

A STUDY ON JOB SATISFACTION IN POWER LOOM INDUSTRIAL UNITS (A CASE STUDY OF UJJAIN CITY)

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ABSTRACT

Job satisfaction is the general attitude of workers towards their job. Locke regards job satisfaction as “pleasurable or positive emotional state resulting from the appraisal of one’s job experiences”. Job satisfaction reflects the overall attitude of workers towards the work, co-workers, the organization, the culture, the environment and the social group at large. Job satisfaction is very important both to the employees and employer. It influences the degree of performance of the employee Khan viewed that job satisfaction is the favorableness or unfavorableness with which employees view their work. It expresses the amount of agreement between one’s expectations of the job and reward that the job provides. Therefore this paper is an attempt to find out the job satisfaction towards power loom industries in Ujjain city. This paper is divided into three parts. Part one represents introduction, research methodology and objectives of the study. Part two review the job satisfaction among employees in power loom industry. The analysis in this paper is qualitative as well as quantitative. This study is based on information obtained from primary sources which includes one hundred employees which are taken from the different power loom industries in Ujjain city. Final and third part includes findings and conclusion of the study.

KEY WORDS: employee, satisfaction, power loom, industry, job.

INTRODUCTION

Job satisfaction is the general attitude of workers towards their job. Locke regards job satisfaction as “pleasurable or positive emotional state resulting from the appraisal of one’s job experiences”. Job satisfaction reflects the overall attitude of workers towards the work, co-workers, the organization, the culture, the environment and the social group at large. The term job satisfaction was brought to limelight by Hoppock (1935). As per his observation, job satisfaction is a combination of psychological, physiological and environmental circumstances that cause a person to say “I am satisfied with my job”. Such a description indicates the variety of variables that influence the satisfaction of the individual. Job satisfaction is the end state of feeling. Therefore, job satisfaction of employees depends upon various factors relating to the job and the environment in which it is performed. Job satisfaction is very important both to the employees and employer. It influences the degree of performance of the employee Khan viewed that job satisfaction is the favorableness or unfavorableness with which employees view their work. It expresses the amount of agreement between one’s expectations of the job and reward that the job provides. Wanons emphasized that job satisfaction is the positive attitude of employees towards their job. The job satisfaction may refer to either a person or a group. Janet Raymond said that job satisfaction is also applicable to parts of an individual’s job. They further attributed that it is a part of life satisfaction. The nature of one’s environment of the job does affect one’s feelings on the job. Job satisfaction arises from a complex set of circumstances in the same way as motivation

does. It is understandable from the Herzberg's motivation maintenance model, that satisfaction typically is not a strong motivator. But dissatisfaction of employees may bring down their performance. Job satisfaction is important for organization, as well as individual. It has been an issue of great interest for many managers in view of its positive implications regarding behavior of the satisfied employees as distinguished from dissatisfied employees.

POWER LOOM INDUSTRIES IN UJJAIN

Ujjain occupies an important position in as much as there is rising consideration for the growth & development of large scale as well as small-scale industries. Development of large factories would call for a great deal of capital investment but the resources of capital at the disposal of the general mass are admittedly limited. Under these circumstances it seems necessary at this stage the new investment for developing large-scale industries be restricted. The introduction of such capital intensive industries would no doubt lead to the creation of additional employment and income but the scope of employment would cater for only or limited portion of the growing population and the increased income would consequently lead to increased demand for consumer goods amongst the common people which unfortunately are normally produced by the heavy and large scale industrial units. Furthermore, the modern trend, towards more mechanization signifies that labor employment in large number is not encouraged. The problem therefore is twofold first to provide an outlet for the increasing purchasing power generated and secondly to create more employment opportunities.

The expansion of cottage and small scale industries, 'the power loom' being one such industry, would not only help to increase the supply of consumer goods but would also help to open new avenues of employment. Therefore it is essential that the new investment should be channeled towards the growth development of cottage and small scale industries. Moreover, the large scale industries are more capital and less labor intensive and require highly experienced organizations and technical personal. The restrictions of foreign exchange also do not allow us to import heavy and expensive machine in the desired quantity as required in the large scale industries.

