



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH

IN SCIENCE, ENGINEERING, TECHNOLOGY AND MANAGEMENT

Volume 10, Issue 5, May 2023

ISSN

INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA

Impact Factor: 7.580



+91 99405 72462



+9163819 07438



ijmrsetm@gmail.com



www.ijmrsetm.com

An Empirical Study on Employees Job Satisfaction in Fitness Equipment's manufacturing company

K. ARULINI, S. RAMACHANDRA

Assistant Professor of MBA, Department of Management Studies, Nandha engineering college (Autonomous), Erode, Tamilnadu, India

Second MBA, Department of Management studies, Nandha engineering college (Autonomous), Erode, Tamilnadu, India

ABSTRACT: Managers in the organisation have concentrated job satisfaction as one of the main criteria in addition academics. Numerous studies have been conducted to determine the factors that influence job satisfaction and how it influences workplace productivity. Managers are quite worried about this issue even though there isn't any proof that work satisfaction has direct influence on productivity because productivity depends on so many other aspects. The positive mental attitude that a person has towards their work is known as employment satisfaction. The saying "A happy employee is a productive employee" is frequently used. individuals spend large amount of their life.

I.INTRODUCTION TO THE STUDY

Job satisfaction refers to a person's level of contentment with their position. It is a relatively new phrase because, in earlier ages, a person's occupation and level of job satisfaction frequently controlled the jobs that were open to them. The amount of compensation and benefits, the perceived promotion structure inside a company, the standard of working conditions, leadership qualities, and interpersonal interactions are a few of these variables. The phrase refers to the entire working arrangement between an employee and his or her employer. Lack of motivation at work does correlate with job happiness. The variables influencing both job satisfaction and job discontent were described differently by research participants. Surveys on job satisfaction might provide the most useful data on perceptions and causes. Regarding contentment or discontent.

II.STATEMENT OF THE PROBLEM

An organisation can only succeed if its employees are effective, who are the driving forces behind an industry. The corporation can achieve success only with a group of contented personnel. The corporation must offer sufficient welfare measures to ensure employee contentment. By performing a job satisfaction survey, we may determine whether the employees are satisfied or not, as well as whether general, welfare, financial, and other relevant reasons are motivating them.

III. OBJECTIVE OF THE STUDY

To evaluate employees' happiness with their pay and other advantages.
To evaluate an employee's satisfaction with their wages and other benefits.

IV. SCOPE OF THE STUDY

The organisation can use this analysis to pinpoint the areas where its staff are unsatisfied.
The level of employee satisfaction with welfare measures can be measured and determined.

V. LIMITATIONS OF THE STUDY

The project's findings might not be useful in the long term because of the following reasons:

1. Respondent bias may have an influence on the results;
2. People's tastes and attitudes change over time.

VI. REVIEW OF LITERATURE

VINAY K. SRIVASTAVA, SHAILESH RASTOGI (2008) Employee satisfaction is the vital challenges in all organizations. This paper focus on one industry that is the leather industry of India which is facing same problem of satisfaction of employees due to many reasons. Some leave for growth, some leave for some family problems but majority of people switchover jobs due to only one reason that is dissatisfaction. Undoubtedly satisfaction and dissatisfaction sort of things have different meaning for different people but having majority of people satisfied is pretty germane for sustainable growth and high level of productivity in any organization.

ASHIQUE ALI (2010) The debate of employee turnover, its predictors and antecedents and model building and testing in Western work settings has been very old, however, there have been repeated calls for its cross-cultural implications. Developing countries especially Pakistan with its unique socio-economic and religious culture face dearth of research studies on the subject. Present study aims to extend the understanding of specific role of organizational cultural values and the attitudes of supervisor/immediate boss on employee turnover and satisfaction. Further, the proposed study will also assess the moderating role of individual differences, specifically, personality dimensions on employees' intentions to stay or quit. This study uses descriptive quantitative approach to answer the research questions. Study proposes that positive and implemented HR practices, conducive organizational culture and friendly attitudes of supervisor separately and collectively leave strong impact on personality dimensions of individual at workplace. Such positive and integrated organizational climate directly generates overall satisfaction, organizational commitment and OCB which virtually forces employees' stay in the organization and vice versa.

VII. RESEARCH METHODOLOGY

The process of looking at something through the lens of research technique is a methodical way to find out specific information. Illustrational approaches were used to finish this study. It involves employing specific techniques to locate, select, analyse, and analyse data about a subject. It could be used by the reader to judge the validity of the study.

7.1 RESEARCH DESIGN

Descriptive type research employs a certain style of design.

SAMPLING TECHNIQUE

In this study simple random method used.

POPULATION

The total number of employees 350.

SAMPLE SIZE

The sample size is 125.

DATA COLLECTION METHODS

The data consists of both primary data and secondary data

Primary Data

The primary data has been collected in the form of questionnaire.

