

A Study on Employee Engagement through Job Satisfaction (Js) In RMC Ready-Mix (India) (A Division of Prism Cement Limited)

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Abstract

Job satisfaction is a person's attitude towards the job. Positive attitude towards the job are equivalent to job satisfaction whereas negative attitudes toward the job are equivalent to job dissatisfaction time to time. Earliest research studies on the topic were attempts to determine the general properties of satisfied and dissatisfied employees. Then came more sophisticated attempts to correlative certain characteristics such as age, education, length of employment, performance, salary, abilities, marital status and sex with the satisfied-dissatisfied dichotomy, establishing a direction and explanation of causality in these correlations and thus defining the determinants of job satisfaction job satisfaction became a major theme of most of the research of that time. Job satisfaction during this period was usually defined in terms of general attitude arising from specific attitude pertaining to various factors extrinsic to the actual substance of the job.

Keywords: Job satisfaction, Positive attitude, Negative attitudes, and General attitude.

Introduction

Human resources are the most valuable and unique assets of an organization. The successful management of an organization's human resources is an exciting, dynamic and challenging task, especially at a time when the world has become a global village and economies are in a state of flux. The scarcity of talented resources and the growing expectations of the modern day worker have further increased the complexity of the human resource function. Even though specific human resource functions/activities are the responsibility of the human resource department, the actual management of human resources is the responsibility of all the managers in an organization.

It is therefore necessary for all managers to understand and give due importance to the different human resources policies and activities in the organization. Human resources management outlines the importance of HRM and its different functions in an organization. It examines the various HR processes that are concerned with attracting, managing, motivating and developing employees for the benefit of the organization.

Objective of the Study

1. Primary Objective

The general objective of this study is to find out the extent of job satisfaction among the employees.

2. Secondary Objectives

The specific objectives of the research are to study the level of satisfaction among the employees regarding.

1. Economic factors
2. Status of the job
3. Supervision
4. Welfare measures

This will lead us ultimately to find out which factor has the greater impact on the employees job satisfaction.

Scope of the Study

- Job satisfaction is an important output that employee work for organization.
- It comprises of extrinsic and intrinsic factor and help maintain and able and willing work farces.
- It is an interesting and significant and for conducting research.
- The study made on the topic of job satisfaction will reveal the factor of feelings of the employees.
- This report is useful to the management of the company to know the satisfaction level of employee and they can take measures to increase productivity.
- This report may be useful to the management student for reading and may be useful in preparing their report on the satisfaction. In business concerns, public organization etc.

Needs and Important Of the Study

- Job satisfaction is the employee's perception of how well their job provides those things that are viewed as important thing.
- The happier people are within their job, the more satisfied they are said to be.
- Job design aims to enhance job satisfaction and performance, methods job rotation, job enlargement and job enrichment.
- Culture, employee involvement, empowerment and autonomous work groups.
- Job satisfaction is a very important attribute which is frequently measured by organizations.
- The most common way of measurement is the use of rating scales where employees report their reactions to their jobs.

Limitation of the Study

- The study is only conducted in Chennai.
- A further limitation would be that the number of samples being small.
- Another aspect is that the flaws in the questionnaire method is always existent.
- A questionnaire can always have a drawback of the respondent not expressing their true feelings and job satisfaction.
- The rationale behind the judgment by the researcher can be porn to mistake.

Research Methodology

Methodology of research is the arrangement of conditions for collections and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. Research design is needs because it facilitates the smooth sailing of the various research operations thereby making research as effective as possible yielding maximal information with minimal expenditure of effort, time and money. Beyond the above mentioned factors, job satisfaction also depends on demographic variables such as age, education and gender. A central paradox in studies of gender and job satisfaction is why women's job satisfaction is not lower than men's given that women's jobs are often inferior in terms of pay, autonomy, and promotional opportunity (Chiu. 1998).

Data Analysis & Interpretation

TABLE-1 SATISFIED WITH THE EXISTING WORK CONDITIONS

Satisfied with the existing work conditions	No of employees	Percentage
Yes	48	96
No	2	4
Total	50	100

INTERPRETATION:

From the above table, 98% of the respondents were Yes, and 4 % of the respondents No that the satisfied with the existing work condition of the organization. Most of the persons say yes of the working condition satisfied.

