

# A Study on Job Satisfaction Level of Employees Working in Nahar Spinning Mill With Reference to Madhya Pradesh

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## Abstract

This paper analyses the level of job satisfaction among the employees of Nahar Spinning Mill along with the consideration of Gender, Age and experiences differences. In this research paper various variables responsible for employee satisfaction has been discussed such as performance, supervisory, culture, resources, career. This is a descriptive study that aims to identify the satisfaction level of employees in the organization. Interview schedule method of questionnaire collection was developed and collected. Descriptive Statistics, T test and ANOVA is used in this study. This study was conducted on 593 employees. The sample size was selected based on the random sampling method.

**Keywords:** Employees, Job Satisfaction, Culture, Supervisory, Resources.

## 1. Introduction

Job Satisfaction could be a multi - dimensional attitude, it's made of attitude towards culture, supervision, career, performance, nature of labor, performance evaluation system of the corporate. Satisfaction of employees is one in every of the numerous aspects of organizational effectiveness. The extent of job satisfaction of the staff within the organization play vital role for the retention of the component human capital within the organization. A satisfied worker tends to be less absent from the task, contribute for the advantage of the corporate. Whereas, a dis satisfied worker prefers to stay absent and unhappy with the supervisor, tries to leaves the corporate. Therefore it's very essential for the organization to form employment satisfied environment within it. Employee job satisfaction is influenced by supervision, career, working environment, performance, culture. Job satisfaction are often a crucial indicates of how employees feel about their jobs and a predictor of labor behaviors like absenteeism and turnover. Knowing employee state on job satisfaction would supply useful information for the organizations. The core focus of this paper is to assess the current status of job satisfaction level of employees in Nahar Spinning mill to associate the relations of employee's job satisfaction with age, gender and job experience of the staff. This paper aims

at assessing the task satisfaction status of employees and identifying the numerous factors that influence the task satisfaction of the staff at Nahar Spinning mill. This study also examines the relationships between job satisfaction and different demographic factors.

## 2. Review of Literature

**Sashikanta Khuntia and Subhodip Adhikary** states job satisfaction is the extent to which one feels good about the job. Major constituents of the job satisfaction are salary, promotion policies, career development, work pressure, co-worker, and supervision, leave facilities, perform appraisal, job security. ANOVA and Regression Analysis is used in the research. Author concluded by stating that Job satisfaction of the employees affected by the work pressure, salary package and job security. It also observed that the employees have the fear of losing jobs.

**Jitendra Kumar Singh and Dr. Mini Jain** states that every organization should develop strategies that strengthen the work environment and increase the employee's satisfaction to enhance the productivity, which results in profits, employee satisfaction and retention. Correlation and regression analysis is used in this research. The author concluded by saying a good working environment and good work conditions will increase employee satisfaction.

**Wong Yvonne, Rabeatul Husna Abdull Rahman and Choi Sang Long** conclude form the findings that there is a moderate level of job satisfaction among the respondents. The components used for job satisfaction are pay, promotion, supervision, fringe benefits, co-workers, nature of works and communication. This study also shows that employees are dis-satisfied with the fringe benefits. This study shows that employees are satisfied with their job particularly in the dimensions of co – workers. The respondents have highest level of satisfaction in the relationship with co-workers.

**D. Swaroopa and Prof. B. Sudhir** conclude the employees are satisfied but the organizations need to improve some of the facilities so that employee would become highly satisfied and the productivity also increase. The factors used for the research is working conditions, recruitment process, employee stress.

Work timings and welfare programmers, grievance redressed procedures, promotions, rewards and recognition. Percentage Analysis and Chi-square Test analysis is used in this research. The study shows that 60% of the employees are dis-satisfied with the promotions and hikes provided and 75% of the employees satisfied with the Grievance Handling procedure of the organization.

**Lai Chai Hong, Nik Intan Norhan and Norliza Mohd Salleh** conclude that the job satisfaction of the employees among the employees are affected by the salary, work environment, promotion. These factors should be considered by the organization to increase the employee's level of job satisfaction. This study shows that the employees are satisfied with the work environment, pay and salary, promotion factors. The employees are dis-satisfied with their benefit systems.

