

EMPLOYEES JOB SATISFACTION WITH REFERENCE TO MODERN RICE MILL AT ERUKKUR

Dr. D. KARTHIKEYAN,

Assistant professor,

Department of management studies

A.V.C.College (Autonomous),

Mannampandal – 609 305.

Abstract :

This project is undertaken EMPLOYEE JOB SATISFACTION WITH REFERENCE TO MODERN RICE MILL AT ERUKKUR

The study has been conducted by adopting survey method among the employee in modern rice mill. With the help of interview schedule. The sample of size 30 respondents from the company was chosen for the study. The scope of the study consist of the importance of the employee satisfaction is to find out the satisfaction level of the employees. The objective tells about the necessity of the study. The research methodology consist of design, sample size, sample techniques, the project work is based on descriptive research, exploratory research, Sampling is used for data collection. The study provides some findings that were interrupted from the analysis of the collected data. The suggestions were given which may help the company to improve employee job satisfaction

INTRODUCTION

Job satisfaction is in regard to one's feelings or state-of- mind regarding the nature of their work. Job satisfaction can be influenced by a variety of factors, Example, the quality of one's relationship with their supervisor, the quality of the physical environment in which they work, degree of fulfillment in their work, etc.

Job satisfaction describes how content an individual is with his or her job. It is a relatively recent term since in previous centuries the jobs available to a particular person were often predetermined by the occupation of that person's parent. There Eire a variety of factors that can influence a person's level of job satisfaction; some of these factors include the level of pay and benefits, the perceived fairness of the -promotion system within a company, the quality of the working conditions, leadership and social relationships, and the job itself (the variety of tasks

involved, the interest find challenge the job generates, and the clarity of the job description/requirements).

OBJECTIVES OF THE STUDY

1. To analyses the job satisfaction of employees through several measures
2. To find out then level of job satisfaction among the employees of different categories.
3. To find out the measures should be taken by the sample unit for increasing the level of job satisfaction of the employee.
4. To analyze the benefits given to the employees by the Tamilnadu Civil supply Corporation of Modern Rice Mill at Erukkur.

METHODOLOGY

PRIMARY DATA

Primary data is known as the data collected for the first time through field survey. Such data are collected in order to assess the current status of the variables.

SECONDARY DATA

Secondary data refers to the information (or) facts already collected, in simple it is the data which is already existed available. The main aim of data collection of data is to understand the past status of any variable.

Both primary and secondary data have been collected. Primary data were collected by interview schedule. From the employees of Exposure Secondary data have been collected from books, journals, and internet. To elicit the opinion of employees, sampling techniques were adopted. The researcher has chosen 30 respondents for the study.

SAMPLING

Sampling method refers to the collection of data from a few elements of the universe. Simply, samples are the smaller representation of the whole.

SAMPLE SIZE

The sample size taken is 30 employees. Modern Rice Mill Erukkur is situated at four kilometers away from sirkali town towards Chidambaram. The total area of the complex in 23 accesses. There are two modern Rice Mills in this complex with the Milling capacity of 2,500 mts per month for each mill. Further sirkali taluk godown in also functioning in this complex.

STAFF PATTERN:

The sanctioned strength of staff pattern is 66 Nos. of technical staff and 4 Nos. of office staff. There are 16 vacancies of technical staff in various cadres and one post in the administrative side.

TABLE 1
WORK PRESSURE

S.No.	Level of satisfaction	No. of Respondents	Percentage
1.	Very Satisfaction	19	63
2.	Somewhat satisfaction	7	24
3.	Dissatisfaction	4	13
	Total	30	100

Source : Primary data

From the above table, reveals that pressure of the employees 63% are not hairy pressure at their work 24% of the employees are hairy pressure of their work and only 13% of dissatisfied.

TABLE 2
WORK ENVIRONMENT

S.No.	Level of satisfaction	No. of Respondents	Percentage
1.	Very Satisfaction	7	23
2.	Somewhat satisfaction	14	47
3.	Dissatisfaction	9	30
	Total	30	100

Source: Primary data

The above table indicates that, 23% of the employees are very satisfied. 47% of employees somewhat satisfied with the environment and 30% of employee's dissatisfaction of environment.

TABLE 3

RELATIONSHIP WITH YOUR SUPERIORS

S.No.	Level of satisfaction	No. of Respondents	Percentage
1.	Very Satisfaction	19	63
2.	Somewhat satisfaction	4	13
3.	Dissatisfaction	7	24
	Total	30	100

Source: Primary data

From the above table, obvious that the employees 63% are satisfied with their relationship with your superiors, 13% are somewhat satisfied and remaining 24% of employees are dissatisfied.

TABLE 4

MANAGEMENT'S ASSISTANCE

S.No.	Level of satisfaction	No. of Respondents	Percentage
1.	Very Satisfaction	15	50
2.	Somewhat satisfaction	7	23
3.	Dissatisfaction	8	27
	Total	30	100

Source: Primary data

From the above table shows that, over of the employees 50% are very satisfied, 23% of employees are somewhat satisfied remaining 27% of employees dissatisfied.

FINDINGS AND SUGGESTIONS

FINDINGS

The following are the various findings of present study.

- ❖ Majority 63% of the respondents very satisfied are not having pressure at their work.
- ❖ Majority 47% of the respondents somewhat satisfied of work environment.

- ❖ Majority 63% of the respondents very satisfied with their relationship with your superiors.
- ❖ Majority 50% of the respondents very satisfied management's assistance.
- ❖ Majority 67% of the respondents are very satisfied level of satisfaction on company.
- ❖ Majority 54% of the respondents' very satisfaction of job satisfaction.

SUGGESTIONS

- ❖ Workers participation in decision making opportunity helps to improve the job satisfaction level.
- ❖ A proper salary and reward system which is beneficial of employees in terms of money and career progression.
- ❖ The workers have the freedom to do their work with his own interest.
- ❖ Latest technology helps to improve the workers effort.
- ❖ The corporation promotes the policy and procedures Job security helps to motivate the employees to do their best.

REFERENCES

BOOKS

1. AHUJA. K.K (1998) personnel management. Kalyani publishers. New Delhi.
2. GARY DESSLER (1999) HRM prentice hall of India pvt ltd., Delhi.
3. BEARDWELL AND LEN HOLDE, (1999) Human resource management Macmillian India ltd., Delhi.

JOURNAL

1. A.M. Sharma, (1997) “Aspects of Labor Welfare and Social security”, Bombay, Himalaya,
2. Andrew, D. P. S., & Kent, A. (2007). The impact of perceived leadership behaviors on satisfaction, commitment, and motivation: An expansion of the multidimensional model of leadership. International Journal of Coaching Science, 1(1), 35-56.
3. Barton, G. M. (2002). Recognition at work. Scottsdale: World at Work.