

“STUDY ON JOB SATISFACTION” - WITH SPECIAL REFERENCE TO URALUNGAL LABOUR CONTRACT CO-OPERATIVE SOCIETY” - Vadakara

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Abstract: Human resources are the wealth & health of an organization , which can help it in achieving organization’s goals and no doubt a well satisfying employee with his salary, working condition , facilities and relationship with superiors & co-workers will be the most valuable assets of the company. The study conducted here in sample survey. The information related with the study were collected by using structural questionnaires, informal talk with employees ,office staff & management & through published data. The statistical tools which are used here are; chart, diagrams and graphs .The success of any organization is highly depending on how it attracts, recruit, motivate and retain its workforce. personal factors pertain to a person’s education, physical and psychological status, age, gender, salary and seniority. Organizational factors are composed of the quality and quantity work, promotion opportunities, the physical conditions of the workplace, tools and equipment used in the workplace, the form of management, labour relations, salary, etc. Thus the objective of this project is to get a clear review of employees satisfaction towards their job in ULCCS.

Key Words: Job satisfaction, organization, employee relationship, quantity work, working environment.

1. INTRODUCTION:

Job satisfaction describes how content an individual is with his or her job. It is a relatively recent term since in previous centuries the jobs available to a particular person were often predetermined by the occupation of that person’s parent. There are a variety of factors that can influence a person’s level of job satisfaction. Some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, the job itself (the variety of tasks involved, the interest and challenge the job generates, and the clarity of the job description/requirements).The happier people are within their job, the more satisfied they are said to be. Job satisfaction is not the same as motivation, although it is clearly linked. Job design aims to enhance job satisfaction and performance methods include job rotation, job enlargement and job enrichment. Other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous workgroups. 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.

2. OBJECTIVE OF STUDY:

- The main objective is to analyze whether the employees are satisfied with their job in ULCCS PVT LTD.
- To study whether the employees are satisfied with their job and their environment.
- To study whether the employees are secured with their job.
- To study about the welfare activity provided to employees in ULCCS.
- To find out the employee’s level of satisfaction associated with nature of job and working atmosphere. To assess the level of satisfaction of the employee on what type of training undergone in the company.

3. SCOPE OF THE STUDY:

- To identify the employees level satisfaction upon that job.
- This study helpful that organization for conducting further research
- It is helpful to identify the employees level of satisfaction towards welfare measure’s
- This study is helpful to the organization for identifying the area of dissatisfaction of the job of the employees.
- This study helps to make a managerial decision to the company
- To analyze the companies working environment

4. RESEARCH METHODOLOGY:

4.1. SOURCE OF DATA: Employee's opinions have been used as primary data and profile of company and product is used as secondary data.

4.2. PRIMARY DATA:

Primary data is collected through survey method. The preparation of questionnaire was made by keeping the objectives in view and the suggestions from the concerned authorities.

4.3. SECONDARY DATA:

Secondary data had been collected from the database of the ULCCS LTD, magazines, internet and journals also used as data source.

4.4. RESEARCH APPROACH:

Survey method

4.5. RESEARCH INSTRUMENT:

A Concise questionnaire was prepared keeping in mind the information specifications

4.6. SIZE OF THE SAMPLING:

For a research study to be perfect the sample size selected should be optimal that is it should neither be excessively large nor too small. Here the sample size was bounded to 50.

4.7. AREA OF THE STUDY:

The study was conducted in ULCCS LTD.

4.8. TOOLS USED FOR DATA ANALYSIS:

In this study percentage analysis method was used for data analysis purpose.

4.9. PERCENTAGE METHOD:

In this project percentage method test was used. Percentage method is used to know the accurate percentage of the data we took, it is easy to graph through the percentage analysis.

The following is the formula for the analysis is the formula for the analysis

$$\text{Percentage of the respondent} = \frac{\text{no of respondent}}{\text{Respondent Total}} * 100$$

5. LIMITATION OF THE STUDY

- The study is confined to limited period that is 21 days
- Due to lack of time the collection of data from the employees are restricted to 50
- The data collected some time may not be fully or completely accurate.
- Some time the researcher may not get to communicate with all employees in the organization
- Sample should be collected due to large population
- Some respondent did not co-operates.

6. INDUSTRY & COMPANY PROFILE:

6.1. INDUSTRY PROFILE CO-OPERATIVE SOCIETIES:

Co-operative movement in our country shall not only stay but also grow in times to come. In spite of the drawbacks experienced in the working and administration of the co-operative societies, they have positively contributed to the growth and development of the national economy. Promotion of thrift, self-help and mutual aid are the fundamental principles of co-operation. The orientations of commercial organization and co-operative organizations are basically different. In a commercial organization, earning and maximizing the profits is the sole motive; whereas in a co-operative organization profit cannot be the sole motive. The prime objectives, in addition to the three fundamentals of co-operation mentioned above are to make available the goods and services in required quantity, of better quality and at a reasonable price to its members. It does not mean that a Co-operative Society is a charitable organization. It should, therefore, conduct itself in a businesslike manner in attaining its objectives efficiently. Broadly speaking there are three sectors operating in the Union of India.

