

IMPACT ANALYSIS OF SATISFACTION LEVEL ON HIRING PROCESS

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Abstract : Satisfaction level is an important factor in motivation, retention and goal accomplishment in the place of employment and commitment is an issue that comprise no surplus work load, treat employee by means of respect, make available recognition & rewards, tassel reimbursement and positive management. The function of the research paper is to learn the satisfaction level of hiring managers and organizational promise and to look at the satisfaction height of teaching and non-teaching staff in addition to its impact on Commitment. This research paper is descriptive and empirical in nature and purpose sampling technique is satisfaction level of hiring managers. The study is based on secondary data, which has been composed on or after end to end structural questionnaire, Factors distressing satisfaction and promise are rewards, stress, leave, reimbursement and compensation prearranged to the staff by the management which are significant to get better the motivation level in addition to satisfaction level.

IndexTerms - Job Satisfaction, Organization structure, Satisfaction Level

I INTRODUCTION

Satisfaction level is a purpose of motivators which make a payment to job satisfaction and hygiene's which lead to Employee dissatisfaction. Satisfaction level is an optimistic emotional reply to a job state of affairs resultant from attaining which the employee needs and value from the job. The word of job satisfaction refers to the outlook and fell people encompass in relation to their work. Positive and constructive attitude towards the job point toward Satisfaction level. Negative and unfavorable attitudes the job point to job dissatisfaction [2, 9]. Satisfaction level and organizational commitment of the employee is extremely imperative to add to the motivational level of the employee and trim down the nervous tension and enlarge the productivity on an organization [1, 6]. Organizational commitment is strong-minded by a add up to of factors together with individual factor i.e. age, occupancy in the organization, temperament, internal and external be in charge of attribution. Organizational issue such as job design and leadership style of one's administrator and non-organizational factors [4]. All this belonging has an effect on following commitment. The technique academic institutions perceive motivation influence their level of satisfaction and promise. While job satisfaction and promise have be the theme of many studies, but this study is present new in sequence and a new viewpoint, describing job satisfaction, incentive and commitment [3]. No one can reject the significance of job satisfaction in our lives. The information that we use up an enormous quantity of our wake hours at work resources job satisfaction will also occupy yourself a huge role in our lives [7]. at the same time as you look for the dream occupation or job with the intention of will construct you happy, no matter what job you are doing now must considerably make a payment to your contentment. That is the critical significance of job satisfaction. Organizational commitment has a significant position in the study of organizational behavior [5]. This is in division owing to the enormous number of works that have established associations between organizational commitment and attitude in the workplace [8]. The reason for studying organizational commitment are related to various stages which are shown in figure 1.

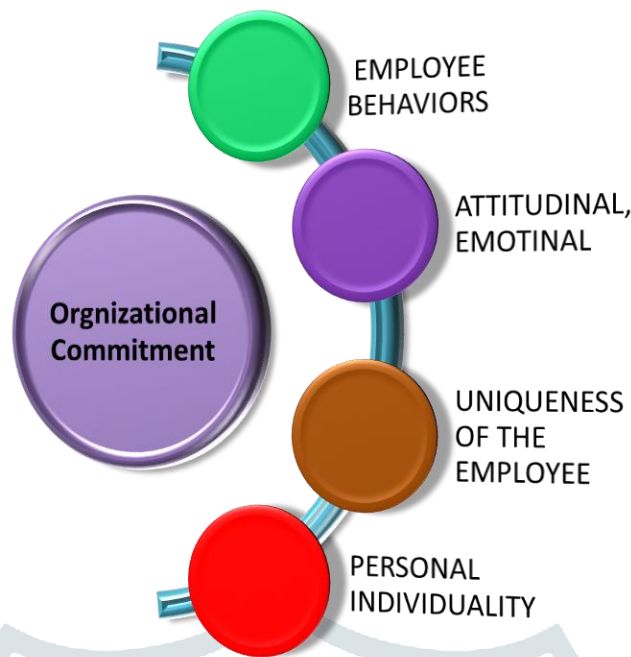


Fig 1 Organizational Commitment Structure Affect

II RESEARCH ISSUES

Characterizing an exploration issue is the fuel that drives the logical procedure, and is the establishment of any examination strategy and test plan, from genuine investigation to contextual analysis. A number of questions have taken from [10]. After we evaluated through the graph with spss tools. The questions categories have presented in figure 2. The question category defines the question level when the hiring manager processed the evaluation of hiring procedure. In these steps a number of observations found with various segment.



Fig 2 Question Categories Structure

In order to, we observed the analysis and impacts of questions with various environment and platform. The hiring managers are given the criteria of satisfaction level for observation. The table 1 presented the reaction against questions, and response.

