

A STUDY ON JOB SATISFACTION AMONG EMPLOYEES TOWARDS WORK FROM HOME AT WEALTH INDIA FINANCIAL SERVICE PVT LTD

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ABSTRACT

In today's world most of Graduates are not having the job because of the job dissatisfaction unless and until people got satisfied with job the role of job satisfaction is not effectively done in the organization. So organization has taken some preventive measure to retain the employee as well as too satisfied to the job description. Job satisfaction is helps to reduce the conflicts and retention strategy easily implemented with the use of job satisfaction. The study was conducted in Wealth India Financial service in Chennai the sample was taken from the company was 50. In this article bring out meaning of job satisfaction and also how it change the attitude of an employee in the organization¹

KEYWORDS: *Wealth India Financial service, study on job satisfaction, retention strategy*

I. INTRODUCTION

Often the “Employment Attitude”, “Job Satisfaction” and “Industrial Morale” are used synonymously but they do not mean the same thing. A favorable attitude of an employee towards his job may contribute to job satisfaction is the result of so many attitudes. Similarly, job satisfaction and morale do not give the same meaning, though job satisfaction is said to improve the employee morale².

MEANING AND DEFINITION OF JOB SATISFICATION

The term job satisfaction relates to the feelings of an employee about his job. Generally if a worker feels happy to do a particular work, we can say that he is satisfied with what he is doing. It normally happens when the reward from the job performance and one's expectations of the job are in consonance with each other³.

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Definition of Keith Davis: Keith Davis has defined the experience job satisfaction, as “The favourableness or unfavourableness with which employees view their work”. Job satisfaction results when job characteristics and the wants of employees are in agreement. A worker will be said satisfied, if he gets what he expected in which case, equity theory applies. The expectations of a job on the employer’s side should be equal to the rewards monetary or non-monetary to be received by the employee.

Broadly speaking, we can define job satisfaction as an individual’s overall attitude toward his/her job.

Job satisfaction has been regarded both as a general approach as well as satisfaction with specific dimensions of the job such as monetary and non monetary benefits once the company . These may interact in different ways to create the feeling of satisfaction with the job. The degree of satisfaction may vary with how well outcomes fulfil or exceed expectations. Mumford (1991) analyzed job satisfaction in two ways such as- 1. In terms of the fit between what the organization requires and what the employee is seeking, 2. In terms of the fit between what the employees is seeking and what he/she is actually receiving.

II. DATA ANALYSIS:

Table 1: I am proud to work for our company.

Response Pattern	Rating	No. of Employees	Scores
Strongly Agree	5	2	4
Agree	4	9	45
Neither Agree not disagree	3	38	152
Disagree	2	0	0
Strongly Disagree	1	0	0
Scores			204

