



A STUDY ON JOB SATISFACTION OF EMPLOYEES WITH REFERENCE TO ADYAR ANANDA BHAVAN SWEETS INDIA PVT LTD.

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ABSTRACT

Happy workers are productive workers and productive workers are likely to be happy. Employee job satisfaction is essential to face the dynamic and ever-increasing challenges of maintaining productivity of the organization by keeping their workforce constantly engaged and motivated. Furthermore, environmental pressures, rising health costs and various needs of the workforce also pose a challenge for the management. This could be overcome by creating a work environment that maintains employee job satisfaction as well as motivates people towards exceptional performance at the workplace. Job satisfaction of employees with reference to the employees of Adyar Ananda Bhavan limited was considered, the study tries to understand the level of satisfaction on their jobs. In A2B Company, it is necessary to maintain friendly environment which would improve the effectiveness of the employees in the work place, and it is also necessary to improve communication & communication channels in the organization in order to facilitate free flow of data & information in the work place.

Key words: job satisfaction, nature of job, job loyalty.

INTRODUCTION

Job satisfaction is an individual's general attitude towards his or her job. Job satisfaction is in regard to one's feelings or state-of-mind regarding the nature of work. Job satisfaction can be influenced by a variety of factors, e.g., the quality of one's relationship with their supervisors, the quality of the physical environment in which they work, degree of fulfilment in their work, etc. Hence the study explains the factors and measures towards understanding the employee satisfaction at A2B Sweets India Pvt Ltd.

SCOPE OF THE STUDY

The scope of this study is to explore various strategies and opportunity to study the job satisfaction of employees in Adyar Ananda Bhavan Sweets India Pvt Ltd. It also gives an overview of the employee's satisfaction in the organization's success.

OBJECTIVES OF THE STUDY

- To know the nature of the job done, culture in Adyar Ananda Bhavan Sweets India private limited (A2B).
- To determine the loyalty of the respondents to Adyar Ananda Bhavan Sweets India private limited (A2B).
- To know the respondent's career plan and growth in Adyar Ananda Bhavan Sweets India private limited (A2B)

RESEARCH METHODOLOGY

In this study detailed descriptive research was followed. Descriptive research includes surveys, and fact findings enquiries. The major purpose of descriptive research is description of state of affairs as it exists at the present. The primary data is collected from 100 respondents, by directly interviewing them with the help of a structured questionnaire, which is prepared in tune with the objective. Also the data is collected from managers of different departments through interview method. The much needed secondary data is collected from hand book of the company exclusively designed for the employees of A2B Sweets India Pvt Ltd, journals and other authentic publications. The data collected is further analyzed through statistical tools such as Chi-square and Co-efficient of Correlation to test the hypothesis and the inferences are drawn to conclusions.

LITERATURE REVIEW

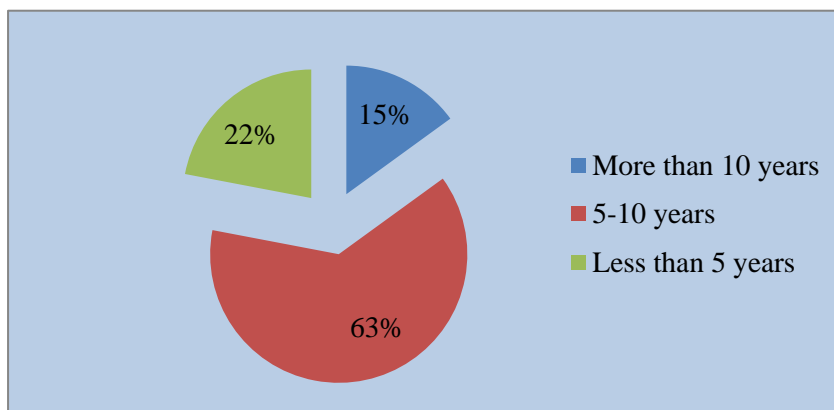
According to **Habib Ahmad & Idrees Ali Shah (2010)**, Many attempts are made to find determinants of job satisfaction and its relationship with other variables but most of the study is done in the west. Job satisfaction is employee commitment and organizational behavior. Engaged employees are emotionally attached to their organization and highly involved in their job with a great enthusiasm for the success of their employer, going extra mile beyond the employment contractual agreement.

