

A Study On Job Satisfaction In Employees At B.H.E.L. In Trichirappalli District

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Abstract - Job satisfaction a worker's sense of an achievement and success is generally perceived to be directly linked to productivity as well as to personal weathering. Job satisfaction implies doing a job one enjoys, doing is well and being suitably rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. Hence the above title of the project was undertaken to know the satisfaction level of the employees working in the organization. The sample size of 150 employees was considered. The data were collected from the employees and analysis was undergone. In addition to that necessary suggestions were also given.

Keywords - job satisfaction, employee welfare, adequate and fair compensation

I. INTRODUCTION

The happier people are within their job the more satisfied they are said to be job satisfaction is not be same as motivation although. It is clearly linked job design aims to enhance job satisfaction and performed methods include job satisfaction, job enlargement and job enrichment. Other influences on satisfaction include the management style and culture employee involvement, empowerment and autonomous workgroups. Job satisfaction is a very important attribute which is frequently measured by organization. The most common way of measurement the use of rating scales where employee report their reaction to their job. Job satisfaction and dissatisfaction in a unique feature. A company may be extending all the facilities including high salaries and perks, but the employees may be dissatisfied, and the same time the employee with poor salaries and perks may sometimes be having the highest job satisfaction, hence the researcher has going to identify that the employee working In BHEL are satisfied in their job.

II. PROFILE OF THE COMPANY IN BHEL

The manufactures almost all critical high technology products required for power sector like gas, turbines, steam turbines, turber generators, boilers, pumps and heat exchangers, pulverizes and electrical switch gears.

Is one of the largest exporters of engineering products and services from India. BHEL has established its references in around 60 countries of the world ranging from the United States in the West to New Zealand in the Far East. Its export range includes individual products to complete power station, turkey contracts for power plants, EPC contracts, and hv4hy sub- station. O&M services for familiar technologies, specialized alter market services like residual life assessment studies and retrofitting, refurbishing & overhauling, and supplier's manufactures & EPC contractors.

The greatest strength of BHEL is its highly skilled and committed 43,736 employees. Every employee is given an equal opportunity to develop himself and grow in his career. Continuous training and retraining, career planning, a positive work culture and participative style of management all these have engendered development of a committed and motivated workforce setting new benchmark in terms of productivity, quality and responsiveness.

The company is firmly perched to expand its vista by taking a number of strategic business initiatives to fuel further growth in international business which includes exploration of opportunities in solar energy related projects equipments and projects in transmission and distribution arena.

Employee satisfaction is of utmost importance for employees to remain happy and also deliver their level best. Satisfied employees are the ones who are extremely loyal towards their organization and stick to it even in the worst scenario. Employee satisfaction in a way is essential for employee retention. Organizations need to retain deserving and talented employees for long term growth and guaranteed success. Most organizations strive for employee satisfaction, but not all attain this goal. That's why it's important for human resources professionals to know more about the factors that can increase employee satisfaction, and how it fits into a company's overall success.

III. STATEMENT OF PROBLEM

Job satisfactions may be favorable or unfavorable according to the view of the employee towards job. It expresses the amount of agreement between one's expectation of the job and rework that the job provides. It has been observed that employee's dissatisfaction with certain conditions of the job causes serious industrial problem and on the other hand employee's satisfaction with job leads organsational goal of productivity. By keeping the above said background in mind, the researcher under look the prevent study.

IV. OBJECTIVES OF THE STUDY

- To analyse the demographic profile of the despondences.

- To assess the satisfaction level of employees with regard to monetary and Non monetary benefits from employment at BHEL Trichirappalli.
- To identify the satisfaction level of employees with regard to work environment And other facilities at BHEL trichirappalli.
- To offer suggestions to improve the level of satisfaction among the employees In BHEL trichirappalli.

V. RESEARCH METHODOLOGY

RESEARCH DESIGN:

The researcher aims of describing the profile of the employees, satisfactory factors of the employees includes salary, working environment, allowance being provided, satisfied with top management and safety appliances being provided is sufficient or not. Hence the research design is descriptions in nature.

PILOT STUDY:

The pilot is the preliminary step for the formulation if the questionnaire. The researcher has conducted a pilot study to know the feasibility. The questionnaire was circulated to the organization then the researcher collected the required correct information and some changes were made.

METHODS OF DATA COLLECTION:

The method of data collection used for the study is survey method with help of the structured questionnaire employee job satisfaction in BHEL

UNIVERSE:

The universe of this study consists of the total number of 10,500 employees at bhel

SAMPLE SIZE:

The sample size is 150. The sample size was suggested by the organization and the list of 150 employees was collected from the Human Research Department

SAMPLING METHOD

Due to time and budget constraints, this study used random sampling methods

NATURE OF DATA:

Both primary and secondary data have been collected for the study,

TOOLS FOR DATA ANALYSIS

The research administrated a well structural questionnaire for the purpose of collecting data. The researchers also used SPSS packages and excel for the calculation. The statistical are used as follows:

1. ANOVA
2. CHI – SQUARE

DATA COLLECTION:

Primary data: Data were collected from the employees of BHEL in trichy primary data was collected by the researcher with the help of structural questionnaire from 150 employees.

Secondary data: The secondary data mainly consists of data and information collected from records, company websites and also discussion with the management of the organization. Secondary data were also collected from books, journal and magazine, etc .

VI. LIMITATION OF THE STUDY

1. It was comparatively difficult to get response from the employees because of their Responsibilities and busy schedule.
2. The study is limited to one organization thus research should be expand by doing Comparisons between few organizations in an industry.
3. Due to time and cost constraint data have been collected only from 150 respondents.

