
A STUDY ON JOB SATISFACTION FOR TEXTILE EMPLOYEES IN KUMBAKONAM

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Research Paper

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ABSTRACT

The study "A Study on Job Satisfaction among Textile Employees in Kumbakonam". Determining job happiness was the primary goal of the survey. One hundred samples were collected from various textile workers in Kumbakonam town. This study consists for primary and secondary data. The will structured questionnaire was utilized to collect the primary data. Secondary data were collected from books, journals, magazines, websites etc. Chi square and basic percentages were used to assess the data. The research work has been carried out with full sincere co-operation of the employees and the management of various Garment industries. This study found that the management style and some of them are interesting with their job which is assigned to them.

Introduction

Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It is not the self-satisfaction, happiness or self-contentment but the satisfaction on the job. The term refers to the total relationship between an individual and the employer for which he is paid satisfaction does mean the simple feeling state, accompanying the attainment of any goal, the end-state accompanying the attainment, by an impulse of its objectives. Job satisfaction does mean absence of

motivation at work. Resource workers differently described the factors contributing to job satisfaction and job dissatisfaction. Hop pock described job satisfaction as, any combination that cause and person truthfully to say I am satisfied with my job.

Definition

Job satisfaction is defined as: "The pleasurable emotional state resulting from the appraisal of one's jobs as achieving or facilitating the achievement of one's job values". In contrast job dissatisfaction is defined as "the unpleasurable emotional state resulting from the appraisal of one's job as frustrating or blocking the attainment of one's job values or as entailing disvalues". However both satisfaction and dissatisfaction were seen as, "a function of the perceived relationship between what on perceives it as offering or entailing”

Factors Affecting Job Satisfaction



Statement of Problem

The study is conducted to assess the job satisfaction needs of the textile employees in Kumbakonam town. The study helps to know their preferences and problems of the employees. Employee commitment is essential to increase the productivity. If the job satisfaction increases it will increase the employee commitment, further it will lead to increase in the productivity. It is very essential to study about the job satisfaction.

Objectives of the Study

- ❖ To find out the level of the job satisfaction enjoyed by the employees in textiles.
- ❖ To identify the reasons for satisfaction among the employees.
- ❖ To suggest measures to improve the level of job satisfaction among the employees.

Research Methodology

Descriptive Research includes survey and fact finding enquires of different kinds. The major purpose of Descriptive Research is the description of the state of affairs as it exists at present. The main characteristic of this type of research is that, the researcher has control over the variables. He can only report what has happened or what is happening.

Types of Survey

It is the process of obtaining information about an entire population by examining only a part of it. In any investigation, if data are collected only from a representative part of the universe we say that, the data are collected by sampling.

Types of Sampling

Non - Probability Sampling

Here the researcher do not known the population whom he wants to conduct the study. In this method each item has its own chance for being selected.

Sampling Technique

Simple Random Sampling

A Simple Random Sample is a sample selected from a population in such a way that every member of the population has an equal chance of being selected and selection of any individual does not influence the selection of any other.

Sample Size

Sample Size consists of the permanent employees in Textile showroom. The researcher has taken 150 samples from the Textile showroom.

Sources of Data

Primary Data and Secondary Data

Questionnaires and Interview Schedules were used for collecting primary data. Secondary data were collected from books, journals, magazines, websites etc..

Statistical Tools Used

- Percentage Method
- Chi – Square

ANALYSIS AND INTERPRETATION

Table No. 1

Age of the Respondents

S.No.	Age	No. of Respondents	Percentage (%)
1	20 – 30 yrs	12	8
2	31 – 40 yrs	38	25
3	41 – 50 yrs	80	54
4	Above 51 yrs	20	13
		150	100

Source: Primary Data

Inference

The above table shows that 8% of respondents are coming under the age category of “20 –30 years”, 25 % of respondents and 54% of respondents are coming under the age category of “31 – 40 years” and “41 – 50 years” respectively. 13% of respondents are coming under the age category of “Above 51 years”.

Table No. 2

Marital Status

S.No.	Marital Status	No. of Respondents	Percentage (%)
1	Single	48	32
2	Married	102	68
		150	100

Source: Primary Data

Inference

The above table shows that 32% of respondents are single and 68% of respondents are married.

Table No. 3

Educational Qualifications of Respondents

S.No.	Educational Qualification	No. of Respondents	Percentages (%)
1	Up to School Level	50	34
2	Graduate	60	40
3	Post Graduate	18	12
4	Others	22	14
		150	100

Source: Primary Data

Inference

In the above table shows that 34% of respondents had studied up to School level only, 40% were graduate, 12% of the respondents were post graduate, 14% of the respondents belongs to others category.