1. Public sector wherein the State i.e. The Union of India and the respective State Government undertake developments projects which are wholly owned by either the Central Government or the State Government.

2. Private sector which is a sector where private enterprises are permitted in certain fields of economic activities.

3. Co-operative sector which is beautifully blended in between a public sector and the private sector. It has benefits of both the sectors and disadvantages of neither of them.

7. PRINCIPLES OF CO-OPERATIVE SECTOR:

7.1. Legal status: A co-operative Society is a body corporate registered under the applicable state Act with perpetual succession having a common seal. It can acquire, hold and dispose of properties, enter into contracts and it can sue and it can be sued.

7.2. Voluntary association: Co-operative Society is essentially an organization or an association of persons who have come together for the common purpose of economic development or for mutual help.

7.3. Self help and mutual help: The Co-operative society's office bearers/executive committee is elected as per democratic election procedure. The Co-operative Society function under the principle of self help and mutual help which means each will help for themselves and all will help others.

7.4. Democratic controls: The Control of a Co-operative enterprise is not in the hands of capitalists who can corner the share capital and control the interest in any undertaking which would be a private undertaking

7.5. Equality: In co-operative Sector, the principle of "One man one Vote " is provided in the statute so as to ensure that the capital does not dominate the administration of co-operative Society.

7.6. Open membership: Any person can apply for the membership of the Society without any discrimination. The membership is open for all.

7.7. Social approach / No profit motive: As the Society is working on democratic principle and the office bearers of the Society will be functioning like a trustee for the better management of the society and there is no separate benefit to the executive committee members. Service is the main motto and the profit is not the main concern in co-operative societies

7.8. Profit and returns to the member: Co-operative Society is an association of members and certain percentage profits earned by the society, as decided in the meeting of the General body will be distributed in the form of dividend to the members.

7.9. Limited interest on shares: Irrespective of the shareholding, each member has only one vote in the decision-making in the General body meeting or at the time of election of the committee for management. The shares are not traded in the stock exchange. The State Co-op. Act also prescribes the maximum amount, which a member can hold as a share capital in any society. Under M.C.S. Act, 1960 as per Section 28 other than Government or other society shall not hold more than 1/5 of the total capital or interest in shares or exceeding Rs. 20,000/- which the State Government power to change by way of notification.

7.10. Personnel participation: The shareholders have to personally attend the meeting or for voting. They are not allowed to appoint proxies for attending the general body or for voting in the resolution to be passed.

7.11. Education and co-operation: Every society has to contribute towards the education fund maintained and looked after by the district co-operative education Board as per the notification issued from time to time for educating the members or the office bearers of the Society.

7.12. Co-operation amongst co-op. institutions: The funds generated or mobilized through the co-operative societies have to be deposited/ invested in the Co-operative Sector only.

8. Company profile URALUGAL LABOUR CONTRACT: CO-OPERATIVE SOCIETY

A co-operative society since 1925



9. HISTORY:

The humble beginning of Uralungal Labour Contract Cooperative Society (ULCCS Ltd) was during the phase of historic transformation in the Country. The era of the global awakening against casteism, superstitions and taboos, has created waves in the region of Kerala too. Leaders like Sree Narayana Guru, Chattambi Swamikal and Vagbadanatha where the pioneers in Social reforms, who held the helm for these reformations. Sri Vagbadanatha's exertion against idol worshipping religious and social stigma has even attracted the admiration of his opponents. The scholarliness and elocution of Sri Vayalori Kunjikannan, identified as Sri. Vagbhadanatha, has resulted in gaining plethora of pupils across Kerala. In this historical backdrop, a few prominent personalities, belonging to backward castes, who happen to be inspired by Sri. Vagbadanatha's oration, invited him to Karakkadu. (Now known as Madappally) It was a time where the seeds of modernization and development were in the germination stage. Some youth even from the forward class, belonging to ongiyum region, got attracted by guru's ideology, has joint with him to uproot these social evils and differentiations. A few who imbibed the motivational sprint from the freedom fighting movement, headed this uprising social reforms. The landlords have been harassing the under privileged peasants. Art from the agriculture, for the lowercase, the main activities were confined to toddy tapping and household works of the landlords. There was general commotion against the misdeeds of the upper cast people. Instances in which the children of the deprived backward class being severely punished, by sentencing for whole day imprisonment, for taking bath in the Landlords pond were also not uncommon. It was this pathetic plight of the society, which facilitated the absorption of the ideologies of Sri. Vagbadanatha Guru. It was Sri. Karuppayil Kanaran master and Kunnoth Kunjekku Gurikkal, two leading social reformers, who glimpsed the speech of Sri. Vagbadanatha Guru at Mahe, invited him to Karakkat. Sri. Vagbadanatha Guru's visit to karakkat in 1922 witnessed the establishment of "Admavidya Sangam". Sri. Kuruppayil Kanaran Master, Kunnoth Kunjekku Gurikkal, Paleri Chandappan, Vannathikkandi Kannan were the frontrunners of the "Admavidya Sangam".

