

# Job Satisfaction Of Employees In Shree Ganesh Edible Pvt. Ltd.

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## Abstract

As individuals spend sizeable extent of their lives in working spot or climate and would believe that that extent of their lives should be wonderful, pleasant and satisfying. As working in any association, his occupation is something beyond clear exercises of rearranging paper, or hanging tight for clients and so on. Work requires association with collaborators and bosses, adhering to hierarchical guidelines and approaches, execution principles, living with working circumstances that are giving not so great life. So, assuming individuals regret their work well-suited to truly regret numerous things including relaxation exercises and, surprisingly, about existence itself. For that reason you can't reject that work fulfillment is significant for a person in his calling progress so individual can accomplish ideal improvement of his true capacities assuming he is happy with his job. The concentrate on attempts to assess the effect of occupation fulfillment on the representative's exhibition in Shree Ganesh Edible Pvt. Ltd. The concentrate additionally endeavors to finding the difficulties looked by workers in the organization and give a few ideas in regards to this.

**KEYWORDS:** Job satisfaction, motivation, promotion, supervision.

## INTRODUCTION:

Work fulfillment is a term used to portray how fought an individual is with one's work. It is somewhat ongoing term, since in the earlier hundreds of years, the occupation accessible to a specific individual was many times foreordained by their folks occupation. There are assortment of elements that can impact an individual's degree of occupation fulfillment. These elements incorporate the of pay and advantages, the apparent decency of the advancement framework inside an organization, the topic of working condition, initiative and the social relationship.

People are significant resources of an Organization. As people, individuals from work situated association have considerations and sentiments which firmly impact their conduct on work. These considerations and sentiments are important for their psychological state and given the information sources utilized by them to arrive at conclusion about their activity and responding of their positions. It is vital that we see more about their cognizant states. For effective and moderate working of any association work fulfillment is of incredible importance.

As individuals spend sizeable extent of their lives in working spot or climate and would believe that extent of their lives should be wonderful, pleasing and satisfying. As working in any association, his occupation is something beyond clear exercises of rearranging paper, or hanging tight for clients and so on. Work requires association with collaborators and managers, keeping authoritative guidelines and arrangements, execution principles, living with

working circumstances that are giving not so great life. So, assuming individuals genuinely regret their work adept to really regret numerous things including relaxation exercises and, surprisingly, about existence itself. For that reason you can't reject that work fulfillment is significant for a person in his calling progress so individual can accomplish ideal advancement of his true capacities assuming he is happy with his work.

<b>CIN</b>	<b>U15143PB2006PTC029802</b>
<b>Company name</b>	<b>Shree Ganesh Edibles Private Limited</b>
<b>Company status</b>	<b>Active</b>
<b>RoC</b>	<b>RoC- Chandigarh</b>
<b>Registration number</b>	<b>29802</b>
<b>Company category</b>	<b>company limited by shares</b>
<b>Class of company</b>	<b>Private</b>
<b>Date of incorporation</b>	<b>27 February 2006</b>
<b>Company sub category</b>	<b>non- government company</b>
<b>Activity</b>	<b>Production. Processing, preservation of meat, fish, fruit vegetables, oils and fats.</b>

## REVIEW OF LITERATURE:

**Lvancevich and Matteson (2000)** indicate that group cohesiveness may explain various outcomes in job satisfaction. Positive interpersonal relations are the sources of high job satisfaction.

**Brook (2001)** reported that the interpersonal relationship between the employees also effects the job satisfaction. If the relation between the employees or between the employees and the manager is good than there will be higher level of job satisfaction.

**Cobb (2002)** has the opinion that the responsibility plays an important role in job satisfaction among employees and managers. If the manager can cope with the increased responsibility than it may lead to high job satisfaction.

**Caplan (2003)** Participation in decision making process, effective consultation and communication , justified restrictions on behaviour, participation in work activity , restrictions in smoking and drinking during the working hours results in job satisfaction.

**Miles and Perreault (2004)** identify that the proper solution of the conflict situation results in high job satisfaction.

**Jick and Payne (2005)** A job satisfaction is likely to have decreased absenteeism, decreased frequency of drinkinf and smoking , decrease in negative psychological symptoms and increase self esteem.

**Gardelland Lindell (2006)** was in the opinion that the salary status is a important factor in the job satisfaction. If the proper salary is distributed among the employees and the managers than there will be higher level of job satisfaction. Because if the salary is not given to the employees according to their work than there will be the situation of job dissatisfaction.

**Vansell , Brief and Schuler(2007)** says that the level of job satisfaction will be high if the individual is assigned with the proper authority and delegation of power. Interpersonal factors such as group cohesiveness , functional dependence , communication frequency ,relative authority and organizational distance between the role sender and the focal persons are important topics in organization behaviour.

