

1.1 INTRODUCTION

Employee Job Satisfaction:

The term “Job satisfaction” refers to an employee general attitude towards his job. Job satisfaction is how content an individual is with his or her job. The employees can be thinking that the organization can be fulfil their requirements such as (i) Pay, (ii) Pension Arrangement, (iii) Working Hours. It is useful to highlight its important aspects.

There are three important dimensions to employee job satisfaction.

1. Employee job satisfaction refers to ones feeling towards one’s job. It can only be inferred but not seen.
2. Employee job satisfaction by how well outcomes meet o exceed expectations satisfaction in one’s job means increased commitment in the fulfilment of formal requirements. There is greater willingness to invest personal energy and time in job performance.
3. The terms of employee job satisfaction and job attitudes are typically use interchangeably. Both refer to effective orientations on the part of individual towards their work roles, which they presently occupying positive attitudes equivalent to employee’s job satisfaction and negative attitudes towards the job.

1.2 OBJECTIVES OF THE STUDY

- ❖ To know the factors affecting the employee job satisfaction
- ❖ To give recommend for improving employee job satisfaction within the organization.
- ❖ To investigate career development opportunities for employees in the organization.
- ❖ To evaluate relationships with supervisors and employees in the organization

2.1 RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher problem along with the logic behind them. It is necessary for the researcher to know not only the research methods or techniques but also the methodology.

2.2 RESEARCH DESIGN

The research design used for this study is descriptive study. Descriptive study is a fact-finding investigation with an adequate interpretation. It is the simplest type of research and is more specific. Mainly designed to gather descriptive information and provides information for formulating more sophisticated studies.

2.3 SAMPLING METHOD

Sampling is a technique of selecting individual members or a subset of the population to make statistical inferences from them and estimate the characteristics of the whole population. Different sampling methods are widely used by researchers in market research. Simple random sampling is used for this study. The *population size is 200*. The responses are collected by circulating the questionnaire through survey and forms. *Sample size is 132*.

2.4 STATISTICAL TOOLS USED

The research employed a variety of statistical tools, including

- Kolmogorov-Smirnov test (KS test)
- Mann Whitney U-test
- Kruskal Wallis H-test
- Spearman's rank correlation

3.0 PERCENTAGE ANALYSIS

3.1 Table showing the ranking factors affecting the employee job satisfaction in the organization.

S,NO	PARTICULAS	R1	R2	R3	R4	R5	TOTAL	WEIGHTAGE	RANKING
A	Work life balance	62	21	14	18	17	132	29.8	1
B	Compensation and benefits	17	63	22	19	11	132	27.6	2
C	Career growth opportunities	17	20	66	15	14	132	27.1	3
D	Relationships with colleagues and supervisors	14	25	24	56	13	132	24.4	4
E	Job security and stability	16	17	21	14	57	132	19.7	5

INFERENCE:From the above table it is inferred that majority of the respondents of the employees feels work life balance, along with compensation and benefits are the most affecting job satisfaction with higher ranking.

3.2 Table showing that the ranking to give recommend for improving employee job satisfaction within the organization.

S.N O	PARTICULARS	R1	R2	R3	R4	R5	TOTAL	WEIGHTAGE	RANKING
A	Offering compensation and benefits	61	15	18	6	32	132	30.8	1
B	Investing in employee well-being initiatives	8	60	24	22	18	132	27.5	2
C	Providing clear feedback channels	6	20	64	20	22	132	24.2	4
D	Encouraging open communications	9	37	23	45	18	132	24.6	3
D	Collaboration with coordination	18	17	28	14	55	132	21.6	5

INFERENCE:From the above table it is inferred that majority of the respondents reported that the company offering compensation and benefits with the highest rank.

3.3 Table showing that to investigate career development opportunities for employees in the organization.

S.No	PARTICULARS	R1	R2	R3	R4	R5	TOTAL	WEIGHTAGE	RANKING
A	Formal training programs	61	17	16	8	30	132	31.1	1
B	Mentorship opportunities	10	54	15	36	17	132	27.8	2
C	Internal job posting	7	15	64	26	20	132	23.9	3
D	Tuition reimbursement	8	38	28	42	16	132	19.6	5
E	Career development workshops	25	13	20	18	56	132	21.9	4

INFERENCE:From the above table it is inferred that majority of the respondents reported that the company, investigate Formal training programs for career development opportunities for employees with the highest rank.