9.1. Conceptual Review:

INTRODUCTION

Job satisfaction describes how content an individual is with his or her job. It is a relatively recent term since in previous centuries the jobs available to a particular person were often predetermined by the occupation of that person's parent. There are a variety of factors that can influence a person's level of job satisfaction. Some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, the job itself (the variety of tasks involved, the interest and challenge the job generates, and the clarity of the job description/requirements). The happier people are within their job, the more satisfied they are said to be. Job satisfaction is not the same as motivation, although it is clearly linked. Job design aims to enhance job satisfaction and performance methods include job rotation, job enlargement and job enrichment. Other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous workgroups. Job satisfaction is a very important attribute which is frequently measured by organizations.

JOB SATISFACTION:

The three important dimensions to Job Satisfaction are as follows: Job- satisfaction refers to one's feeling towards one's job. It can only be inferred but not seen.

- 1) Job- satisfaction is often determined by how well outcomes meet or exceed expectations. Satisfaction in one's job means increased commitment in the fulfillment of formal requirements. There is greater willingness to invest personal energy and time in job performance.
- 2) The term Job- satisfaction and job attitudes are typically used interchangeably. But refer to effective orientation on the part of individuals towards their work roles which they are presently occupying. Positive attitude towards the job are conceptually equivalent to job- satisfaction and negative attitude towards the job indicate job-dissatisfaction. Though the terms job- satisfaction and attitudes are used interchangeably, there are differences between the two. Attitude refers to predisposition to respond. Job satisfaction on the other hand, relates to performance factors. Attitudes reflect one's feeling towards individuals, organizations and objects. But satisfaction refers to one's attitude to a job satisfaction is therefore a specific subject to attitude.

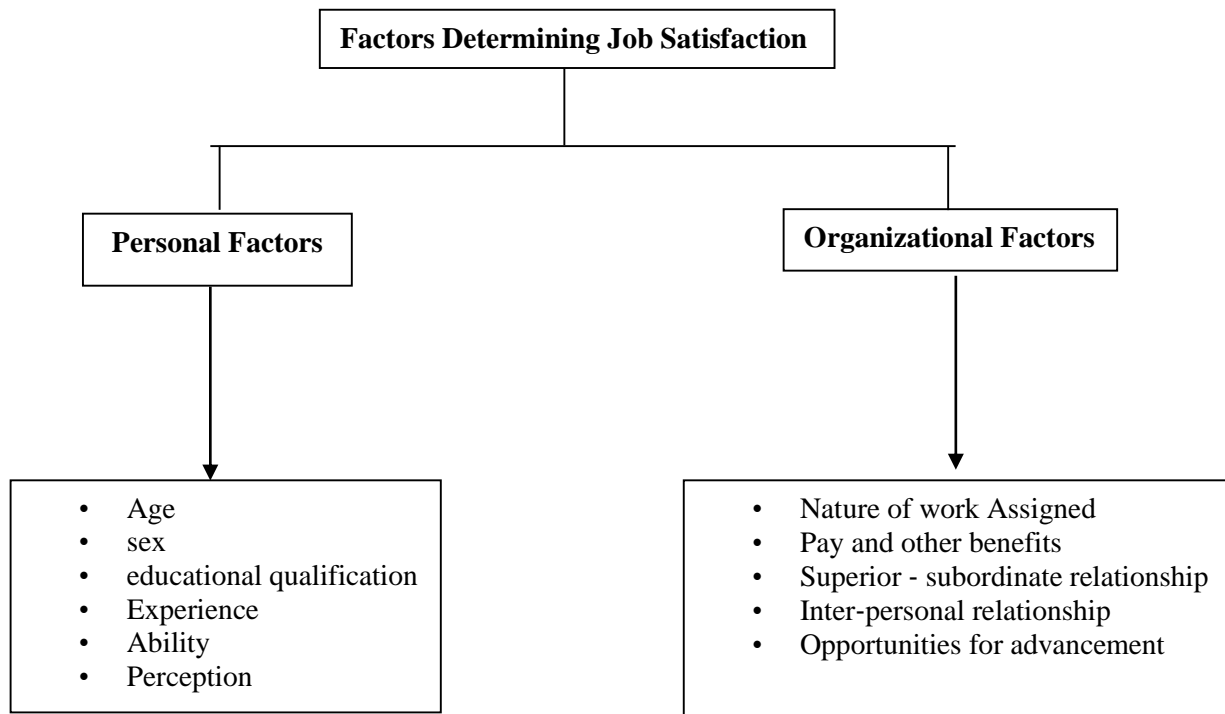
9.2. DEFINITIONS:

"Job satisfaction is a pleasure or positive emotional state resulting from the appraisal of one's job or job experience"
-E.A.Locke

"Job satisfaction as the amount of overall positive affect (or feeling) that individuals have towards their jobs"
-D.C. Feldman & H.J. Arnold

10. FACTORS AFFECTING JOB SATISFACTION: Job satisfaction is the feeling an employee gets when the job he does fulfils all his expectations. While morale refers to the attitude of the employees of an organization and is a group concept, job satisfaction is the feeling of an individual employee. Job satisfaction has been defined as a ‘pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences’.

10.1. Determinants of Job Satisfaction: There are various personal and organizational factors that influence job satisfaction. The following chart indicates the determinants of job satisfaction:



11. THEORIES OF JOB SATISFACTION:

11.1. Maslow’s hierarchy of needs theory:-One theory of human motivation that has received a great deal of exposure in the past was developed by Abraham Maslow. Until the more basic need adequately fulfilled, a person will not strive to meet higher needs. In this theory Maslow classified human need into 5 categories that ascend in a definite order as follows:

- Physiological needs.
- Safety and security needs.
- Social needs
- Belonging and love needs.
- Self- actualization needs.

As assumption often made by those using Maslow’s hierarchy is that workers in modern, technologically advanced societies basically have satisfied their physiological, safety and belonging needs. Therefore they will be motivated by the needs for self-esteem, esteem of other and then self-actualization. Consequently, conditions to safety these needs should be present at work; the job itself should be meaningful and motivating.

11.2. Herzberg’s motivation –hygiene theory: This theory was proposed by Herzberg and his assistants in 1969. On the basis of his study of 200 engineer and accountants of Pittsburgh area in the U.S.A, he established that there are 2 separate sets of conditions which are responsible for the motivation and dissatisfaction of workers. When one set of conditions is present in the organization, workers feel motivated but its absence does not dissatisfy them. Similarly, when another set of condition is absent in organization, the workers feel dissatisfied but its presence does not motivate them. The two sets in one direction only. Herzberg used semi-structured interviews. In this technique subjects were asked to describe those events on the job which had made them extremely satisfied or dissatisfied. Herzberg found that events which led people to extreme satisfaction were generally characterized by ‘motivators’ and those which led people to extreme dissatisfaction were generally characterized by a totally different set of factor which were called hygiene factors. Hygiene factors are those factors which remove pain from the environment. Hence they are also known as job-environment or job-context factors. Motivators are factors which result psychological growth. They are mostly job centered. Hence they are also known as context factors. The theory postulated that motivator’s and hygiene factors are

independent and absence of one does not mean the presence of the other. In present situations motivators appear more frequently than hygiene factors while their predominance is preserved in unpleasant situations.

11.3. Need fulfillment theory: Under the need fulfillment theory it is believed that a person is satisfied if he get what he wants and the more he wants something or the more important it is to him , the more satisfied he is when he gets it and the more dissatisfied he is when he does not get it. Need may be need for personal achievement, social achievements and for influence

- A) Need for personal achievement – desires for personal career development, improvement in one’s own life standards, better education and prospectus for children and desire for improving one’s own work performance.
- B) Need social achievement – a dry for some kind of collective success in relation to some standards of excellence. It is indeed in terms of desires to increase overall productivity, increased national prosperity, better life community and safety for everyone.
- C) Need for influence – a desire to influence other people and surrounding environment in the work situation ‘ it means to have power status and being important as reflected in initiative taking and participation in decision making.

In summary this theory tell us that job satisfaction is a function of, or is positively related to the degree to which ones personal and social need are fulfilled in the job situation.

11.4. Social reference – group theory: It takes into account the point of view and opinions of the group to whom the individual’s looks for the guidance such groups are defined as the ‘reference group’ for the individual in that they define the way in which he should look at the world and evaluate various phenomena in the environment. It would be predicted, according to this theory that if a job means the interest, desire and requirement of a person’s reference group, he will like it and if it does not he will not like it. A good example of this theory has been given by C.L.Hulin. He measures the effects of community characteristics on job satisfaction of female clerical workers employed in 300 different catalogue order offices. He found that with job conditions held constant job satisfaction was less among persons living in a well-to-do neighborhood than among those whose neighborhood was Hulin, thus provides strong evidence that such frame of reference for evaluation maybe provided by one social group and general social environment. To sum up, we can say job satisfaction is a function of or is positively related to the degree to which the characteristics of the job meet with approved and the desires of the group to which the individual look for guidance in evaluating the world and defining the social reality.

