

A STUDY ON EMPLOYEE JOB SATISFACTION AT HINDUSTAN MACHINE TOOLS, HYDERABAD

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ABSTRACT:

Human Resource is the most important asset of an organization. Planning for the human resource is an important managerial function. Job satisfaction is considered as an important issue where efforts are taken and programs are initiated to fulfil it. The factors which influence the satisfaction of the employee are level of pay, promotions, type of working conditions, work load and stress level, respect from co-workers, good relationship with supervisors, financial rewards. Any kind of dissatisfaction relating to organizational or personal life will influence on the job performance. Therefore, a study on employee job satisfaction helps the organization in knowing employee opinion about the company. The study consists of the following objectives to study the level of employee satisfaction at Hindustan Machine Tools, to examine the factors that are influencing the level of satisfaction of employee of the company, to analyse the overall rate of satisfaction of the employee with respect to the employee productivity. The research method consists of primary and the secondary data. The sample size taken for this study is 100 samples with the ratio of 1: 6. The statistical tools in this study are percentage analysis, percentage and bar charts. There are two variables in this study are dependent and independent variables. The dependent variables are employee's performance and the independent variables is motivation.

KEYWORD:

Employee Satisfaction, Motivation, Working Condition, payroll, location.

INTRODUCTION:

An employee's level of satisfaction is very important factor for a manager or organization to predict an employee's rate of absenteeism, desire to resign or quit the job. Employee satisfaction is also based on his perceptions of the future development. The factors affecting the satisfaction of the employee are good pay, promotions, good working conditions, work load and stress level, respect from co-workers, relationship with supervisors, financial rewards. By safeguarding these factors, the company can ensure the job satisfaction of the employee, thereby improve the productivity and grow into a successful organization. If an employee is not satisfied with the job there are chances for absenteeism, low turnover, lower productivity, committing mistakes, diverting energy for different types of conflicts. Any kind of dissatisfaction relating to organizational or personal life will influence on the job performance. Therefore, a study on employee job satisfaction helps the organization in knowing employee opinion about the company.

REVIEW OF LITERATURE:

- **Vroom (1964)** definition focuses on the part of the employee in the workplace. He defined job satisfaction as tender guidelines on the part of individuals toward work roles which they presently inhabit.
- **ChitraKirshnaswamy (1985)** says job satisfaction is looked with three scopes, the Job, employee holding the job, group

relation influencing the individual in and outside the business. When expectations of both the employer and the employee match then they are found to be satisfied and become productive, and also tend to work longer in the organization.

- **Armstrong (2006)** defined job satisfaction as attitude and feelings employees have towards their work. Positive and good attitudes regarding job show job satisfaction. Negative and bad attitudes about the job indicate job dissatisfaction.

□ **Chandrasekar (2011)** says organization has to take responsiveness to make a work environment which enriches the ability of employees to become productive in order to increase profits. He even argued that employee to employee interactions and relations are more important than money but management skills and energy are required to improve the performance of the organization.

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□ According to **Edmund. R (2012)** job satisfaction research suffers serious

measurement problems: Noncomparable measures; studies conceptualizing job satisfaction affectively but measuring it cognitively; and ad hoc measures lacking systematic development and validation, especially across populations by nationality, job level, and job type.

- According to **E. Brain Faragher & M. Case (2013)** says that Epidemiologist have long been aware that social and environmental factors can contribute to the incidence of many human diseases. Predictably, as the single activity occupying most people's waking time is work, pressures, strains, and stresses within the workplace have been identified as being a potentially important health factor.

□ According to **Abdul Razi (2015)** opine that impact on working environment on job satisfaction In an environment of tension and division of labour such as Healthcare Services, the performance of employees is one of the most basic challenges. The reason is that performance as a phenomenon is closely related to aspects of effectiveness, knowledge management and quality from one side and to management, financing and development of the organization from the other.

□ **Revenio Jalagat jr. (2016)** published that involving on Job performance, job satisfaction and motivation with the help of theoretical models and literatures. Although many studies had already been conducted on job satisfaction and job performance, its relationship is still subject

to much hated debates to specifically determine the extent of its relationship.

