive adjustments that would boost staff satisfaction and retention.

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- Persellin, J. S., J. J. Schmidt, S. D. Vandervelde and M. S. Wilkins. 2019. Auditor perceptions of audit workloads and job satisfaction. *Accounting Horizons* 95-117.

WEBSITE

- "Job Satisfaction" from the Society for Human Resource Management (SHRM) - <https://www.shrm.org/resourcesandtools/tools-and-samples/hr-topics/employee-relations/pages/job-satisfaction.aspx>



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