

A STUDY ON RURAL EMPLOYEES WORK SATISFY TOWARDS AMUTHAM FABRIC Pvt. (LTD)

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ABSTRACT

Work Satisfaction is the favourableness or un-favourableness with which the employee views his work. It expresses the amount of agreement between one's expectation of the work and the rewards that the work provides. Work Satisfaction is a part of life satisfaction. The nature of one's environment of work is an important part of life as Work Satisfaction influences one's general life Satisfaction. However, more comprehensive approach requires that many factors are to be included before a complete understanding of work satisfaction can be obtained. Such factors as employee's age, health temperature, desire and level of aspiration should be considered. Further his family relationship, Social status, recreational outlets, activity in the organizations etc. Contribute ultimately to work satisfaction.

INTRODUCTION

Work Satisfaction may be global or specific. Sometimes work satisfaction referred to overall feelings towards specific dimensions of the work environment. The term work satisfaction refers to an employee's general attitude towards his work. Doing any work is a part of life. So work satisfaction is a part of life satisfaction. "Satisfied employee will be productive employee. It is an irrefutable fact". Work satisfaction is combination of psychological, physiological and the environmental conditions providing satisfaction to the person with his work. Work satisfaction is a positive attitude towards one's work.

Significance of the Study

Work satisfaction is part of life satisfaction. The nature of one's environment of the work does affect one feelings of the work similarly. Since a work is an important part of life, work satisfaction influences one's general life satisfaction. The result is that satisfaction arises from a complex set of circumstances which arises surrounding environment.

Need of Work Satisfaction

- The services should satisfy real needs of the workers.
- The services should be such as can be handled by cafeteria approach.
- The employer should not assume a benevolent posture.
- The cost of the service should be measurable and its financing established on a sound basis. There should be periodical assessments.

Objective of the Study

- To measure the employees work satisfaction level in Amutham fabric.
- To study the employees perception towards organisation.
- To study the attitude of the employee towards their work.
- To give suggestions for the growth & perspective of the company

Scope of the Study

- Work Satisfaction is very important for every organization an individual enter into a work with a concept of certain values holds guarded by these value, he is motivated to seek meaning in his work for this should find his work amenities at work, place and over all his dealings with his supervisors should pay way for better and efficient functioning.
- The production and profile could be increase the work satisfaction. The work satisfaction acts as a basic concept for any commercial operations in the organization.

RESEARCH METHODOLOGY

Research Design

A major portion of the data is generated from primary sources through field study. Samples of 100 employees were selected from the several section and departments from the company. Simple random sampling method is adopted in each ward and a sample size of 100 was taken to represent. For the purpose of collecting relevant primary data, a structured questionnaire was prepared and administered to the sample respondents. Hence, in this study, mainly an attempt is made to analyse the characteristics of the employees in the company about their work level.

Area of the Study

The study conducted in Amutham fabric at karur area only.

Data Collection Methods and Tools

The questionnaire consists of various questions focusing on the internal communication process between employer and employee relationship in the company. The responses are

collected from them and used for analysis. The questionnaire is constructed as the heart of survey operation.

Tools Used

1. **Cross tabulation**
2. **Simple percentage method**
3. **Ranking method**
4. **Chi-Square test**
5. **Regression.**

Sampling Unit

Samples of 100 employees were selected from several departments Simple Random Sampling method is adopted in each ward and a sample size of 100 was taken.

.Sampling Method

Simple random method was adopted for selecting the sample item.

Sampling Design

Hence in this research study, the following sampling design was adopted to generate a true representative sample. All level of employees in Amutham fabric was covered.

Limitation of the Study

- The study is conducted only in Amutham Fabric, Karur.
- The study was limited to certain respondent groups.
- All the findings observations were based only on the basis of respondents answer might not be right always

FINDINGS

- ❖ **Work Satisfaction:** The study found that the most of the employees satisfied from the management.
- ❖ **Age of the Respondents:** The study found that majority of 30(37.5%) of male respondents are belongs to 26-35 years , 8(40%) of Female respondents are belongs to 26-35 years, .Remaining The male 9(11.25%) of respondents are belongs Below 25 years , , 22(27.5%) of respondents are 36-45 years and 19(23.75%) of respondents are belongs Above 45 years and the female 4(20%) of respondents are belongs Below 25 years , 7(35%) of respondents are belongs 36-45 years and 1(5%) of respondents are Above 45 years.