- **Judge Timothy. A & Weiss Howard (2017)** opine that job satisfaction and job affect to be research on job attitudes has improved in the sophistication of methods and in the productive use of theory as a basis for fundamental research into questions of work psychology. Early research incorporated a diversity of methods for measuring potential predictors and outcomes of job attitudes.
- **Hong lug, Yang Zhao, Alison white (2019)** job satisfaction, occupational stress, professional commitment, role conflict and role ambiguity were utilized in the subject search in combination with nurses following guidelines for searching the OVID interface.
- **Timothy A. Judge & Shuai Zhang (2020)** Job satisfaction continues to be one of the most studied job attitudes in Industrial and Organizational Psychology (Judge et al., 2017). Academics and practitioners alike have recognized the worth of job satisfaction, given its usefulness in predicting vital organizational effectiveness outcomes (Judge & Kammerer-Mueller, 2012; Society for Human Resource Management, 2015).
- **Farah Azaliney Binti Mohd. Amin (2021)** Job satisfaction reflects a positive feeling towards the task performed. Through this value of job satisfaction, an individual will feel confident and enthusiastic in every job undertaken. job satisfaction is very important in increasing the accountability of special education teachers as well as

motivating themselves to continue to dedicate themselves to religion, race and country.

- **Masood Mosholu, Man -ling Chang & Vanken Pham (2022)**

The importance of employee satisfaction as one of the essential factors helping businesses maintain their competitive advantage and assist companies in overcoming the marketplace's challenges

NEED OF THE STUDY

- Maintaining of employees in organization is leads to improved organization productivity.
- Job satisfaction survey is to be carried out in HMT, so that the rates of an employee satisfaction are taken into account.
- It will be reduced job stress and also decreased employee turnover in the organization.

IMPORTANCE OF THE STUDY:

- Job satisfaction of the employees is important if the employees are satisfied then only the organization can function smoothly increases its production, faces competition. If employees are satisfied with their job, they will carry a positive attitude. Hence the study has been undertaken to assess the employee job satisfaction which is necessary for the organization in order to make sound decisions.
- It is said that satisfied employee is a productive employee, any kind of grievance relating to organizational or personal to a greater extent influence on the job. so, every organization is giving higher priority to keep their employees satisfaction by providing several facilities which improves satisfaction and which reduces dissatisfaction.

- Job satisfaction is considered as a key issue by the entrepreneur where efforts are taken and programs are initiated.

SCOPE OF THE STUDY:

- The job satisfaction refers to a person's feeling of satisfaction on their job. It is different from person to person. The researcher has chosen to measure the level of job satisfaction in HMT.
- The study considers the impact of 10 factors on job satisfaction it concentrates on the effect of factors in general, but no exclusive study is made on them.
- The study considers only the perceptual elements of employees and does not focus on ground realities.
- The scope of study cover: work conditions, compensation, extra benefits, conveyance treatment of superiors, colleagues, duly timings, grievance redressal mechanism and promotion policy.

OBJECTIVES OF THE STUDY:

- To know Perception of employees towards management.
- Research organization will identify the job satisfactory level of the whole employees.
- To analyze the overall rate of satisfaction of the employees with respect to the productivity.
- To examine the factors that are influencing the level of employee satisfaction.

LIMITATIONS:

- The survey is confined to employees of HMT.
- The implication so found are specific to that unit and generalization may not be possible.

- The study was conducted by administrating questionnaires and discussion with a limited heterogeneous sample of 100 employees.
- Heavy reliance is placed on the respondent information, which will be verified.

RESEARCH METHODOLOGY

The research is primarily both exploratory as well as descriptive in nature. The sources of information are both primary & secondary.

Research Definition:

The definition of research given by Creswell is "Research is a process of steps used to collect and analyze information to increase our understanding of a topic or issue". It consists of three steps: Pose a question, collect data to answer the question, and present an answer to the question.

Data Sources:

The data collected for the study is mainly through the distribution of questionnaire; to be precise the data collected for study was both primary and secondary sources.

DATA COLLECTION METHOD

Primary data:

The data collected through primary sources mainly relate to the experiences and opinions of respondents regarding various aspects of job satisfaction and source collected from employees helps in structured questioner.

Secondary data:

Secondary data is collected from the previous research paper, articles & published data and also company website.

Research tools

An arranged questionnaire has been set to collect information from the respondents. The questionnaire covers of a change of questions accessible to the respondents for their response.

The several types of questions are used in this survey are: Multiple choice questions

Sample size:

The study refers to the number of items to be selected from the sample. The total number employees working in Hyundai in the region of Hyderabad are 600. The sample size for this study was taken as 100.