**Murphy, Hurrell, Oman (2008)** Job satisfaction is a significant cause of the fruitful results. It reduces both psychological and physiologic disabilities. It results increase in productivity.

**Statt (2010)** Job satisfaction can be defined also as the extent to which a worker is content with the rewards he or she gets out of his or her job, particularly in terms of intrinsic motivation

**Mullins (2012)** Job satisfaction is a complex and multifaceted concept which can mean different things to different people. Job satisfaction is usually linked with motivation, but the nature of this relationship is not clear. Satisfaction is not the same as motivation. Job satisfaction is more of an attitude, an internal state. It could, for example, be associated with a personal feeling of achievement, either quantitative or qualitative.

**Armstrong(2015)** The term job satisfaction refers to the attitudes and feelings people have about their work. Positive and favorable attitudes towards the job indicate job satisfaction. Negative and unfavorable attitudes towards the job indicate job dissatisfaction.

**Kaliski(2016)** Job satisfaction is a worker's sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment.

**George et al., (2017)** Job satisfaction is the collection of feelings and beliefs that people have about their current job. People's levels of degrees of job satisfaction can range from extreme satisfaction to extreme dissatisfaction. In addition to having attitudes about their jobs as a whole. People also can have attitudes about various aspects of their jobs such as the kind of work they do, their coworkers, supervisors or subordinates and their pay.

**Aziri (2018)** We consider that job satisfaction represents a feeling that appears as a result of the perception that the job enables the material and psychological needs.

### **RESEARCH METHODOLOGY:**

Research methodology is the systematic way to solve the research problems. It gives an idea about various steps adopted by the researcher in a systematic manner with the objective to determine various manners

### **OBJECTIVES:**

1. To review work fulfillment level among the representatives.
2. To review different elements impacting fulfillment level among Employees.
3. To depict the connection between work fulfillment and different Variables like preparation and clinical offices.
4. To concentrate on the correspondence stream inside the association.
5. To really look at the pace of worker turnover.

### **SCOPE OF STUDY**

The present study is restricted to the employees for Shree Ganesh Edible pvt. Ltd.

### **RESEARCH DESIGN**

The review is illustrative, as it depicts the situation as it exists as of now and there is zero influence over factor factors.

### **SAMPLE POPULATION:**

There are absolutely 900 representatives working in the organization. A test set of 100 laborers from 900 specialists are picked for review

### **SAMPLE SIZE:**

Out of the complete strength of the example taken among laborers. for example 100 respondents.

### **SAMPLE AREA:**

The research was conducted within the area of Shree Ganesh Edible pvt. Ltd.

### **SAMPLE METHOD:**

The sample type is convenient sampling.

### **COLLECTION OF DATA**

An under planned and organized poll was ready for assortment of data from the specialists. The goal of the review was examination of execution of workers, so for this reason realistic rating, it was utilized to scale methods. In all 10-15 inquiries were posed to laborers to really look at their degree of execution. The survey was containing questions in light of productivity and viability, preparing offices and relationship with top administration and some more. To less taught laborers, I pose inquiries to them and in their response I filled the poll for their sake.

### **DATA SOURCES**

**PRIMARY DATA:** The essential information was gathered from the respondents by overseeing an organized survey and furthermore through perception, interview and conversation with the board.

**SECONDARY DATA:** Aside from essential information gathered, the information gathered through course readings, diaries, the record of Shree Ganesh, scholarly reports and web is utilized for study.

### **PRETESTING OF QUESTIONNAIRE**

Prior to doing the genuine study the survey was pretested on one worker. The reason for pretesting was to uncover the shortcoming of survey like wrong requesting of inquiries, rehashed questions, powerless excitement of reaction et

After assortment of information through poll, then tables and outlines are utilized to examine the information. Single measurable method of rate is likewise utilized. Rate method and even structure is utilized to dissect the inquiries. **TOOLS USED FOR ANALYSIS**

### **CONTACT INSTRUMENT:**

A structured close ended questionnaire is used and the type of questions are dichotomous and likert scale.

### **CONTACT METHOD:**

The research was conducted by using contact instruments like Questionnaire, interview and observation. The information was collected from both the plant workers as well as from management staff.

### **DATA ANALYSIS TECHNIQUE:**

The data is analyzed through simple analysis technique. The data tool is percentage method.