12. DATA ANALYSIS&INTERPRETATION

TABLE: 1

Age

NO	Age	No: of workers	percentage
1	Below 25	4	8%
2	25-35	18	36%
3	35-45	20	40%
4	Above 45	8	16%
Total		50	100%

Inference:

The above table shows the age group of total respondents out of the sample taken and their total percentage i.e. 4 respondents belongs to the age category of below 25 which is 8% of the total respondents, 18 respondents belongs to the age category of 25-35 which is 36% of the total respondents, 20 respondents belongs to the age category of 35-45 which is 40% of the total respondents, 8 respondents belongs to the age category of Above 45 which is 8% of the total respondents.

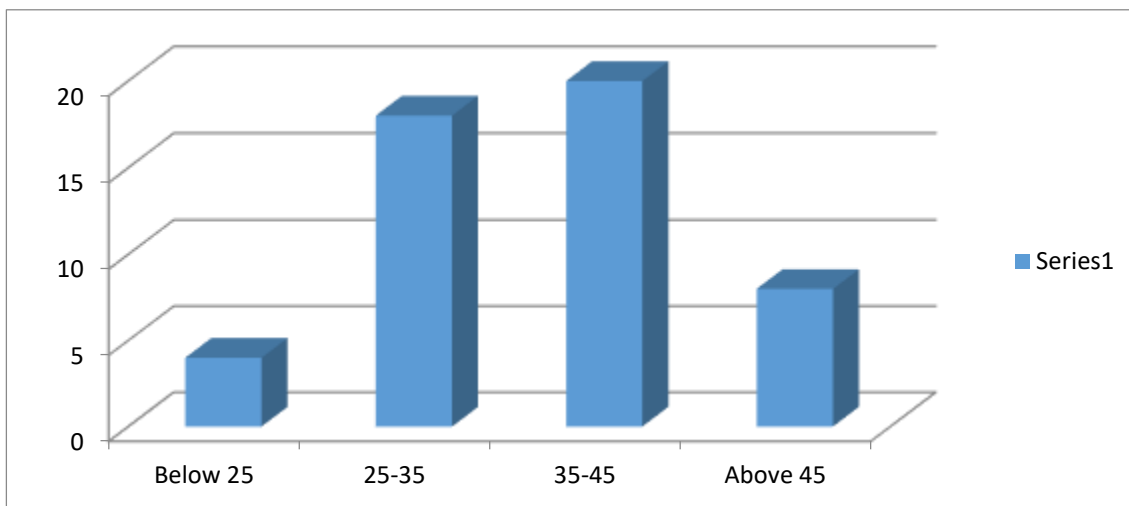


TABLE: 2

Experience:

NO	Experience	No: of workers	percentage
1	Below 5 year	7	14%
2	5-15 year	19	38%
3	15-25 year	14	28%
4	Above 25 year	10	20%
Total		50	100%

Inference:

The above table shows the year of experience of the respondents out of the sample taken. 7 respondents are having the experience below 5 years, i.e. 14% of the total respondents. 19 respondents are having experience in between 5-15 years i.e. 38% of the total respondents. 14 respondents are having in between 15-25 years of experience i.e. 28% and the rest of the respondents are having above 25 years experience i.e. 20% of the total respondents.

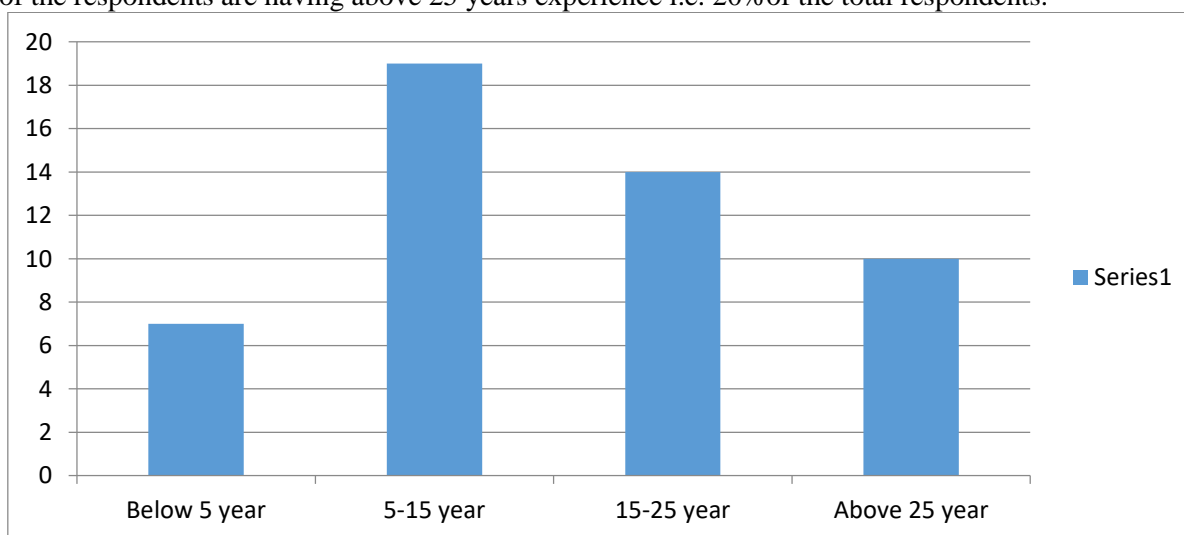


TABLE: 3

Salary

No	Salary	No: of workers	percentage
1	Below 10000	8	16%
2	10000-20000	31	62%
3	Above 20000	11	22%
Total		50	100%