RESEARCH DESIGN

A research is the arrangement of the conditions for the collections and analysis of the data in a manner that aims to combine relevance to the research purpose with economy in procedure. In fact, the research is design is the conceptual structure within which research is conducted; it constitutes the blue print of the collection, measurement and analysis of the data. As search the design includes an outline of what the researcher will do from writing the hypothesis and its operational implication to the final analysis of data.

PURPOSE OF STUDY

This study explores the relationship between work rewards and job satisfaction Human life has become very complex and completed in now-a-days. In modern society the needs and requirements of the people are ever increasing and ever changing. When the people are ever increasing and ever changing, when the peoples needs are not fulfilled they become dissatisfied. Dissatisfied people are likely to contribute very little for any purpose. Job satisfaction of industrial workers us very important for the industry to function successfully. April from managerial and technical aspects, employers can be considered as backbone of any industrial development. To utilize their contribution they should be provided with good working conditions to boost their job satisfaction

Any business can achieve success and peace only when the problem of satisfaction and dissatisfaction of workers are felt understood and solved, problem efficiency absenteeism

labour turnover require a social skill of understanding human problems and dealing with them scientific investigation serves the purpose to solve the human problems in the industry.

PLANNING AND EXECUTION OF THE SURVEY

OBJECTIVES OF THE SURVEY: The present study pertaining to the attitude of employees towards job satisfaction in power loom industrial units in Ujjain with following major objectives:

To understand employee satisfaction in power loom industry.

To understand the job satisfaction programmes offered by power loom industry.

Population covered: The word population is used to denote the aggregate from which the sample is drawn. In the present survey, population consisted of all those employees who were working in power loom industrial units in Ujjain.

CONSTRUCTION OF FRAME

Sampling frame was constructed on the following guidelines:

A rough frame in the form of list of employees was prepared using the official records.

Managers of these offices were requested officially to provide the list of employees working in their said units. All the Managers of the said units co-operated with me and provided updated list of employees.

The list was checked for any defects such as duplications or misprints, if any they were removed through care full scrutiny.

Each unit in the list was properly numbered and re-listed with the following specifications.

S. No. Residence Name Qualification

Finally corrected list was used as a workable frame for the sample selection.

Since the population was homogeneous, simple random sample was taken with proper sample size.

FIELD WORK

The required data was collected by the employees, by contacting the respondents. The respondents themselves filled the questionnaire. The questionnaire was prepared before the start of the survey. The questions were framed in simple language. The number of questions was minimum and technical terms were avoided. Most of the questions were close ended, and open ended questions were avoided. There was no case of response errors as each and every respondent gave information correctly.

For the purpose of analysis, the responses in the edited questionnaire were converted in numerical terms. The coded data was then tabulated in the form of master chart. This served as the fundamental table for the analysis of the data.

Codes used in master chart. Analysis was carried out using the licensed software Minitab. A copy of the master chart is attached to the report for ready reference. The whole exercise of data collection, editing and coding took almost 6 months.

STATISTICAL ANALYSIS

The organization, analysis and interpretation of data are important to form conclusions and offer suggestions for further research. The analysis and interpretation of data involves the objective material in the possession of researcher and his subjective reactions and desires to derive the inherent meanings from the data. The said questionnaire has been administered on a sample of 100 respondents. In this chapter the responses on each question obtained from

different sub groups of sample have been analyzed with the help of percentage statistics. The numerical and graphical comparisons are also shown.