**Mosammod Mahamuda Parvin** concluded that work conditions, promotion and pay are the factors affecting job satisfaction of the employees. The author states that the good salary and a good compensation benefits will satisfy the employee satisfaction among the job. The work environment places a vital role in employee job satisfaction. A good working environment and working conditions can improve the job satisfaction and thus will increase the productivity of the organization. This study concluded by saying 61% of the employees are satisfied with their job and 39% of the employees are not satisfied with their job.

**Dr. V. Lavanya** states that job satisfaction is very important to promote well-being of the organization, positive attitude and behavior of employees towards work. Most of the employees are dissatisfied with the parking facility due to the shortage of space, no transport facilities are provided and no refreshments were provided especially for those who stay back often because of work. Correlation Analysis is used in this research. The author suggesting to improve the parking space, provide safety measures for the employees which will improve the level of satisfaction among employees.

**Umar Fawad Sharif and Saqib Nazir** states that satisfaction of employees leads to improves service quality and job satisfaction. Regression Analysis and ANOVA Analysis is used in this research. The most important factors used for the employee satisfaction are working environment, pay & promotion, job security, level of fairness, relationship with co-workers and relationship with supervisor. Findings of this study states that the pay and promotion factor helps the employees to get satisfied to their job. 79% of the employees are satisfied with the pay and promotion policies of the organization. **Mushtaq Ahmad, Muhammad Qasim and Amber Ferdoos** concluded that employees who are in higher levels tend to derive

more satisfaction from intrinsic rewards while, employees who are in lower levels tend to originate more gratification with extrinsic payments. Monetary benefits, reward, promotion plays very significant role to satisfy, maintain and attract employees. Data was collected from 120 employees. Further age wise sorting is 20-30 years 40% workers, 30-40 yrs 40% workers and over 40-20% workers. The author states that high level workers are more satisfied than the lower level workers of the organization.

**Dr. P. Samimuthu Sait** states that job satisfaction is a positive approach about one's job regarding from a characteristics. An individual such a high level of job happiness holds optimistic approaches about the job. The sample size used is 150. Simple Random Sampling method is used in this study. ANOVA and Chi-square analysis are used for data analysis. The author concludes that the work experience of the employee does not have a impact on their satisfaction level. The outcome shows that level of job satisfaction of the employee be subject to on the various factors with Income, job liking and importance of opinions, work facilities and co - worker relationship.

### 3. Research Methodology

Research methodology is a way to analytically solve the research problem.

- **Population and Sample**

Population refers to the entire group of people, events or things of interest. A research population is a well-defined collection of individuals or objects known to have similar characteristics. All individuals or objects within a certain population usually have a common, binding characteristics or traits. The population of this study is the employees who working in Nahar Spinning mill.

- **Simple random sampling**

A Simple random sample is a subset of a sample chosen from a population. Each individual is chosen randomly and entirely by chance, such process that each individual has the same probability of being chosen at any stage during the sampling process and each subset of the individuals has the same probability of being chosen for the sample as any other subset of the individuals.

- **Data and Sources of Data**

For this study primary data collection method is used. Interview Schedule Method is used to collect the information from the respondents. The secondary data has been used to get

information about the company profile and industry profile through websites.

• **Statistical tools used**

The tools used in this research for analysis is Descriptive Statistics, T-Test and ANOVA

• **Descriptive Statistics**

Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data. It deals with the number of respondents reply to the questionnaire in percentage attained from the total population of the study. It is one of the simple form of analysis which helps the researcher to realize the outcome of the study. It is normally used for inferring the results in quantitative terms. In this study, percentage analysis was used to measure the percentage of demographic profile.

• **T-Test**

The Independent Sample t test compares the means of two independent groups in order to determine whether there is statistical evidence that is associated population means are significantly different.

• **ANOVA**

Analysis of variance is a collection of statistical models and their associated estimation procedures used to analyze the differences among group means in a sample. The one – way analysis of variance is used to determine whether there are any statistically significant differences between the means of three or more independent groups.