Inference:

The above table shows the salary of the respondents out of the sample taken. 8 respondents are receiving the salary below 10000, 31 respondents are receiving salary between 10000-20000 range and rest of the employees are receiving the salary above 20000

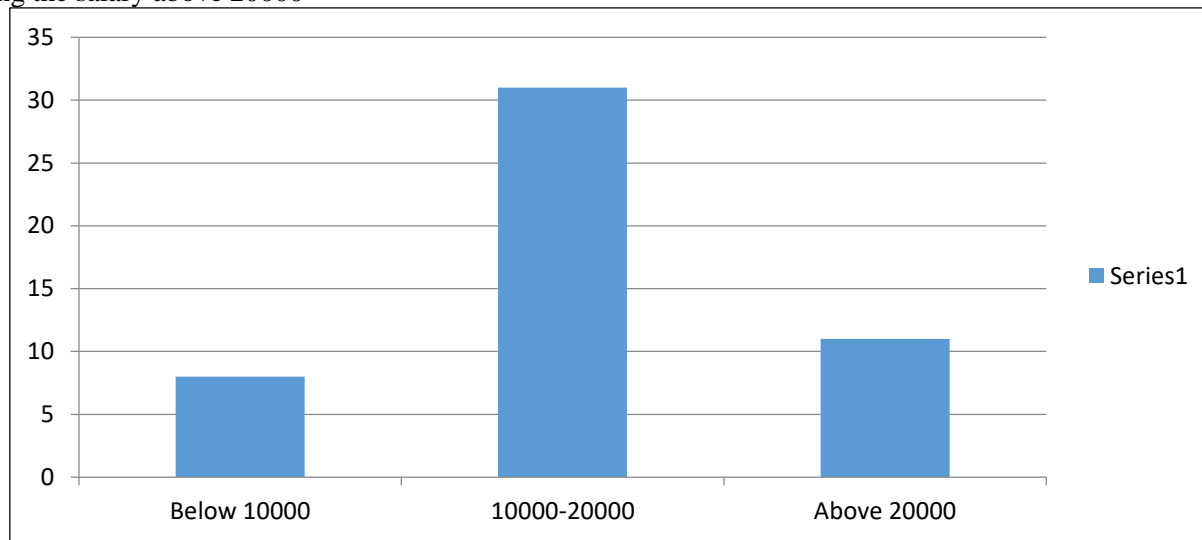


TABLE: 1.1

Table showing the working environment of the organization on the basis of age

No	Age	response						No of respondents
		participative	%	Autonomy	%	Whimsical	%	
1	Below 25	4	100%	0	-	0	-	4
2	25-35	18	100%	0	-	0	-	18
3	35-45	20	100%	0	-	0	-	20
4	Above 45	8	100%	0		0	-	8
Total		50		0		0		50

Inference:

The above table shows that out of sample taken, all age categories of respondents felt that the working environment is participative.

TABLE: 2.1

Table showing the working leave policy of the organization on the basis of age

No	Age	Response						No of respondents
		Delight	%	Satisfied	%	Dissatisfied	%	
1	Below 25	0	-	4	100%	0	-	4
2	25-35	4	22%	12	67%	2	11%	18
3	35-45	4	20%	13	65%	3	15%	20
4	Above 45	3	38%	5	32%	0	-	8
Total		11		34		5		50

Inference:

The above table shows that out of sample taken; the respondents below the age group of 25 in which 100% of the respondents are satisfied with leave policy of the organization. The respondents between the ages 25-35 in which 22% of the respondents delight and 67% of the respondents satisfied and 11% of the respondents dissatisfied. The respondents between the ages 35-45 in which 20% of the respondents delight and 65% of the respondents satisfied and 15% are dissatisfied. The respondent’s above 45 age 38% of the respondents delight and 32% of the respondents satisfied

TABLE: 3.1

Table showing the factors which motivate the employee most on the basis of age

No	Age	Response								No of respondents
		Salary increase	%	promotion	%	Motivational talks	%	Recognition	%	
1	Below 25	1	25%	0	-	1	25%	2	50%	4
2	25-35	2	11%	2	11%	6	33%	8	45%	18
3	35-45	2	10%	4	20%	8	80%	6	30%	20
4	Above 45	3	38%	2	25%	1	12%	2	25%	8
Total		8		8		16		18		50