- ❖ **Marital Status of the Respondents:** The study revealed that the 70(87.5%) of the male respondents were found to be married and 15(75%) of the female respondents were found to be married. Remaining 10(12.5%) of the male respondents are Unmarried, 5(25%) of the female respondents are Unmarried.
- ❖ **Educational Qualification of the Respondents:** The study found that majority of 28(35%) of male respondents are educated HSC and 10(50%) of female respondents are educated HSC. Remaining 18(22.5%) of male respondents are educated SSLC , 22(27.5%) of male respondents are educated Under Graduate and 12(15%) of respondents are educated Post Graduate and 2(10%) of female respondents are educated SSLC, , 5(25%) of female respondents are educated Under Graduate and 3(15%) of female respondents are educated Post Graduate.
- ❖ **Work Experience of the Respondents:** The study found that majority of 25(31.25%) of male respondents are 2years-5years and 12(60%) of female respondents are Above 5 years. Remaining 17(21.25%) of male respondents are Below 6 months, 20(25%) of male respondents are 6 months-2years, 18(22.5%) of male respondents are Above 5 years and 3(15%) of female respondents are Below 6 months, 2(10%) of female respondents are 6 months-2years, 3(15%) of female respondents are 6 months-2years.
- ❖ **Monthly Income of the Respondents:** The study found that majority 25(31.25%) of the male respondents and 7(35%) of the female respondents are get salary for Rs 10000-15000. Remaining 16(20%) of male respondents are get salary for Rs 5000, 23(28.75%) of male respondents are get salary for Rs 5000-10000, and 16(20%) of male respondents are get salary for Above Rs 15000 and 4(20%) of female respondents are get salary for AboveRs 5000, 7(35%) of female respondents are get salary for Rs 5000-10000, and 2(10%) of female respondents are get salary for Above Rs 15000.
- ❖ **Designation of the respondents:** The study found that majority of 20(25%) of male respondents are Tailor and 20(25%) of female respondents are Tailor. Remaining 7(8.75%) of male respondents are Supervisor, 19(23.75%) of male respondents are Checker, 9(11.25%) of male respondents are Knitting, 9(11.25%) of male respondents are Operator, 16(20%) of male respondents are Packing and 1(5%) of female respondents are Supervisor, 6(30%) of female respondents are Checker and 1(5%) of female respondents are Knitting, 1(5%) of female respondents are Operator, 7(35%) of female respondents are Packing.
- ❖ **Opinion regarding Recruitment and Selection Procedures:** The study found that majority of 58% of the respondents opinion were good with Recruitment & Selection Procedures, 22% of the respondents opinion were with Recruitment & Selection Procedures said to be excellent, 17% of the respondents opinion were fair with

Recruitment & Selection Procedures, 3% of the respondents opinion were poor with Recruitment & Selection Procedures.

- ❖ **Opinion regarding Grievance Settlement System:**The studies found that majority of 87% of the respondent's opinion were positive with Grievance Settlement System. Remaining 13% of the respondent's opinion was with Grievance Settlement System said to be Negative.
- ❖ **Opinion regarding Management Suggestions:** The study found that majority 92% of the respondents opinion were with the management suggestions said to be positive opinion (Yes), Remaining 8% of the respondents opinion were with management welcome your suggestions said to be Negative (No) opinion.
- ❖ **Nature of Work:** The study found that majority 95% of the respondents were permanent with in their work, Remaining 3% of the respondents were temporary with in their work 2% of the respondents were apprentice with in their work.
- ❖ **Opinion regarding Other Sources of Income:** The study found that majority 77% of the respondents opinion were with Other Sources of Income said to be Negative (No) opinion. Remaining 23% of the respondents opinion were with Other Sources of Income said to be positive opinion (Yes),
- ❖ **Present Position:** The study found that majority 87% of the respondents were Direct Appointment with their present position, 11% of the respondents were Promotion with their present position 2% of the respondents were Transfer with their present position.
- ❖ **Work Load:** The study found that majority 52% of the respondents were moderate with their work load, Remaining 44% of the respondents were with work load said to be Overload, 3% of the respondents were under load with their work load, 1% of the respondents were Optimal with their work load.
- ❖ **Any Goals For Future Achievement:** The study found that majority 88% of the respondents were with any goals for future achievement said to be positive opinion (Yes), 12% of the respondents were with any goals for future achievement said to be Negative (No) opinion.
- ❖ **Health Measures of the Respondents:** The drinking water is the foremost satisfied health measure of the respondents and the artificial humidity and overcrowding are ranked least by the respondents.
- ❖ **Safety Measures of the Respondents:** Striking Gears were the foremost satisfied level of Safety Measures ranked by the respondents and the Floors, Stairs are ranked least by the respondents.

- ❖ **Health Measures of the Respondents:** The Canteen facilities were the foremost satisfied level of Welfare Measures ranked by the respondents and Facilities for Sitting are ranked least by the respondents
- ❖ **Monetary Facilities of the Respondents:** Medical Allowance werethe foremost satisfied level of Monetary Factors ranked by the respondents and the House Rent Allowance are ranked least by the respondents.
- ❖ **Non-Monetary Facilities of the Respondents:** Work Security were the foremost satisfied level of Non-Monetary Factors ranked by the respondents and the Working Conditions are ranked least by the respondents.
- ❖ **Objectives of the Respondents:** Salary was the foremost ranked by the respondentsand Competition is ranked least by the respondents

SUGGESTIONS

- Develop excellent communication skills. Employee’s value and reward excellent reading, listening, writing and speaking skills.
- Acquire new work-related knowledge that helps you to perform tasks more efficiently and effectively.
- Develop teamwork and people skills. A large part of work success is the ability to work well with others to get the work done.
- Provision of reasonable wage plays an important role in improving the standard of living. This single factor is important for worker than any other .so, the company must provide adequate wages to the worker.
- Attractive schemes from Amutham fabric would active employees and increase individualistic work efficiency. Extra and intra mural facilities are also boosting factors for organisational value and its hike factors.
- The artificial humidity, overcrowding , Floors, Stairs, Facilities for Sitting, House Rent Allowance, Working Conditions are ranked least by the respondents so the organization should take the necessary activities regarding the above factors to improve the work employees work satisfaction.

CONCLUSION

From the analysis the work provides the opportunity to the employees to exercise his/her skills at the work place. Number of the employees are accepted that at times there is a considerable flexibility in coordinating with they work and they satisfied with the existing inter personal communication. In Amutham ltd they follow the systematic planning review process to evaluate the performance of the employees. From the analysis it was observed that was there is a scope for the improvement of working condition in Amutham ltd.

Salary, package would hike so that it can be par with market rate. Finally I would like to conclude the employees are satisfied in Amutham.

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