

EMPLOYEE JOB SATISFACTION AT KARAİKAL

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Abstract—The study entitled “A Study on Employee Job Satisfaction at Karaikal” was undertaken to examine the level of job satisfaction among employees and to identify the factors influencing their satisfaction in the workplace. Job satisfaction is an important aspect of human resource management as it directly affects employee performance, productivity, commitment, and organizational growth. Satisfied employees contribute positively to the achievement of organizational goals and create a healthy work environment. The study focused on both personal and organizational factors such as salary, working conditions, promotion opportunities, supervisor support, job security, and employee relationships. The research was conducted using primary data collected through a structured questionnaire. A total of 150 respondents were selected as the sample for the study. Statistical tools such as Percentage Analysis, Chi-Square Test, Correlation Analysis, and One-Way ANOVA were used to analyze the collected data and interpret the results. The findings of the study revealed that the majority of employees were satisfied with their jobs and the working environment. The study concludes that enhancing employee satisfaction can improve organizational effectiveness, increase employee retention, and contribute to long-term organizational success.

I. Introduction

Employee job satisfaction refers to the level of happiness, comfort, and positive feelings employees experience towards their work and workplace. It is one of the important factors influencing employee performance, productivity, commitment, and organisational success. Employees who are satisfied with their jobs usually perform their duties effectively, maintain better relationships with colleagues, and contribute positively to organisational growth.

In every organisation, employees play an important role in achieving business goals and improving organisational performance. Therefore, organisations focus not only on profit generation but also on employee welfare, motivation, and satisfaction. Job satisfaction helps employees maintain interest in their work and encourages them to remain committed to the organisation for a longer period.

Employee job satisfaction is influenced by several factors such as salary, promotion opportunities, job security, working conditions, workload, management support, recognition, and work-life balance.

Employees may feel satisfied when they receive fair compensation, proper guidance, and a positive working environment.

II. REVIEW OF LITERATURE

Priya and Senthil (2024) Priya and Senthil studied employee satisfaction in educational institutions. The study found that recognition, promotion opportunities, and supportive administration improve employee morale and teaching performance.

Kumar and Devi (2024) Kumar and Devi conducted a study on employee job satisfaction in private organisations. The study found that salary, promotion opportunities, and supportive management significantly influence employee satisfaction. The researchers also observed that employees prefer organisations providing career growth opportunities and welfare measures.

Rajesh and Kumar (2025) Rajesh and Kumar analysed employee satisfaction among workers in service organisations. The study highlighted that positive workplace environments, recognition, and teamwork improve employee morale and organisational commitment. The researchers suggested that organisations should maintain healthy employee relationships to improve performance.

Sharma and Patel (2024) Sharma and Patel conducted a study on work-life balance and employee satisfaction. The study observed that employees experiencing balanced work and personal life show better productivity and reduced stress levels. Flexible working hours and supportive management were identified as important factors improving job satisfaction.

Ramesh and Priya (2025) Ramesh and Priya studied the impact of recognition and reward systems on employee job satisfaction. The researchers found that employees receiving appreciation and incentives for their work show higher motivation and organisational commitment.

III. RESEARCH METHODOLOGY

A. Research Design

The researcher adopted a descriptive research design for the present study. Descriptive research helps to identify and analyze the opinions, experiences, and perceptions of employees regarding remote work and on-site work performance in organizations.

B. Sampling Technique

For the present study, the researcher used the Simple Random Sampling Technique. Simple random sampling is a non-probability sampling method in which respondents are selected based on the researcher's knowledge, convenience, and understanding of the study requirements.

C. Method of Data Collection

Both primary and secondary data were used for the study.

Primary Data-Primary data were collected directly from employees through a structured questionnaire and personal interaction.

Secondary Data-Company records, Websites, Research journals, Textbooks, Published reports

D. Tools for Analysis

Percentage Analysis, Chi - Square Test, Correlation Analysis, One-Way ANOVA

E. Hypothesis

Null Hypothesis (H_0)-There is no significant relationship between employee job satisfaction and demographic factor.

Alternative Hypothesis (H_1)-There is significant relationship between employee job satisfaction and demographic factors.