Table 1 Satisfaction Level data table

Question Categories	Highly Satisfied	Total Response
1.	24	27
2.	30	35
3.	31	35
4.	85	97
5.	32	35
6.	31	35
7.	33	35
8.	31	34
9.	127	139
10.	32	34
11.	33	33
12.	65	67
13.	30	34
14.	27	34
15.	57	68
16.	334	371

IV DATA ANALYSIS

Data Analysis is a procedure of gathering, changing, cleaning, and demonstrating data with the objective of finding the required data. The outcomes so got are imparted, recommending ends, and supporting basic leadership. Data perception is on occasion used to depict the data for the simplicity of finding the valuable examples in the data. The terms Data Modeling and Data Analysis mean the equivalent. The data are used for check the satisfaction level of selection process through hiring managers. The table 2 presented the significance level of the response. It measures the original value of correlation with highly satisfaction and total response value.

Table 2 Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	Highly Satisfied	62.625000	16	77.3941212	19.3485303
	Total Response	69.562500	16	85.8789604	21.4697401

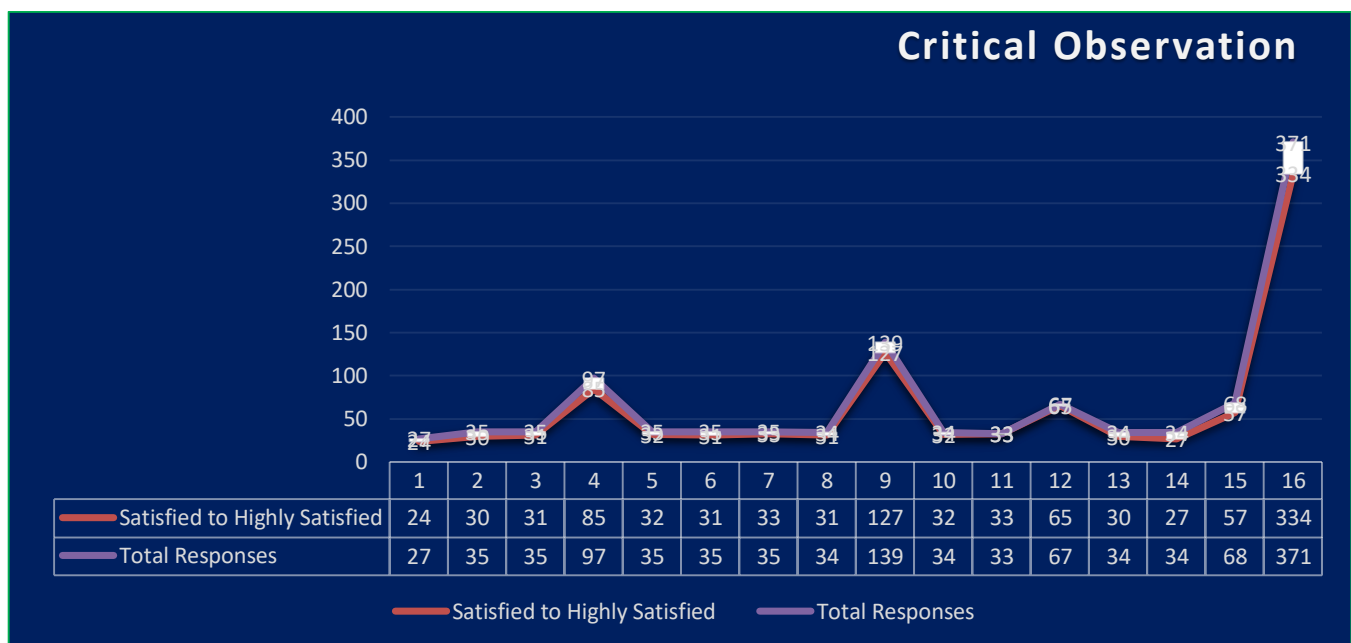


Fig 3 Critical Analysis with Associate Parameters

V CONCLUSION

This study shows that the satisfaction level of hiring managers and organizational commitment are intimately connected. Organizations would only be able to add to and keep up the variables (organizational commitment and employee satisfaction) to attain a positive outcome on organizational commitment. They will face a harsh crash on organizational commitment. And the conduct to get better organizational commitment and employee satisfaction may vary from job nature, organization, and individuals. And by rising commitment, organizations will get efficient and greater output, which is the desire for any organization. After going through analysis, it has been found that the employees of business. After going through analysis, it has been found that the satisfaction level and total response are considerably satisfied with jobs. At last, the result shows the relationship between the highly satisfied and total reaction on the behalf of questioners.

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