

OCCUPATION CONTENTMENT OF HUMAN RESOURCES IN DHARANI SUGARS AND CHEMICALS LIMITED, VASUDEVANALUUR

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ABSTRACT

The paper titled “**OCCUPATION CONTENTMENT OF HUMAN RESOURCES IN DHARANI SUGARS AND CHEMICALS LIMITED, VASUDEVANALUUR**” is done with the main purpose to find out the level of job satisfaction and to extract the opinion of the employees with regard to the job satisfaction level so as to give suitable suggestions to enhance it. The size of the sample chosen for the study is 236 employees from among 250 workers working in Dharani Sugars and Chemicals Limited. Simple Random Sampling Technique was employed for choosing the samples. The primary data were collected from the respondents through the questionnaire and the secondary data were collected from the company websites and text books. The collected data were tabulated and analyzed with the help of Percentage analysis, Weighted Average method, Chi-Square test, Anova test and Correlation test are applied to interpret the collected data. The findings of the study can be used by human resource department to improve job satisfaction which turns to increases the productivity and reduces the absenteeism. It is concluded that the most of employees are satisfied about their job.

INTRODUCTION

Occupation Contentment is one of the most crucial but controversial issues in industrial psychology and behavior management in one organization. It ultimately decides the extent of the employee motivation through the development of the organization of the climate or environment. Job satisfaction for an individual can be influent by number of factors that include first the job itself, the salary, the promotion policy of the company, the attitudes of the Co-workers, the physical and mental stress levels involved, the working condition, the interest and challenge levels. These various factors just indicate of the many factors that contribute and take away from Occupation Contentment.

Occupation Contentment may refer either to a person or a group. Occupation Contentment may be more clearly understood in the content of the employee's extent of the satisfaction in general in his total life situation. Job satisfaction can be viewed in relation to the employee's satisfaction with their home and community life, but view the jobs average. Consequently their job satisfaction is lower than their other satisfaction. Some other employees may feel dissatisfied with home and community but they also feel their jobs are average. Job satisfaction is one of the important factors which have drawn attention of managers in the organization as well as academicians. Job satisfaction is the mental feeling of favorableness which an individual has about his job.

STATEMENT OF THE PROBLEM

Employees are the assets of an organization. Every worker needs satisfaction in their chosen locations. In the absence of job satisfaction, the job cases to be a source of pleasure and dissatisfaction gradually creeps. Employee turnover per year of an organization will indicate the satisfaction level of the employee working on it.

Occupation Contentment among human resources centers on many factors. The aim of the present study is to identity these factors and the extent of the influences of these factors and the extent of the influences in these factors on Occupation Contentment. Hence the present study is undertaken to make a depth analysis of Occupation Contentment among human resources in Dharani Sugars and Chemicals Limited, Vasudevanallur.

OBJECTIVES OF THE STUDY

- To measure the employees job satisfaction level with special reference to Dharani Sugars Ltd.
- To study about the various factors that influences the job satisfaction.
- To study about the employee's opinion towards the job satisfaction in the Dharani Sugars and Chemicals Ltd.
- To study the attitude of the employees towards their work.
- To identify the factors that motivates the employees.
- To study the employee's opinion on grievance handling that affect the employee's job satisfaction.
- To give suggestion to increase the job satisfaction level among the employees.

LIMITATIONS OF THE STUDY

- Due to time constraints, the survey has been restricted to the sample size.
- This study is confined to Dharani Sugars and Chemicals Limited. Because of less educational qualification, most of the employees could not understand the question properly and the researcher assisted the respondents in the filing up the questionnaire.

- Due to confidentiality of some information accurate response was not revealed by some of the respondents.
- Some of the replies of the respondents may be biased.

