

STUDY ON EMPLOYEE JOB SATISFACTION IN DONALDSON INDIA FILTER SYSTEM LIMITED

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ABSTRACT

Job satisfaction is one of the most crucial and most important factor that determines the overall growth and success of the association. Job satisfaction means what the employee feels about their job. "A happy employee is a productive employee". The major objective of this research study is to evaluate the human resource factors that affect the satisfaction level of the employee in **Donaldson India Filer System Limited**. The primary research study is conducted of 64 employees belonging to **Donaldson India Filer System Limited**.

Keywords: *Job Satisfaction, Employee Turnover, Job Security, Job Rotation.*

Introduction

Employment fulfillment is one of the significant components which have attracted consideration of directors the association just as academicians. Different examinations have been led to discover the components which decide work fulfillment and the manner in which it impacts profitability in the association. In spite of the fact that there is no convincing proof that activity fulfillment influences profitability straightforwardly on the grounds that efficiency relies upon such a large number of factors, it is as yet a prime worry for directors. Employment fulfillment is the psychological desire of favorableness which an individual has about his activity.

"A fulfilled representative make positive commitment and remain with the association."

Occupation fulfillment implies how a employee feels about his/her activity. A representative who express fulfillment of his/her activity is said to have an inspirational nature towards his/her activity. A representative who has uplifting disposition towards employment will be cheerful at his/her work. A disappointed representative has negative behavior towards his/her activity. A representative has negative behavior shows strain, trouble, stress, upset etc. Job satisfaction reflects the fulfillment of work of employee Job Satisfaction shows the personal factors like: Individual needs to determine his/her attitude towards the job.

Job Satisfaction

Job Satisfaction also shows the group factors like:

- Relationship with co-workers
- Working conditions
- Compensation etc.

Job satisfaction is considered in the following conditions:

- Induced to work efficiently and effectively
- Level of Job determine the job satisfaction of employee
- Convinced to remain in the enterprise
- Interested in promoting the image of the organization
- More happy and satisfied with their job. The level of job determines the job satisfaction.

According to E. A. Locke: "Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal or one's job or job experience"

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Literature Review

- Baah and Amoako (2011)** Baah and Amoako describe that the components like nature of work, the feeling of accomplishment from their work, the acknowledgment, the duty that is allowed to them, and open doors for self-improvement and progress, causes representatives to locate their value as for esteem given to them by association. Further, this can increment motivation degree of representatives which will at last raise inside joy of workers and that the inner joy will cause fulfillment. Hygiene factor can just motivation outside joy yet they are not amazing enough to change over disappointment into fulfillment but rather still its factor is a lot of significant. As indicated by them the Herzberg Two Factor Theory, both Hygiene and Motivation factors are connected with one another, as Hygiene factors move representative from Job disappointment to No Job disappointment, though inspiration factors moves workers from no activity disappointment to work fulfillment (Herzberg et al., 1959).
- Sell and Cleal (2011)** Sell and Cleal built up a model on work fulfillment by coordinating financial factors and workplace factors to examine the response of representatives in perilous workplace with high fiscal advantages and non-risky workplace and low money related advantages. The investigation demonstrated that distinctive psychosocial and workplace factors like work place, social help has direct effect on work fulfillment and that expansion in remunerations doesn't improve the disappointment level among representatives.
- Bakotic & Babic (2013)** Bakotic & Babic found that, the boss accessibility at period of scarcity, capacity to interlink representatives, animate inventive reasoning and information on worth of receptiveness taking into account laborers, and capacity to speak with workers, are the essential supervision qualities. Results uncovered that with great and viable supervision, workers' fulfillment level was high though with more unfortunate correspondence capacity, disappointment level among representatives was high (Schroffel, 1999).
- Bakotic and Babic** found that for the laborers who work under troublesome working conditions, working condition is a significant factor for work fulfillment, so laborers under troublesome working conditions are disappointed through this factor. To improve fulfillment of representatives working under troublesome working conditions, it is fundamental for the administration to improve the working conditions. This will make them similarly happy with the individuals who work under typical working condition and consequently generally speaking execution will increment. An examination in telecom division by Tariq et al (2013) uncovered that there are various factors like remaining task at hand, pay, worry at work spot and clashes with family because of occupation drives a worker towards disappointment that further outcomes in turnover. At definite stage these autonomous variables impacts adversely on authoritative execution which is contrarily affected by these elements.
- Chandrasekar (2011)** found that an association needs to focus on make a workplace that upgrades the capacity of representatives to turn out to be increasingly gainful so as to build benefits for association. He likewise contended that Human to human associations and relations are assuming progressively predominant job in the general employment fulfillment as opposed to cash though the executives abilities, time and vitality, all are required for improving the general execution of the association in current time. The free factor right now the workplace where the representatives are working inside an association and the needy variable is the Job fulfillment of workers. Working condition incorporates the working hours, work wellbeing, professional stability, relationship among representatives, regard needs of representatives and the impact of top administration on crafted by representatives.