IV. RESULTS AND DISCUSSION

A. Percentage Analysis

Percentage analysis was used to classify and present the respondents' demographic profile and opinions regarding job satisfaction. The results are expressed in percentages to facilitate easy understanding and comparison of the data collected from employees.

TABLE I: CONSOLIDATED DEMOGRAPHIC PROFILE OF RESPONDENTS

S.No	Demographic Variable	Category	Frequency	Percentage
1	Age	Below 25 Years	31	20.7%
		25–35 Years	45	30.0%
		36–45 Years	39	26.0%
		Above 45 Years	35	23.3%
2	Gender	Male	88	58.7%
		Female	62	41.3%
3	Employee Type	Temporary	90	60.0%
		Permanent	60	40.0%
4	Department	Sales	31	20.7%
		Billing	15	10.0%
		Stock	19	12.7%
		Customer Service	25	16.7%
		Account / Finance	16	10.7%

		Purchase / procurement	28	18.7%
		HR	16	10.7%
5	Experience	Below 1 Year	30	20.0%
		1–3 Years	31	20.7%
		3–5 Years	41	27.3%
		Above 5 Years	48	32.0%

B. Chi-Square Analysis

The Chi-Square test result indicated that the p-value is less than 0.05. Therefore, the null hypothesis was rejected, and the alternative hypothesis was accepted. This result confirms that there is a significant relationship between employee job satisfaction and demographic factors. The analysis further revealed that factors such as salary, working conditions, promotion opportunities, work environment, and employee recognition significantly influence job satisfaction. Hence, the study concludes that these factors have a considerable impact on employees' overall job satisfaction.

C. Correlation Analysis

The correlation analysis showed a positive correlation between employee job satisfaction and organizational factors. The findings indicate that salary, work environment, employee recognition, career growth opportunities, and management support have a strong influence on employee satisfaction. The result further reveals that higher levels of satisfaction contribute significantly to employee motivation, commitment, and organizational performance.

D. One-Way ANOVA

The One-Way ANOVA analysis indicated that the p-value is less than 0.05. Therefore, the null hypothesis was rejected, and the alternative hypothesis was accepted. The analysis confirms that employees' income levels significantly influence their perceptions regarding job satisfaction. The findings reveal that employees with different income levels have different opinions about salary satisfaction, work environment, promotion opportunities, and overall job satisfaction.

STATISTICAL TOOL	VARIABLE USED	RESULT
Chi-Square Test	Employee Job Satisfaction and Demographic Factors	There is a significant relationship between employee job satisfaction and demographic factors. $p\text{-value} < 0.05$, H_0 Rejected
Correlation Analysis	Job Satisfaction and Organizational Factors	There is a positive relationship between job satisfaction and organizational factors. Pearson Correlation = 0.918, H_0 Rejected
One-Way ANOVA	Income Level and Employee Job Satisfaction	There is a significant difference between income level and employee job satisfaction. $p\text{-value} < 0.05$, H_0 Rejected

V. CONCLUSION

The study concludes that employee job satisfaction and financial behaviour are influenced by several factors such as income level, employment stability, education, family responsibility, and inflation. Most employees in Karaikal belong to the middle-income category and maintain regular saving habits through bank deposits, insurance, and gold savings.

The study also reveals that income growth improves saving behaviour, while inflation and unexpected expenses reduce saving capacity. Employees generally give priority to household necessities and follow monthly budget planning for financial management.

Statistical tools such as chi-square, correlation, and one-way ANOVA confirm that demographic and economic factors significantly influence employee job satisfaction and financial behaviour. Therefore, improving financial awareness, stable employment opportunities, and effective financial planning practices can help employees achieve better financial security and overall job satisfaction.

VI. SUGGESTIONS

1. The organization should improve employee welfare measures to increase job satisfaction levels.
2. Fair salary and incentive systems should be provided to motivate employees and improve work performance.
3. Management should ensure proper communication between employees and supervisors to maintain a healthy working environment.
4. Employees should be provided with regular training and development programmes to improve their skills and confidence.
5. Organizations should introduce stress management and counselling programmes for employees.

6. Proper recognition and rewards should be given to employees for their performance and achievements.

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