REVIEW OF THE LITERATURE

Saroj Rana and Dr. Hemal Pandya¹(2016) in their report on “Analysis of Job Satisfaction in Sugar Industry Employees of Gujarat State” stated that Job satisfaction is one of the most widely discussed issues in organizational behavior, personnel and human resource management and organizational management. In this study the researcher investigated the present level of job satisfaction among the employee of Sugar Industry in Gujarat State. Based on a survey, it attempts to gain insights into the satisfaction levels from the perspective of the employee Sugar Industry in Gujarat State. From this study it has been found that employees are satisfied in some areas but at the same time dissatisfied in other areas.

Dr. Ganesh Salunke² (2015) in his report on “Work environment and its effect on job satisfaction in cooperative sugar factories” stated that Human resource is the most significant and precious asset of any organization, which is essential for healthy operation of all other resources. Efficient human resource management and maintain good work environment or culture effects not only the performance of employee & organization but also affects the growth & development of entire economy. This research paper is an attempt to study the work environment & its effect on job satisfaction in the cooperative sugar factories.

Masooma javed, Rifat Balouch and Fatima Hassan³ (2014) in their report on “Determinants of Job Satisfaction and its Impact on Employee Performance and Turnover Intentions” stated that Job satisfaction -or lack of it -hinges on a productive, accomplishing relationship between staff and management. The ambition of this research paper is to examine the satisfaction level of the employees and helps organizations to know about the elements that influence job satisfaction. The results showed significant positive association of employee empowerment, workplace environment, job loyalty and job performance with job satisfaction.

Ekta Sinha⁴ (2013) in his report on “A research work on Employee Satisfaction measurement” stated that this research work has been done to measure the satisfaction level of employees. We also found that a few important factors that normally contribute to the employee satisfaction didn’t have much influence on employee satisfaction such as: welfare measures, role clarity, freedom of decision making and recognition at work.

Olorunsola E.O⁵ (2013) in his report on “Job satisfaction and its predictive measures on job satisfaction” stated that the study examined the components of job satisfaction and its predictive measures on job satisfaction. The study employed a descriptive research of the survey type to describe and interpret the components of job satisfaction.

Ms. Chetna Pandey and Mrs. Rajni khare⁶(2012) in their report on “Impact of Job Satisfaction and Organizational commitment on Employee Loyalty” stated that employee loyalty can be defined as employees being committed to the success of the organization and believing that working for this organization is their best option. The aim of the study was to find the impact of job satisfaction and organizational commitment on employee loyalty. This study also finds out the relationship between job satisfaction and organizational commitment.

RESEARCH METHODOLOGY

RESEARCH DESIGN

The study is based on descriptive research design. Descriptive research is used to obtain information concerning the current status of the phenomena to describe what exists with respect to variables or conditions in a situation. The methods involved range from the survey which describes the status quo, the correlation study which investigates the relationship between variables, to development studies which seek to determine changes over time.

SAMPLE DESIGN

The researcher used Simple Random sampling technique for selecting the respondents.

SOURCES OF DATA

This study is based on Primary and Secondary data.

a) PRIMARY DATA

Data originally collected through an investigation are known as primary data. Primary data were collected through questionnaire, from the sample respondents who are the employees of Dharani Sugars and Chemicals Limited, Vasudevanallur.

b) SECONDARY DATA

The secondary data was collected from the books, websites, and company files and has been collected by an individual from different sources.

SAMPLE SIZE

For the purpose of proper survey, perfect research instruments are needed to find out the sample size. This sample size was found by applying confidence interval method.

The data were collected from 236 respondents out of 250 employees', selected using Confidence interval method.

$$ssn = (N(zs/e)^2) / (N-1+(zs/e)^2)$$

Where

n - Sample size

N -Population size

Z -Level of confidence

Z = 2.56 for 99% level of confidence

1.96 for 95% level of confidence

1.645 for 90% level of confidence

S -Standard deviation

E -Desired margin of error

TOOLS USED FOR THE ANALYSIS

The tools used for this study are,

- Percentage Analysis
- Weighted Average Method
- Chi-Square Test
- ANOVA
- Correlation Analysis

HYPOTHESES FRAMED

CHI-SQUARE TEST

NULL HYPOTHESIS (H_0)

There is no significance relationship between the marital status of the respondents and their social insurance measures.