## DATA ANALYSIS AND INTERPRETATION

### 1. Analysis of job satisfaction among employees

**Table 1**

Showing Income level

INCOME	NO. OF RESPONDENTS	PERCENTAGE(%)
< 10,000	40	40%
10,000 – 50,000	38	38%
50,000 – 1,00,000	22	22%

**Figure 1**

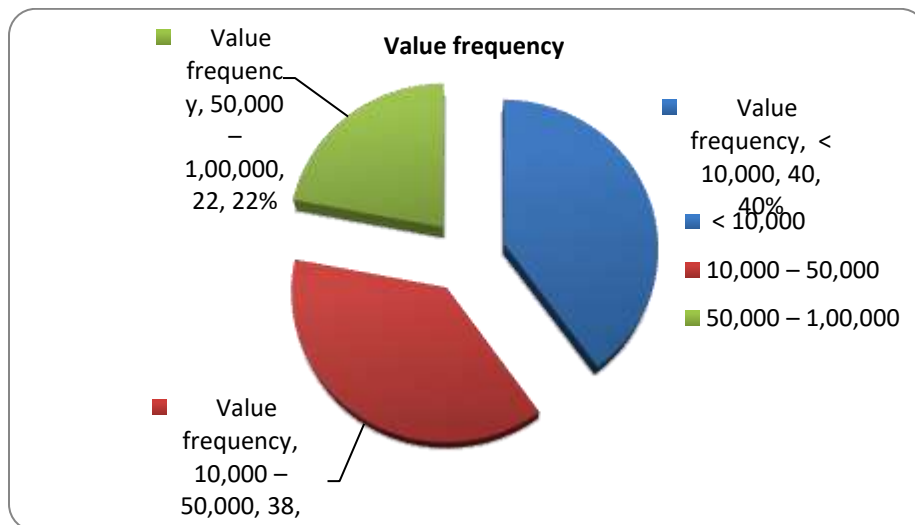


Table 1 shows that 40 respondents pay scale are more than 10,000, 38 respondents pay scale are 10,000-50,000 and 22 respondents pay scale are 50,000-1,00,000.

### 2. Duration in this Present Job

**Table 2**

DURATION IN JOB	NO. OF RESPONDENTS	PERCENTAGE(%)
Less than 1 year	18	18%
1 – 3 years	47	47%

3 – 5 years	30	30%
Above 5 years	5	5%

**Figure 2**

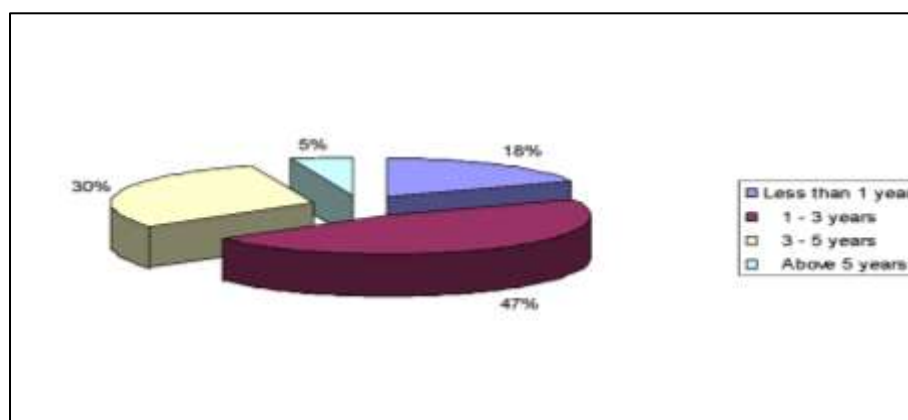


Table 2 study shows that from 100 respondents 47 are in between 1 – 3 years and 30 are in between 3 – 5 years and 18 are less than 1 year and only 5 are above 5 years.

**3. Given an opportunity, you like to :-**

Table 3

Opportunity	NO. OF RESPONDENTS	PERCENTAGE(%)
Remain in the present job	25	25%
Shift to another job in same field	60	60%
Shift to another job in other field	15	15%

**Figure 3**

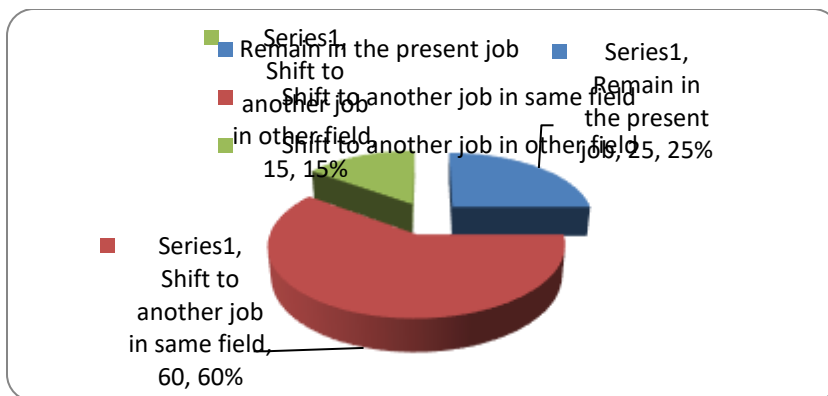


Table3 shows that from 100 respondents 25 will avail in the present job, 60 will shift to another job in same field and 15 will another job in the other field.