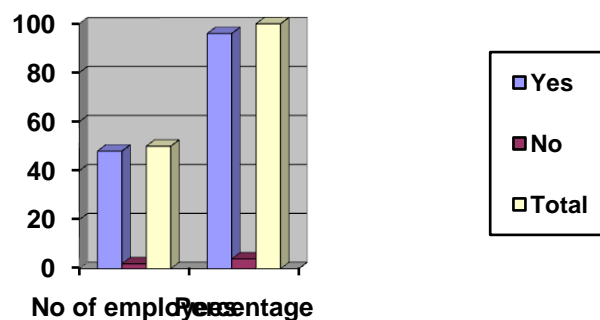


TABLE-2 SATISFIED BY SALARY PROVIDED

Satisfied by salary provided	No of employees	Percentage
Satisfied	28	56
Highly satisfied	22	44
Dissatisfied	0	0
Highly dissatisfied	0	0
Total	50	100

INTERPRETATION:

From the above table, it is found that 56% of the respondents Satisfied, and 44% of the respondents highly satisfied, that their satisfied by salary provided in organization. Most of the employees say Satisfied.

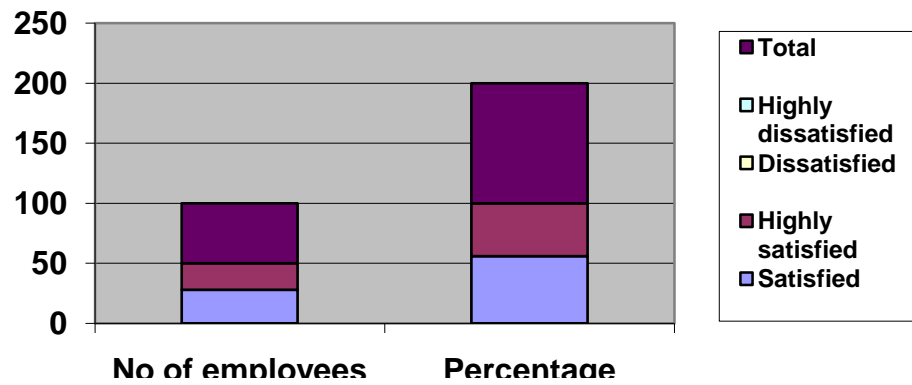


TABLE-3 PERFORMANCE AND IMPROVE JOB SATISFACTION

Performance and improve job satisfaction	No of employees	Percentage
Yes	47	94
No	3	6
Total	50	100

INTERPRETATION:

From the above table, it is found that 94% of the respondents Yes, and 6% of the respondents No that the performance and improve job satisfaction. Most of the employees say performance and improve job satisfaction.

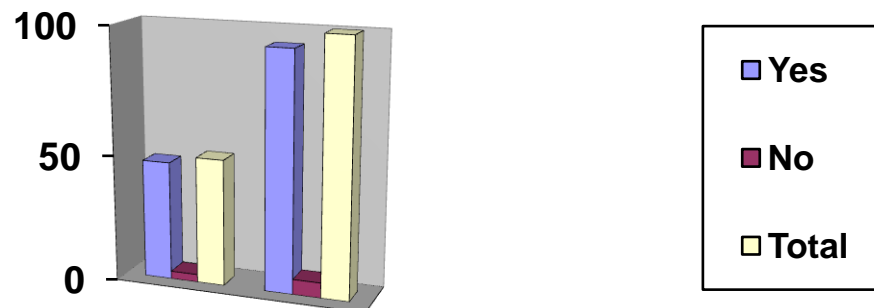


TABLE-4 ORGANISATION POLICIES

Organizational policies	No of employees	Percentage
Satisfied	36	72
Highly satisfied	14	28
Dissatisfied	0	0
Highly dissatisfied	0	0
Total	50	100

INTERPRETATION:

From the above table, it is found that 72% of the respondents Satisfied, and 28% of the respondents highly satisfied that the organizational policies in the organization. Most of the employees say satisfied.