Chart 1: Proudness of the company

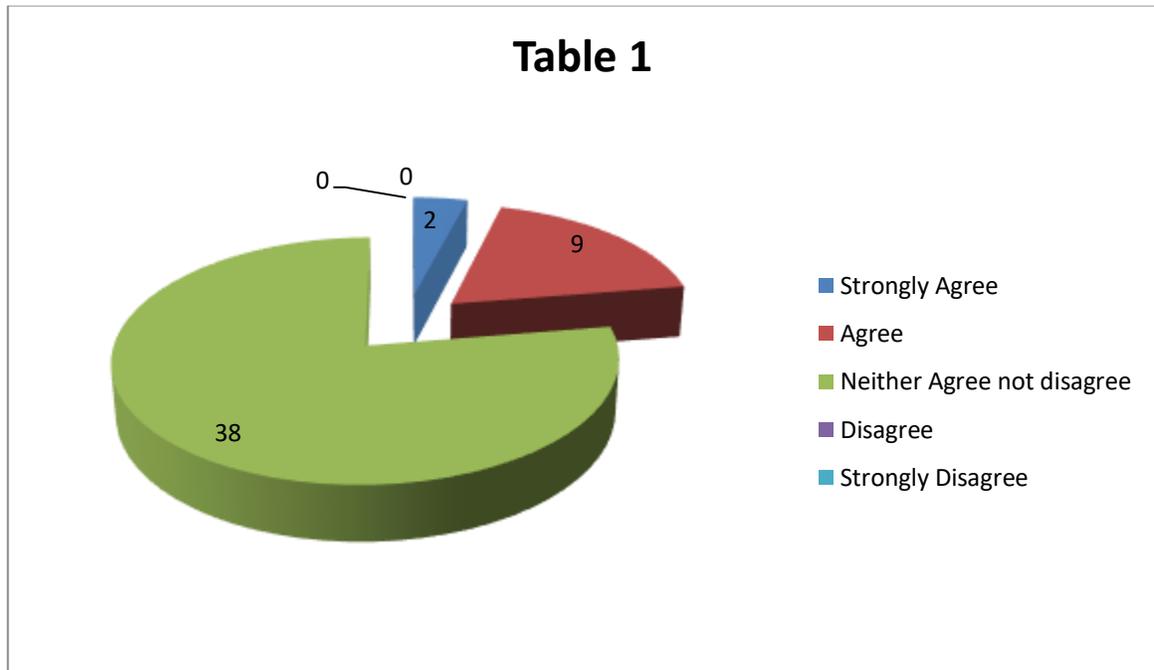


Table 2: Are you satisfied with the welfare amenities given by the Organization ?

Response Pattern	Rating	No. of Employees	Scores
Strongly Agree	5	0	0
Agree	4	5	10
Neither Agree nor Disagree	3	12	60
Disagree	2	33	132
Strongly Disagree	1	0	0
Scores			202

Chart 2: Satisfaction of welfare amenities

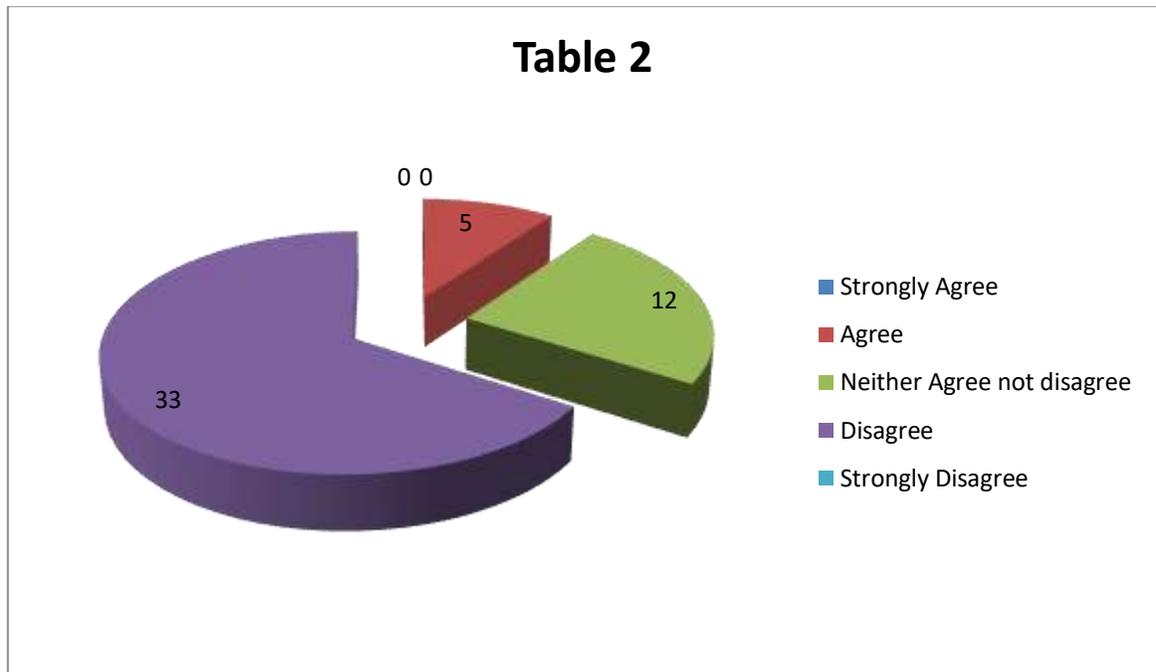


Table 3: 3. Do you believe that your job is secured?