**4. Results and Discussion**

**Results of Descriptive Statics of Study Variables**

Table 1 – Descriptive Statistics

Demographic profile	Category	Number Of responders N=593	Column N %
Age	Below 25	17	2.9%
	25-40	364	61.4%
	40-55	210	35.4%
	Above 55	2	0.3%
	Total	593	100.0%
Gender	Male	326	55.0%
	Female	267	45.0%
	Total	593	100.0%
Marital Status	Married	519	87.5%
	Unmarried	74	12.5%
	Total	593	100.0%

travel every day to work?	Company provided transportation	293	49.5%
	My own arrangement	142	24.0%
	Travel pool with friends	0	0.0%
	I stay close to the company and I walk	1	0.2%
	Public Transportation	157	26.4%
	Total	593	100.0%
your daily travel distance?	Less than 20 Km	186	31.4%
	20Km - 50 Km	160	27.0%
	50km - 90 km	161	27.2%
	90Km - 120 Km	83	14.0%
	130 Km - 180 Km	3	0.5%
	Total	593	100.0%
your tenure in Nahar spinning mill?	0-2yrs	209	35.2%
	3-6yrs	251	42.3%
	6-10yrs	98	16.5%
	11-15yrs	24	4.0%
	16yrs and above	10	1.7%
	Total	593	100.0%
Do you work in other companies other than Nahar spinning mill?	Yes, I work in other companies	540	91.1%
	I don't do work in any other companies	7	1.2%
	I work on housekeeping as extra	7	1.2%
	I have my own business	39	6.6%
	Total	593	100.0%
When do you go for the extra work?	Before shift starts	85	14.3%
	I take leave and go for work	1	0.2%
	I go after my shift is completed	507	85.5%
	I go on Sundays	0	0.0%
	Total	593	100.0%

Table 4.1 shows the clear understanding of demographic profile of the respondent studied. It encloses the descriptive statistics of Gender, Age, Marital Status, Travelling distance, mode of travelling, tenure in the company, extra work. The profile reveals that majority of them are male. Majority of the respondents are between 20-45 Age. The study shows that 87.5% of them are married. The study shows that 49.5% use company transportation and only 0.2% used to come by walk. About 31.4% of the employees are from less than 20 Km only 0.5% from 130-150 Km. About 42.3% employees are working in that company for more than 3-6yrs only 1.7% of them are working more than 16yrs. About 91.1% of the employees were worked in other companies and

only 1.2% were not worked in other companies. About 85.5% of the employees will go for extra work after their shift has completed and only 0.2% of the employee will go for over time by taking leave.

**Result of T Test of the study variables**

Hypothesis for t-Test:

Null Hypothesis (Ho): There is no significant difference between the actual value and expected value

Alternate Hypothesis (Ha): There is a significant difference between actual value and expected value

If Sig. (P) is less than 0.05 then Accept Alternate Hypothesis

If Sig. (P) is above than 0.05 then failed to reject null hypothesis.

Table 2 – Independent Sample T-Test

Variables	Gender	N	Mean	Std Deviation	T	df	Sig
Performance	Male	326	4.7183	.28967	-1.015	0.591	0.310
	Female	267	4.6931	.31295			
Supervisory	Male	326	4.5638	.75241	-0.985	0.591	0.325
	Female	267	4.5112	.48862			
Career	Male	326	4.5023	.50554	-0.423	0.591	0.812
	Female	267	4.5169	.95318			
Culture	Male	326	4.5920	.36436	-0.866	591	0.387
	Female	276	4.6253	.56436			
Resources	Male	326	4.6847	.65516	-0.366	591	0.714
	Female		4.7004	.27605			

**Result of ANOVA of the study variables**

Table 3 ANOVA

Demographic profile	Category	Performance				F	Sig
		Mean	Standard Deviation	Count			
Age	Below 25	4.86	.15	17	2.192	0.88	
	25-40	4.71	.29	364			
	40-55	4.68	.32	210			
	Above 55	4.83	.24	2			
How do you travel every day to work?	Company provided transportation	4.72	.28	293	1.105	0.346	
	My own arrangement	4.67	.34	142			
	Travel pool	.	.	0			