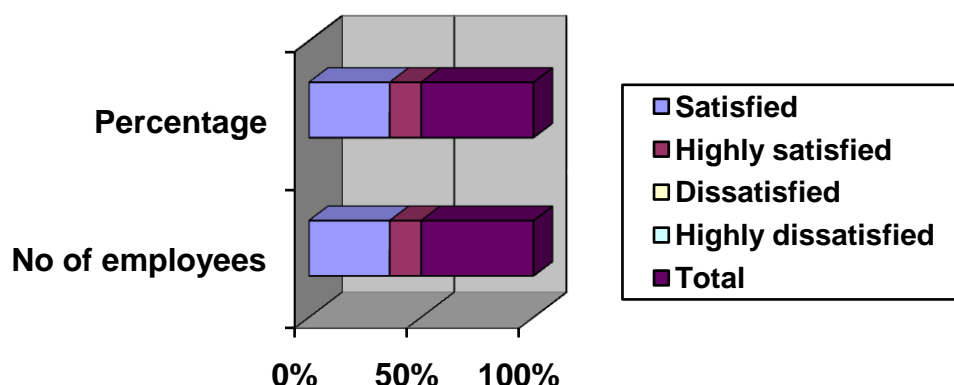


TABLE-5 RELATIONSHIP WITH SUPERVISOR

Relationship with supervisor	No of employees	Percentage
Satisfied	36	72
Highly satisfied	14	22
Dissatisfied	0	0
Highly dissatisfied	0	0
Total	50	100

INFERENCE:

From the above table, it is found that 72% of the respondents Satisfied, and 28% of the respondents highly satisfied, that the employees relationship with the supervisor. Most of the employees say highly satisfied.

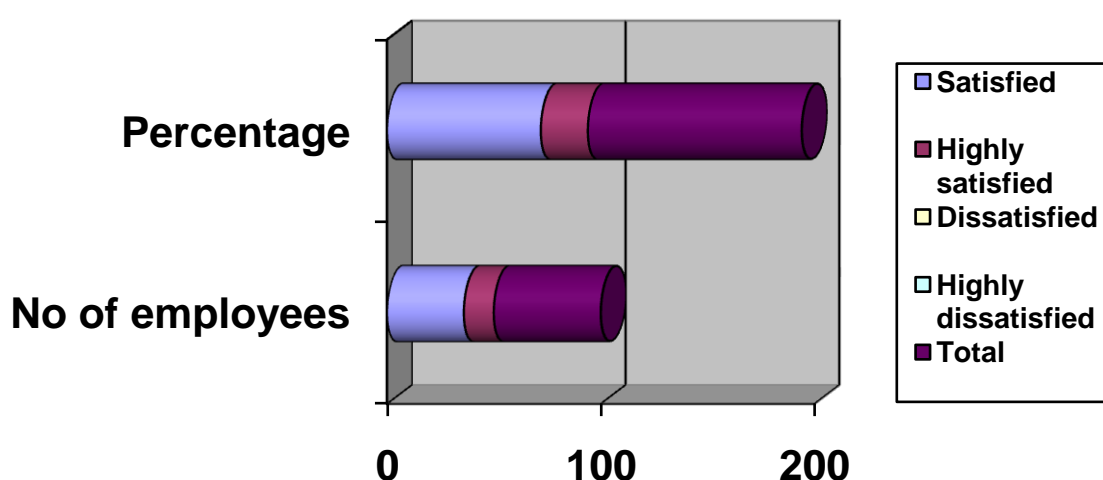
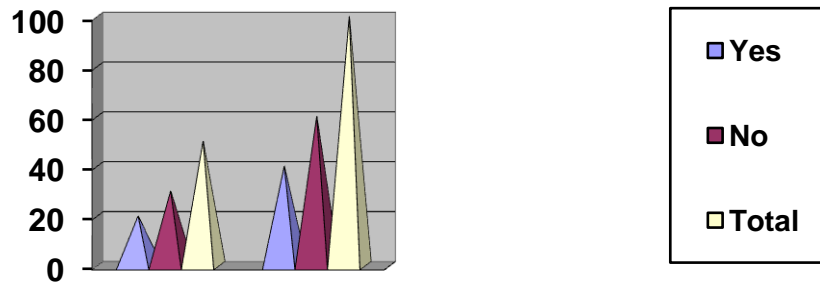


TABLE-6 FIRST EMPLOYMENT

First employment	No of employees	Percentage
Yes	20	40
No	30	60
Total	50	100

INTERPRETATION:

From the above table, it is found that 40 % of the respondents Yes, and 60% of the respondents No that the first employment in the persons. Most of the persons say no.