ALTERNATE HYPOTHESIS (H₁)

There is a significance relationship between the marital status of the respondents and their social insurance measures.

ANOVA FOR INCOME AND TARGET RELATED INCENTIVES

NULL HYPOTHESIS (H₀)

There is no significant relationship between the Income of the respondents and their Target related incentives

ALTERNATE HYPOTHESIS (H₁)

There is a significant relationship between the Income of the respondents and their Target related incentives.

RESULTS AND DISCUSSION: Personal and Demographic Analysis of the Respondents:

Table 1: Distribution of Sample Respondent based on their Personal and Demographic Factors

| Variables | Level | Count | Percent |
|----------------------------------|------------|-------|---------|
| AGE WISE | 20-30 | 48 | 20 |
| | 31-40 | 62 | 26 |
| | 41-50 | 68 | 29 |
| | Above 50 | 58 | 25 |
| MARITAL STATUS | Married | 174 | 74 |
| | Single | 62 | 26 |
| EDUCATIONAL QUALIFICATION | HSC | 41 | 17 |
| | Diploma | 64 | 27 |
| | UG | 65 | 28 |
| | PG | 34 | 14 |
| | Others | 32 | 14 |
| DEPARTMENTS | Mechanical | 48 | 20 |
| | Electrical | 38 | 16 |
| | Materials | 53 | 22 |
| | Finance | 39 | 17 |

| | | | |
|-------------------------|-------------------|----|----|
| | HR | 30 | 13 |
| | Sales and Godown | 28 | 12 |
| EXPERIENCE | Below 1 years | 32 | 14 |
| | 1-3 years | 48 | 20 |
| | 3-5 years | 55 | 23 |
| | 5-7 years | 40 | 17 |
| | Above 7 years | 61 | 26 |
| INCOME PER MONTH | Below Rs.20000 | 81 | 34 |
| | Rs.20000-Rs.25000 | 76 | 32 |
| | Rs.26000-Rs.30000 | 42 | 18 |
| | Above Rs.30000 | 37 | 16 |

Table 2: RANKING OF WORKING ENVIRONMENT AND WORK ITSELF

| Factors | Highly satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Highly Dissatisfied | Weighted Average Method | Rank |
|---------------------|------------------|--------------|------------------------------------|--------------|---------------------|-------------------------|------|
| Cleanliness | 71 (355) | 110 (440) | 48 (144) | 4 (8) | 3 (3) | 4.03 | I |
| Lighting | 53 (265) | 103 (412) | 75 (225) | 3 (6) | 2 (2) | 3.01 | VIII |
| Ventilation | 52 (260) | 95 (380) | 82 (246) | 3 (6) | 4 (4) | 3.80 | VI |
| Factory Environment | 58 (290) | 105 (420) | 66 (198) | 3 (6) | 4 (4) | 3.89 | III |
| Work Load | 46 (230) | 112 (448) | 72 (216) | 4 (8) | 2 (2) | 3.83 | V |
| Shift | 58 (290) | 105 (420) | 63 (189) | 7 (14) | 3 (3) | 3.88 | IV |
| Working hours | 69 (345) | 111 (444) | 48 (144) | 6 (12) | 2 (2) | 4.01 | II |
| Break time | 48 (240) | 106 (424) | 67 (201) | 12 (24) | 3 (3) | 3.78 | VII |

The responses are ranked by using Likert's five point scaling method. The employee's assumption about Cleanliness, is ranked first among various elements, followed by Working hours, Factory Environment, Shift, Work Load, Ventilation, Break time, Lighting were ranked consecutively.