Sample size : 100

Ratio : 1:6

Statistical Tools Used:

The data collected was analysed by employing the following statistical techniques:

- Percentage Analysis
- Percentage
- Bar charts

Variables:

Independent variable: Job satisfaction (pay, working hours, schedule, location)

Dependent variable: Employee productivity

Percentage analysis:

Percentage refers to special kind of ration. It is used in making comparison between two or more series of data. It is used to describe relationship. It is used to analyses the data. Bar charts, pie charts were used to explain tabulation clearly.

Formula:

Percentage (%) = $\frac{\text{number of respondents}}{\text{Total number of respondents}} \times 100$

This study is analysed by using the Chi square technique

RESEARCH HYPOTHESES:

Research hypotheses are the specific testable predictions made about the independent and dependent variables in the study. Hypotheses are couched in terms of the particular independent and

dependent variables that are going to be used in the study. The research hypothesis of this study is as follows. H0: There is an impact of job satisfaction on employee productivity.

H1: There is no an impact of job satisfaction on employee productivity.

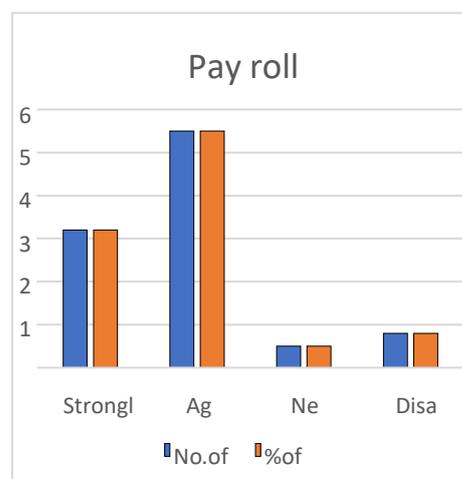
DATA ANALYSIS AND INTERPRETATION

The various data being collected during the survey are presented below:

Table:1

Payroll satisfaction

| Particulars | No.of respondents | %of respondents |
|----------------|-------------------|-----------------|
| Strongly agree | 32 | 32 |
| Agree | 55 | 55 |
| Neutral | 5 | 5 |
| Disagree | 8 | 8 |
| Total | 100 | 100 |



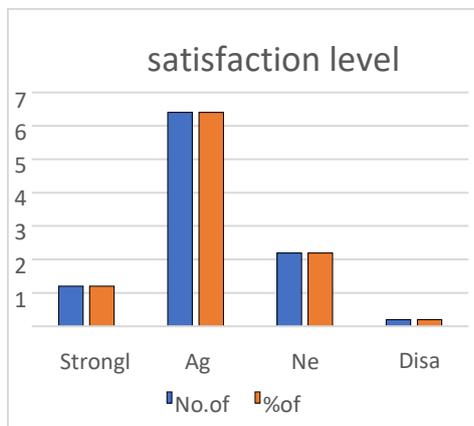
INTERPRETATION:

From the above analysis 55% of employees said that satisfaction of payroll is agreed, 32% of them said that the payroll is satisfaction is strongly agreed and 8% of employees has disagree satisfaction for payroll.

Table:2

Hours worked each week

| Particulars | No. of respondents | %of respondents |
|----------------|--------------------|-----------------|
| Strongly agree | 12 | 12 |
| Agree | 64 | 64 |
| Neutral | 22 | 22 |
| Disagree | 2 | 2 |
| Total | 100 | 100 |



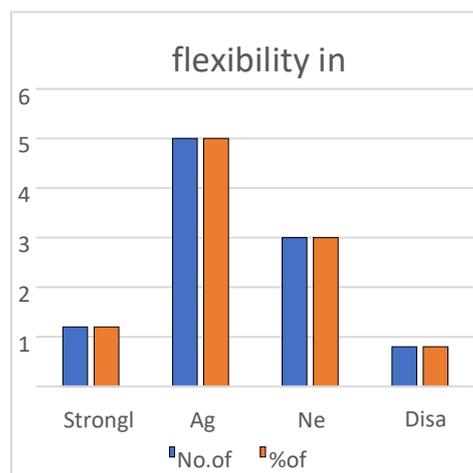
INTERPRETATION:

From the above analysis 12% of employees said that hours working each week is strongly agree, 64% said that it is agree, 22% said neutral and 2% said that it is disagreed.