#### 4. Given an opportunity, will you leave this job

Table 4

Leave job	NO. OF RESPONDENTS	PERCENTAGE(%)
Yes	68	68%
No	32	32%

Figure 4

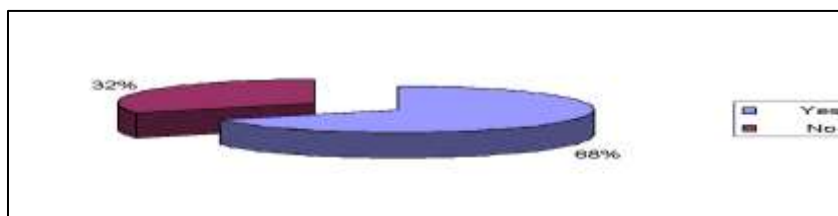


Table4 shows that from 100 respondents 68 will leave their job if given an opportunity and 32 will not.

#### 5. Duration of time presently working in the present designation

Table 5

<b>Duration of time presently working in the present designation</b>	<b>NO. OF RESPONDENTS</b>	<b>PERCENTAGE(%)</b>
Less than 1 year	48	48%
1 – 3 years	27	27%
1 – 5 years	15	15%
Above 5 years	10	10%

**Figure 5**

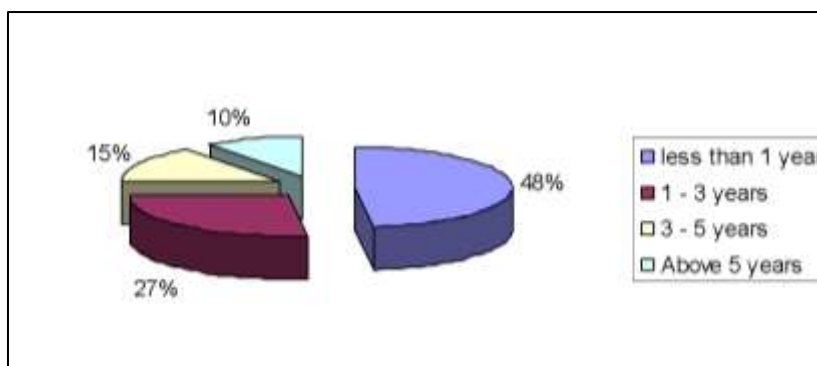


Table 5 shows that from 100 respondents 27 are in between 1 – 3 years, 15 are in between 3 – 5 years, 48 are less than 1 year and 10 are above 5 years

**6. Your job involves :-**

Table 6.

<b>Job involves</b>	<b>NO. OF RESPONDENTS</b>	<b>PERCENTAGE(%)</b>
Public relation	35	35%
No public relation	5	5%
Both	60	60%

**Figure 6**

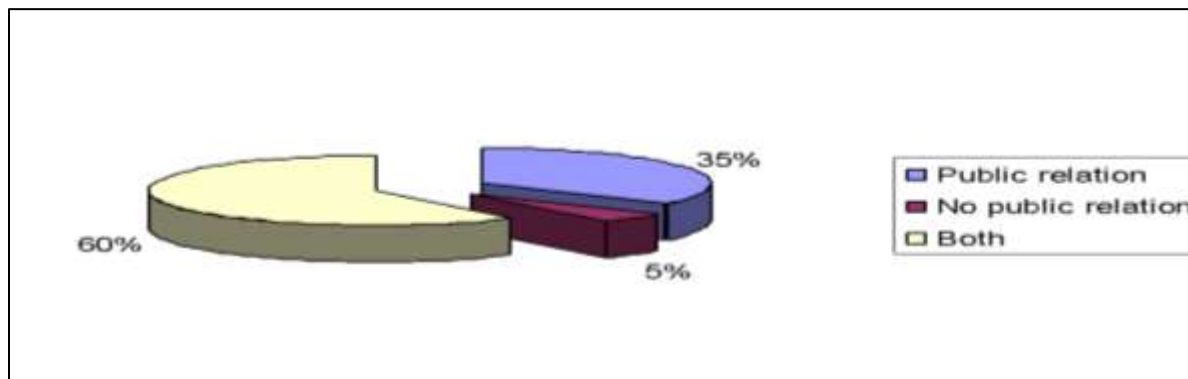


Table6 shows that from 100 respondents 35 people have public relation and 5 people have no public relation and 60 people have both public and non-public relations.