Table 3: RANKING OF HEALTH MEASURES

| Factors | Highly satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Highly Dissatisfied | Weighted Average Method | Rank |
|---------------------------|------------------|--------------|------------------------------------|--------------|---------------------|-------------------------|------------|
| Disposal of Waste | 39 (195) | 105 (420) | 85 (255) | 3 (6) | 4 (4) | 3.73 | III |
| Removal of Dust | 56 (280) | 94 (376) | 80 (240) | 3 (6) | 3 (3) | 3.83 | II |
| Work Space area | 76 (380) | 93 (372) | 60 (180) | 3 (6) | 4 (4) | 4.00 | I |
| Drinking Water facilities | 7 (35) | 78 (312) | 74 (222) | 74 (148) | 3 (3) | 3.05 | V |
| Toilet Facilities | 26 (130) | 100 (400) | 91 (273) | 16 (32) | 3 (3) | 3.55 | IV |

The responses are ranked by using Likert's five point scaling method.. The employee's assumption about, Work Space area is ranked first among various elements, followed by Removal of Dust, Disposal of Waste, Toilet Facilities, Drinking Water facilities were ranked consecutively.

Table: 4 RELATIONSHIPS BETWEEN MARITAL STATUS AND SOCIAL INSURANCE MEASURES

| MARITAL STATUS | SOCIAL INSURANCE MEASURES | | | | | |
|----------------|---------------------------|-----------|------------------------------------|--------------|---------------------|-------|
| | Highly Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Highly Dissatisfied | Total |
| Married | 40 | 70 | 52 | 6 | 6 | 174 |
| Unmarried | 17 | 21 | 13 | 5 | 6 | 62 |
| Total | 57 | 91 | 65 | 11 | 12 | 236 |

Calculated Value

Degrees of freedom = 16

Leval of Significance = 5%

P value = 0.00

(0.00<0.05)Reject H₀

RESULTS OF CHI-SQUARE TESTS

Chi-Square Tests

| | Value | df | Asymp.Sig.(2-Sided) |
|------------------------------|--------------------|----|---------------------|
| Pearson Chi-Square | 2.463 ^a | 16 | .000 |
| Likelihood Ratio | 2.587 | 16 | .000 |
| Linear-by-Linear Association | .004 | 1 | .000 |
| N of Valid Cases | 236 | | |

Calculated Value = 0.00

Significant Value = 0.05

Calculated Value < Significant Value

Hence the null hypothesis is rejected.

INFERENCE

Since the Calculated Value is less than the significant value, the null hypothesis is rejected and alternative hypothesis is accepted. Hence, there is a significant relationship between Marital Status and Social Insurance Measures.

Table: 5 RESULTS OF ANOVA**RELATIONSHIP BETWEEN INCOME AND TARGET RELATED INCENTIVES****RESULTS OF ANOVA**

| Promotion | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|--------|------|
| Between groups | 68.444 | 4 | 17.111 | 15.537 | .000 |
| Within groups | 254.404 | 231 | 1.101 | | |
| Total | 322.847 | 235 | | | |

F value = 15.537

P value = 0.000

(0.000<0.05)Rejected H₀**INFERENCE**

Since the P value is less than the significant value, the null hypothesis is rejected and the alternative hypothesis is accepted. Hence there is a significant difference between Income and Target Related Incentives.

Table: 6 CORRELATION BETWEEN AGE AND JOB SECURITY

| | | Age | Job security |
|--------------|---------------------|--------|--------------|
| Age | Pearson correlation | 1 | .184** |
| | Sig. (2-tailed) | | .005 |
| | N | 236 | 236 |
| Job security | Pearson correlation | .184** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 236 | 236 |

**.Correlation is significant at the 0.01 level (2-tailed).

INFERENCE

Since the P value is greater than the significant value, the null hypothesis is accepted and the alternative hypothesis is rejected. Hence there is a significant difference between Age and Job security.