Are you having job satisfaction

Table 4.1

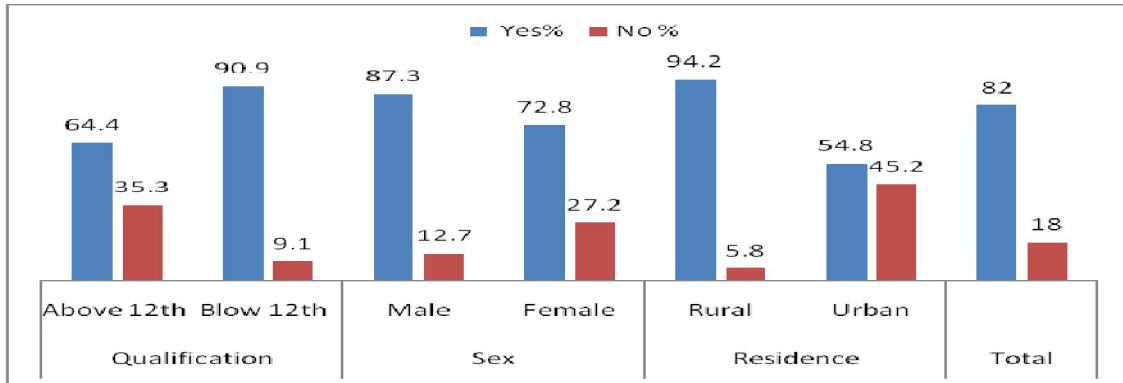


Table 4.1 along with Histogram attached shows the response of respondents regarding this question , More than 90% cases from blow 12th answered ‘Yes’ to this question and 60% responded ‘Yes’ from above 12th . It is interesting to highlight that male employees like job satisfaction in power loom industrial units more than female employees. Rural employees like it slightly more than urban respondents. In general out of 100 respondents, 82 respondents i.e. 82% cases have shown favorable attitude towards job satisfaction in power loom industrial units.

Table 4.2

If yes, does it specify your major tasks?

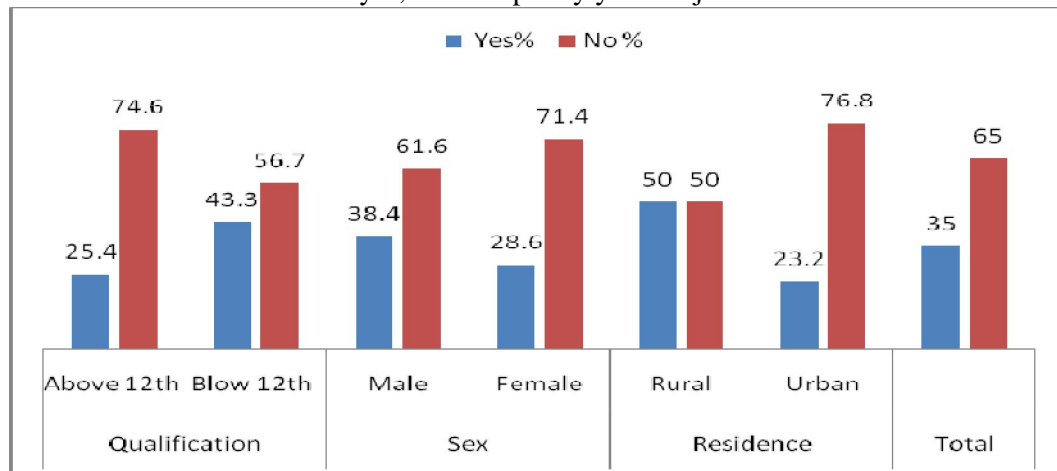


Table 4.2 along with Histogram attached shows the response of respondents regarding this question , More than 40% cases from blow 12th answered ‘Yes’ to this question and 25% responded ‘Yes’ from above 12th . It is interesting to highlight that male employees like job satisfaction in power loom industrial units more than female employees. Rural employees like it slightly more than urban respondents. In general out of 100 respondents, 35

respondents i.e. 35% cases have shown favorable attitude towards job satisfaction in power loom industrial units.

Table 4.3
If no, would you like to have a job satisfaction program?