DATA ANALYSIS**1. DURATION OF EMPLOYEES WORKING IN A2B**

Factors	No. of respondents	Percentage (%)
More than 10 years	15	15%
5-10 years	63	63%
Less than 5 years	22	22%
Total	100	100%

ANALYSIS:

- 15% of the respondents have worked in A2B for more than 10 years.
- 22 of the respondents have worked in A2B for less than 10 years.
- 63% of the respondents have worked in A2B for less than 5 years.

**INTERPRETATION:**

From the above analysis we can interpret that majority of employees are working for 5-10 years because of the good working environment.

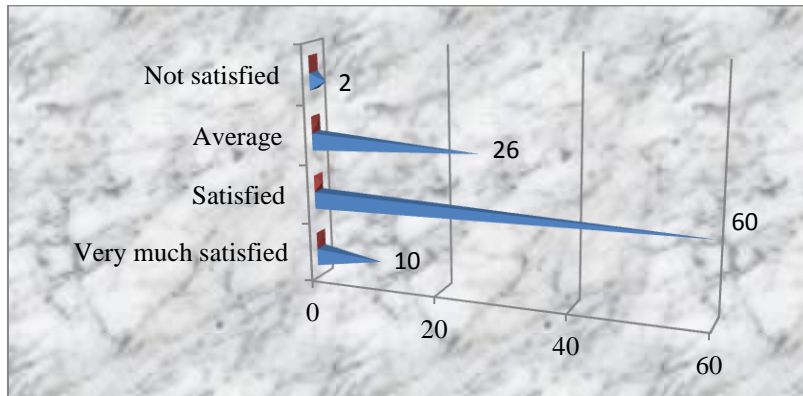
2. SHOWING THE SATISFACTION ON WORKING HOURS TO THE EMPLOYEES.

Satisfaction level	Respondents	Percentage
Very much satisfied	10	10%
Satisfied	60	60%
Average	26	26%
Not satisfied	02	2%
Very much dissatisfied	02	2%
Total	100	100%

ANALYSIS:

Satisfaction on working hours

- 70% of the employees are satisfied.
- 26% of employees are average.
- 02% are not satisfied.
- 02% are much dissatisfied.



INTERPRETATION:

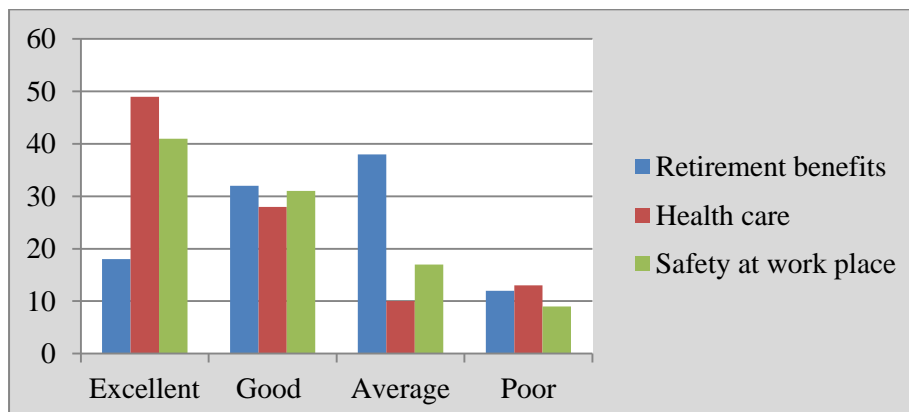
From above Graph insists that the 10% of respondents are highly satisfied, 60% of the respondents are satisfied, 26% of the respondents are average and 2% of respondents are not satisfied each

3. EMPLOYEES BENEFITS

Attributes	Retirement benefits	Health care	Safety at work place
Excellent	18	49	41
Good	32	28	31
Average	38	10	17
Poor	12	13	9
Total	100	100	100

ANALYSIS:

- 38% of the employees retirement benefits are average
- 49% of the employees health care provided by company is excellent
- 41% of the employees excellent with safety work



INTERPRETATION:

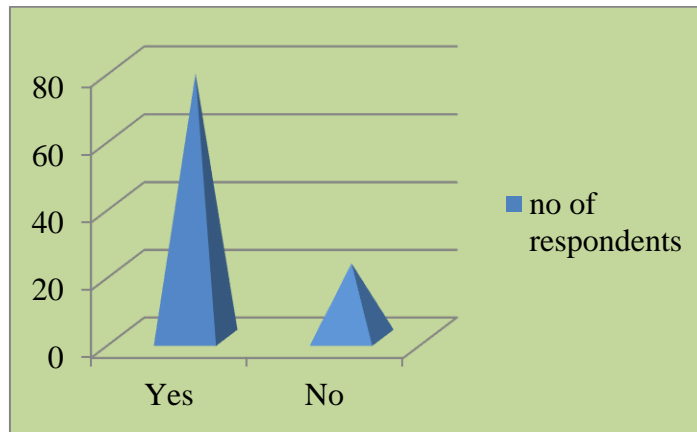
The highest number of respondents said that the benefits provided in A2B are average. And there is another group of majority said that the benefits provided her are good.