What is your daily travel distance?	with friends				0.732	0.570
	I stay close to the company and I walk	5.00	.	1		
	Public Transportation	4.71	.30	156		
	Less than 20 Km	4.69	.32	186		
	20Km - 50 Km	4.72	.31	160		
What is your tenure in Nahar Spinning mill?	50km - 90 km	4.73	.26	161	0.490	0.784
	90Km - 120 Km	4.68	.30	83		
	130 Km - 180 Km	4.78	.25	3		
	0-2yrs	4.72	.28	209		
Do you work in other companies other than Nahar spinning mill?	3-6yrs	4.70	.31	251	0.842	0.471
	6-10yrs	4.68	.31	98		
	11-15yrs	4.71	.36	24		
	16yrs and above	4.80	.20	10		
When do you go for the extra work?	Yes, I work in other companies	4.70	.30	540	0.560	0.572
	I don't do work in any other companies	4.74	.25	7		
I work on housekeeping as extra	I work on housekeeping as extra	4.74	.21	7	0.560	0.572
	I have my own business	4.78	.33	39		
	I go after my shift is completed	4.71	.30	507		
I go on Sundays	I go on Sundays	.	.	0	0.560	0.572

Table 4.3 reveals that the perception of employees towards satisfaction variables were not significantly differ among the following demographic variables namely: Age, Mode of transport, Traveling distance, Tenure in the company, Worked in other companies, Extra work timing which gives similar difference in the Satisfaction mean score. The outcome also reveals that Satisfaction variables were not significantly differ with respect to other demographic variables namely Age (p =0.88) Mode of Transport

( $p=0.346$ ) Distance ( $p=0.570$ ) Tenure ( $p=0.784$ ) Working ( $p=0.471$ ) extra work ( $p=0.572$ ) which is above 0.05. This shows there is no significance difference between the satisfaction variable and demographic variables.

## 5. Findings

Table shows the demographic profile of the respondents. The table shows that 2.95 of the respondent's age in Nahar Spinning Mill are below 25, 61.4% of the respondent's age are 25-40 years, 35.4% of the respondent's age are 40-55 years and only 0.3% of the respondent's age are above 55. 55% of the respondents are male and 45% of the respondents are female. 87.5% of them are married and 12.5% of the respondents are unmarried. 49.5% of the respondents are using the company provided transportation, 24% of the respondents are coming by their own arrangement only 0.2% of the respondents come by walk and 26.4% of the employees come by using public transportation. 31.4% of the respondents are from less than 20Km, 27% of the respondents are from 20-50Km, 27.2% of the respondents are from 50-90Km, 14% of the respondents are from 90- 120 Km and only 0.5% of the respondents are from 130Km – 180Km. 35.2% of the respondents are working in this organization for 0-2 years. 42.3% of the respondents are working for 3-6 years, 16.5% of the respondents are working for 6-10 years, 4% of the respondents are from 11- 15years and only 1.7% of the respondents are working for more than 16 years. 91.1% of the respondents were worked in other companies, only 2.2% of the respondents were not worked in any other companies and they work on housekeeping as extra, 6.6% of the respondents were done their own business. 14.3% of the respondents go for extra work before their shift starts, only 0.2% of the respondents are took leave and go for extra work, 85.5 % of the respondents are go after their shift is completed and on respondents will go for extra work on Sundays.

## 6. Suggestions

1. Supervisors have to guide their subordinates with advices and assistance which satisfy the employees.
2. The mutual cooperation between employees at work place is very important to carry out the work at the right time.
3. Training programs should be conducted for both personal as well as technical development
4. Management should identify abilities and encourage them to produce in the organization

5. Organize trips with the employees, this will motivate to work more effectively.
6. Follow some modern technologies which is highly competitive.
7. Use modern machines to improve the physical environment.
8. Proper guidance and counselling should be provided to the employees to improve their mental satisfaction
9. Administration should provide more openings to employee in order to take part in decision making.

## 7. Conclusion

In the competitive world, satisfying their employees becomes important to the organization. A company can have advantage and be ahead of its competitors by having best and talented employees working with them. It becomes very important for the company to keep all the employees satisfied, as with the increase in employee's satisfaction, level of productivity also increases. The satisfaction of the employees can be increased by giving them more wages, training, by increasing basic needs like canteen, hygienic toilet, by increasing all these the company can increase the satisfaction level of the present employees.

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