Inference:

The above table shows that out of sample taken; the respondents below the age of 25, 25% are of the opinion that salary increase is one of the important factor which motivates them the most and 25% motivational talks and 50% recognition. The respondents between the ages 25-35 in which 11% on Salary increase and 11% are on promotion and 33% are on Motivational talks and 45% are on Recognition. The respondents between the ages 35-45 in which 10% are on Salary increase and 20% are on promotion and 80% are on Motivational talks and 30% are on Recognition. The respondent’s above 45 age 38% of the respondents are on Salary increase and 25% of the respondents are on promotion and 12% are on Motivational talks and 25% are on Recognition

TABLE: 4.1

Table showing the organization takes initiatives to manage the work life of the employee on the basis of age

No	Age	Response				No of response
		Yes	%	No	%	
1	Below 25	2	50%	2	50%	4
2	25-35	8	44%	10	56%	18
3	35-45	12	60%	8	40%	20
4	Above 45	6	75%	2	25%	8
Total		28		22		50

Inference:

The above table shows that out of sample taken; the respondents below the age of 25, 50% of the respondents are of the opinion that the organisation is taking initiatives to manage the work life of the employees and 50 % no. The respondents between the ages 25-35, 44% of the respondents are of the opinion that the organisation is taking initiatives to manage the work life of the employees and 56% no. The respondents between the ages 35-45, 60% of the respondents are of the opinion that the organisation is taking initiatives to manage the work life of the employees and 40% no. The respondent’s above 45 age, 75% of the respondents are of the opinion that the organisation is taking initiatives to manage the work life of the employees of the respondents are of the opinion that the organisation is taking initiatives to manage the work life of the employees and 75% of the respondents say no

TABLE: 5.1

Table showing the reason for the dissatisfaction of job on the basis of age

No	Age	response								No of respondents
		Work pressure	%	Salary structure	%	Family problems	%	Other reasons	%	
1	Below 25	1	25%	1	25%	0	-	2	50%	4
2	25-35	3	17%	2	11%	2	11%	11	61%	18
3	35-45	1	5%	1	5%	2	10%	16	80%	20
4	Above 45	1	12%	2	25%	0	-	5	63%	8
Total		6		6		4		34		50

Inference:

The above table shows that out of sample taken; the respondents below the age of 25 in which 25% of the opinion that work pressure is one of the main reason for dissatisfaction of job and 25% are on salary structure and 50% are on other reason. The respondents between the ages 25-35 in which 17% on work pressure and 11% are on salary structure and 11% are on family problems and 61% are on other reason. The respondents between the ages 35-45 in which 5% are on work pressure and 5% are on salary structure and 10% are on family problems and 80% are on other reason. The respondent's above 45 age 12% of the respondents are on work pressure and 25% of the respondents are on Salary structure and 63% are on other reason.

TABLE: 6.1

Table showing the job security of employee on the basis of age

No	Age	Response						No of respondents
		Highly secured	%	Secured	%	Unsecured	%	
1	Below 25	1	25%	3	75%	0	-	4
2	25-35	2	11%	15	83%	1	6%	18
3	35-45	2	10%	18	90%	0	-	20
4	Above 45	2	25%	6	75%	0	-	8
Total		7		42		1		50

Inference:

The above table shows that out of sample taken; the respondents below the age of 25 in which 25% of the respondents feels highly secured with the job and 75% of the respondents feel secured. The respondents between the ages 25-35 in which 11% of the respondents feels highly secured with the job and 83% of the respondents feels secured and 6% of the respondents feels unsecured. The respondents between the ages 35-45 in which 10% of the respondents feels highly secured with the job and 90% of the respondents feels secured. The respondent's above 45 age, 25% of the respondents feel highly secured with the job and 75% of the respondents feel secured.

TABLE: 7.1:

Table showing the Employees involvement level in decision making process on the basis of age

No	Age	response						No of respondents
		Fully	%	Up to level	%	Not at all	%	
1	Below 25	0	-	1	25%	3	75%	4
2	25-35	1	5%	3	17%	14	78%	18
3	35-45	2	10%	10	50%	8	40%	20

4	Above 45	1	12%	6	76%	1	12%	8
Total		4		20		26		50

Inference:

The above table shows that out of sample taken; the respondents below the age of 25, 25% felt that their opinion is considered in decision making process is up to a level and 75% feels their opinion is considered not at all, the respondents of the age group 25-35 out of which 5% feels their opinions are fully considered and 50% feels their opinions are considered up to a level and 78% feels their opinions are considered not at all, the respondents of the age group 35-45 out of which 10% feels their opinions are considered fully and 50% feels their opinions are considered up to a level and 40% feels their opinion is considered not at all and out of the age group above45 12% feels their opinions are considered fully and 76% feels their opinions are considered up to a level and 12% feels their opinion is considered not at all