SUMMARY OF FINDINGS

- ✓ 29 percent of the respondents belong to the age group of 41-50 years.
- ✓ 74 percent of the respondents were married.
- ✓ 28 percent of the respondents are with the qualification of UG.
- ✓ 22 percent of the respondents belong to Materials department.
- ✓ 26 percent of the respondents have experience of above 7 years.
- ✓ 34 percent of the respondents receive salary below Rs.20000.
- ✓ From the Weighted Average method, it is inferred that “Cleanliness” ranked first among various factors for “Ranking of Working Environment and Work itself” and “Lighting” is ranked last.
- ✓ From the Likert’s five point scale method, it is inferred that “Work space area” ranked first among various factors for “Ranking of Health measures” and “Drinking water facilities” is ranked last.
- ✓ From the Likert’s five point scale method, it is inferred that “First aid facilities” ranked first among various factors for “Ranking of Safety measures” and “Safety Inspection” is ranked last.
- ✓ From the Likert’s five point scale method, it is inferred that “Lunch & rest room facilities” ranked first among various factors for “Ranking of Welfare measures” and “Canteen facilities” is ranked last.
- ✓ 40 percent of the respondents are satisfied towards relationship with Co-workers.
- ✓ 38 percent of the respondents are satisfied towards relationship with supervisors.
- ✓ 38 percent of the respondents are satisfied towards Managers.
- ✓ From the Weighted Average method, it is inferred that “Salary” ranked first among various factors for “Ranking of Monetary benefits and Career development” and “Increment” is ranked last.
- ✓ 45 percent of the respondents are satisfied towards training programme.
- ✓ 50 percent of the respondents are satisfied towards duration of training program.
- ✓ 40 percent of the respondents are satisfied towards opportunities.
- ✓ 46 percent of the respondents are satisfied towards care taken by the management.
- ✓ 44 percent of the respondents are satisfied towards salary grievances redressal.
- ✓ 46 percent of the respondents are satisfied towards time taken for disposal of the grievances.
- ✓ 40 percent of the respondents are satisfied towards the communication.
- ✓ 37 percent of the respondents are satisfied towards interaction with other employees.
- ✓ 44 percent of the respondents are satisfied towards career advancement.
- ✓ 72 percent of the respondents have no stress in their work.
- ✓ 52 percent of the respondents get their present position through others.
- ✓ 69 percent of the respondents have taken part in flexible time program.
- ✓ 67 percent of the respondents didn’t experience any discrimination in the company.
- ✓ 44 percent of the respondents experience factory environment as the best thing in the organization.
- ✓ 54 percent of the respondents get ample exposure to implement their skills.

- ✓ 48 percent of the respondents feel that their job is reliable and secured.
- ✓ 39 percent of the respondents suggested for providing salary increment by the company.
- ✓ From Chi-Square test, it is inferred that there is a significant relationship between marital status and Social Insurance measures.
- ✓ From ANOVA test, it is inferred that there is a significant difference between Income and Target Related Incentives.
- ✓ From Correlation, it is inferred that there is a significant difference between Age and Job security.

SUGGESTIONS

- ✓ The relationship between the employees and supervisors can be improved by proper communication, by showing loyalty and by focusing on teamwork.
- ✓ The factory may improve the safety measures by adding new and modern equipments.
- ✓ Promotional opportunities need to be given for employees for their career development.
- ✓ The Company can improve its working conditions.
- ✓ Drinking water facilities and canteen facilities may also need to be improved.

CONCLUSION

From the study, it is found that employees are satisfied with the various factors like Working environment, Health measures, Safety measures, Welfare measures, Interpersonal relationship, Career development and opportunity, Monetary benefits, Work itself, Training, Grievances and redressal and Level of agreement. The researchers have given suggestions to improve the satisfaction level of employees. On an overall, it is concluded that the employees of Dharani Sugars and Chemicals Limited are satisfied with their job.

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