4. ARE THOSE REWARDS ARE SATISFYING?

Attributes	No. of Respondents
Yes	78
No	22

ANALYSIS:

From the above findings it is found that 83% of the respondents are satisfied by the monetary rewards provided in A2B. And the remaining 17% have said that the monetary rewards provided here is not satisfying.

**INTERPRETATION:**

From the above graph we can interpret that employees are fully satisfied with rewards provided by company.

Statistical Analysis: Correlation-Relationship between two variables

Correlation is a statistical measure that indicates the extent to which two or more variables fluctuate together. A positive correlation indicates the extent to which those variables increase or decrease parallel. A negative correlation indicates the extent to which one variable increases as the other decreases.

Options	Work hours(x)	Sales and Productivity (y)
Very much satisfied	10	38
Satisfied	60	20
Average	26	27
Not satisfied	02	12
Very much dissatisfied	02	3
Total	100	100

Options	X	Y	XY	X ²	Y ²
Very much satisfied	10	38	380	100	1444
Satisfied	60	20	1200	3600	400
Average	26	27	702	676	729
Not satisfied	02	12	24	4	144
Very much dissatisfied	02	3	6	4	9
Total	Σx=100	Σy=100	Σxy=2312	Σx ² =4384	Σy ² =2726

$$r = \frac{N\Sigma xy - (\Sigma x)(\Sigma y)}{\sqrt{[N\Sigma x^2 - (\Sigma x)^2][N\Sigma y^2 - (\Sigma y)^2]}}$$

$$r = \frac{1560}{6577.963}$$

$$r = 0.23716$$

Result: Therefore, it can be interpreted that the relationship of work hours and sales and productivity is positive. Hence they are the factors for employees to be satisfied in the organization.

CHI-SQUARE

Chi-square is a statistical test commonly used to compare observed data we would expect to obtain according to a specific hypothesis.

Assumption

H₀ – Employees are not given importance in decision making

H₁ – Employees are given importance in decision making

Level of significance is 5%

Expected frequency = $\frac{\text{row total of the cell} \times \text{column total of the cell}}{\text{Total number of samples}}$

O	E	O-E	(O-E) ²	(O-E) ² ÷E
8	9.9	-1.9	3.61	0.365
5	4.62	0.38	0.144	0.031
9	7.48	1.52	2.3104	0.3088
35	31.95	3.05	9.3025	0.2911
15	14.91	0.09	0.008	0.00053
21	24.14	-3.14	9.86	0.4084
2	3.15	-1.15	1.323	0.42
1	1.47	-0.47	0.221	0.150
4	2.38	1.62	2.624	1.1025
100				3.07733

Degree of freedom = (r-1) (c-1)

= (3-1) (3-1)

= 2×2

= 4

SI= 0.05

Calculated value $X^2 = 3.07733$

Table value =4 @ 3 = 9.488

Calculated value < table value

Result:

Since the calculated value (h₀) is less than table value (h₁), reject the null hypothesis.

Therefore, it can be interpreted that the employees are given importance in decision making.

Hence the employees are satisfied.

FINDINGS AND SUGESSTIONS

98% of respondents said that culture in A2B is strong. A2B has built its own culture standards which are accepted and adopted by the workers.

Majority of the respondents like their work at A2B.

From the above findings it is found that 83% of the respondents said that they are provided with incentives after completing their tasks by the in A2B.

More than 63% of the respondents have worked in A2B for more than 5 years. This shows the employees loyalty towards A2B.

CONCLUSION

The research was doing at Adyar Ananda Bhavan sweets India private limited , and study has enabled in identifying the job satisfaction among the employees responded the interview schedule and it was helpful to fine the analysis that the job satisfaction among the employees.

Job satisfaction is very significant requirement to improve working condition and productivity. Manually job satisfaction refers to general attitudes of the employees towards their job. Positive tendency towards job likely refers to low job satisfaction.

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