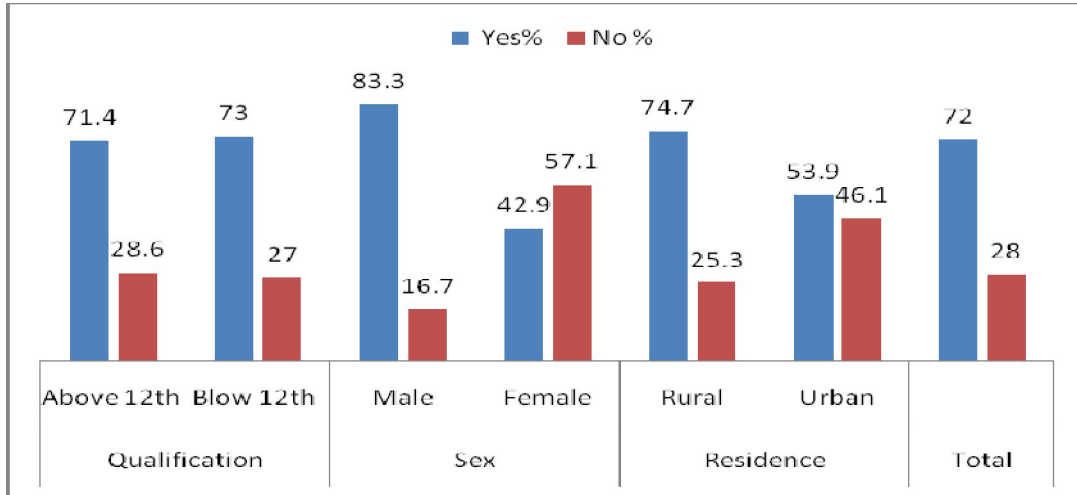


Table 4.3 along with Histogram attached shows the response of respondents regarding this question , More than 72% cases from blow 12th answered ‘Yes’ to this question and 70% responded ‘Yes’ from above 12th . It is interesting to highlight that male employees like job satisfaction in power loom industrial units more than female employees. Rural employees like it slightly more than urban respondents. In general out of 100 respondents, 72 respondents i.e. 72% cases have shown favorable attitude towards job satisfaction in power loom industrial units.

Table 4.4
Are you being provided job satisfaction programs in your area?

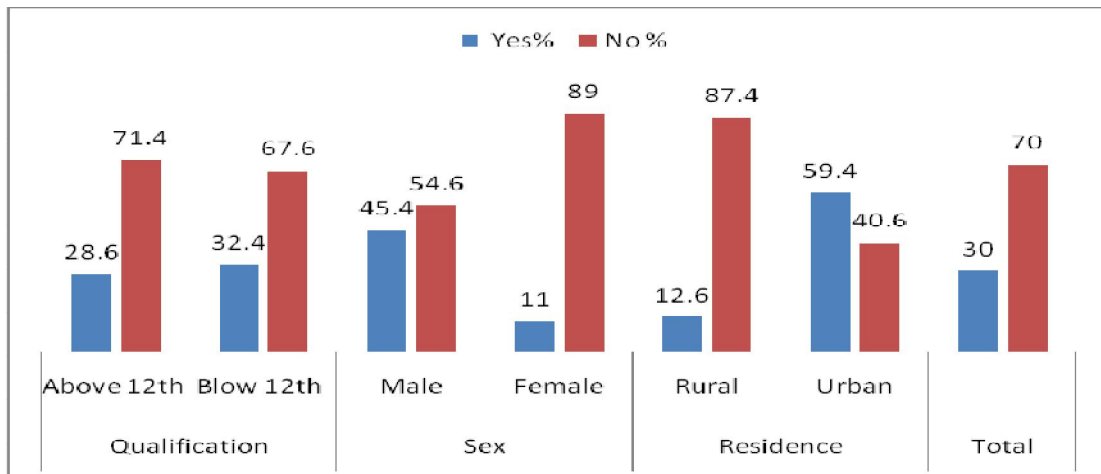


Table 4.4 along with Histogram attached shows the response of respondents regarding this question , More than 32% cases from blow 12th answered ‘Yes’ to this question and 28% responded ‘Yes’ from above 12th . It is interesting to highlight that male employees like job satisfaction in power loom industrial units more than female employees. Urban employees like it slightly more than rural respondents. In general out of 100 respondents, 30 respondents

i.e. 30% cases have shown favorable attitude towards job satisfaction in power loom industrial unit

Table 4.5

For how many days are you provided job satisfaction in a year?

