

JOB SATISFACTION OF EMPLOYEES – A STUDY WITH REFERENCE TO MODERN RICE MILL, THIRUVARUR

Dr. R. Thirumavalavan,
Assistant Professor of Commerce,
A.V.C.College (Autonomous),
Mannampandal – 609305, Nagapattinam District,
Tamil Nadu, India

ABSTRACT

This paper reveals the job satisfaction of employees in Modern Rice Mill, Thiruvapur. In this paper the researcher discuss about the employees demographic level, working conditions, level of medical and other welfare facilities, salary expectations etc, data were collected from 120 employees for collecting data structured questionnaire was used and simple percentage was used for analyzing the data.

Keywords : job satisfaction, employees.

INTRODUCTION

The job satisfaction is a part of the life satisfaction. The nature of one's environment of the job does effect one's feeling on the job. The term 'Job Satisfaction' refers to an employee's general attitude to job. The job satisfaction is a dynamic thing. Managers cannot establish high job satisfaction once and then forget about it for several years. So it has to be maintained week, month after month, year after year. Job satisfaction has some relation with the mental health of the people. It spreads the goodwill of the organization. Job satisfaction reduces absenteeism, labour turnover and accidents. Job satisfaction increases employee's morale, productivity, etc. Job satisfaction creates innovative ideas among the employees. Individuals may become more loyal towards the organization

DEFINITION OF JOB SATISFACTION

Lock defines "Job satisfaction" as a pleasurable or positive emotional state resulting from the appraisal of one's job experience".

“Job Satisfaction will be defined as the amount of overall positive effect or feeling that individual have toward their job”.

“Essentially job satisfaction is a personnel attitude towards the job, it represents a complex assemblage of cognition, emotions and behavioral tendencies”.

IMPORTANCE OF JOB SATISFACTION

- Job satisfaction has some relation with the mental health of the people.
- It spreads goodwill about the organization.
- Individuals may became more loyal towards the organization
- Job satisfaction reduces absenteeism, labour turnover and accidents.
- Job satisfaction increases employee’s morale, productivity, etc.,
- Job satisfaction creates innovative ideas among the employees.

OBJECTIVES OF THE STUDY

- To identify the satisfaction level of employees in the organization.
- To analysis the various employees welfare schemes.
- To identify the economic background of employees in the organization.

STATEMENT OF THE PROBLEM

Human wants are unlimited. If one want is satisfied, another wants exists. So satisfaction changes when time passes. It is very difficult to keep the employees satisfied. But it is the duty of each and every organization to keep their employees satisfies in terms of all factors. High production, high turnover, huge profit mainly depends on the performance of employees. The performance level of the employees depends up on the job satisfaction. Thus the need for the study of the level of job satisfaction in **Modern Rice Mill, Thiruvarur.**

SCOPE OF THE STUDY

Job satisfaction is one of the most important factors that determine the efficiency of organization management etc. only when employees get satisfied their regime to do the work

increase. It is the duty of an organization to keep their employees satisfied. Employees get satisfied to their job only when they get proper salary, motivation, promotion, relationship with superiors, top and middle level, work load, allowances, leave rules, recognition etc. An effective management of administration will ensure the people regulation of all the above said factors. Hence the scope of the study reveals that a destine examination is involved in the above said factory with respect to **Modern Rice Mill, Thiruvaur.**

METHODOLOGY

Questionnaires are prepared and personal interview was conducted. Most of the questions are consist of multiple choices. The structured interview method was undertaken. The interview was conducted in English as well as in Tamil. Proper care was taken to frame the interview schedule in such a manner it should be easily understood in view of educational level of the employees.

Secondary data was collected from the internet, various books, journals and Company Records. The samples are collected from 120 workers of modern rice mill, Thiruvaur.

LIMITATIONS OF THE STUDY

Time is an important limitation of the study with a sample of 60 respondents and confirmed to Modern Rice Mill, Thiruvaur.

MODERN RICE MILL THIRUVARUR

The main functions of corporation are to procure essential commodities like rice, sugar, wheat etc., storage and movement of such stocks for its distribution from the Taluk operational god owns to various public distribution system outlets through the co –operative societies and other agencies. The co-operation also under takes procurement of paddy, hulling, and utilization of rice under decentralized procurement system. The corporation rues 23 Modern rice Mills, 36 Kerosene Bunks, 27 Amudham Departmental stores, 1,158 Public Distribution system outlets, 3 petrol Bunks and 5 LPG agencies.

