



A STUDY ON EMPLOYEE JOB SATISFATION IN RAYALASEEMA THERMAL POWER PLANT

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ABSTRACT:

Job satisfaction is a critical aspect of organizational behavior and human resource management. It refers to an individual's emotional state resulting from their job experiences, influencing their attitudes, motivation, and commitment. Job satisfaction has significant implications for organizational outcomes, including productivity, absenteeism, employee retention, job performance, and organizational citizenship behavior.

This study explores how employee job satisfaction impact on employee behavior and contribute to organizational productivity at RTPP. A descriptive analysis approach was used for the research. Primary data was collected from questionnaires distributed to 93 randomly selected employees.

The findings highlight that job satisfaction plays a crucial role in enhancing employee's satisfaction. This emphasizes the importance of employee job satisfaction.

This, in turn, can lead to improved job performance, reduced absenteeism, and increased employee retention. By understanding the dimensions of job satisfaction and its implications for organizational outcomes and individual well-being, Organizations can develop effective strategies to enhance employee satisfaction, drive improved performance, and promote overall well-being.

KEYWORDS: Job satisfaction, Organizational behavior, employee satisfaction.



INTRODUCTION TO JOB SATISFACTION

Job satisfaction is one of the major interests to the field of organizational behavior and the practice of HRM. It reflects employee's attitudes towards their job commitment to an organization. Job satisfaction refers to one's feelings or state of mind regarding the nature of their work. It describes how content an individual is with his or her job.

Job satisfaction refers to a person's feelings of satisfaction on the job, which acts as a motivation to work. It is not self-satisfaction, happiness or self-contentment but satisfaction on the job.

Job satisfaction is defined as the pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values.

DEFINITION OF JOB SATISFACTION:

Smith (1955) defined job satisfaction as the employee's judgement of how well job on whole is satisfying his various needs.

Locke (1969) defines job satisfaction as the pleasurable or positive emotional state revolving from the appraisal of one's job or job experience.

From these definitions, we can define the job satisfaction as the sum of all negative and positive aspects related to the individual's salary his/her physical and emotional working conditions, the authority she/he has the autonomous usage of this authority, the level of success she/he has maintained and the rewards given due to this success, the social state maintained in relation with his/her job.

REVIEW OF LITERATURE:

- ✓ **Ali and Al Sham Mari, 2020.,** This explores the relationship between leadership style and employee job satisfaction.
- ✓ **Mishra and Kumar, 2020.,** This review investigates the relationship between job satisfaction and employee engagement.
- ✓ **Chaudhary and Sharma, 2019.,** This review provides an overview of the concept of job satisfaction, its dimensions, and measurement tools.
- ✓ **Singh, R., & Sharma, A, 2018.,** This review focuses on the antecedents and consequences of job satisfaction. The relationship between job satisfaction and organizational commitment, employee engagement, and job performance.
- ✓ **Moyes, Shao & Newsome, 2008.,** The employee satisfaction may be described as how pleased an employee is with his or her position of employment.



OBJECTIVES OF THE STUDY:

- To measure the level of employee satisfaction towards their jobs.
- To study the various factors determining job satisfaction of the employee.
- To study the impact of job satisfaction on the overall growth of employees as well as the organization.
- To make necessary recommendation for increasing the satisfaction levels of employees.

RESEARCH METHODOLOGY:

Research is thus, an original contribution to the existing stock of knowledge making for advancement. It is the pursuit of truth with the help of study, observations. Comparison and experiment. In short, the search for knowledge through objectives and systematic method of generalization and the formulation of a theory is also research.

DATA COLLECTION:

Data refers to information or facts. Often researchers understand by data as only numerical figure. It also includes descriptive facts, on numerical information, quantitative and qualitative information. Collection of data is an important stage in research. Collection of data is done by 2 methods.

1. Primary data collection.
2. Secondary data collection.

1.PRIMARY DATA COLLECTION:

Primary data is also known as the data collected for the first time through the field survey. Such data are collected with specific set of objectives to assess the current of any variable studied.

- Interviews
- Questionnaires

2.SECONDARY DATA COLLECTION:

The secondary data, which is needed for my study was collected from the company's database.

Sampling Procedure:

The technique to be used in selecting the items for the sample. This technique or procedure stands for the sample design itself.

Sample Size:

It refers to the number of items to the selected from the universe to constitute a sample.

Sample size: 93



Sampling unit:

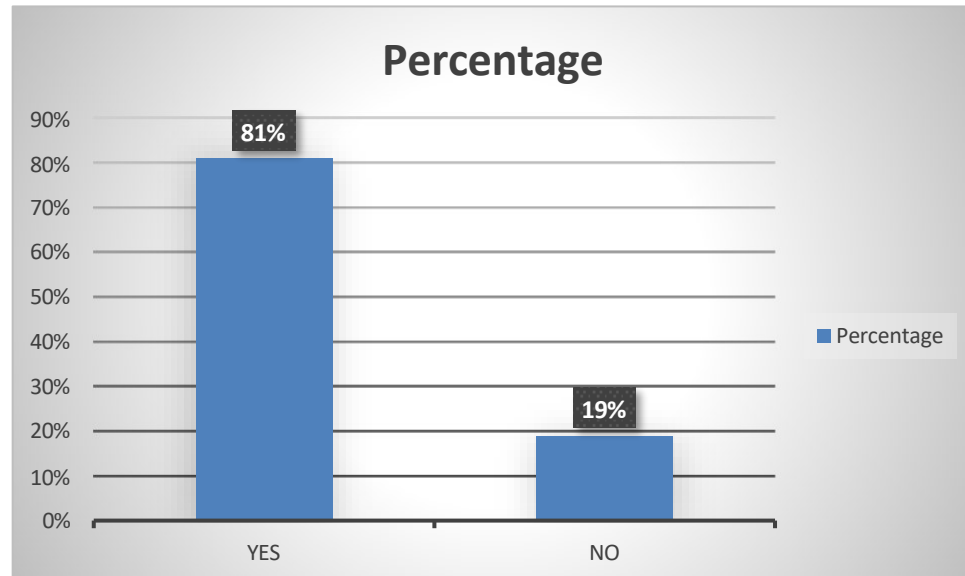
It may be a geographical such as state, districts, villages etc., or a construction unit such as house, flat etc., or it may be social unit such as family, club, school etc., or it may be an individual.

Sampling unit: APGENCO – RTPP

DATA ANALYSIS:

1. Have you been trained well in your program in the organization?

Workers opinion	No. of Respondents	Percentage
Yes	75	81%
No	18	19%
Total	93	100%



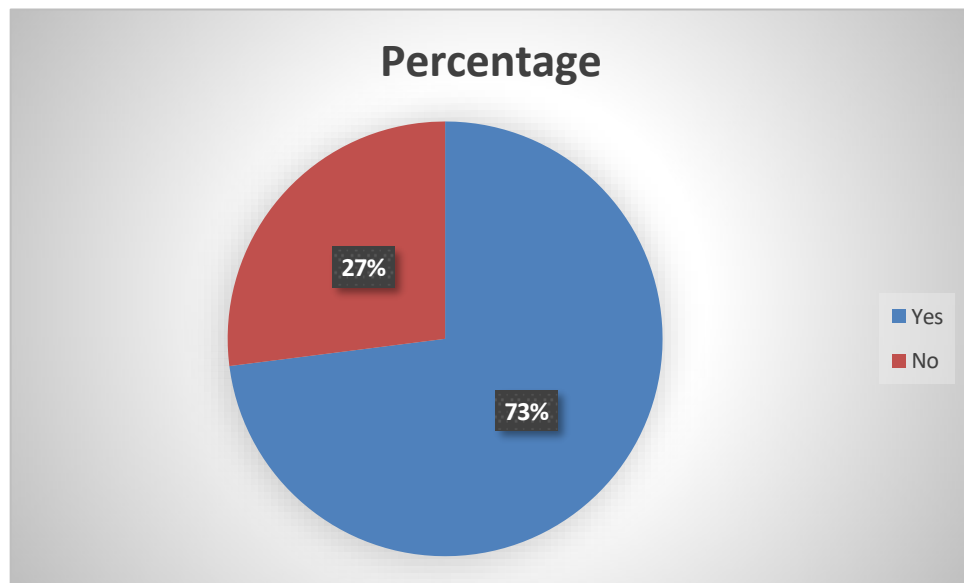
Interpretation:

It can be interpreted from the above table that no. of employees is agreed respondents are 81% and employees disagree respondents are 19% in the training programs in the organization.



2. Are there any opportunities (like job rotation, employee's development) in your organization?

Workers opinion	No. of Respondents	Percentage
Yes	68	73%
No	25	27%
Total	93	100%



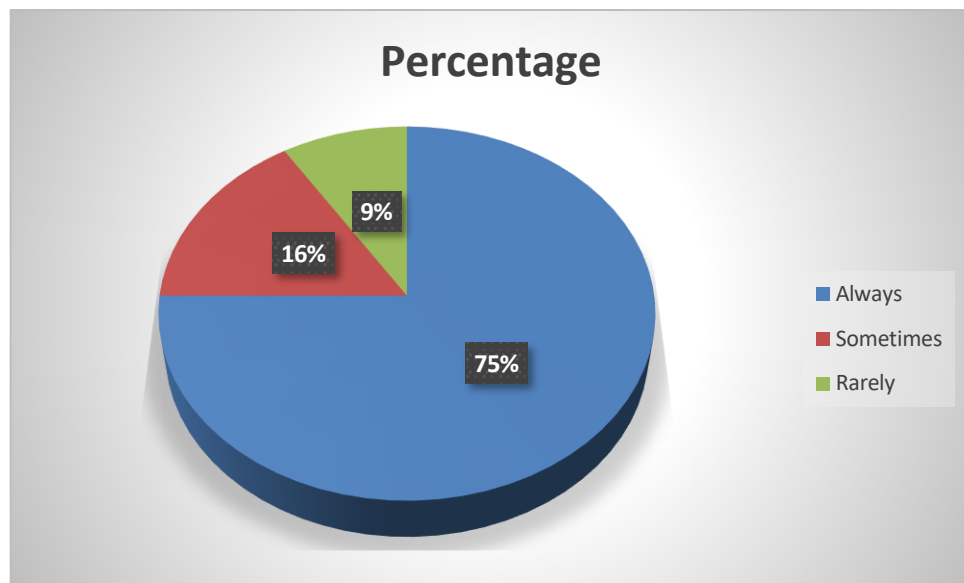
Interpretation:

73% of the respondents agree that they are given opportunities such as job rotation, employee development in the organization.



