



A Study On Employee Satisfaction With Reference To Rane Brake Lining Pvt Ltd

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ABSTRACT

Employee satisfaction is a measure of workers contentedness with their job, it is broad term used by the HR industry to describe how satisfied or content the employees are with elements like their job, experience and organization they work for. Only a satisfied employee would be productive for the company. Keeping employees safe and satisfied can lead to higher sales, lower costs and strong bottom line. It covers the basic concerns and need of the employees.

Keywords: Employee satisfaction, contentedness

INTRODUCTION

Employee satisfaction describes employee perceptions of whether their desires are being met in the workplace. There are different factors that influence employee satisfaction out of many very important factors are whether employees are treated well or not and recognition for their work is the second factor. It is the extent to which employees are happy or content with their jobs and work environment. Employee satisfaction describes employee perceptions of whether their desires are being met in the workplace. Some of the ways to measure employee satisfaction are Have one to one conversation, Conduct surveys, Read between the lines.

STATEMENT OF PROBLEMS

The study has only made a humble attempt to measure employee satisfaction at corporate level and the employees in the plant aren't included here.

The company uses different software and all data are highly confidential so collecting all the data wasn't possible.

The data used for calculation is historical data and may have some adjustments made.

OBJECTIVES OF THE STUDY

To study if employees are satisfied at different levels or not with respect to various factors. The factors include recruitment and induction process, training and development, welfare, wellness, facilities available, events conducted and in general terms as well.

REVIEW OF LITERATURE

Yamini Bhojak and Pawan Shakdwipee (2014) – They discuss whether employee satisfaction is related to certain factors like communication, compensation and welfare, training and development, motivation, career development and work safety, 210 responses were recorded. The hypothesis was set that there is no significant difference between the factors affecting employee satisfaction in a manufacturing industry. Analysis like Chi square was performed. The value of Chi Square test is 670.85 and the Chi Square value is 11 hence they rejected the hypothesis and they concluded saying there is very high significant difference between employee satisfaction and the factors related to it.

Naveen Ahmad, Nadeem Iqbal, KomalJaved, Nagui Hamad(2014) - Their purpose was to investigate the impact of organizational commitment and employee performance on employee satisfaction. 110 respondents were taken from 10 banks. Correlation coefficient, chi square , regression analysis and anova were tested for data analysis. Here employee satisfaction is dependent and the other 2 factors are independent. Two hypothesis are set both were accepted. Thus they concluded saying there is a significant positive relationship between organizational commitment and employee satisfaction and there is a significant positive relationship between employee satisfaction and employee performance.

Rochelle Joy Belonio (2014)- Rochelle Joy Belonio aims to determine the effect of leadership styles with respect to employee satisfaction and the effect of employee satisfaction to employee job performance. 400 responses were collected from bank from Bangkok. 3 hypotheses were set. They performed various tests and concluded that factors of leadership style depends on working environment in which they operate, various leadership style produces various effects on job satisfaction and job satisfaction on the other hand affects employee satisfaction and performance.

Dr Chengedzai Mafini(2015)- Dr Chengedzai Mafini developed and tested a conceptual frame work that linked job satisfaction to satisfaction to employee-supervisor relationship, task allocation, employment conditions and pay. 247 respondents were collected. He performed various calculations and various tools were also used to interpret the data. He concluded saying all the factors like employee supervisor relationship, task allocation, employee conditions and pay significantly contribute to employee and job satisfaction.

Dr Paul Jhajharia(2015) – Dr Paul Jhajharia’s main objective was to measure the employee satisfaction level, to study employee perception towards organization, to study the attitude of employees towards their work. He performed various tests and concluded that everything had a strong influence over employee satisfaction.

Daniel Wheatley (2016) – the main objective of the project under the title “employee satisfaction and use of flexible working arrangements” the article consists of impact of flexible working arrangements (FWA) using British Household survey and understanding society. Anova and change score analysis are indicative of positive impacts from use of a number of FWAs, including work from home is having positive impacts for men and women on job and leisure satisfaction. Findings reveal that gaps in availability and use of FWAs and highlight the gendered nature of flexible employment.

Soundarapandiyan, K., PraveenKumar, T. (2020) in their study highlighted by exploring the students feelings and emotion towards online teaching

Kumar, T. P., Priyadarsini, M. K., & Soundarapandiyan, K. (2019) conducted a study on impact of students perceived service quality on brand performance of self-financing engineering institutions.

Amit Naik (2018) – Amit Naik has done his research to measure employee satisfaction level of employees with special reference to the event industry in Goa. The main objective of the study was to identify the organizational factors affecting the satisfaction levels of employees in event industry.5 hypothesis was set. Various tests were performed. He concluded telling that there is positive relationship between superior subordinate relationship, existence relatedness and growth, organizational frame work. The study also revealed that there is no significant relationship between incentives and motivation employee satisfaction.