Research Methodology

The research study focuses on satisfaction of employees in Manufacturing Industry. The primary data was collected through structured questionnaire method from the employees who are working in Manufacturing Industry. The major objective of research study is thoroughly explained to all employees. The questionnaire was distributed to all the employees who are working in the Manufacturing Industry. 64 responses was collected through questionnaire. After collection of data then it was edited, coded, and processed through SPSS Software. Statistical Techniques used in research study comprises of Frequencies distribution, Correlation.

Data Analysis and Interpretations**Table 1: Can Receive the Direction and Advice From Others in my Organization**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	52	81.3	83.9	83.9
	Somewhat agree	7	10.9	11.3	95.2
	Disagree	3	4.7	4.8	100.0
	Total	62	96.9	100.0	
Missing	System	2	3.1		
Total		64	100.0		

Above table shows that 83.9% employees of Donaldson Filter India Limited are agree that they receive the direction and advice from the organization, it shows that organization give right path and advice to their employees to increase productivity of the employees.

Table 2: Do you Feel Working Environment is Highly Satisfaction

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	49	76.6	79.0	79.0
	No	13	20.3	21.0	100.0
	Total	62	96.9	100.0	
Missing	System	2	3.1		
Total		64	100.0		

Above table shows that 79% of employees of the organization are satisfied with the working environment of the organization, but 21% of employees of the organization are not satisfied with the working environment of the organization.

Table 3: Do you have Adequate Personal Space

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	49	76.6	83.1	83.1
	No	10	15.6	16.9	100.0
	Total	59	92.2	100.0	
Missing	System	5	7.8		
Total		64	100.0		

In the above table we find that 83.1% of employees of the Donaldson Filter India Limited get adequate personal space in the organization, which help the employees to feel relaxed in the organization.

Table 4: Salary Matches with the Responsibility and the Level of Satisfaction

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	43	67.2	69.4	69.4
	No	19	29.7	30.6	100.0
	Total	62	96.9	100.0	
Missing	System	2	3.1		
Total		64	100.0		

Above table shows that 69.4% of employees are satisfied with the salary given to them in the organization, but 30.6% of employees do not satisfied with the salary given to them in the organization. So organization should emphasis on the salary structure of the employees in the organization.

Table 5: The Organization Provides Sufficient Benefits and Sufficient Salaried Leaves

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	45	70.3	72.6	72.6
	No	17	26.6	27.4	100.0
	Total	62	96.9	100.0	
Missing	System	2	3.1		
Total		64	100.0		

Above table shows that 72.6% of employees satisfied with the benefits and salaried leaves provided by the organization to their employees, but 27.4% of employees are not satisfied.

Table 6: Job Security and Level of Satisfaction are Good

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	48	75.0	78.7	78.7
	No	13	20.3	21.3	100.0
	Total	61	95.3	100.0	
Missing	System	3	4.7		
Total		64	100.0		

Above table 6 helps to know that 78.7% of employees are satisfied with the Job security given to the employees by the organization, but 21.3% of employees do not satisfied.

Table 7: The Organizational Supports for its Employees Welfare are Satisfactory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	52	81.3	85.2	85.2
	No	9	14.1	14.8	100.0
	Total	61	95.3	100.0	
Missing	System	3	4.7		
Total		64	100.0		

Above table 7 shows that 85.2% of employees agree that organization support employee welfare of the employees of the organization.

Table 8: Working Hours and Level of Satisfaction are Good

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	50	78.1	83.3	83.3
	No	10	15.6	16.7	100.0
	Total	60	93.8	100.0	
Missing	System	4	6.3		
Total		64	100.0		

Above table 8 helps to know that 83.3% of employees are satisfied with the working hours of the organization.

Table 9: Do you Enjoy Organization Culture

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	46	71.9	75.4	75.4
	No	15	23.4	24.6	100.0
	Total	61	95.3	100.0	
Missing	System	3	4.7		
Total		64	100.0		

Above tables 9 shows that 75.4% of employees satisfied with the culture of the organization and enjoy the culture of the organization, but 24.6% of employees are not satisfied with the culture of the organization.

Table 10: Do you Find Your Work Meaningful

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	48	75.0	77.4	77.4
	No	14	21.9	22.6	100.0
	Total	62	96.9	100.0	
Missing	System	2	3.1		
Total		64	100.0		

Above table 10 shows that 77.4% of employees of the organization feel that their work is meaningful in the organization and they feel that they help the organization to achieve the goal of the organization.