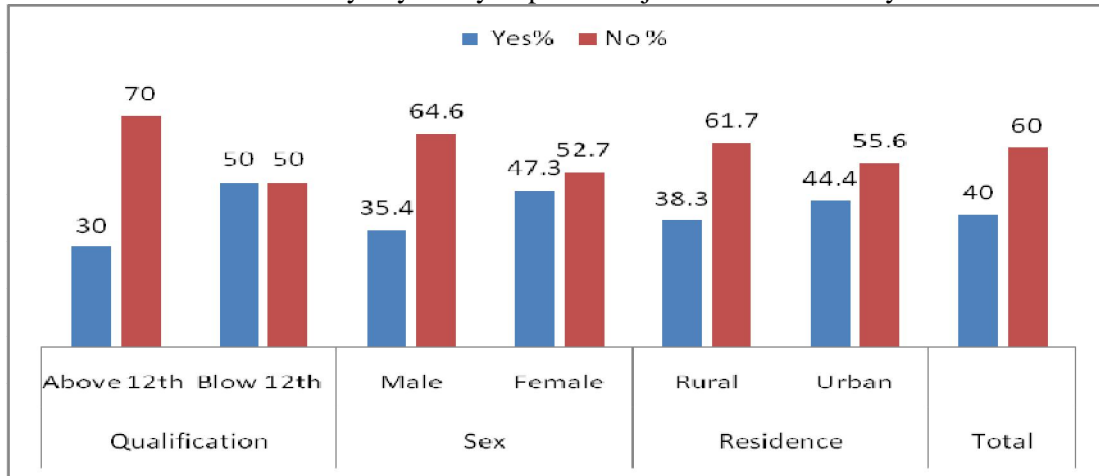


Table 4.5 along with Histogram attached shows the response of respondents regarding this question , More than 50% cases from blow 12th answered ‘Yes’ to this question and 30% responded ‘Yes’ from above 12th . It is interesting to highlight that female employees like job satisfaction in power loom industrial units more than male employees. Urban employees like it slightly more than rural respondents. In general out of 100 respondents, 40 respondents i.e. 82% cases have shown favorable attitude towards job satisfaction in power loom industrial units.

Table4.6

Are you satisfied with the time duration of job satisfaction provided to you?

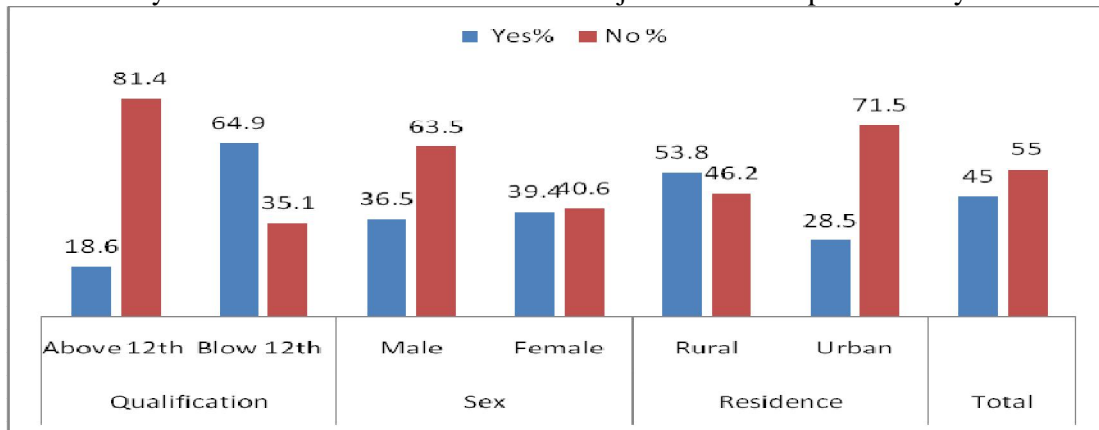


Table 4.6 along with Histogram attached shows the response of respondents regarding this question , More than 64% cases from blow 12th answered ‘Yes’ to this question and 18% responded ‘Yes’ from above 12th . It is interesting to highlight that female employees like job satisfaction in power loom industrial units more than male employees. Rural employees like it slightly more than urban respondents. In general out of 100 respondents, 45 respondents i.e. 45% cases have shown favorable attitude towards job satisfaction in power loom industrial units.