**Levels of Satisfactions against various factors expressed using likert scale -:**

<b>LEVEL OF SATISFACTION AGAINST VARIOUS FACTORS EXPRESSED ON LIKERT SCALE</b>					
<b>Factors</b>	<b>Highly Satisfied</b>	<b>Satisfied</b>	<b>Neutral</b>	<b>Dis-Satisfied</b>	<b>Highly Dis-Satisfied</b>
Are you satisfied with response from your seniors ?	1 (52)	2 (40)	3 (0)	4 (8)	5 (0)
Level of satisfaction with Remuneration	1 (40)	2 (30)	3 (20)	4 (10)	5 (0)
Level of satisfaction towards medical facility	1 (60)	2 (20)	3 (10)	4 (10)	5 (0)
Level of Satisfaction towards working hours	1 (50)	2 (30)	3 (20)	4 (0)	5 (0)

**7. Are you satisfied with response from your seniors ?**

**Table 7**

Response from seniors	NO. OF RESPONDENTS	PERCENTAGE(%)
Highly satisfied	52	52%
Satisfied	40	40%
Dis-satisfied	8	8%
Highly Dis-satisfied	0	0%

**Figure 7**

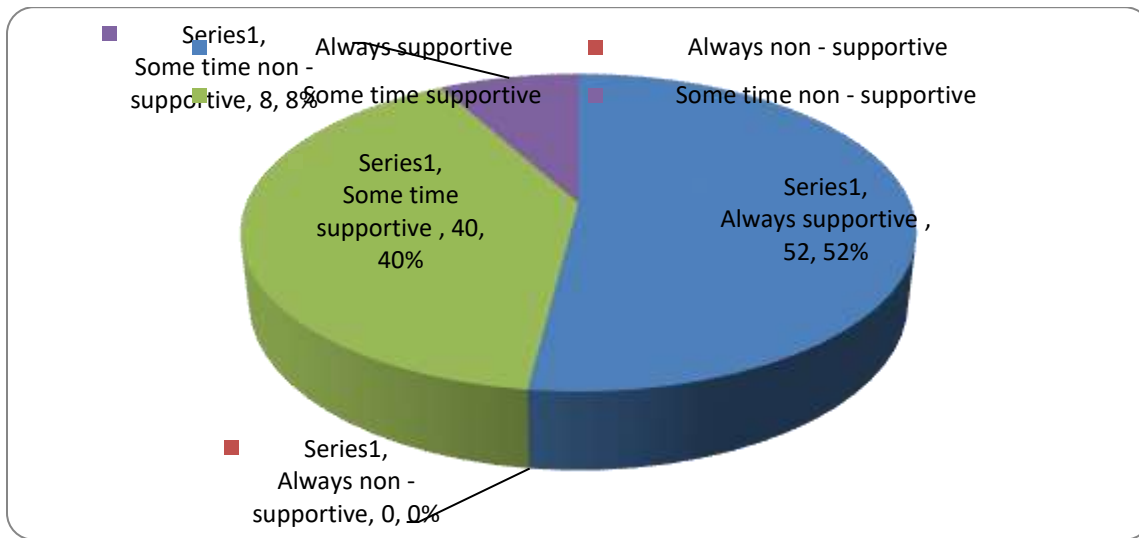


Table 7 shows that from 100 respondents 52 find their seniors always supportive, no body find their seniors non – supportive, 40 find some time supportive, 8 find some time non – supportive.

**8. Level of satisfaction with Remuneration**

**Table 8**

Level of satisfaction with Remuneration	NO. OF RESPONDENTS	PERCENTAGE(%)
Highly satisfied	40	40%
Satisfied	30	30%