Response Pattern	Rating	No. of Employees	Scores
Strongly Agree	5	0	0
Agree	4	14	70
Neither Agree not disagree	3	5	15
Disagree	2	31	124
Strongly Disagree	1	0	0
Scores			209

Chart 3: Job Security

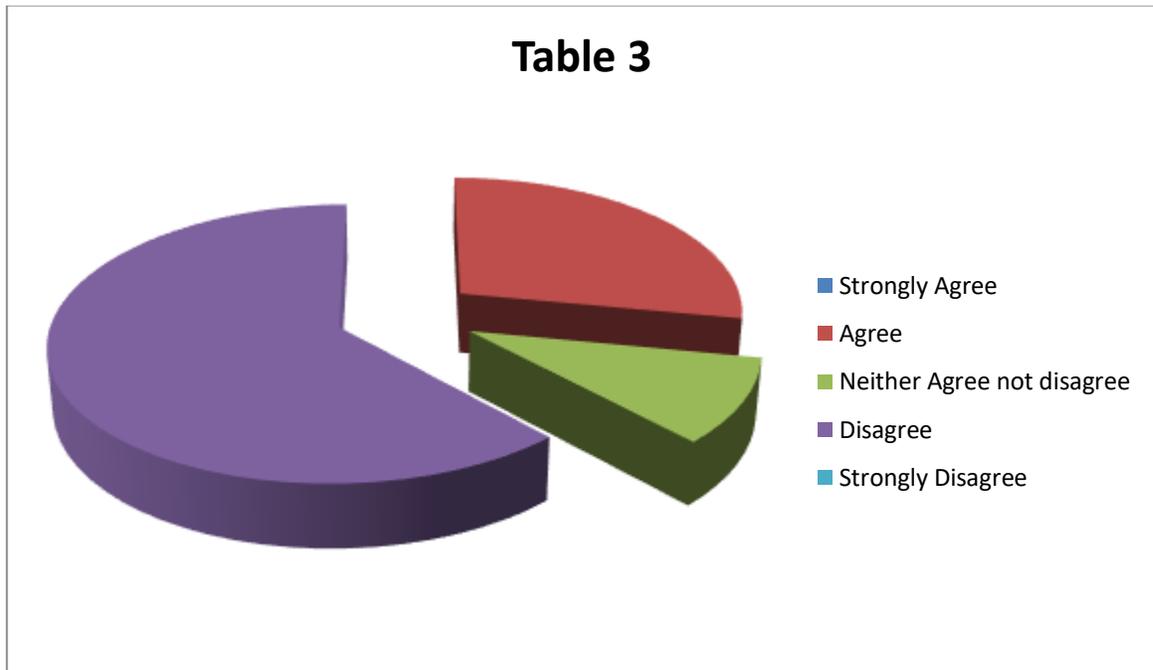


Table 4: How do you rate the total compensation and salary you receive compared to what you could accept for similar work from another company in this area?

