

## A STUDY ON SATISFACTION LEVEL OF EMPLOYEES WITH SPECIAL REFERENCE TEXTILE INDUSTRY

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### Abstract:

The main objective of the exploratory study reported in this paper on employee satisfaction was to examine the level of satisfaction of the employee regarding their job. Employee satisfaction has a major influence on human performance through its impact on individual motivation and job satisfaction. Individual in the organization have certain expectations and fulfilment of these expectations depends upon their perceptions as to how the ambience suits to the satisfaction of the employee needs. It has been pointed out that the major factors that influence and decide the Quality of Work Life are attitude, environment, opportunities, nature of job, people, stress level, career prospects, challenges, growth and development and risk involved in the work and rewards. The knowledge management processing system shows how to mend employees in the calamity of work issues mainly using e-platforms in textile industries. The main purpose of the study is to analyses work related factors in textile industries. Employees perpetually involved for his or her quality of life, career progression and higher financial returns from the employers. It is believed that majority of employees are glad with their salary and education possibilities in their organisation. It is located that wages and profits provide satisfaction, proceeding to co-workers to be cordial with each other, working conditions and promotion possibilities , Jobs safety, agency policies and regulations and education and development are the necessities for an employee satisfaction.

### Keywords:

*Employees, Factors, Job, Organization, Satisfaction.*

### **1.Introduction:**

Employee satisfaction has continuously been a very important issue for organizations. workers square measure viewed because the greatest strengths and resources of a corporation. associate degree organization's success depends on the workers and so they must not be empty what they merit reciprocally for his or her commitment to the organization. Its terribly crucial that the workers of a corporation derive sensible quantity of satisfaction from the task. However, only a few organizations have created worker satisfaction a high priority, maybe as a result of they fail to grasp the significant chance that lies ahead of them. Several organizations fail to grasp the fundamental that means of worker satisfaction.

Employee satisfaction is that the language accustomed describe whether or not workers square measure happy and self-satisfied and Peul lling their needs and desires at work. worker satisfaction additionally describes however content a personal is together with his or her job. The happier individuals square measure at intervals their job, the a lot of satis impotence they're same to be. worker satisfaction isn't constant as motivation or ability, though it's coupled with them. Job style aims to boost job satisfaction and performance, methods embody job rotation, job enlargement, job enrichment and job re-engineering. several measures purport that worker satisfaction may be a consider worker motivation, worker goal accomplishment, and positive worker morale within the geographic point. worker satisfaction, whereas usually positive in a corporation, may also be a medicament if mediocre workers keep as a result of there satisfactory importance with the work atmosphere. The success of any company is directly coupled to the satisfaction of the workers UN agency embody that company. holding gifted individuals is crucial to the success of any organization. notwithstanding however briefly challenged the economy is also, ultimately, a company's most gifted performers continuously produce other employment choices.

### **2.Review of literature**

- Robinson (2004) and Penna (2007) developed a model of engagement which incorporates employee satisfaction, feeling valued at work, communication and training and development as key influences on staff engagement and overall satisfaction at work.
- Beery and Paton's (2008) studied selected 200 UAE middle level managers, from banking, insurance and real estate industries. The study revealed that employee satisfaction reinforces employee commitment and reduces turnover rates.

- Mobley's (1982) theory of turnover suggests that the job satisfaction level is as a function of evaluation (or re-evaluation) of current job conditions and characteristics.
- Pena's model (2007) adopted a similar position. This model indicates that employees seek to find "meaning" at work. Penna defines "meaning" as fulfillment from the job.

Organizational culture has been defined by Schwartz and Davis (1981) as a pattern of beliefs and an expectation shared by the organization's members and is work-related values, ideologies, philosophies and beliefs.

### **3.Aim and objectives:**

- To find the general work in textiles industries and the factors involved
- To study how satisfaction level of employee is interrelated in the theories.
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### **4.Hypothesis**

Ho: there is no significant relationship between their job satisfaction in the textile industries

Ha : there is a significant relationship between their job satisfaction in the textile industries

### **5. Textile industries in India:**

In the today's competitive world it becomes important for a corporation to be ahead than its competitors the maximum amount as doable. a corporation will have advantage and be prior to its competitors by having best staff operating with them. This alone will build heap of distinction and can facilitate the corporate in end of the day. It becomes important for the corporate to stay all staff happy, like the rise in staff satisfaction, level of productivity additionally will increase. the first objective of the study is to grasp impact staff satisfaction on productivity in textile trade.

Textile trade in Bharat is extremely necessary and it's major contribution within the economy of the country. Textile trade in Bharat is second largest leader once agriculture. It generates employment for quite forty million individuals and it's expected that by year 2022 it'll have employment demand of quite sixty million. beneath such circumstances it's terribly essential to review worker satisfaction of the individuals operating in textile trade and its impact on productivity as this trade provides employment to a bigger section of the society.

