

## **A Case Study of Job Satisfaction at Private Limited Organizations**

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### **ABSTRACT**

Job satisfaction is an employee happiness towards their job in the workplace. Where it is a psychological and physical satisfaction towards their job which must perform in workplace in the organization. The organization provide many benefits to employees to motivate and use them for increase in productivity of the firm. Where organization provide monetary and non-monetary benefits to the employee satisfaction to retain into the organization. To analyze the significance between the working conditions and job satisfaction level. Chi-square test is the statistical tools is used for this research. Job satisfaction is the independent variable and working conditions are the dependent variable. The statistical techniques which are used in this study are bar graphs and tables. The sample size is taken 100 employees with a ratio 1:3 at Anu fastener private limited.

### **1. INTRODUCTION**

Job satisfaction is an element which is used to evaluate satisfaction levels of the employees in the organization. It is used to analyze the employee performance in the workplace and there are techniques which are used to estimate the fulfillment level of the employees. Every employer used to satisfy the employees with the help of different benefits providing to them either monetary or nonmonetary benefits within the organization. Job satisfaction is influenced on many areas in the organization. It will be used for employee promotion and helps for evaluation of employee performance and provide them with a proper training and development for organizational improvement.

### **2. OBJECTIVES**

- 1) To measure the level of job satisfaction among employees.
- 2) To study the growth opportunity of employees.
- 3) To analyze the significance between the working conditions and job satisfaction level.

### **3. REVIEW OF LITERTURE**

BALASUBRAMANIAN, P (2011), in this paper on, "Job Satisfaction among Librarians in Tirunelveli District; SRELS" concluded that where the happy employees towards their work are more successful in the organization. Where they meet their expectations with the reality. MATHEW, J E, (1991), in this research "A Cross Level Non-Recursive Model of the Antecedents of Organizational Commitment and satisfaction" observed that satisfaction on commitment and commitment on satisfaction are related in reciprocally with each other.

JAVAD, SHAHINA AND PREMARAJAN, R K (2011), in their study on “Effects of Distributive and procedural Justice Perceptions on Managerial Pay and Job Satisfaction” they concluded that distributive justice is more important in job and pay satisfaction of the employees.

#### **4. RESEARCH METHODOLOGY**

Research Methodology is the strategy which is utilized to gather data and information for deciding. It might incorporate research productions, meetings, polls, and different strategies, which may incorporate over a significant time span data.

**PRIMARY DATA:** The primary data is collected by a questionnaire ANU FASTENERS PVT LTD circulated among the workers to collect information.

**SECONDARY DATA:** The secondary data has been collected from: Reviews of books, Digital libraries, journals, online database on other web resources. Proceeding of seminars / conferences reports-standing conference of public enterprises (scope)

#### **HYPOTHESIS**

H0: There is no significant impact between the working conditions and job satisfaction.

H1: There is a significant impact between the working conditions and job satisfaction.

#### **RESEARCH TOOLS**

An organized survey has been set up to get the significant data from the respondents. The poll comprises of an assortment of inquiries introduced to the respondents for their reaction. The different kinds of inquiries are utilized as a part of this overview are:

1. open ended questions
2. closed ended questions
3. multiple choice questions

#### **STATISTICAL TOOLS USED:**

- 1) Bar graphs
- 2) Percentage analysis
- 3) Chi-square test

Variables: independent variable- job satisfaction and dependent variable- working conditions

#### **SAMPLE SIZE**

The sample size of this study is confined to 100 workers.

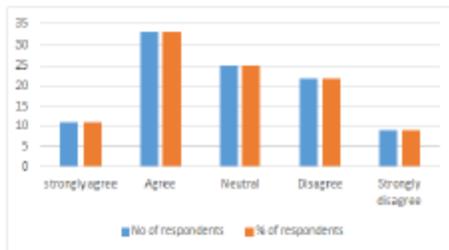
#### **DATA ANALYSIS**

The various data that were collected during the survey in ANU FASTENERS PVT LTD that are tabled below.

**Table 1: opinion about how the superior will motivate to achieve organizational goals**

opinion	No of respondents	% of respondents
strongly agree	11	11
Agree	33	33
Neutral	25	25
Disagree	22	22
Strongly disagree	9	9
TOTAL	100	100

**Chart 1: opinion about how the superior will motivate to achieve organizational goals**



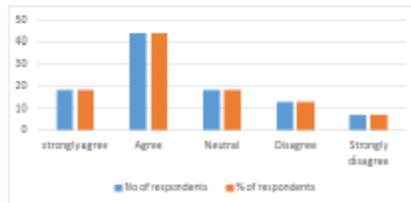
**Interpretation:**

From the data collected through questionnaire it was observed that 11% of respondents are strongly agreed with the superior will motivate to achieve organizational goals, 33% are agree, 25% remain neutral, 22% are disagree and 9% of respondents are strongly disagree.