VII. STATISTICAL DATA ANALYSIS

Chi – Square Test:

Hypothesis No: 1

There is no association between Working Experience and Over all Job Satisfaction.

Cross Tabulation

Over all Job Satisfaction

Particular	Disagree & Strongly	Disagree	Neutral	Agree	Agree Strongly	Total
Less than two years	0	0	3	2	10	15
Less than five years	1	0	4	17	32	54
Less than ten years	1	2	8	7	34	52
Ten years or more	2	3	1	2	21	29
Total	4	5	16	28	97	150

Chi – Square Test

particulars	Value	Df	Asymp.Sig.(2.sided)
Pearson chi square	21.884	12	039

Likelihood ratio	22.630	12	.031
Linear – by – linear association	730	1	.393
No. of .valid cases	150		

11 cells (55.0%) have expected count less than 5. The minimum expected count is 40.

Result

From the above table it is inferred that chi square value (21.884), disagree of freedom (12), and the significant value which is below the required criteria (.05). Thus the hypothesis is rejected. There is association between working experience and overall job satisfaction.

Hypothesis 2.

There is no association between Gender and overall job satisfaction.

Cross Tabulation Overall Job Satisfaction

Particulars	Disagree strongly	Disagree	Neutral	Agree	Agree strongly	Total
Male	1	4	9	15	58	87
Female	3	1	7	13	39	63
Total	4	8	16	28	97	150

Chi – Square Test

Particulars	Value	Dr	Asymp.Sig.(2.sided)
Pearson chi square	3.155	4	.532
Likelihood ratio	3.257	4	.516
Linear – by – linear association	.400	1	.527
No. of .valid cases	150		

4 cells (40.0%) have expected count less than 5. The minimum expected count is 1.68.

Result

From the above table it is inferred that chi square value (3.155), disagree of freedom (4), and the significant value which is below the required criteria (.05). Thus the hypothesis is rejected. There is association between gender and overall job satisfaction.

Hypothesis 3.

There is no association between gender and overall job satisfaction.

Cross Tabulation. Overall Job Satisfaction

Particulars	Disagree strongly	Disagree	Neutral	Agree	Agree strongly	total
Married	2	5	11	15	56	89
Un married	2	0	5	12	37	56
3.00	0	0	0	1	1	2
4.00	0	0	0	0	2	2
5.00	0	0	0	0	1	1
total	4	5	16	28	97	150

Chi – Square Test

Particulars	Value	Dr	Asymp.Sig.(2.sided)
Pearson chi square	7.424	16	.964
Likelihood ratio	10.011	16	.866
Linear – by – linear association	1.714	1	.191
No. of .valid cases	150		

19 Cells (76.0%) have expected count less than 5. The minimum expected count is .03.

Result.

From the above table it is inferred that chi – square value (3.155), degrees of freedom (4), and the significant value which is below the required criteria (.05). Thus the hypothesis is rejected. There is association between marital status and overall job satisfaction.

ANOVA – Hypothesis: 4

There is no significant relationship between Income and Overall Job Satisfaction.

Particulars	Sum of squares	Df	Mean square	F	sig
Between groups	10.297	4	2.574	2.755	.030
Within groups	135.496	145	.934		
Total	145.793	149			

From the above table income is considered as the analyzing variable to find out the significant relationship with overall job satisfaction. The F value (2.755) and it is significant at (.03) level. The hypothesis is rejected. There is significant relationship between income and overall job satisfaction.

ANOVA – Hypothesis: 2

There is significant relationship between Age and Overall Job Satisfaction.

Particulars	Sum of squares	Df	Mean square	F	sig
Between groups	3.890	4	.972	.994	.413
Within groups	141.904	145	.979		
Total	145.793	149			

From the above table Age is considered as the analyzing variable to find out the significant relationship with overall job satisfaction. The F value (.994) and it is significant at (.413) level. The hypothesis is accepted. There is significant relationship between Age and overall job satisfaction.

VIII. FINDINGS

1. There is no association between working experience and overall job satisfaction.
2. There is association between working experience and overall job satisfaction. Thus the hypothesis is rejected.
3. There is no association between gender and overall job satisfaction. Thus the Hypothesis is rejected.
4. There is no significant relationship between income and overall job satisfaction.

IX. SUGGESTION

1. Organization can motivate individual through proper connecting and guidance.
2. Most of the employee are nit satisfied with the working conditions and hence Necessary steps can be taken to improve working conditions.
3. Improve the quality of canteen.
4. Provide transport facilities so that they feel good and they reach office at right time.
5. Make seminar management friendlier with subordinates.
6. Relation with supervisor is to be improved for the overall satisfaction of employees.
7. Better communication may yield some more results.
8. Individual attention to employee's regarding health matters may be considered An priority basis.
9. Allowances may be improved to get more satisfaction of employees.

X. CONCLUSION

Job satisfaction is a positive approach about one's job regarding from an evaluation of its characteristics. Job satisfaction represent's an attitude rather than behavior . organization believe that satisfied employees are more productive than dissatisfied and have been a basic tenet.

A person such a high level of job satisfaction holds positive feelings about the job. When people speak of the employee attitudes more often than not they mean job satisfaction. Hence the researcher undergone her study the topic by framing a well structured questionnaire data was collected. This study includes the differences of job satisfaction levels with various factors working environment, rewards given by the company and work place. The result shows that level of job satisfaction of the employee depends on the various factors including. Income, job liking and importance of opinions, work facilities and co—worker relationship.

Appropriate statistical tools were also used, based on the findings from the data suggestions were also given. Thus the overall job satisfaction of employee at BHEL is high. Further it is suggested to use organization to retain existing facilities and tries to improve more facilities of higher job satisfaction in future.

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