### **6. Definition of employee satisfaction:**

Employee Satisfaction is First State because the extent to which individuals like (satisfaction) or dislike (dissatisfaction) their jobs (Spector, 1997). This First State nition suggests worker satisfaction may be a general reaction that people hold regarding their job. There square measure varied dimensions to job satisfaction. ancient worker satisfaction aspect includes co-workers, pay, job conditions, direction, nature of the work and benefits. Job Satisfaction has been conjointly First State ned as an agreeable spirit ensuing from the appraisal of one's job; associate degree affectional reaction to one's job; associate degree an perspective towards one's job. Weiss (2007) has argued that job satisfaction is associate degree perspective however points out that researchers ought to clearly distinguish the objects of psychological feature analysis that square measure have an effect on, beliefs and behaviours. This First State suggests that staff type perspective towards jobs by taking into consideration their feelings, beliefs and behaviours. Job satisfaction associate degree an employee's sense of accomplishment and success, is mostly thought of to be directly joined to productivity and conjointly to private. Job satisfaction implies doing employment one enjoys, doing it well, and being befittingly rewarded for one's efforts. Job satisfaction any implies enthusiasm and happiness with one's work. The Harvard skilled cluster (1998) thought of job satisfaction because the key effulgent that result in recognition, income, promotion, and therefore the action of alternative goals that result in a general feeling of fulfilment.

### **7. Factors affecting employee satisfaction:**

Employee satisfaction is usually a vital goal for several organizations. Job satisfaction will be influenced by a spread of factors, example the standard of one's relationship with their supervisor, the standard of the physical surroundings during which they work, degree of Fulfilment in their work, etc. various analysis results show that there are several factors moving the worker job satisfaction. worker satisfaction and devotion to the work, have an effect on one another reciprocally, and that they have nice impact upon performance. In this surroundings for worker satisfaction, it's vitally necessary to grasp that factors most have an effect on worker satisfaction. you wish to pay it slow, money, and energy on programs, processes, and factors that may have a positive impact on worker satisfaction. Satisfying factors inspire staff whereas dissatisfying ones stop. worker satisfaction varies plenty. The common factors in worker satisfaction that associate degree worker appearance for himself are as follows:

- Work professional level: each job content and job security are found to have an effect on the job satisfaction of staff, inexperienced and Tsitsianis, 2005; Benz and Norse deity (2008).
- Relationship with immediate supervisor: it's typically aforementioned "people leave managers and not companies". Cordial supervisor-subordinate relationships contribute to job satisfaction and worker retention. Participative and informatory leadership designs are found to be completely and significantly correlated to job satisfaction and indirectly associated with structure commitment (Ismail et. al., 2010).
- give the tools associate degree coaching a worker must succeed: Bradley, Petrescu and Simmons (2004) justify that making on-going learning in addition as coaching in work contains an extremely significant impact on job satisfaction.
- provide a competitive compensation/pay package: Pay satisfaction is American state noted because the quantity of overall positive have an effect on (or feelings) people have toward pay (Miceli and Lane, 1991)
- Management recognition of worker job performance: Rewards, as a method of worker involvement correlate to higher recognition of feat, thereby increasing worker satisfaction (Bushe et. al., 1996).
- certificatory management style: worker direction practices completely have an effect on worker satisfaction (Voisard, 2008; Dewettinck et. al., 2003; Halvorsen, 2005; Kirkman and Rosen, 1999).
- Offers career development opportunities: to boost retention, firms ought to adopt career development policies in alignment with the wants of the workers (Wetpravit, 2006).
- Honest communication: Communication helps produce shared which means, the norms, values and culture of the organization (Wiesenfeld et. al., 1998).
- .Organization Culture: in a very study of structure culture and climate, Johnson and McIntyre (1998) found that the measures of culture most powerfully associated with job Satisfactions were direction, involvement, and recognition.

## **7.Importance of employee satisfaction:**

### **7.1 For organisation:**

- A lot of energetic workers.
- Higher quality merchandise and/or services as a result of a lot of competent, energized workers.
- Improve cooperation.
- Increase productivity.
- Increase client satisfaction and loyalty.
- Enhance worker retention.
- Cut back turnover, recruiting, and coaching prices.

Employee satisfaction is supremely necessary in a corporation as a result of satisfaction dysfunction workers add price to the corporate. If your workers square measure satisfied with their work they might turn out superior quality performance in best time and cause growing professional ts. Satisfied workers also are a lot of probably to be inventive and innovative and are available up with breakthroughs that permit an organization to grow and alter completely with time and dynamical market conditions.