Table 4.7
How many job satisfaction programs do you receive during one year?

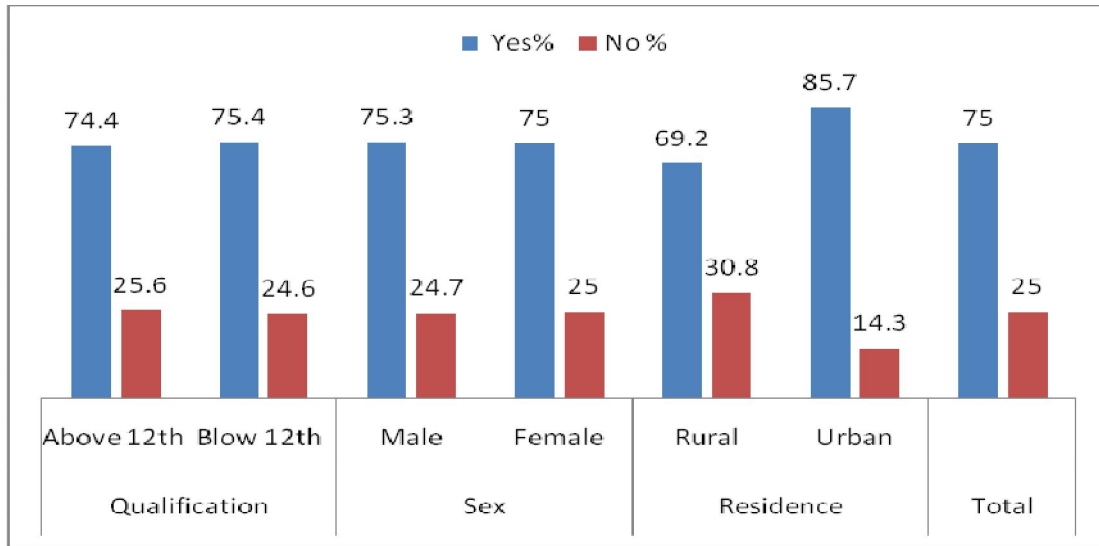


Table 4.7 along with Histogram attached shows the response of respondents regarding this question, More than 75% cases from blow 12th answered 'Yes' to this question and 74% responded 'Yes' from above 12th. It is interesting to highlight that male employees like job satisfaction in power loom industrial units more than female employees. Urban employees like it slightly more than rural respondents. In general out of 100 respondents, 75 respondents i.e. 75% cases have shown favorable attitude towards job satisfaction in power loom industrial units.

Table 4.8
Are you satisfied with the number of job satisfaction program provided to you?