Neutral	20	20%
Dis – satisfied	10	10%
Highly dis - satisfied	0	0%

**Figure 8**

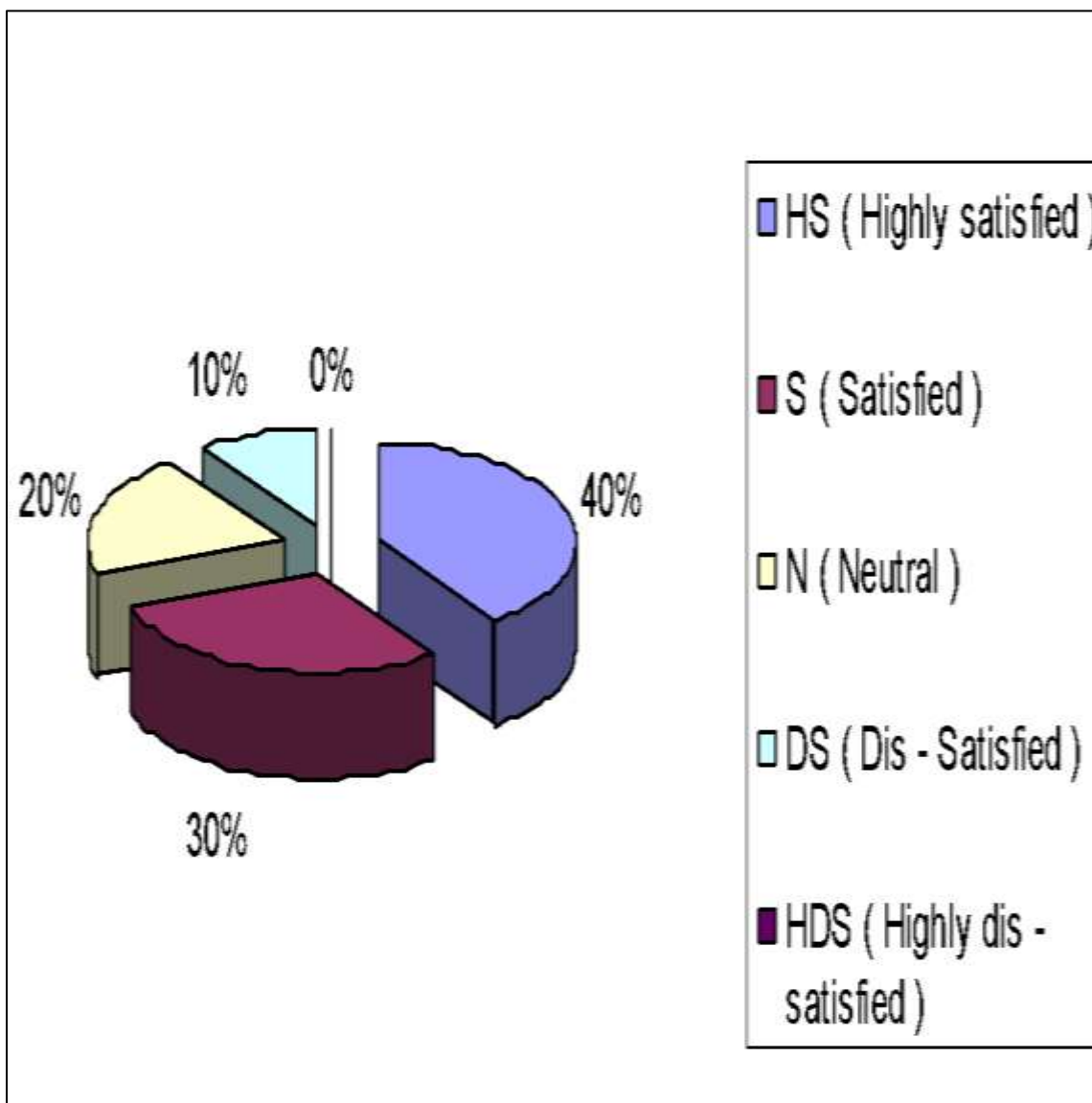


Table 8 shows that from 100 respondents 40 are highly satisfied, 30 are satisfied, 20 are neutral, 10 are dis – satisfied and no body is highly dis – satisfied.

**9. Level of satisfaction towards medical facility:-**

Table 9

Level of satisfaction towards medical facility	NO. OF RESPONDENTS	PERCENTAGE(%)
Highly satisfied	60	60%
Satisfied	20	20%
Neutral	10	10%
Dis – satisfied	10	10%
Highly dis – satisfied	0	0%

Figure 9

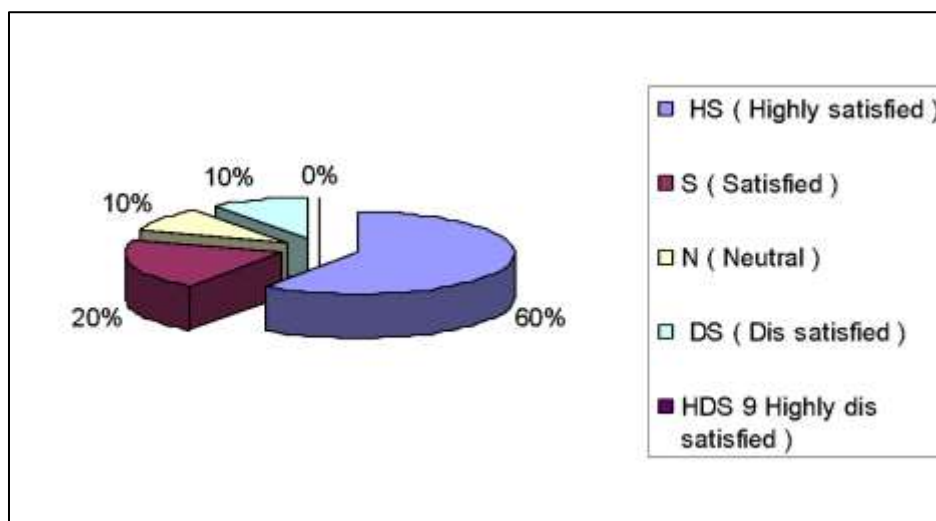


Table 9 shows that from 100 respondents 60 are highly satisfied, 20 are satisfied, 10 are neutral, 10 are dis – satisfied and no body is highly dis satisfied.