### **7.2 For employee:**

- worker is additional committed to the organization.
- they'll care concerning the standard of their work.
- Their works square measure additional productive.
- they'll produce and deliver superior worth to the client.
- worker are alive that the organisation can be satisfying within the end of the day.

## **8.Theories of job satisfaction:**

### **8.1Dispositional approach:**

The scope of the dispositional approach was the Core Self-evaluations Model, projected by Timothy A. Judge, Edwin A. Locke, and Cathy C. Durham in 1997, choose et al.The dispositional approach suggests that people vary in their tendency to be glad with their jobs, in alternative words, job satisfaction is to some extent a private attribute or individual quality. analysis conjointly indicates that identical twins raised apart have similar levels of job satisfaction.They argued that there area unit four Core Self-evaluations that verify one's

disposition towards job satisfaction: vanity, general self-efficacy, locus of management, and psychological disorder.

(A) Higher levels of vanity - the worth one places on his/her self.

(B) Self-efficacy - General belief in one's own competency.

(C) Internal locus of management - basic cognitive process one has management over her/his own life, as opposition outside forces having management and

(D) psychological disorder –Low psychological disorder results in job satisfaction.

### **8.2 Equity theory:**

Equity Theory shows however someone views fairness in relation to social relationships like with AN leader. someone identifies the quantity of input (things gained) from a relationship compared to the output (things given) to supply AN input/output quantitative relation. as an example, take into account 2 staff WHO work identical job and receive identical pay and advantages. If one individual gets a pay raise for doing identical work because the different, then the less benefited individual can become distressed in his geographic point. If, on the opposite hand, each people get pay raises and new responsibilities, then the sensation of equity are going to be maintained.

1. Benevolent-Satisfied after they square measure under-rewarded compared with co-workers
2. Equity sensitive-Believe everybody ought to be fairly rewarded
3. Entitled-People believe that everything they receive is their simply due

### **8.3 Motivator theory:**

Two-factor theory, conjointly called motivator-hygiene theory conceive to make a case for satisfaction and motivation within the work. This theory states that satisfaction and discontent square measure driven by various factors – motivation and hygiene factors, severally. associate employee's motivation to figure is frequently associated with job satisfaction of a subordinate. Motivating factors square measure those aspects of the task that build folks wish to perform, and supply folks with satisfaction, as an example accomplishment in work, recognition, promotion opportunities. These motivating factors are thought of to be intrinsic to the task, or the work disbursed. Hygiene factors embrace aspects of the operating setting like pay, company policies, superior practices, and different operating conditions.

While Herzberg's model has stirred a lot of analysis, researchers are unable to by trial and error prove the model, with Hackman & Oldham suggesting that Herzberg's or iginal

formulation of the model could be a method. moreover, the idea doesn't take into account individual variations, conversely predicting all workers can react in a standardized manner to changes in motivating/hygiene factors. Finally, the model has been criticised therein it doesn't specify however motivating/hygiene factors square measure to be measured.

### **9.Findings**

It is seen from the study that the employees are the contributors to production. Job satisfaction of the employees is said to their financial, non financial wants. Job satisfaction shall offer impetus to the productivity.

### **10.Suggestions:**

Employees must be pleased with the social operating surroundings, coaching facilities, feedback system, workers feels that management discrimination on the bases of faith, gender and age there's communication gap within the manufacturing plant, team conferences don't seem to be helpful gazing this a model (open forum) has been urged which can improve communication between all the hierarchy levels, it helps to scale back wastage, motivates workers , encourages workers to be participative in rising operations of the manufacturing plant. It's been discovered that compulsorily they need a chance for private growth and development.

### **11.Conclusion:**

Being a core plus of organization employees' role towards property and growth is entirely ignorable by the management. Employees' satisfaction towards the organisation is overriding force resulting in higher performance. it's finished that employees' satisfaction is very coupled with culture of organization. Organizations guaranteeing higher work atmosphere, facilities and awards and compensation plans for an individual worker square measure proved house of happy and motivated workers. This study any valid that worker and leader relationship relies on a trade-off of give-and-take. Organizations that guarantee implementation of human resource management follow have a lot of happy workers than the organization with least serious behavior towards adoption of human resource management practices. The scope of this study is it will help to understand exactly what matters most to your employees. The study on employee satisfaction will help the textile industry to understand what are major factors which lead to satisfaction and dissatisfaction of employees in an organization. The industry will also understand how employee satisfaction has a direct



and positive impact on productivity which in turn leads to organization profits. This type of study helps management of textile factories to understand where their employees are satisfied and dissatisfied what are the reasons for dissatisfaction and what can be done to improve their employee satisfaction level, also help them in making required changes in their policies & procedures.

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