Response Pattern	Rating	No. of Employees	Scores
Strongly Agree	5	0	0
Agree	4	0	0
Neither Agree nor Disagree	3	0	0
Disagree	2	38	152
Strongly Disagree	1	12	60
Scores			212

Chart 4: Ration of Salary Compensation

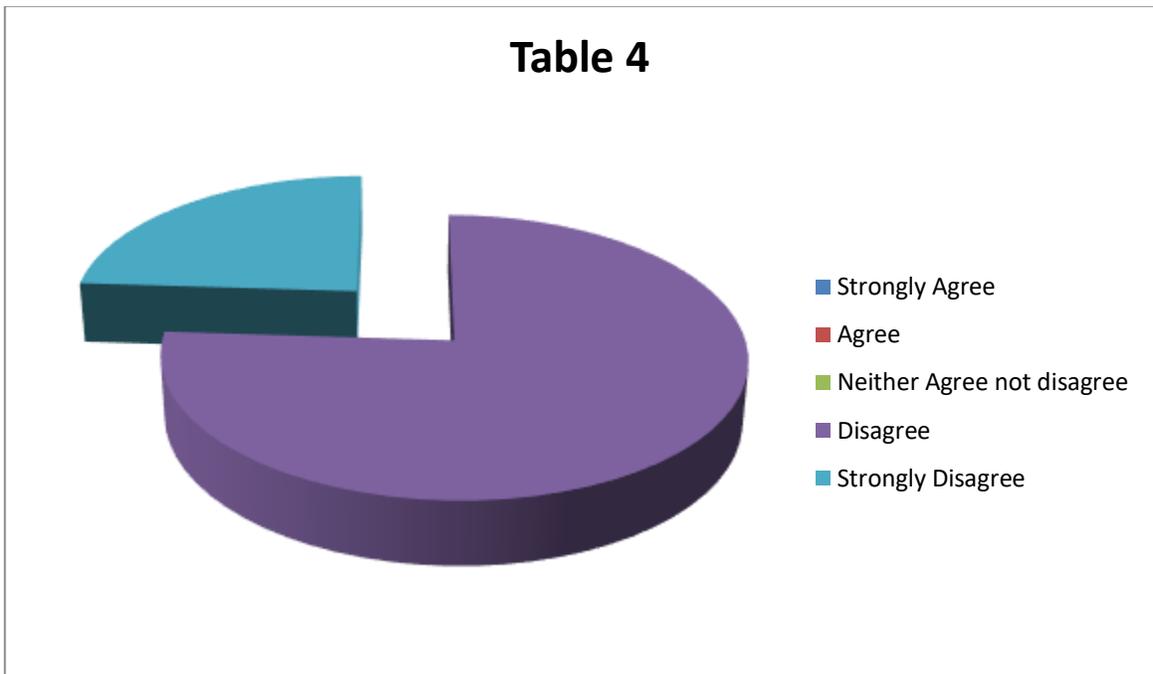


Table 5: Kindly rate your general working conditions

Response Pattern	Rating	No. of Employees	Scores
Highly Satisfied	5	0	0
Somewhat Satisfied	4	5	10
Neutral	3	33	132
Somewhat dissatisfied	2	17	85
Highly Dissatisfied	1	0	0
Score			227

