



**A STUDY ON JOB SATISFACTION AMONG EMPLOYEES IN ASHOK
LEYLAND FOUNDARY DIVISION, CHENNAI**

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ABSTRACT

HRM is a relatively modern method of management in every kind of organization. People are regarded as a crucial resource in this strategy, which focuses on the human aspect of managing a company as a collection of individuals and their skill development. Encouraging individuals to reach greater goals and maintaining their level of dedication are important tasks that fall under the HRM area. An employee's level of job satisfaction significantly affects how well he does his work. The impression of job safety among employees is influenced by both factors. A contented worker puts his all into his task, follows instructions more accurately, and looks out for both himself and others. He feels perfectly at comfortable in the company. This survey made it possible to determine the overall degree of worker satisfaction.

Introduction

Mainly in the production domain, the employee is a crucial component in carrying out the goal and vision of the company. In order to guarantee both the quantity and quality of their work, employees must fulfil the performance standards established by the company. This study is needed to ensure that all

employees are performing at their peak potentials free from stress and strain. A study on job satisfaction of employees among Ashok Leyland Foundry Division, Chennai perspective asked feedback from employees to know the current perspective of work place and also to identify the areas of important for organization.

Review of Literature

Job satisfaction can be defined as a sense of employee achievements and success. It is generally believed that it is directly related to productivity and work performance, as well as to personal well-being. Job satisfaction means doing the work one likes, doing it well and being rewarded for own efforts (Kaliski, 2007; Aziri, 2011).

Job satisfaction is considered as one of the main factors of the effectiveness and efficiency of business organizations. In fact, the new managerial paradigm, which insists that employees should be treated primarily as someone who has their own needs and personal desires, is a very good indicator of the importance of job satisfaction in modern enterprises. Analysing job satisfaction, it can be concluded that a satisfied employee is a happy employee and a happy employee is successful employee (Aziri, 2011).

According to Brenninger (Brenninger, 2011) for getting satisfied employees and good results supervisors have to adapt their leadership style in a way that employees get more involved in the decision making processes to get a higher level of commitment for the enterprise's goals. Supervisors have to involve as many employees as possible. They have to support individual and team effort and share information through the company for motivating employees. Good supervisors do not work only vertically they also work horizontally, which means they have to manage cross-functional processes, projects, time and resources.

Statement of Problem

In the current scenario every organisation their employees to perform at them peak potential through monetary aspects play an important role of motivating employees organisation around the world have to come to understand that there are many other aspects that contribute better employee performance. In these aspects that form the basis for this study aims to identify the various tangible and intangible aspects of work place. It is very important for an organisation to create a very conducive working environment.

Objective of the study

- ✓ To study the aspects of employees job satisfaction at Ashok Leyland Foundry Division.
- ✓ To analyse the extent of employees job satisfaction at Ashok Leyland Foundry Division.
- ✓ To bring the suggestion based on the findings and inference derived.

Research Methodology

The data collection of the study is taken from Primary Sources and Secondary Sources. In primary sources the data is collected directly from employees by using structured questionnaire and in secondary data is collected from already collected and available reference. The study was conducted using a questionnaire. 50 workers taken as respondents.

The topic of the survey examined job satisfaction among employees. Workers in the organization under study were required to consult 20 statements that described their level of job satisfaction. Table 1 displayed the list of these assertions.

Table 1: Job satisfaction survey statements

S.No.	Survey
1.	Treating of employees in a company.
2.	Employee working satisfaction of the Company.
3.	The remuneration offered at the present time is satisfactory.
4.	There are good physical working conditions at the company.
5.	In the company current job description is appropriate.
6.	Showing satisfied with the opportunities for training.
7.	The employee's opinion towards flexibility in job schedule follow by the company.
8.	Showing managers helps employees to improve themselves.
9.	Showing respondent availability of resources required to perform the job.
10.	Satisfied with company's welfare programs such as Rewards, Incentives and Health care.
11.	My personal manager is appreciative of my work and dedication.
12.	There is a nice atmosphere in the company.