Table:3

Flexibility in scheduling

| Particulars | No. of respondents | %of respondents |
|----------------|--------------------|-----------------|
| Strongly agree | 12 | 12 |
| Agree | 50 | 50 |
| Neutral | 30 | 30 |
| Disagree | 8 | 8 |
| Total | 100 | 100 |



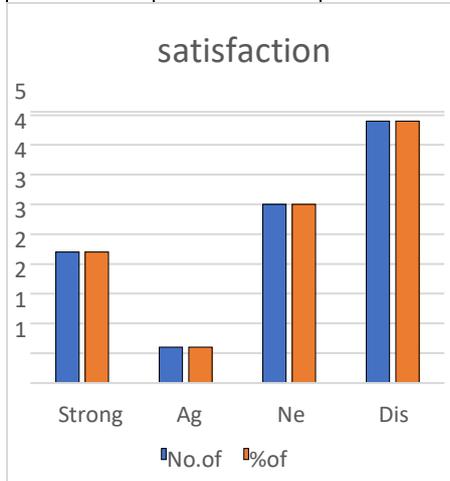
INTERPRETATION:

From the above analysis 12% of employees said that flexibility in scheduling at HMT is the strongly agree, 50% said that it is agreed, 30% said that it is neutral and 8% said that it is disagreed.

Table:4

Location of work

| Particulars | No. of respondents | %of respondents |
|----------------|--------------------|-----------------|
| Strongly agree | 22 | 22 |
| Agree | 44 | 44 |
| Neutral | 6 | 6 |
| Disagree | 30 | 30 |
| Total | 100 | 100 |



INTERPRETATION:

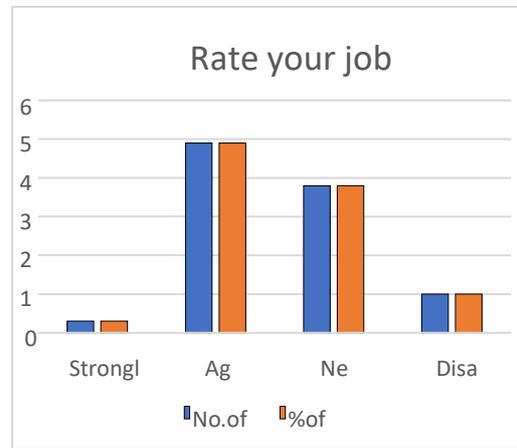
From the above analysis 20% of the employees said that the location of work is the strongly agree, 44% of them said that it is disagree; 30% of them said that it is neutral.

Table:5

.Rate of job satisfaction level

| Particulars | No. of respondents | %of respondents |
|----------------|--------------------|-----------------|
| Strongly agree | 3 | 3 |
| Agree | 49 | 49 |
| Neutral | 38 | 38 |

| | | |
|----------|-----|-----|
| Disagree | 10 | 10 |
| Total | 100 | 100 |



INTERPRETATION:

When asked to an employee at HMT. From the analysis, the rate of job satisfaction of employees are 49% are agreed 10% of the employees are disagreed job satisfaction level.

Chi square test

| Particulars | Observed values | Expected values |
|----------------|-----------------|-----------------|
| Strongly agree | 03 | 25 |
| Agree | 49 | 25 |
| Neutral | 38 | 25 |
| Disagree | 10 | 25 |

| | Job satisfaction | Employee productivity |
|-----------------------|------------------|-----------------------|
| Job satisfaction | 1 | 7.81 |
| Employee productivity | 1.45296E-12 | 1 |

Chi-square test value is 1.45296E-12

Table value is 7.81

FINDINGS:

satisfaction of payroll is agreed, 32% of them said that the payroll is satisfaction is strongly agreed and 8% of employees has disagree satisfaction for payroll.

- 12% of employees said that hours working each week is strongly agree, 64% said that it is agree, 22% said neutral and 2% said that it is disagreed.
- 12% of employees said that flexibility in scheduling at HMT is the strongly agree, 50% said that it is agreed, 30% said that it is neural and 8% said that it is disagreed. 4) From the above analysis 20% of the employees said that the location of work is the strongly agree, 44% of them said that it is disagree; 30% of them said that it is neutral.
- The rate of job satisfaction of employees is 49% are agreed 10% of the employees are disagreed job satisfaction level.

CONCLUSION

From the study, I found that **the job satisfaction levels at Hindustan Machine Tools** employees feel the rate of job satisfaction is good. Many respondents satisfied with quality of work with motivation towards their job, job responsibilities, the level of job security, employee payroll, work schedule and also with their additional training and development. In Hindustan Machine Tools few employees are not satisfied with their work location. Finally, I would like to conclude that there is an impact of job satisfaction on employee productivity.

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