

EMPLOYEES' JOB SATISFACTION WORKING AT HOSPITALS IN PERAMBALUR DISTRICT

Dr.R.Gopinath & Dr.R.Kalpana***

**Visiting Faculty, Bharathidasan School of Management, Bharathidasan University, Tiruchirappalli.*

***Assistant Professor, PG & Research Department of Management Studies, Thanthai Hans Roever College(Autonomous), Perambalur.*

Abstract:

Job satisfaction is one of the main interests in the field of organizational behavior and the practice of human resource management. Job satisfaction is the result of Job involvement and organizational commitment. When employees involve their work, satisfaction occurred. For this study, 100 nurses taken up by Proportionate random sampling technique for this study. Multiple correlation and regression used for this study. The study confined in Perambalur district private hospital nurses only. From the study, the researcher discovered that job involvement and organizational commitment have been acting as important factors that contribute to job satisfaction.

Key words: Job satisfaction, job involvement, organisational commitment

Introduction:

Job satisfaction is one of the main interests in the field of organizational behavior and the practice of human resource management. It reflects the attitudes of employees towards their work and their commitment to an organization. Job satisfaction refers to feelings or moods regarding the nature of your job. Describe how happy an individual is with his work. Job satisfaction refers to the feeling of satisfaction of a person at work, which acts as a motivation to work. It is not self-satisfaction, happiness or self-satisfaction, but satisfaction at work. Job satisfaction is defined as the pleasant emotional state that results from the evaluation of personal work to achieve or facilitate the achievement of the values of their work. Job satisfaction is not the same as motivation. It is linked to productivity, motivation, absenteeism, accidents due to waste, mental health, physical health and general satisfaction with life. It is generally assumed that satisfied employees are more productive. Job involvement is the degree to which an employee identifies with his work, actively participates in it and considers that his work performance is important for his self-esteem. Job involvement is a degree in which an employee identifies with his work, participates actively in it and considers that his performance at work is important for his self-esteem. It can be influenced by the level of satisfaction of personal need, whether intrinsic or extrinsic.

Job satisfaction is the result of Job involvement and organizational commitment. When employees involve their work, satisfaction occurred. At the same time, organizational commitment also gives satisfaction to work. It is important that managers of health care organizations evaluate the impact of these various influences on the way their employees view their jobs and address these challenges for thinking, hiring, motivating and retaining their productive staff. The lack of any of these elements of work commitment can account for absenteeism, turnover, reduced effort and employee dissatisfaction. In order to successfully compete in the health care environment, and attract and retain the most qualified and experienced nurses, it is important that organizations implement strategies that increase participation in the work and commitment of the organization.

Review of Literature:

A study by Canadian police officers found that Job involvement was positively related to job satisfaction and organizational commitment (DeCarufel & Schaan, 1990).

Satisfaction with life is the cognitive evaluation of the general degree of satisfaction a person has with their life (Donovan and Halpern, 2002, Hart, 1999); it is the general evaluation of a person about the quality of his life. The importance of work in a person's life can affect a person's overall satisfaction with life. Therefore, the researcher predicted that Job involvement has a positive relationship with satisfaction with the life of corrections personnel.

Eric G. Lambert examined the effects of Job involvement on the stress of corrections staff work, job satisfaction, organizational commitment, life satisfaction, intentions for change, conflict between family at work and conflict between family and work. After controlling for gender, age, permanence, position, educational level, race and supervisory status, the researcher conducted a multivariate analysis that indicated that Job involvement had a statistically significant positive relationship with job satisfaction, the organizational commitment and both forms of work. -Family conflict It was observed that Job involvement has no significant direct effects on the stress of the work of correctional personnel, satisfaction with life and intentions for change.

Md. Mizanur et al., (2012) aimed at exploring the impact of HRM practices on job satisfaction and organizational commitment at banking sector in Bangladesh. The result of the study showed that there are positive relationships among specific human resource practices, job satisfaction and organizational commitment in banking sector of Bangladesh.

Haryanni et al., (2013) studied that job satisfaction, organizational commitment and stress among offshore oil and gas platform employees. The findings suggested a moderate level of stress and job satisfaction, while organizational commitment was found to be quite high among the respondents. Job Satisfaction was found to have significant positive association with organizational commitment, on the other hand stress was found to be negatively correlated to organizational commitment & job satisfaction.

Kalpana(2013) analyzed whether or not there is a significant relationship between job satisfaction and organisational commitment among with special reference to women faculties of engineering colleges. Highly committed academicians would make a positive contribution to their respective institutions and may lead to increase the effectiveness of the educational institutions. Thus, institutions which seek to retain their faculties by building strong organizational commitment and average committed faculties are in a better position to reap the benefits of a more dedicated, motivated, and reliable teaching staff.

Kalpana.R.(2014) studied job involvement factor has a effective influence on organizational commitment. highly Involvement faculties would make a positive contribution to their respective institutions and may lead to increase the effectiveness of the educational institutions.

Kalpana(2015) found that job involvement and perceived organizational support have been identified as significant factors that influence organizational commitment among women faculties of engineering colleges.

Statement of the Problem:

Job satisfaction creates intangible benefits for the organization that include the reduction of complaints and grievances, absenteeism, rotation and termination. It is essential to understand the level of job satisfaction of employees, since the level of job satisfaction achieved by employees would help to frame strategies not only to improve the level of satisfaction but also for the efficient practice of the privatization policy.

Limitation of the study:

1. The private hospital nurses only focused on this study.
2. The Research result only applicable for this sample area.
3. Respondents' information are based on their perceiveness of job related.

