



A STUDY ON JOB SATISFACTION OF EMPLOYEES IN TEXTILE SHOPS IN PATTAMBI MUNICIPALITY

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Abstract: *Simply put, job satisfaction refers to how happy or pleased workers are with their jobs. When it comes to making efforts and starting initiatives, entrepreneurs view job happiness as a critical problem. If a worker is dissatisfied with their position, they may be less productive, less likely to leave their job, make mistakes, or devote more of their efforts to conflicts of all kinds. Keeping this in mind, all firms are attempting to pinpoint the areas where employee happiness needs to increase in order to avoid the risks mentioned above. Usually, a work satisfaction survey is used to gauge employee satisfaction. These surveys cover a variety of subjects, including pay, workload, flexibility, and teamwork. The phrase "employee satisfaction" encompasses both the general contentment that workers have with their employers and their level of job satisfaction. An employee's feelings, both positive and negative, about their work are referred to as job satisfaction, or the degree of enjoyment that comes with it. The degree to which employees are content with their work environment is indicated by their job satisfaction. It is also essential to the study of workplace behaviour. People are thought to be more contented when they are happy in their jobs. Despite their obvious relationship, motivation and job happiness are not the same thing. The goal of work design is to improve performance and job happiness. Rotation, expansion, and enrichment are some of the strategies used.*

Key Words: *Job Satisfaction, Employees, Work environment, Work behaviour.*

1. INTRODUCTION:

One of the most complicated topics is job satisfaction, which encompasses a wide range of emotions and circumstances. The relevance of job happiness and its connection to employee performance grows daily as the environment gets more complex and competitive. An employee's good and negative feelings regarding their work, or the degree of happiness they derive from it, are referred to as job satisfaction. Human resources, often known as manpower, are vital components of any enterprise, just as manpower is necessary for the advancement of both the family and the country. The degree to which employees are content with their work environment is indicated by their job satisfaction. It is also essential to the study of workplace behaviour. People are thought to be more contented when they are happy in their jobs. Despite their obvious relationship, motivation and job happiness are not the same thing. The goal of work design is to improve performance and job happiness. Rotation, expansion, and enrichment are some of the strategies used.

2. STATEMENT OF THE PROBLEM:

The purpose of the study is to analyse how satisfied workers are with their jobs in textile stores. This allows management to focus on a variety of elements while taking effective action to raise the degree of job satisfaction, as employee performance is a key component of any organization's success. An contented worker is a productive worker.

3. OBJECTIVES OF THE STUDY:.

- To analyse the attitude of workers towards working environment.
- To measure the employee satisfaction level.



4. REAEARCH METHODOLOGY:

Primary data has been collected from the employees of textile shops in pattambi municipality. A Scheduled questionnaire is used to collect data from the respondents. From the total employees in pattambi municipality 50 employees were selected according to convenience. Secondary data relating to the study were collected from websites, journals, books etc. Convenience sampling technique was used to collect samples from the population. Sample size is fifty employees from pattambi municipality. 50 samples were collected from the total population. Simple statistical tools such as tables, percentages, mean and standard deviation are used to analyse the primary data.

5. REVIEW OF LITERATURE :

Singh, J. K., & Jain, M. (2013) discuss the relationship between worker job satisfaction and output. Employee attitudes are a reflection of the company's values. Since they are the ones who deal with customers on a daily basis, contented workers are crucial to the success of both customer service and sales. The primary determinant of job satisfaction is the work environment. In addition to improving employee work performance and retention, a positive work environment and positive attitudes toward job satisfaction also boost profitability and customer satisfaction. Samanvitha, S., & Jawahar, P. D. (2012). Their goal was to ascertain and establish a connection between faculty members' job satisfaction and strategic emotional intelligence in Arts and Science universities. The sample comprises 98 academic staff members from Tamil Nadu, India, and the data has been interpreted using a variety of statistical techniques. The study's conclusion is that emotional intelligence at work has a significant impact on job satisfaction, which in turn has an impact on productivity. Rane, D. B. (2011) They discovered that, in order to meet the dynamic and ever-increasing problems of sustaining the productivity of the business, it is imperative that employees are happy in their jobs. In the current globalized corporate environment, employers are under constant pressure to meet the diverse and evolving demands of their workforce in order to maintain a competitive edge. The management is further challenged by the demands of the workforce, changing health care expenditures, and environmental challenges.

6. RESULTS AND DISCUSSIONS :

TABLE 1: CATAGORISATION OF RESPONDENTS

GENDER	NUMBER	PERCENTAGE
MALE	20	40
FEMALE	30	60
TRANSGENDER	0	0
TOTAL	50	100

SOURCE: PRIMARY DATA

INTERPRETATION: 60% of the respondents are female and 40% of the respondents are male.

TABLE 2: AGE GROUP OF RESPONDENTS.

AGE GROUP	NUMBER	PERCENTAGE
18-25	12	24
26-35	14	28
36-45	15	30
46 And above	9	18

SOURCE: PRIMARY DATA.

INTERPRETATION: 24% Of the respondents belongs to 18-25 age group. 28% of the respondents belongs to 26-35 age group. 30 % of the respondents belongs to 36-45 age group and 18% belongs to 46 and above age group.

TABLE 3: EDUCATIONAL QUALIFICATION OF RESPONDENTS

EDUCATIONAL QUALIFICATION	NUMBER OF EMPLOYEES	PERCENTAGE.
BELOW SSLC	4	8
SSLC	15	30
PLUS TWO	20	40
DEGREE AND ABOVE	11	22
TOTAL	50	100

SOURCE: PRIMARY DATA

8% of the respondents are having below SSLC , 30% of the respondents are having SSLC , 40 % of the employees are having plus two and 22% of the respondents are having degree and above qualification.