**Table 2: rate the motivational level of the superior towards increasing efficiency of employee**

Opinion	No of respondents	% of respondents
strongly agree	18	18
Agree	44	44
Neutral	18	18
Disagree	13	13
Strongly disagree	7	7
TOTAL	100	100

**Chart 2: rate the motivational level of the superior towards increasing efficiency of employee**



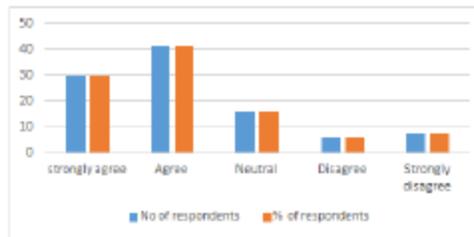
**Interpretation:**

From the data collected through questionnaire it was observed that 18% of respondents are strongly agreed with the motivational level of the superior towards increasing efficiency of employee, 44% are agree, 18% remain neutral, 13% are disagree and 7% of respondents are strongly disagree.

Table 3: rate the relationship among employee and supervisor

opinion	No of respondents	% of respondents
strongly agree	30	30
Agree	41	41
Neutral	16	16
Disagree	6	6
Strongly disagree	7	7
total	100	100

Chart 3: rate the relationship among employee and supervisor



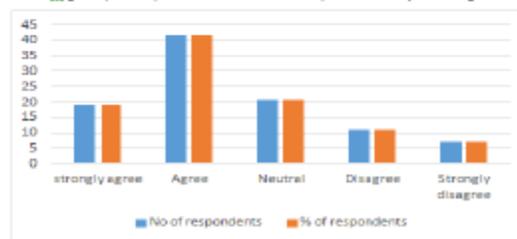
**Interpretation:**

From the data collected through questionnaire it was observed that 30% of respondents are strongly agreed with the relationship among employee and supervisor, 41% are agree, 16% remain neutral, 6% are disagree and 7% of respondents are strongly disagree.

Table 4: give your opinion on allowances provided by the organization

opinion	No of respondents	% of respondents
strongly agree	19	19
Agree	42	42
Neutral	21	21
Disagree	11	11
Strongly disagree	7	7
total	100	100

Chart 4: give your opinion on allowances provided by the organization

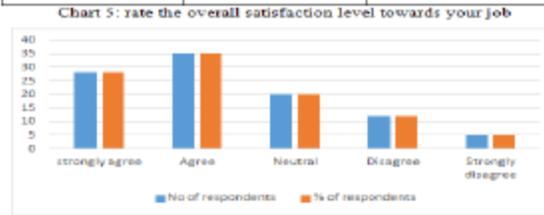


**Interpretation:**

From the data collected through questionnaire it was observed that 19% of respondents are strongly agreed with the allowances provided by the organization, 42% are agree, 21% remain neutral, 11% are disagree and 7% of respondents are strongly disagree.

**Table 5: rate the overall satisfaction level towards your job**

opinion	No. of respondents	% of respondents
strongly agree	28	28
Agree	35	35
Neutral	20	20
Disagree	12	12
Strongly disagree	5	5
<b>TOTAL</b>	<b>100</b>	<b>100</b>



**Interpretation:**

From the data collected through questionnaire it was observed that 28% of respondents are strongly agreed with the overall satisfaction level towards your job, 35% are agree, 20% remain neutral, 12% are disagree and 5% of respondents are strongly disagree.

**STATISTICAL ANALYSIS**

**HYPOTHESIS**

H0: There is no significant impact between the working conditions and job satisfaction.

H1: There is a significant impact between the working conditions and job satisfaction.

OPINION	JOB SATISFACTION	WORKING CONDITIONS
STRONGLY AGREE	23	22
AGREE	38	28
NEUTRAL	20	21
DISAGREE	11	19
STRONGLY DISAGREE	8	11
<b>TOTAL</b>	<b>100</b>	<b>100</b>

	Job satisfaction	Working conditions
Job satisfaction	1	
Working conditions	0.920416	1

**Correlation value(r) = 0.920**

**Table value: 0.878**

is (0.920) is more than the given table value is (0.878) where H1 is accepted and H0 is rejected.

Hence there is a significant impact between the working conditions and job satisfaction.

**5. FINDINGS**

1. Most of the employees are satisfied with their jobs

2. 11% of respondents are strongly agreed with the superior will motivate to achieve organizational goals, 33% are agree, 25% remain neutral, 22% are disagree and 9% of respondents are strongly disagree.
3. More than 50% of the employees are agree with the superior motivation in efficiency of work.
4. Majority of employees are satisfied with employee-employer relationship.
5. The employees are satisfied with allowances provided by the organization.
6. The overall satisfaction level of employees are good in the organization.

## 6. SUGGESTIONS

By this study where observed that, the satisfaction level of the employees are good in the organization. Employer is providing all benefits to the workers in the organization and use for motivation of the employee. Here I suggest the organization to concentrate on the working conditions of the employees in workplace to avoid the grievance among the employees.

## 7. CONCLUSION

Study on job satisfaction and its influencing on the working conditions of ANU FASTENERS. The overall satisfaction levels of the employees in the workplace is satisfactory. Where the employer has concentrated on the internal relations between the employee and he maintaining good motivation to the workers. It helps to employee to achieve the goals of the organization and reduces the grievance among the employees.

## REFERENCES

1. Aswathappa, K. "Human Resource Management", Tata McGraw Hill Education Private Limited, New Delhi, 2010, pp. 378-392.
2. Subba Rao.P, "Management and organization behavior",TMH,2/e, 2010