**10. Level of Satisfaction towards working hours:-**

**Table 10**

Level of Satisfaction towards working hours	NO. OF RESPONDENTS	PERCENTAGE(%)
Highly satisfied	50	50%
Satisfied	30	30%
Neutral	20	20%
Dis – satisfied	0	0%
Highly dis – satisfied	0	0%

Figure 10

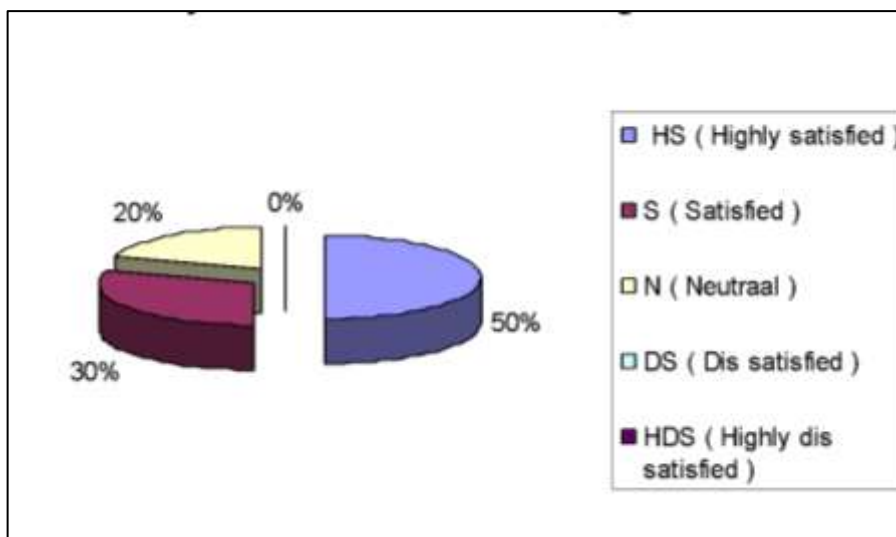


Table 10 shows that from 100 respondents 50 are highly satisfied, 30 are satisfied, 20 are neutral, no body is dis satisfied and dis satisfied.

**11. Overall Satisfaction Level**

OVERALL SATISFACTION LEVEL EXPRESSED ON LIKERT SCALE						
	Highly Satisfied	Satisfied	Neutral	Dis-Satisfied	Highly Dis-Satisfied	Rows Total
Male (Observed)	15	25	5	15	10	70
Female (Observed)	5	15	5	5	0	30
Column Total	20	40	10	20	10	100

Table 11

**Application Of Chi-Squared Test to check the association between The Gender and Overall Satisfaction Level-**

So We Will Take a Null Hypothesis that -:

**H0: Gender and Overall Satisfaction level are Independent**

<b>APPLICATION OF CHI SQUARED TEST FOR TESTING THE ASSOCIATION BETWEEN TWO VARIABLES</b>						
<b>Male Chi Stats</b>						
	<b>Highly Satisfied</b>	<b>Satisfied</b>	<b>Neutral</b>	<b>Dis-Satisfied</b>	<b>Highly Dis-Satisfied</b>	
<b>Males (Expected)</b>	14	28	7	14	7	
<b>(O-E)</b>	1	-3	-2	1	3	
<b>(O-E)<sup>2</sup></b>	1	9	4	1	9	
<b>(O-E)<sup>2</sup>/E</b>	0.071428571	0.321428571	0.571428571	0.071428571	1.285714286	<b>2.321428571</b>
<b>Female Chi Stats</b>						
	<b>Highly Satisfied</b>	<b>Satisfied</b>	<b>Neutral</b>	<b>Dis-Satisfied</b>	<b>Highly Dis-Satisfied</b>	
<b>Female (Expected)</b>	6	12	3	6	3	
<b>(O-E)</b>	-1	3	2	-1	-3	
<b>(O-E)<sup>2</sup></b>	1	9	4	1	9	
<b>(O-E)<sup>2</sup>/E</b>	0.166666667	0.75	1.333333333	0.166666667	3	<b>5.416666667</b>
					<b>chi-square statistic</b>	<b>7.738095238</b>
					<b>Degree Of freedom</b>	<b>4</b>
					<b>Level Of Significance</b>	<b>0.05</b>
					<b>Critical Value</b>	<b>9.488</b>