TABLE 4: INCOME LEVEL OF RESPONDENTS

INCOME	NUMBER OF EMPLOYEES	PERCENTAGE
BELOW 10000	17	34
10000-20000	27	54
ABOVE 20000	6	12
TOTAL	50	100

SOURCE: PRIMARY DATA

INTERPRETATION.

34% of the respondents are having below 10000 monthly income, 54% employees are having 10000-20000 monthly income, and 12% of employees are having above 20000 monthly income.

TABLE 5: EMPLOYEES PERCEPTION REGARDING WORK ENVIRONMENT

	N	MEAN	STANDARD DEVIATION
MALE	21	3.6667	.73030
FEMALE	29	3.8276	.75918
TOTAL	50	3.7600	.74396

SOURCE: PRIMARY DATA

From the above table it is clear that regarding work environment male employees are having standard deviation of .73030 that is they show consistency in their opinion and mean of 3.6667 that is almost all employees are satisfied with work environment. Female employees are having a mean of 3.8276 and satisfied and standard deviation of .75918 shows consistency in the opinion of female employees.

TABLE 6: EMPLOYEES PERCEPTION REGARDING JOB SECURITY.

	N	MEAN	STANDARD DEVIATION
MALE	21	2.7619	1.26114
FEMALE	29	3.8621	1.27403
TOTAL	50	3.4000	1.37204

SOURCE: PRIMARY DATA

The data indicates that male employees are having a mean of 2.7619 with a moderate level of standard deviation of 1.26114. Regarding female employees while considering job security having a mean of 3.8621 and a moderate level of variability (standard deviation) of 1.27403. When combining both groups the mean perception stands at 3.4000 with a moderate level of variability of standard deviation of 1.37204.

TABLE 7: EMPLOYEES PERCEPTION REGARDING THE WORK IS ACCORDING TO SKILL AND QUALIFICATION.

	N	MEAN	STD DEVIATION
MALE	21	3.1905	1.12335
FEMALE	29	3.7586	1.09071
TOTAL	50	3.5200	1.12920

SOURCE: PRIMARY DATA

INTERPRETATION.

From the above table it is clear that the employees are satisfied with the criteria that work is given according to skill and qualification. The male employees are having a mean of 3.1905 with a moderate level of variability (standard deviation 1.12335). The female employees are having a mean value of 3.7586 with a moderate level of variability (standard deviation 1.09071). When combining both groups together mean perception stands at 3.5200 with moderate level of variability (standard deviation 1.12920).

TABLE 8: EMPLOYEES PERCEPTION REGARDING WELFARE FACILITIES.

	N	MEAN	STD DEVIATION.
MALE	21	3.0000	1.44914
FEMALE	29	4.2759	.88223
TOTAL	50	3.7400	1.30634

SOURCE: PRIMARY DATA



The data indicates that the employees are satisfied with welfare facilities provided by the organization. The male employees are having a mean value of 3.000 with a moderate level of variability (standard deviation) of 1.44914. Regarding female employees having satisfied with a mean value of 4.2759 with less variability of .88223(standard deviation).When combining both groups together the combined mean perception of 3.7400 with a moderate level of variability of 1.30634(standard deviation).

TABLE 9: EMPLOYEES ARE GETTING SALARY ACCORDING TO THEIR WORK.

	N	MEAN	STD DEVIATION
MALE	21	2.7143	1.48805
FEMALE	29	3.5862	1.47642
TOTAL	50	3.2200	1.52917

SOURCE: PRIMARY DATA

The data indicates that the employees opines that they are getting salary according to their work. The male employees are having a mean value of 2.7143 with a moderate level of variability. (standard deviation 1.48805). Regarding female employees having satisfied with salary with a mean value of 3.5862 with a moderate level of variability. When combining both groups together the combined mean perception of 3.2200 with a moderate level of variability of 1.52917(standard deviation).

TABLE 10: SUPERIOR SUBORDINATE RELATIONSHIP

	N	MEAN	STD DEVIATION
MALE	21	2.7619	.76842
FEMALE	29	3.8276	.92848
TOTAL	50	3.3800	1.00793

SOURCE: PRIMARY DATA

The data indicates differing perceptions between male and female employees regarding superior subordinate relationship. Male employees on average moderately positively (mean 2.7619) with a low level of variability (std deviation .76842). In contrast female employees perceived the relationship more positively (mean 3.8276) with less variability (std deviation .92848). When considering both groups together the combined mean perception is 3.3800 with a moderate level of variability (std deviation 1.00793).

7. FINDINGS :

Majority of the employees belongs to female category. Majority of the employees belongs to 36-45 age group. Majority of the employees are having plus two qualifications. Majority of the employees belongs to the income level of 10000-20000. Majority of the employees are satisfied with work environment, job security, skill and qualification, welfare facilities, salary according to work and moderately satisfied with superior subordinate relationship.

8. CONCLUSION :

The study's goal was to ascertain how satisfied workers were with their jobs at the textile stores in the Pattambi municipality. It is common knowledge that one's perception of one's job happiness may or may not be true. Employee satisfaction is influenced by a wide range of factors. Among the many variables, it is discovered that salary payment is satisfied, employee relations are friendly, working conditions are satisfactory, and job security is satisfactory. This study contributes to the body of knowledge and viewpoint regarding a subset of employees and their level of job satisfaction. As the research comes to a close, it should be noted that employee work satisfaction spans a wide range. Only when a person is content with their existing position can they be hired, promoted, and pleased. The idea of job happiness among employees is significant in and of itself. As a result, it may be said that employees' general levels of satisfaction are ordinary.

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