3.4 Table showing that ranking to evaluate relationships with supervisors and employees in the organization.

S.no	PARTICULARS	R1	R2	R3	R4	R5	TOTAL	WEIGHTAGE	RANKING
a	Team building activities	72	16	20	7	17	132	34.3	1
b	Open communication workshops	9	64	27	17	15	132	28.7	2
c	Recognition and appreciation	11	23	71	11	16	132	26.5	3
d	Trust and respect	9	32	26	50	15	132	24.4	4
e	Conflicts mediation services	18	17	25	17	55	132	21.4	5

INFERENCE:From the above table it is inferred that majority of the respondents reported Team buildings activities are helps to evaluate relationship with supervisors and employees in the organization with the highest rank.

4.0 DATA INTERPRETATION AND ANALYSIS

4.1 Normality test on employee job satisfaction level

Table showing test of normality

H0: The data follows normal distribution

H1: The data significantly deviates from normal distribution

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	Df	Sig.
Factors	.116	132	.000	.959	132	.001
Recommend for improving employee job satisfaction	.117	132	.000	.939	132	.000
career development opportunities	.144	132	.000	.949	132	.000
Relationship with supervisors and employees	.105	132	.001	.958	132	.000

a. Lilliefors Significance Correction

INFERENCE:

From the result of Kolmogorov -Smirnov test, since P(sig) value < 0.05, We reject Null Hypothesis. It infers that the data is significantly deviated from Normal distribution. Hence, non-parametric tools are applied for the study.

4.2 CHI SQUARE

H0: There is no dependency between Experience of employees and their career development opportunities.

H1: There is dependency between Experience of employees and their career development

3.2.29 TABLE SHOWING CHI SQUARE TEST

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	78.933 ^a	72	.269
Likelihood Ratio	83.986	72	.158
Linear-by-Linear Association	6.936	1	.008
N of Valid Cases	132		

a. 93 cells (97.9%) have expected count less than 5. The minimum expected count is 11

4.3 MANN-WHITNEY U TEST:

H0: There is no significance difference between the mean rank of Male and Female with respect to those 4 dimensions.

H1: There is significance difference between the mean rank of Male and Female with those 4 dimensions.

3.2.28 TABLE SHOWING TEST STATISTICS OF U TEST

	factors	Recommend for improving employee job satisfaction	career development opportunities	Relationship with supervisors and employees
Mann-Whitney U	2.133E3	1809.000	1906.000	2092.500
Wilcoxon W	4.278E3	4087.000	4051.000	4370.500
Z	-.203	-1.684	-1.242	-.388
Asymp. Sig. (2-tailed)	.839	.092	.214	.698

4.4 KRUSKAL WALLIS H TEST

3.2.30 TABLE SHOWING TEST STATISTICS

	Factors	Recommend for improving employee job satisfaction	career development opportunities	Relationship with supervisors and employees
Chi-Square	2.993	6.053	10.393	4.760
Df	3	3	3	3
Asymp. Sig.	.393	.109	.016	.190

a. Kruskal Wallis Test

b. Grouping Variable: Age

5.0 CONCLUSION

In conclusion, focusing on young talent, promoting gender-neutral policies, enhancing career development opportunities, prioritizing relationship building, encouraging open communication, utilizing non-parametric tools, addressing age-based differences, implementing regular feedback mechanisms, promoting work-life balance, and committing to continuous improvement are crucial steps towards fostering a positive and inclusive work environment and programs to cater to their needs and preferences by tailoring initiatives to meet the needs of different demographics, addressing disparities, and actively seeking feedback for improvement, equitable for all genders continue utilizing non-parametric tools for future studies to ensure accurate analysis, Implement regular feedback mechanisms, suggestions for improving various aspects of the work environment; based on feedback and data analysis to ensure a positive and supportive work environment for all employees. Organizations can create a workplace where all employees feel valued, supported, and motivated to succeed.