A STUDY ON EMPLOYEES PERCEPTION TOWARDS JOB SATISFACTION

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Abstract: Employees perception is formed by organizational roles, styles of leadership, styles of communication at the workplace etc. and so it is very important that the organization be able to form the correct perception in the minds of its employees.

Key Words: Leadership, Motivation, Organization

1. Introduction

It is the most important job of the organisation to build job satisfaction in order to motivate the employees and make them to actualize the best of their ability. [17-19]

Research Methodology

Sample Size: 200
Sampling Method: Stratified random sampling[18]
Research Design: Descriptive research design
Data analysis and interpretation

Your comfortability with regard to work schedule

The survey depicts that 40% of the respondents are willing to work in evening shifts and 26% of respondents are willing to work in night shifts & 24% of the employees are interested to work in day shifts & 8% of the employees like to work in rotating shifts & 2% of employees wants to work in irregular shifts. [20-24]

Table No: 1

<table>
<thead>
<tr>
<th>Category</th>
<th>Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellent</td>
<td>24</td>
<td>12</td>
</tr>
<tr>
<td>Very good</td>
<td>72</td>
<td>36</td>
</tr>
<tr>
<td>Good</td>
<td>76</td>
<td>38</td>
</tr>
<tr>
<td>Satisfactory</td>
<td>28</td>
<td>14</td>
</tr>
</tbody>
</table>

The survey depicts that 38% of the employees felt that there is good work culture in their organization and 12% of the employees felt that they have excellent work culture in the organization. [25]

Are You Satisfied With The Career Development Activities

The survey depicts that 54% of the employees say that the career developmental activities are good and 20% felt it is very good and 16% of the employees[16] felt that it is satisfactory and 4% of the employees felt it is bad and 6% of the employees felt it is excellent [26]

It implies that if management focuses on the particular category i.e. mainly on the career developmental activities, then the employees can be motivated and more useful for the organization. [1-9]

2. Forms of Rewards

From the survey 50% of the respondents have chosen promotion, 36% have chosen monetary benefits and 14% have chosen as job enrichment. [30]

Findings:
➢ 50% of the respondents have chosen promotion
➢ 54% of the employees say that the career developmental activities are good [29]
➢ 38% of the employees felt that there is good work culture in their organization[27]

3. Conclusion

From the above study it can be concluded that eagerness of the employees is important to reach the final goal. It increases job fulfilment of the employees. Credit of the skills hints to attain the company goals.
References