Table: 1

DEMOGRAPHIC PROFILE OF THE RESPONDENTS

S.No.	Gender	No. of Respondents	Percentage
1	Male	84	70
2	Female	36	30
		120	100
S.No.	Age	No. of Respondents	Percentage
1	Below 25	24	20
2	25 – 35	36	30
3	35 – 45	48	40
4	Above 45	12	10
	Total	120	100
S.No.	Period of the experience	No. of Respondents	Percentage
1	Below 5	8	7
2	6 – 10	24	20
3	11 – 15	16	13
4	15 and Above	72	60
	Total	120	100
S.No.	Salary	No. of Respondents	Percentage
1	Upto 10000	40	33
2	10000 -20000	30	25
3	20001- 30000	42	35
4	Above 30000	8	7
	Total	120	100
S.No.	Educational qualification	No. of Respondents	Percentage
1	Professional degree	02	2
2	Degree	08	7
3	Diploma/ITI	24	20
4	SSLC/HSC	74	61
5	Below SSLC	12	10
	Total	120	100

Source: Primary data

The above table shows the demographic profile of the employees of Modern Rice Mill, Thiruvarur.

Table: 2

WORKING CONDITION OF THE RESPONDENTS

S.No.	Working environment	No.of Respondents	Percentage
1	Highly satisfied	4	3
2	Satisfied	16	13
3	Dissatisfied	80	67
4	Highly Dissatisfied	20	17
	Total	120	100

Source: Primary data

The above table shows that 3 percent of the employees are highly satisfied, 13 percent of the respondents are satisfied, 67 percent of the employees are dissatisfied and the remaining 10 percent of the employees are highly dissatisfied with personal productive equipment.

Table No – 3

SATISFACTION OF THE SALARY

S.No.	Satisfaction of the salary	No. of Respondents	Percentage
1	Yes	84	70
2	No	36	30
	Total	120	100

Source: Primary data

From the above table it infers that, 70 percentage of the employees are satisfied with their salary, 30 percent of them are dissatisfied with their salary.

Table No – 4

AVAILABILITY OF BONUS FACILITY

S.No.	Availability of bonus	No. of Respondents	Percentage
1	Yes	108	90
2	No	12	10
	Total	120	100

Source: Primary data

The above table reveals that, 90 percent of the employees are satisfied with their salary, 10 percent of them are dissatisfied with their salary.

Table No – 5

SATISFACTION OF WORKING HOURS

S.No.	Opinion (hours)	No. of Respondents	Percentage
1	8	80	67
2	10	6	5
3	12	20	17
4	14	14	11
	Total	120	100

Source: Primary data

The above table shows that, 67 percent of the employees are willing to work only 8 hours, 5 percent of them ready to work for 10 hours, 17 percent of them agreed 12 hours and the remaining 11 percent are 14 hours.

Table No – 6

SATISFACTION OF SAFETY MEASURES

S.No.	Opinion	No. of Respondents	Percentage
1	Highly satisfied	16	13
2	Satisfied	60	50
3	Dissatisfied	24	20
4	Highly Dissatisfied	20	17
	Total	120	100

Source: Primary data

The above table shows the satisfaction of safety measures, 13 percent of the employees are highly satisfied, 50 percent of them are satisfied, 20 percent of the employees are dissatisfied and 17 percent of them highly dissatisfied.

Table No – 7

SATISFACTION TOWARDS WELFARE FACILITIES

S.No.	Particulars	No. of Respondents	Percentage
1	Highly satisfied	60	50
2	Satisfied	16	13
3	Dissatisfied	24	20
4	Highly Dissatisfied	20	17
	Total	120	100

Source: Primary data

The above table indicates that, satisfaction level on welfare facilities, 50 percent of the employees are highly satisfied, 13 percent of them are satisfied, 20 percent of the employees are dissatisfied and 17 percent of them highly dissatisfied.

Table No – 8

SATISFACTION OF ALLOWANCES

S.No.	Opinion	No. of Respondents	Percentage
1	Highly satisfied	80	67
2	Satisfied	20	17
3	Dissatisfied	16	13
4	Highly Dissatisfied	4	3
	Total	120	100

Source: Primary data

The above table indicates that, 67 percent of the employees are highly satisfied with their allowances, 17 percent of them are satisfied, 13 percent of the employees are dissatisfied and 3 percent of them highly dissatisfied with their allowances.

FINDINGS AND SUGGESTIONS

Majority of 70 percentage of the respondents are male. Majority of 40 percentage of the respondents are in the age group of 35-45. Majority of 60 percentage of the respondents are in the experience of 15 and above. Majority of 35 percentage of the respondents are in the category of Rs.15000 salary levels. Majority of 62 percentage of the respondents are in the secondary levels. Majority of 50 percentage of the respondents are satisfied with their working environment. Majority of 67 percentage of the respondents are satisfied with their work load. Majority of 67 percentage of the respondents are willing to work 8 hours. Majority of 50 percentage of the respondents are in welfare facilities

The salary is inadequate cannot able to meet their expenses and expectations. By taking personal care for them and thus contribute to employee satisfaction. A healthy and congenial welfare measures must be created in this regard is an essential required to better performance.

Conclusion :

The present study has been undertaken among the employees of MRM Rice Mill Ltd, there categories of employees namely, top level, middle level, and lower level, were interviewed. This study reveals that among the three categories of employee the top level has higher satisfaction than middle and lower level of employees. The reason for the poor job satisfaction among the middle and lower level employees are poor employees and poor salary, promotion dissatisfaction in the Mill.

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