3. Will you get appraisals for your good performance in your organization?

S. No	Responses	Respondents	Percentage
1	Always	70	75%
2	Sometimes	15	16%
3	Rarely	8	9%
4	TOTAL	93	100%



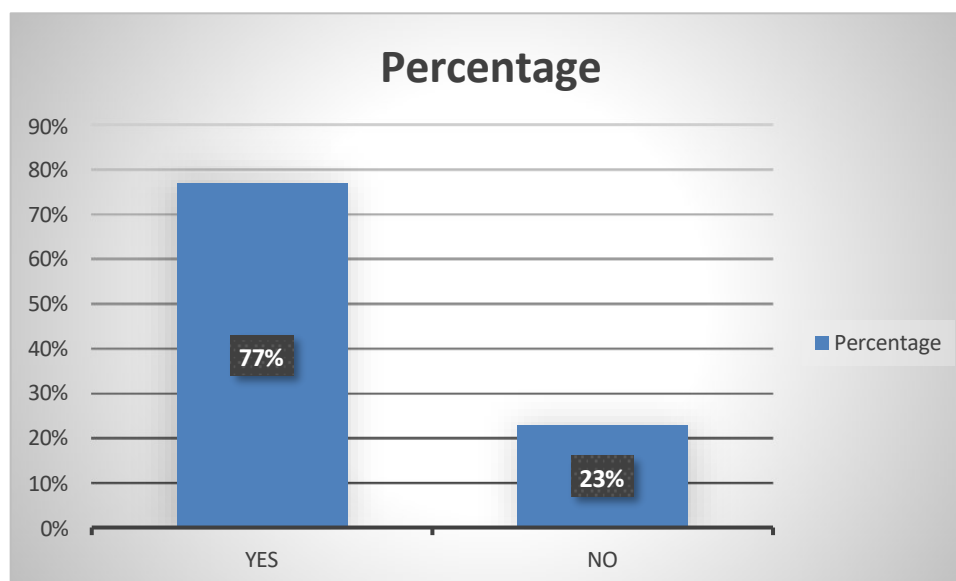
Interpretation:

75% of the employees agreed that they are getting appraisals for their performance in the organization.



4. Is there any feedback given to you by the superiors after completion of a particular task or work?

S. No	Responses	Respondents	Percentage
1	YES	72	77%
2	NO	21	23%
3	TOTAL	93	100%



Interpretation:

77% of respondent say that they get feedback from their superiors after completion of a particular task or work.



IMPORTANCE OF SATISFACTION FROM THE VARIOUS LEVELS:

The job satisfaction is the condition of establishing a healthy organizational environment in an organization. Individuals want to maintain statute, high ranks and authority by giving their capabilities such as knowledge, ability education, health, etc. The individuals who can't meet their expectations, with regard to their jobs become dissatisfied. Thus, dissatisfaction affects the organization for which she/he works.

Job satisfaction is very important for a person's motivation and contribution production. Job satisfaction may diminish irregular attendance at work, replacement work with in a cycle or even the rate of accidents.

FACTORS INFLUENCING ON JOB SATISFACTION:

Job satisfaction as a by dimensional concept consisting of motivational factors, personal factors, intrinsic & extrinsic dimensions, intrinsic sources of satisfaction depends on the individual characteristics of the person such as the ability to use initiative relations with superiors or the work that the person actually performs.

Extrinsic sources of satisfaction are situational & depend on the environment such as pay, promotion or job security. Both Extrinsic & Intrinsic job facts should be represented as equally as possible in a composite measure of overall job satisfaction.

PERSONAL FACTORS:

These sources are including worker's age, sex, education, marital status and personal characteristics, family background etc.

AGE:

The relationship between age and job satisfaction could be complex.

Generally, would expect that as the person would grow older, he would get greater satisfaction with his job particularly because of the experience and therefore the ease with which he would be able to perform it.

EDUCATIONAL LEVEL:

There is a negative relationship between educational level & job satisfaction. The higher education reference group which the individual looks to for guidance to evaluate his job rewards.



CONCLUSION:

Job satisfaction of employee in any organization is importance to achieve the targeted goals on a sustainable basis. It is observed that free cafeteria food and flexible programs are not enough. While studying the relationship of job satisfaction with different variables such as qualification, gender, occupation, family system, and marital status, it is concluded that job satisfaction has no significant association with gender, qualification, family system, as well as marital status. It is determined from the study that job satisfaction is significantly correlated with the occupation of employees.

Finally, the study concludes that employee's satisfaction levels vary within organizations, with some being more satisfied than others. Organizations should focus on factors such as salary, employee-superior relationships, and opportunities for freshers to improve job satisfaction.

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