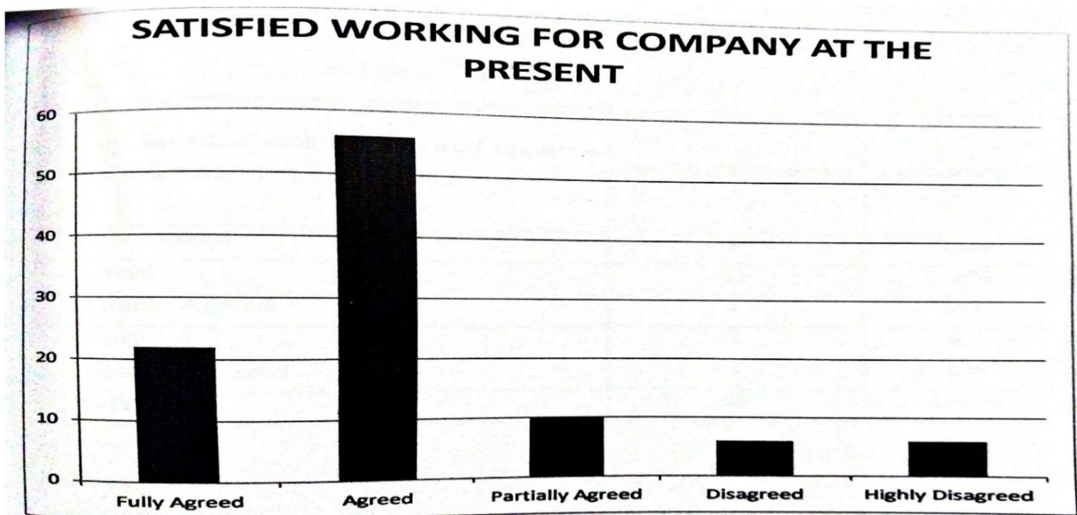
13.	I am aware of my direct supervisor.
14.	I apply my current qualifications to my work.
15.	I feel that I am a member of the Company.
16.	I have knowledge of the company's plans.
17.	The company's level of job stability is satisfactory.
18.	I would recommend to a friend employment during the research company.
19.	The company's social package is satisfactory.
20.	The company's physical workspaces are pleasant.

The findings from this section of the survey are displayed as bar charts, where each bar represents the average rating of a single statement. Additionally, the same workers were asked to rate three questions in the second section of the questionnaire that allow for the assessment of job satisfaction:

- ✓ Satisfaction of working for company at present.
- ✓ Interactions with the supervisor.
- ✓ Feeling satisfied with income.

Workers were asked to rate all of the above factors on a scale of 1 to 10, with 1 denoting total discontent and 10 denoting complete satisfaction. The survey's findings are displayed as a bar chart, with bars representing each element's average rating in proportion to its highest possible rating.

Bar chart showing Satisfaction of working for company at present.



Majority of employees are satisfied with work and environment in Ashok Leyland Foundry Division. The very less employees who were unsatisfied. This indicates very nearly all employees are satisfied with work environment as there is no more burden of work and no dominating behaviour by management.

Findings of the study

After being a part of entire survey from preparation of questionnaire to the preparation of final report, I was able to identify the benefits from the survey conducted and also recognized some of the areas where employees showed dissatisfaction which are the follows, Employees were pleased to work with Ashok Leyland Foundry Division, Most of the employees were not clear about the mission and vision statement of the company, Employees are comfortable with the work place.

Conclusion

Employees of the selected metallurgical firm were asked to rate their level of job satisfaction for the study. Their work safety is a direct outcome of their job satisfaction. A contented employee feels like they belong to the company, performs better at work, and takes on more responsibility. Attitudes of workers towards organisation is extremely favourable.

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