TABLE: 8.1

Table showing the welfare facilities of the organization on the basis of age

No	Age	response						No of respondents
		Good	%	Average	%	Below average	%	
1	Below 25	2	50%	1	25%	1	25%	4
2	25-35	13	72%	3	17%	2	11%	18
3	35-45	16	80%	4	20%	0	-	20
4	Above 45	4	50%	4	50%	0	-	8
Total		35		12		3		50

Inference:

The above table shows that out of sample taken; the respondents below the age of 25, out of which 50% felt that the welfare facilities of the industry is good, 25% felt average and 25% felt below average. The respondents between the ages 25-35, out of which 72% feels the welfare facilities of the industry is good, 17% feels average and 11% feels below average. The respondents between the ages 35-45, out of which 80% feels the welfare facilities of the industry is good, 20% feels average. The respondent’s above the age of 45, which 50% feels the welfare facilities of the industry good, 50% feels average.

TABLE: 9.1

Table showing the employees authority in the organization on the basis of age

No	Age	response								No of respondents
		Strongly agree	%	Agree	%	Neutral	%	Disagree	%	
1	Below 25	0	-	2	50%	2	50%	0	-	4
2	25-35	0	-	12	67%	4	22%	2	11%	18
3	35-45	8	40%	10	50%	2	10%	0	-	20
4	Above 45	4	50%	2	25%	4	25%	0	-	8
Total		12		26		10		2		50

Inference:

The above table shows that out of sample taken; the respondents below the age of 25, out of which 50% are agree with employee’s authority in the organization and 50% is neutral. The respondents between the ages 25-35, out of which 67% agree and 22%neutral and 11% disagree. The respondents between the ages 35-45, out of which 40% strongly agree and 50% agree and 10% neutral. The respondent’s above45 age, which 50% strongly agree and 25% agree and 25% neutral.

TABLE: 10.1

Table showing the work with qualification and skill on the basis of age

No	Age	Response								No of respondents
		Strongly agree	%	Agree	%	Neutral	%	Disagree	%	
1	Below 25	2	50%	1	25%	1	25%	0	-	4
2	25-35	3	17%	12	67%	2	13%	1	13%	18
3	35-45	3	15%	14	70%	3	15%	0	-	20
4	Above 45	1	12%	6	76%	1	12%	0	-	8
Total		9		33		7		1		50

Inference:

The above table shows that out of sample taken; the respondents below the age of 25, out which 50% of the respondents strongly agree with according to their qualification and skill and 25% are agree and 25% neutral. The respondents between the ages 25-35, out of which 17% strongly agree and 67% agree and 13% neutral and 13% disagree. The respondents between the ages 35-45, out of which 15% strongly agree and 70% agree and 15% neutral. The respondent’s above45 age, out of which 12% strongly agree and 76% agree and 12% are neutral.

13. FINDINGS :

- Majority of the employees are participative in the working environment of the organization.
- The study reveals that the working leave policy of the organization is satisfied.
- Most of the employees say that recognition is the factor which motivates the employees most.
- The study reveals that majority of the employees in the organization takes initiatives to manage the work life.
- The majority of the respondents, dissatisfied with the job because of other reasons.
- The study reveals that the job security of the employees is secured.
- The study reveals that, employees are not at all involved level in decision making process.
- The welfare facilities of the organization are good.
- The study reveals that, the employees authority in the organization is agree.
- The work with qualification and skill are agreed.

14. SUGGESTIONS & RECOMMENDATIONS:

SUGGETION: Based on the study of the following suggestion and recommendation can be made

- To find out the reason in dissatisfaction with the job
- To involve the employees in the decision making process
- To improve motivational factors
- To reduce work pressure for age below 25

15. CONCLUSION:

Human resource is an important asset of an organization in order to maintain the smooth running of the business. An organization consists of number of personal. Competent personal are to be appointed at right place at right time. Job satisfaction can be defined as an extent of positive feelings or attitudes that individual has towards their job. When a person say that he has high job satisfaction, it means that he really likes his job, fells good about it and values his job highly. So it is necessary to provide various welfare measures schemes to the employees for improving their performance level. It is quite difficult to lead an organization without employees’ co-operation as the employees are the main stream of work force which helps to improve the company in fulfilling the main objectives of the company. Hence, satisfaction of employees plays a significant role in the organization. The steps created by the managers should be in the form of redesigning to make the job more interesting and challenging. In the case, URALUNGAL LABOUR CONTRACT CO-OPERATIVE SOCIETY has taking corrective measures for the improvement of job satisfaction of employees. The

main problem faced by the organization is the shortage of market for their products. The organization provides adequate welfare measures for their employees. Majority of the employees are satisfied with the terms and conditions of the job.

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