Statistical tools

Chi-square method

From the problem that the method of square test that are calculating the test between the satisfaction on first employee and employment of previous employee.

First employment	No. of response	Percentage
Yes	30	60
No	20	40

Specific previous employment	No. of response	Percentage
Yes	15	30
No	35	70

Solution:

Ho: There is no evidence of association between first employment & specific previous employment

H1: There is evidence of association between first employment & specific previous employment

Observed Frequency Table

	Yes	No	Total
First employment	30	20	50
Specific previous	15	35	50
Total	45	55	100

$$E1 = 45 \times 50 / 100 = 22.5$$

$$E2 = 55 \times 50 / 100 = 27.5$$

$$E3 = 45 \times 50 / 100 = 27.5$$

$$E4 = 55 \times 50 / 100 = 27.5$$

O	E	O-E	(O-E) ²	(O-E) ² /E
30	22.5	7.5	56.25	0.5625
20	27.5	-7.5	56.25	0.5625
15	22.5	-7.5	56.25	0.5625
35	27.5	7.5	56.25	0.5625
	100			2.25

$$X^2 = \sum [(O-E)^2 / E] = 2.25$$

$$\text{Degree of freedom} = (r-1) (c-1)$$

$$= (2-1) (2-1) = 1 \times 1 = 1$$

The table value of x^2 of 1df at 5% level = **3.84**

Conclusion:

Since the calculate value is less than the table value, the null hypothesis is accepted, hence, it is concluded that the dice is not a biased one.

Rank Correlation

Factors	First employment (x)	Specific previous employment (y)
Yes	30	15
No	20	35

X	Y	R1	R2	D=R1-R2	D ²
30	15	1	2	1	1
20	35	2	1	1	1
					2

$$R = 1 - 6 \sum d^2 / n(n-1)$$

$$= 1 - 6(2) / 2(2^2 - 1)$$

$$= 1 - 12 / 6 = 2 / 1$$

$$= 1 / 1$$

$$\mathbf{R=1}$$

Findings

1. 98% of the respondents Satisfied with the existing work conditions.
2. 56% of the respondents Satisfied by salary provided.
3. 94% of the respondents Performance and improve the job satisfaction.

4. 72% of the respondents Satisfied in Organizational policies.
5. 72% of the respondents Satisfied Relationship with supervisor.
6. 60% of the respondents not first employment.

Suggestions

- The relationship between employees is ranked at a highly satisfying level. The organization by and large is well structured toward the welfare of its employees.
- Regards recruitment, mostly it is state that the right man is selected for the right job.
- Conducted with specific and clear vision of objectives.
- The need of training and the right person to be trained is known to the personnel Manager or the individual himself.
- Qualification also is not considered as primary criteria for promotions, prominence is given for work experience.
- Apart from this, it provides various opportunities to the employees for their personal growth, as the personal growth of an individual is the greatest asset to the organization.
- His sense of fulfillment and contentment will enable him to given of his best in terms of time and energy, talent and commitment, without counting the cost.

Conclusion

We can deduce from the study on job satisfaction that in a company like RMC ready-mix cement (India) a division of prism cement limited, the possibility of the existence of job satisfaction amongst the employees is very high.

The organization seemed to look into the various aspects that concerned their employees. Right from pay package to welfare measures, other aspect like leave satisfaction of the employees predominantly to the pay package and other fringe benefits given to them. So it may be concluded fairly and reasonably that the employees derive great job satisfaction.

This study clearly states that there is there is job satisfaction in RMC ready-mix cement (India) a division of prism cement limited. However it should be stressed here that company of this kind of environment alone exhibit that their employees are satisfied and we cannot attribute the same conclusion to all companies as a whole.

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