Chart 5: General Working Conditions

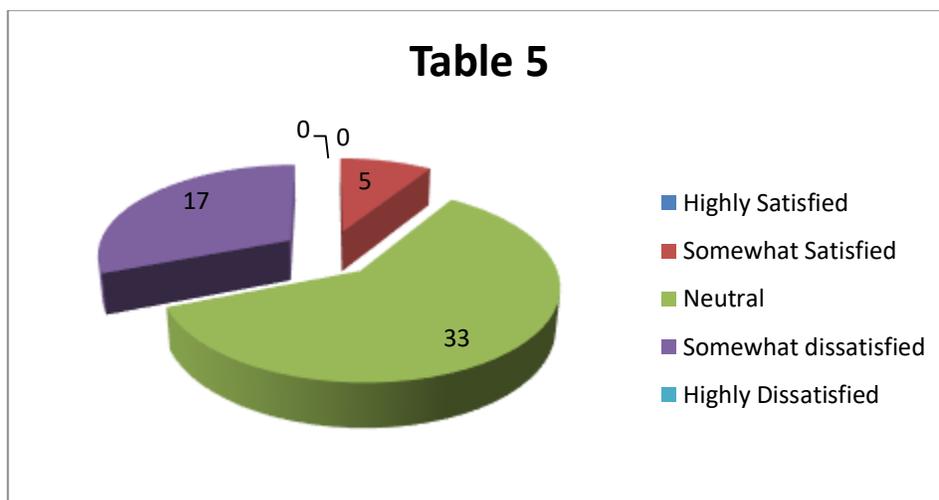
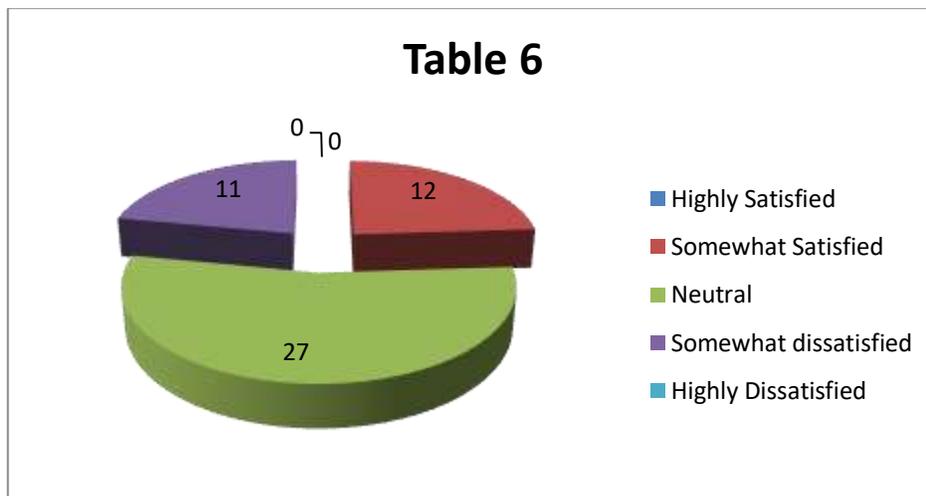


Table 6: Kindly rate your interpersonal relationship

Response Pattern	Rating	No. of Employees	Scores
Highly Satisfied	5	0	0
Somewhat Satisfied	4	12	60
Neutral	3	27	108
Somewhat dissatisfied	2	11	33
Highly Dissatisfied	1	0	0
Score			201

Chart 6 : Superior Subordinate Relationship



III. RECOMMENDATION

a) An employee who is working in an organization should have to be proud for their organization because he /she are working in that organization. So, neglecting the other poor management system, they have to be proud for the organization they are working.

b) Job security should be given to the employee because this makes the employees to work in a better way and help in achieving the organization goal.

c) Compensation and salary should give the employee by identifying the performance of the employees working in each department.

d) It is good to make flexible in work scheduling because one schedule may be difficult to work for some employees.

e) The most important employee interpersonal relationship. If there is no good interpersonal relation then the company may fail in achieving the goal of the organization .

IV. CONCLUSION:

- Employees are neither agree nor disagree to say that they are proud to work in the organization and the total scores for the employees which is neither agree nor disagree has got 152.
- The welfare amenities given by the organization is not satisfied by the employee. Only few of the employees are satisfied.
- Job is already secured because organization is under Manipur Government.

- The system for total compensation and the salary is not satisfied by the employees because as compared to the organization the salary and the compensation for the organization are low.
- The working conditions regarding locations of work, flexibility in scheduling, hours worked each week is neutral.
- The interpersonal relationship is good because all the employees working in the organization has good relation with their superior, co-workers and subordinates.
- Current promotion policies of the organization is somewhat dissatisfied by the employees.
- Most of the employees is not satisfied with the compensation received from the organization because many employees has good performance but they got minimum compensation.
- Job security provided by the company the organization is typical.
- The current promotion policy is neutral for the organization .

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