Objectives of the study:

- To know the level of job satisfaction of the respondents.
- To know the relationship between job satisfaction with organizational commitment and job involvement.

Hypothesis of the study:

The study conducted based on Null hypotheses

NH 1: There is no significant difference between the job involvement, organisational commitment correlate with Job satisfaction.

NH 2: There is no significant difference between the job involvement, organisational commitment gives the impact to Job satisfaction.

Methodology:**Area of study:**

The area of the study conducted in Perambalur District of Tamil Nadu, India. Perambalur district covers 5 taluks namely Veppur, Veppanthattai, Kunnam, Perambalur, Alathur

Period of Study:

This study covers a period of three months from January to March 2019.

Sample size:

Universe of the study comprises 500 nurses in the private hospital at Perambalur district. 20 percent of nurses taken up for this study.

Sampling Technique:

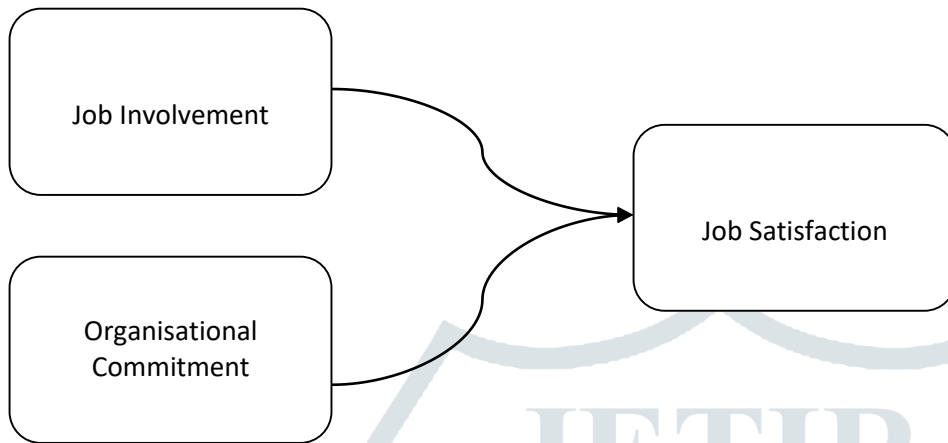
Proportionate random sampling technique used in this study.

Statistical tools:

Primary data were collected, tabulated. A pilot study was carried out to revise the questionnaires and for item analysis. The scale values were measured by computing Cronbach's Alpha. The reliability value ranging from 0.8 to 0.9. Implication from these values indicates that all of the items used for each component in the

questionnaire have a high and consistent reliability values. In SPSS 21, multiple correlation and multiple regression were used in this study.

Theoretical frame work of the study:



Findings:

Table No.1. Level of job satisfaction

Level of Job Satisfaction	Frequency	Percent
Low level	16	16
Moderate level	78	78
High level	6	6
Total	100	100

Table No.2. Correlation Matrix

Items	Organisational commitment	Job Involvement	Job Satisfaction
Organisational commitment	1		
Job Involvement	.652**	1	
Job Satisfaction	.702**	.536**	1

Source: Primary data **. Correlation is significant at the 0.01 level (2-tailed).

Model Summary

R	R Square	Adjusted R Square	Std. Error of the Estimate
.723 ^a	.523	.521	6.502

a. Predictors: (Constant), Job Involvement, Organisational Commitment

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	27657.323	2	13828.661	327.073	.000 ^b
Residual	25241.196	597	42.280		
Total	52898.518	599			
a. Dependent Variable: Job Satisfaction					
b. Predictors: (Constant), Job Involvement, Organisational Commitment					

Co-efficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	18.593	2.325		7.996	.000
Organisational Commitment	.878	.042	.654	21.051	.000
Job Involvement	.134	.030	.139	4.472	.000
a. Dependent Variable: Job Satisfaction					

Analysis and Discussion of the results:

Level of Job Satisfaction

As shown in the table no.1, 78 % of respondents' job satisfaction in moderate level. 16% of respondents' job satisfaction in low level and 6 % of respondents' job satisfaction in high level.

Correlation Matrix

As shown in table 2, there is a high degree of correlation between job satisfaction with the organizational commitment and job involvement. From the table, the independent factors correlate with a significant level of 1%. Based on the correlation value, since the value of p is less than 0.01, the null hypotheses are rejected at a level of 1%.

Analysis of Linear Regression

As shown in table 2 and 3, the multiple linear regression analysis shows that the independent enabler that job involvement and organisational commitment is the indicator with correlation ($\beta = 0.654$, $t = 21.051$ and $p = <.001$) and ($\beta = 0.139$, $t = 4.472$ and $p = <.001$) as respectively. The value of $R^2 = 0.523$ and the significant P value at the level of 1%. The contribution of the organizational commitment is 87.8% and the job involvement is 13.4%. From the multiple linear regression analysis, based on the contribution of independent factors, the null hypotheses were rejected.

Analysis of Variance

As shown in the table no.4., there is a significant variance between job satisfaction with organisational commitment and job involvement. P value significant at 1% level.

Findings and Conclusion:

From the table of the correlation matrix, the use of job involvement and organizational commitment correlated with them and job satisfaction. Organizational commitment is highly associated with job satisfaction. Because nurses believe that their salary is competitive and they are satisfied with the recognition provided by their service, procedural justice is based on their work environment. From the multiple linear regression analysis, the organizational commitment is of 87.8% and the Job involvement of 13.4% determines the job satisfaction among nurses of private hospitals. From the study, the researcher discovered that job involvement and organizational commitment have been acting as important factors that contribute to job satisfaction.

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