Table No. 4

General Working Conditions

S.No.	Particulars	No. of Respondents	Percentages (%)
1	Satisfied	48	32
2	Average	57	38
3	Not Satisfied	45	30
		150	100

Source: Primary Data

Inference

The above table shows that 38 % of respondents feel the working condition is in average level, 32% feels it is satisfied & 30% of respondents feel that, they are not at all satisfied with the working condition.

Table No. 5

Work Environment

S.No.	Particulars	No. of Respondents	Percentage (%)
1	Comfortable	47	31
2	Working loads excessive	55	37
3	Intervals are adequate	48	32

		150	100
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Source: Primary Data

Inference

In the above table shows that 31% of respondents are comfortable with their work environments, 37% feels their work load is excessive and 32% of respondents feel that they need intervals adequately.

**Table No. 6
Job Security**

S.No.	Particulars	No. of Respondents	Percentage (%)
1	Satisfy with organizational polices	92	61
2	Based on Performances	58	39
3	Not at all satisfied	0	0
		150	100

Source: Primary Data

Inference

In this table, 61% of the respondents are satisfied with organizational policies, 39% of respondents feel, it's based on performance and none of them are dissatisfied.

**Table No. 7
Performance Appraisal**

S.No.	Particulars	No. of Respondents	Percentage (%)
1	Essential	54	36
2	Confident	0	0
3	Open Type	96	64
		150	100

Source: Primary Data

Inference

In the above table it shows that, 36% of respondents feels that, performance appraisal is essential where as 64% of them feels that, performance appraisal can be done in open type method.

CHI – SQUARE TEST

The chi –square test for relationship between Respondents Age and opportunities to make active participation.

Null – Hypothesis

There is no relationship between age and opportunities to make active participation.

Alternative Hypothesis

There is a relationship between age and opportunities to make active participation.

Opportunity to make active Participation	Always	Some Times	Rarely	Row Table
Respondents Age				
20 – 30 Years	7 (4.96) (0.84)	3 (3.84) (0.18)	2 (3.20) (0.45)	12
31 – 40 Years	14(15.71) (0.19)	16 (12.16) (1.21)	8 (10.13) (0.45)	38
41 – 50 Years	40(33.07) (1.45)	26 (25.60) (0.01)	14 (21.33) (2.52)	80
51 & Above	1 (8.27) (6.39)	3 (6.40) (1.81)	16 (5.33) (21.33)	20
Column Totals	62	48	40	150 (Grand Total)

The chi – square statistic is 36.828. The p – value is < 0.00001. The result is significant at p < .05.

$$\sum = (O - E)^2 / E$$

The Calculated value = 36.828

Degree of freedom = (r-1) (c-1)

$$= (4-1) (3-1) = 6$$

Level of signification = 5% = 0.05

Table value of 6 = 12.592

Inference

Here calculated value is greater than the table value. Hence reject the null hypothesis. i.e., there is a significant relationship between respondent's age and opportunities to make active participation.

Findings

- Majority (61%) of the respondents are satisfied with organizational policies
- Majority (64%) of them feels that, performance appraisal can be done in open type method
- Majority (59%) feels that always they getting support from their co-workers.
- Majority (57%) of them is highly satisfied with their peers guidance.
- Majority (55%) of them feels that, always their seniors provide them with enough Encouragement when they set to perform a task.
- Majority (53%) of them works to moderate canteen facilities.
- Majority (53%) of them feels company environment also moderate.
- Majority (48%) of them reveals that, rarely they get the opportunity, to express their grievance.

Suggestions

Based on this study the researcher should like to give the following suggestions:

- A well planned training Programmed shall be implemented for each and every Employee for improve their performance.
- The institution may provide much more opportunity to express their grievance.
- The institution may provide required information about the task to be performed. Much more guidance is required from the seniors.
- The institution may provide safety measures for the welfare of the employee. The company must avoid the communication gap between the top level and lower level authority.

Conclusion

A Study on job Satisfaction among Textile showroom is conducted to know the factors which lead to job satisfaction and level of satisfaction. Within the given short period, the research work has been carried out with full sincere co-operation of the employees and the management of various Textiles in Kumbakonam. This study found that the various employees textiles showroom in Kumbakonam town are satisfied in their job and working conditions.

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