Table11: Does Organization Offer Adequate Opportunities for Promotion and Career Development

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	50	78.1	80.6	80.6
	No	12	18.8	19.4	100.0
	Total	62	96.9	100.0	
Missing	System	2	3.1		
Total		64	100.0		

Above table 11 shows that 80.6% of employees agree that organization provide adequate opportunities for promotion and career development opportunities for the employees.

Table 12: Do your Superiors Communicate Company News Effectively and in a Timely Manner

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	56	87.5	90.3	90.3
	No	6	9.4	9.7	100.0
	Total	62	96.9	100.0	
Missing	System	2	3.1		
Total		64	100.0		

Above table 12 helps to know that 90.3% of employees of the organization agree that the superiors communicate the company news timely. It shows that the transparency in the organization is good.

Table 13: Do You feel as through Your Job Responsibilities are Clearly Defined

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	53	82.8	86.9	86.9
	No	8	12.5	13.1	100.0
	Total	61	95.3	100.0	
Missing	System	3	4.7		
Total		64	100.0		

Above table 13 helps us to know that 86.9% of employees feel that their job responsibility are clearly defined which help the employees to work in effective manner.

Table 14: How Transparent do you Feel the Management is

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	20	31.3	32.3	32.3
	Neutral	25	39.1	40.3	72.6
	Strongly Agree	17	26.6	27.4	100.0
	Total	62	96.9	100.0	
Missing	System	2	3.1		
Total		64	100.0		

Above table 14 shows that 96.9% of employees are agree that the management of the organization is transparent in which 25.8% of employees are strongly agree, 32.3% of employees are agree, and 41.9% of employees says that the management is neutral transparent of the organization.

Table 15: Do you Happy at Your Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	51	79.7	82.3	82.3
	Disagree	11	17.2	17.7	100.0
	Total	62	96.9	100.0	
Missing	System	2	3.1		
Total		64	100.0		

Above table 15 helps to know that 82.3% of employees are happy at their work in the organization but 17.7% of employees are not happy at work.

Correlation

Table 16: Correlation between Salary Matches With the Responsibility and the Level of Satisfaction and Do You Happy at Your Work

		Salary matches with the responsibility and the level of satisfaction.	Do you happy at your work
Salary matches with the responsibility and the level of satisfaction.	Pearson Correlation	1	.332**
	Sig. (1-tailed)		.004
	N	62	62
Do you happy at your work	Pearson Correlation	.332**	1
	Sig. (1-tailed)	.004	
	N	62	62

** . Correlation is significant at the 0.01 level (1-tailed).

Above table 16 of correlation show that the correlation between these two variables is 0.332. It shows the positive moderate correlation between these two variables.

Table 17: Correlation between Working Hours and Level of Satisfaction are Good and Do You Happy at Your Work

		Do you happy at your work	Working hours and level of satisfaction are good.
Do you happy at your work	Pearson Correlation	1	.597**
	Sig. (1-tailed)		.000
	N	62	60
Working hours and level of satisfaction are good.	Pearson Correlation	.597**	1
	Sig. (1-tailed)	.000	
	N	60	60

** . Correlation is significant at the 0.01 level (1-tailed).

Above table 17 shows that the correlation between these two variables is 0.597. it shows the positive moderate correlation between these variables. It also helps to find that the fixed working hours gives more satisfaction to employees and employees feel satisfactory and happy at work.

Findings and Suggestions

- Donaldson India Filter Private Limited provides adequate job security to the employees which motivate them to do their work in effective manner.
- The employees are free from various tensions regarding their family security and thus they devote more time for their work.
- Donaldson India Filter Private Limited should emphasis on the training and career development programs.
- The employees of the organization get right path and get advice from the superiors which help to motivate them to work with more efficiency.
- Organization should emphasis on the salary level of the employees which help them to make strong relation with the employees of the organization.
- The working environment of the organization is good .
- The employees of Donaldson India Filter Private Limited are happy with their work in the organization
- Employees are satisfied with the benefits and salary leaves provided by the organization.
- Organization should focus on improving the culture of the organization , which help the employees to improve the productivity of the employee.

Conclusion

The study on job satisfaction of employees is a procedure by which employees report their feelings towards their job and work environment. It helps in assessing the employees job satisfaction revealed that working environment, salaried leaves and benefits, organization culture has to be improved. It helped management to get a better handle on why employees are not sustain in the organization and can make better plan to solve problems,

This study proves that the employees are more satisfied with the adequate personal space, get right direction from the organization, job security, support of organization in employees welfare, working hours, opportunity for career development and transparency in the management provided by the Donaldson India Filter Private Limited.

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