Priyanka Shrivastava (2018) – The main objective of the project under the title “Impact of effectiveness of performance management system on employee satisfaction and commitment” is to focus evaluation of effectiveness of performance management system and concurrently reviews both job satisfaction and organizational commitment. The findings suggest that there is a significant correlation between performance management system and satisfaction and moderate correlation between employee job satisfaction and commitment.

RESEARCH METHODOLOGY

RESEARCH DESIGN

The research is of various types like applied research, descriptive research, analytical research, empirical research, exploratory research etc. The type of research used in this study is analytical research.

ANALYTICAL RESEARCH

Analytical research is concerned with determining the validity of hypothesis based on analysis of facts collected. The researcher uses facts or information already available and does analysis to make critical evaluation of the material.

SOURCES OF DATA COLLECTION

The data collections are classified into two types that are primary and secondary data.

Primary Data

Primary data is the data collected for the first time. The information is collected directly from the source by means of field study. Primary data are original and like raw materials. It is the crudest form of information. The investigator himself collects primary data or supervises its collection. It may be collected on a sample or census basis or in the form of case studies.

Secondary Data

According to MM Blair, secondary data “are those already in existence and which have been collected for some other purpose “. Secondary data may be abstracted from existing records and published sources. The data which have already been collected and processed by some person or an agency and are not used for the first time are termed as a secondary data. In simple it refers to information gathered from sources that are already in existence. Here it refers to

- Company’s annual report
- Company website

This study is based on primary data as well as secondary data. The details regarding the company like company profile was sourced from company’s website. The details like collecting factors which influences employee satisfaction was collected through primary data.

Instruments Used

- Percentage analysis
- Chi-Square test
- Anova one way test.

DATA ANALYSIS AND INTERPRETATIONS

ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
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Training and development	Between Groups	4.742	9	.527	1.680	.105
	Within Groups	28.218	90	.314		
	Total	32.960	99			
Training and development	Between Groups	5.572	9	.619	1.150	.337
	Within Groups	48.468	90	.539		
	Total	54.040	99			
Training and development	Between Groups	9.217	9	1.024	1.855	.069
	Within Groups	49.693	90	.552		
	Total	58.910	99			

INTERPRETATION

The ONE WAY ANOVA test is being successfully performed in the SPSS software and output is being obtained. From the above table it is found that P value are 0.105,0.337, 0.169 and it is greater than 0.05 thus we accept H0 and it is concluded that there is no significant difference between department and training.

2. Chi-Square Test

Employee cadre * communication 1

Count

		Employee Cadre			Total
		Junior Management	Middle Management	Senior Management	
Communication 1	strongly agree	13	20	13	46
	Agree	14	20	12	46
	Disagree	2	2	3	7
	strongly disagree	1	0	0	1
	Total	30	42	28	100

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.349 ^a	6	.764
Likelihood Ratio	3.386	6	.759

Linear-by-Linear Association	.119	1	.730
N of Valid Cases	100		

a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .28.

Employee Cadre* communication 2

Count

		Employee Cadre			Total
		Junior Management	Middle Management	Senior Management	
communication2	strongly agree	13	17	12	42
	Agree	15	24	13	52
	Disagree	1	1	3	5
	strongly disagree	1	0	0	1
	Total	30	42	28	100

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.349 ^a	6	.500
Likelihood Ratio	5.131	6	.527
Linear-by-Linear Association	.004	1	.950
N of Valid Cases	100		

a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .28.

Employee Cadre* communication 3

Count

		Employee Cadre			Total
		Junior Management	Middle Management	Senior Management	
communication3	strongly agree	15	18	14	47
	Agree	13	20	10	43
	Disagree	1	3	4	8
	strongly disagree	1	1	0	2
	Total				

Total	30	42	28	100
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Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.914 ^a	6	.688
Likelihood Ratio	4.414	6	.621
Linear-by-Linear Association	.057	1	.811
N of Valid Cases	100		

a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .56.

INTERPRETATIONS

The chi square test was successfully performed in the SPSS software and the output is being obtained. From the above table it is found that P values are 0.688, 0.500, and 0.764. All the values are greater than 0.05. We accept H₀. And it is concluded that there is no significant difference between employee cadre and communications.

CONCLUSION

After taking a project at Rane brake lining and analysing the survey or questionnaire depend on investigation of employee satisfaction. I reached to a conclusion that at Rane brake lining is having numerous extraordinary practices. They have excellent recruitment, training process; they have a transparent system, they have great facilities and the events conducted are wonderful. At last I want to thank everyone who have been so co-operative throughout the survey. work etc., have a strong influence on employee satisfaction. Hence if the company tries to follow my suggestions they can be more successful.

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