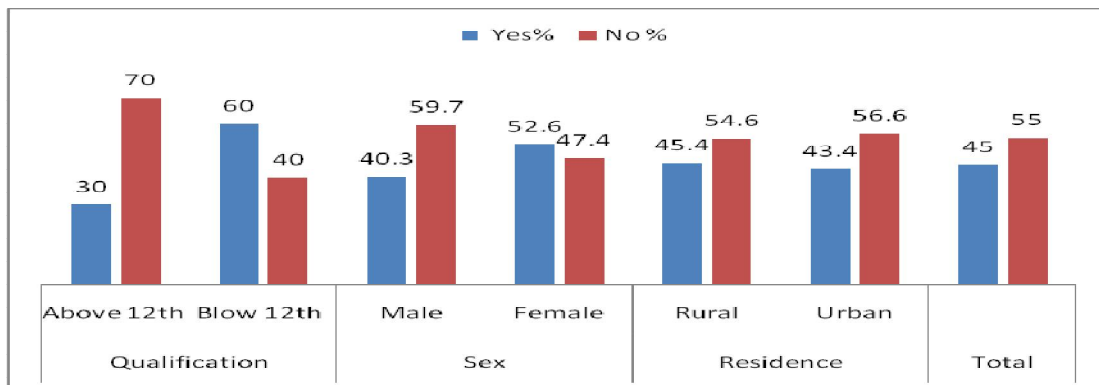


Table 4.8 along with Histogram attached shows the response of respondents regarding this question, More than 60% cases from blow 12th answered 'Yes' to this question and 30% responded 'Yes' from above 12th. It is interesting to highlight that female employees like job satisfaction in power loom industrial units more than male employees. Rural employees like it slightly more than urban respondents. In general out of 100 respondents, 45 respondents i.e. 45% cases have shown favorable attitude towards job satisfaction in power loom industrial units.

Table 4.9

If no, please tick the most appropriate option- job satisfaction program should?

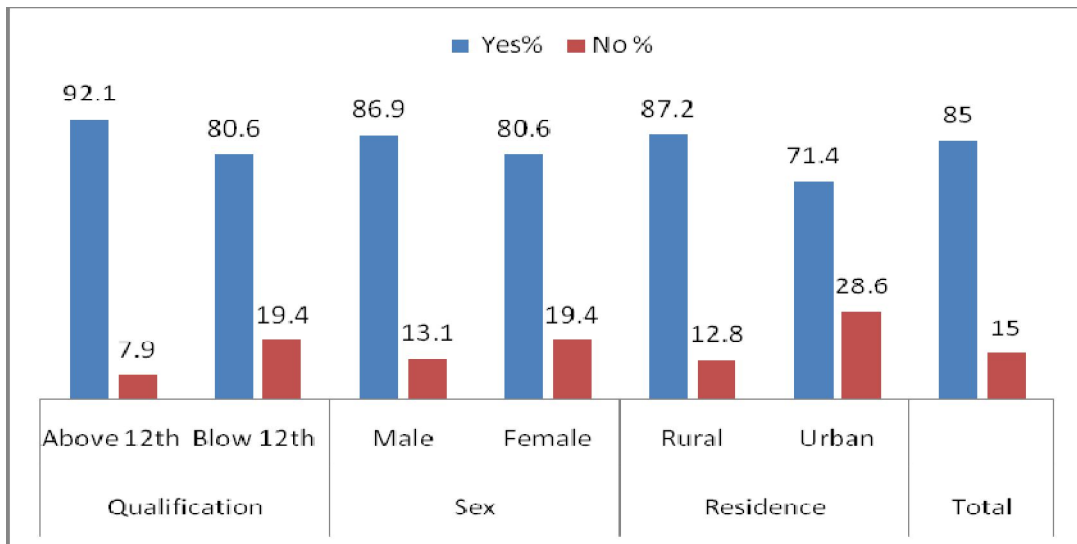


Table 4.9 along with Histogram attached shows the response of respondents regarding this question , More than 80% cases from blow 12th answered ‘Yes’ to this question and 92% responded ‘Yes’ from above 12th . It is interesting to highlight that male employees like job satisfaction in power loom industrial units more than female employees. Rural employees like it slightly more than urban respondents. In general out of 100 respondents, 85 respondents i.e. 85% cases have shown favorable attitude towards job satisfaction in power loom industries.

Table 4.10

what do you think about the content of job satisfaction program provided to you?