Secondary Data

The secondary data has been collected from various websites.

7.2 STATISTICAL TOOLS USED

•Simple Percentage analysis

It refers to a special kind of rates, percentage are used in making comparison between two or more series of data. A percentage is used to determine relationship between the series. $\text{Percentage} = \frac{\text{No. of Respondents}}{\text{Total no.}} \times 100$

➤ Weighted average method

The weighted average method is an inventory costing method that assigns average costs to each piece of inventory when it is sold during the year.

➤ Simple Percentage Analysis

It is used to know the accurate percentages of the data. It is done through the below formula.

Simple Percentage analysis

Total no of respondents = No of respondents
_____ * 100

Weighted Average Method

When the data is sorted, the rank takes the place of the numerical or other value to create the ranking. A collection of data includes a weighted average that expresses concern about the various degrees of relevance of number.

$$XW = \sum WX / \sum X$$

X – weightage

W – Number of respondents

VIII. SIMPLE PERCENTAGE METHOD

THE SATISFACTION REGARDING THE SALARY AND OTHER FACTORS OF ITS EMPLOYEES

H.S- Highly satisfied, S- Satisfied, N- Neutral,

D.S – Dissatisfied, H.D.S- Highly dissatisfied

Benefits	Opinion	No.of. Respondents	Percentage
Salarypackage	H.S	10	8
	S	23	18.4
	N	77	61.6
	D.S	15	12
	H.D.S	0	0
Welfare development and encouragement	H.S	15	12
	S	20	16
	N	70	56
	D.S	15	12
	H.D.S	5	4
Group insuranceand medical insurance Scheme	H.S	5	4
	S	19	15.2
	N	29	23.2
	D.S	55	44
	H.D.S	17	13.6
	S	56	44.8
	N	37	29.6
	D.S	15	12
	H.D.S	0	0

INTERPRETATION

To this study, 48.8% of respondents are dissatisfied with insurance plans, while 44% of respondents are satisfied with incentives. Of the respondents, 61.6% fall into the neutral category for salary package, 56% fall into the neutral category for welfare development & encouragement, and 48.8% fall into the neutral category for welfare.

I. WEIGHTED AVERAGE METHOD**RATE OF THE SATISFACTION REGARDING THE SALARY AND OTHER FACTORS OF ITSEMPLOYEES**

Weight	5	4	3	2	1			
Benefits	H.S	S	N	D.S	H.D.S	Total	Average	Rank
Salary	50	92	231	30	0	403	28.87	2
Welfare	75	80	210	30	5	400	26.67	3
Schemes	25	76	87	110	17	315	21	4
Incentives	85	224	111	30	0	450	30	1

INTERPRETATION

We may infer from the preceding table that incentives, which had a score of 30, are placed top. Salary has a score of 28.87, placing it in second place. With a score of 26.67, welfare maintains third place, while schemes come in at number four with a score of 21.

FINDINGS

1. 61.6% of respondents are ambivalent about the size of the compensation package.
2. The degree of welfare development and encouragement is indifferent with 56% of respondents.
3. Incentives, which received a score of 30, came in top.
4. With a score of 28.87, Salary is in second place.

SUGGESTIONS

- The management lessens work pressure and overworked work while also taking into account workplace problems.
- The organization's facilities, especially the recreational ones, need to be enhanced to please the staff.
- The management thought about enhancing or raising the compensation package because the majority of respondents were only happy with a neutral level.
- The management should focus more on the employee insurance plans because most employees are dissatisfied with them.
- More motivating programmes should be planned by the management for the staff, since this would boost productivity.
- The management can concentrate more on the insurance schemes of the employees because most of the employees feel disappointed on their insurance schemes.
- The management should plan to conduct more motivational programs for the employees, which will improve the performance of the employees.

CONCLUSION

Employees were asked to participate in a survey on their employment and workplace to express how satisfied they were with both.

The research aids management in both better understanding the reasons behind employee underperformance as well as in formulating better problem-solving strategies and determining training requirements. According to this survey, S&T Welcare Private Limited in Coimbatore offers competitive pay packages, benefits, training, and job security to its employees. The management may take into consideration a few of the suggestions made in order to please the staff. As a result, the inestimable worth of human resources becomes apparent, and therein lies the necessity to meet that demand.

REFERENCES

1. Chands', Statistic for Management, Chand & Company Ltd, Fifth Edition, New Delhi-2010 Kothari's, Research methodology, New Age International (p) Ltd, New Delhi- 2011 Rao.V. S, Human Resource Management, Excel Books, New Delhi-2010
2. Stephen Robbins, Organizational Behavior, Pearson Education, New Delhi-201



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH

IN SCIENCE, ENGINEERING, TECHNOLOGY AND MANAGEMENT



+91 99405 72462



+91 63819 07438



ijmrsetm@gmail.com

www.ijmrsetm.com