**Where,**

E = Expected Values =  $(N_r * N_c) / N$

O = Observed Values = Actual Values

$N_r$  = Rows Total

$N_c$  = Columns Total

Degree Of Freedom =  $(r-1) * (c-1)$

Level Of Significance = 0.05

As the Chi Statistics (7.738095238) is smaller than the critical value (9.488) at degree of freedom = 2 and level of significance = 0.05, Hence our Hypothesis is accepted and Therefore **Gender and Overall Satisfaction level are Independent.**

## FINDINGS:

On the basis of study, major findings of the research are as follows:-

- Employee mostly in 20 -30 age group get promotion through better Performance in shorter period.
- Employees are mostly highly educated. Since highly educated persons have very high expectations from their jobs.
- Most of the employees fall in less than 1 year and 1-3 years of service.
- Percentage of employees who want to leave firm is less.
- Relationship with seniors and peer group is satisfactory.
- Employees have better coordination with subordinates.
- Participation in decision making, suggestion schemes and grievance Handling procedure is more.
  
- Good working hours, good infrastructure ranges from neutrality to Satisfactory.
  
- Good working conditions are more satisfied.
- Lunch periods and rest periods are less satisfied.
- Medical facilities and accommodation facilities are good.
- Incentives and remuneration is satisfactory.
- The problem of overload work is faced by employees.
- The problem of noise pollution is neutral.
- The problem of limited holidays is neutral.

## SUGGESTIONS:

- One benefit of Job Satisfaction and involvement surveys is that give management an indication of general levels of satisfaction in a company. Surveys also indicate specific areas of satisfaction or dissatisfaction and particular groups of employees. In other words, a survey tells how employees feel about their jobs, what parts of their jobs these feelings feel about their jobs, what part of their jobs these feelings are focused on, which departments are particularly affected and whose feelings are involved ( for example supervisors, employees or staff specialists). The survey is a powerful diagnostic instrument for assessing employee problem.
  
- Improved communication is another benefit of the surveys. Communication flow in all directions as people plan the survey, talk and discuss its results. Particularly beneficial to the company is, the upward communication when employees are encouraged to comment about what they really have in their minds.
  
- An unexpected benefit from a job – satisfaction survey is improved attitudes. For some employees, the survey is a safety valve, an emotional release, a chance to get things off their chest. For others, the survey is a tangible expression of management’s interest in employee welfare, which give employees a reason to feel better towards management.

- This Job Satisfaction and involvement survey can help discover the cause of indirect productivity problems, such as absenteeism, turnover and poor quality of work. In an organization is disturbed by a high rate of absenteeism or turnover, it might appropriately turn to Job Satisfaction and involvement surveys to diagnose the cause. The cause could be low pay, lack of proper surveys, there could be random guessing on the part of management. A Job Satisfaction and involvement survey helps management both to get a better handle on why employees are lagging and to plan better solutions to problems.
- Another benefit to satisfaction surveys is that they help management assess training needs. Usually, employees are given an opportunity to report how they feel this supervisor performs certain parts of this job, such as delegating work and giving adequate job instructions. Since employees experience these supervisory acts, their perceptions may provide useful data about the training of their supervisors.
- A Job Satisfaction and involvement survey is an indicator of the effectiveness of organizational rewards system. As was discussed earlier, there is a positive relationship between performance and satisfaction. This relationship will be strong when rewards are distributed equitably contingent upon performance. Now, job – satisfaction surveys can provide some clues as to the effectiveness of the organizational rewards system. The help managers judge whether the best performance are receiving the most rewards and the most satisfaction from their jobs. The best performers are likely to quit if they are not suitable rewarded.
- One of the best uses of Job Satisfaction and involvement surveys is in the evaluation of the impact of organizational changes on employee attitudes. For example, the management wants to know whether the job redesign programme recently implemented in the organization has resulted in increased satisfaction to the employees. By comparing pre – change data and post –change data, it is easy to determine what impact the redesigned work has on employee attitudes.
- Managers adopt some democratic approach also along with autocratic approach.

### **CONCLUSION:**

Findings and suggestions are based on the survey conducted and these points are to be looked into and steps are to be taken in this regards for higher growth. From this analysis, I conclude that the job provides the opportunity to the employees to exercise his or her skills at workplace. Number of the employees accepted at times there is a considerable flexibility in coordinating with work and they are satisfied with the exciting inter personal communication. The company follows the systematic planning and review process to evaluate the performance of employees. From the analysis, it was also observed that there is a scope for the improvement of working conditions in SHREE GANESH COMPANY.

Finally, I would like to conclude that the employees of this company are satisfied with their work and the organization.

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