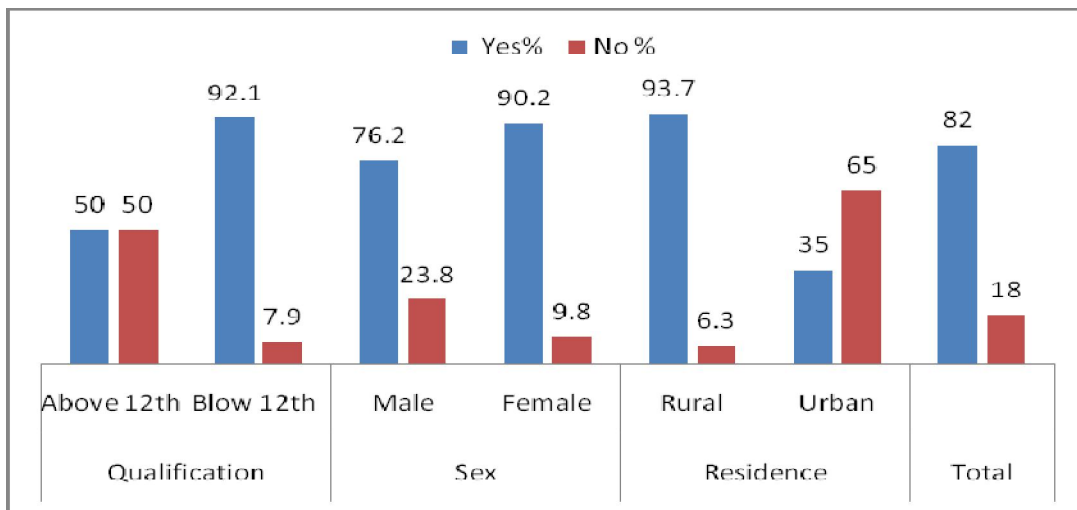


Table 4.10 along with Histogram attached shows the response of respondents regarding this question , More than 92% cases from blow 12th answered ‘Yes’ to this question and 50% responded ‘Yes’ from above 12th . It is interesting to highlight that female employees like job

satisfaction in power loom industrial units more than male employees. Rural employees like it slightly more than urban respondents. In general out of 100 respondents, 82 respondents i.e. 82% cases have shown favorable attitude towards job satisfaction in power loom industrial units.

FINDINGS

From the study, we come to know that there is a significant impact of job rewards on job satisfaction of employees.

Employees are satisfied from their task autonomy.

Employees are satisfied from the task involvement.

There is a significant impact of task significance on employee's satisfaction.

Most of employees are satisfied from the social and organizational rewards.

CONCLUSION

Ujjain occupies an important position in as much as there is rising consideration for the growth & development of large scale as well as small-scale industries. Development of large factories would call for a great deal of capital investment but the resources of capital at the disposal of the general mass are admittedly limited. Under this circumstances it seems necessary at this stage the new investment for developing large-scale industries be restricted. The introduction of such capital intensive industries would no doubt lead to the creation of additional employment and income but the scope of employment would cater for only or limited portion of the growing population and the increased income would consequently lead to increased demand for consumer goods amongst the common people which unfortunately are normally produced by the heavy and large scale industrial units. Furthermore, the modern trend, towards more mechanization signifies that labor employment in large number is not encouraged.

The problem therefore is twofold first to provide an outlet for the increasing purchasing power generated and secondly to create more employment opportunities.

The expansion of cottage and small scale industries, 'the power loom' being one such industry, would not only help to increase the supply of consumer goods but would also help to open new avenues of employment. Therefore it is essential that the new investment should be channeled towards the growth development of cottage and small scale industries. In order to accomplish the objectives of the study, the primary data and secondary was collected then grouped into tables and charts and analyzed with help of various statistical tools. The industrial units which were under study are leading units in Ujjain and provide good care to their employees. These industrial units have to compete with other industrial units in the country in terms of the business growth, revenue and service provided by these industries. In summary, to gain a competitive advantage and be leading industrial units in India, these should pay attention to all dimensions in order to increase the level of job satisfaction in employees. Employee satisfaction has become a key in gaining and maintaining market share, showing an industrial success and long term competitiveness. As a result, a high level of employee satisfaction will increase revenue and growth of the industries. To conclude this study, we come to know that:

There is a significant impact of job rewards on job satisfaction of employees, employees are satisfied from their task autonomy, Employee are satisfied from the task involvement, there is a significant impact of task significance on employee's satisfaction, Most of employees are

satisfied from the social and organizational rewards and employee's performance should be appraised from time to time so that organization can come to know about the efficiency of the organization. Highly educated and experience people should be recruited. Management should be friendly with the employee.

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