

EMPLOYEE JOB SATISFACTION IN ACC LIMITED

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Job satisfaction describes how content an individual is with his or her job. It is a relatively recent term since in previous centuries the jobs available to a particular person were often predetermined by the occupation of that person's parent. There are a variety of factors that can influence a person's level of job satisfaction; some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, and the job itself (the variety of tasks involved, the interest and challenge the job generates, and the clarity of the job description/requirements).

OBJECTIVES OF THE STUDY

- To measure the employee job satisfaction level in ACC Cement Works, Wadi.
- To study employee perception towards organization.
- To study the attitude of employees towards their work.
- To identify the factor which improves the satisfaction level of employees.
- To identify the factors which influence the job satisfaction of employees
- To offer valuable suggestions to improve the satisfaction level of employees which in turn leads for the growth and perspective of the company.

Research methodology

The data was collected through two types of sources

Primary Data:

The primary data has been collected through well structural questionnaire by approaching directly to the respondents. The survey has been conducted through the different age group and qualifications.

Secondary Data:

The secondary data consists of books, journals, company profile, and websites of the co

A method of convenient sampling has been adopted to circulate the questionnaire among the employees.

Profile of the company

HOLCIM – A NEW PARTNERSHIP:

The house of Tata was intimately associated with the heritage and history of ACC, right from its formation in 1936 upto 2000. Between the years 1999 and 2000, the Tata group sold all 14.45 per cent of its shareholding in ACC in three stages to subsidiary companies of Gujarat Ambuja Cements Ltd (later called Ambuja Cement Ltd), who then became the largest single shareholder in ACC.

A new association was forged between ACC and the Holcim group of Switzerland in 2005. In January 2005, Holcim announced its plans to enter into a long-term strategic alliance with the Ambuja Group by acquiring a majority stake in Ambuja Cements India Ltd. (ACIL), which at the time held 13.8 per cent of the total equity shares in ACC. Holcim simultaneously announced its bid to make an open offer to ACC shareholders, through Holdcem Cement Pvt Limited and ACIL, to acquire a majority shareholding in ACC. An open offer was made by Holdcem Cement Pvt. Limited along with Ambuja Cements India Ltd. (ACIL), following which the shareholding of ACIL increased to 34.69 per cent of the Equity share capital of ACC. Consequently, ACIL filed declarations indicating their shareholding and declaring itself as a Promoter of ACC. The group has its headquarters in Switzerland with worldwide operations spread across more than 70 countries. Considering the formidable global presence of Holcim and its excellent reputation, the Board of ACC welcomed this new association.

DATA ANALYSIS

Table 1
Employee response to Job Satisfaction

Response	No. of Respondents	Percentage
Highly Satisfied	10	20%
Satisfied	30	60%
Not Satisfied	10	20%
Total	50	100%

Sources: Field Survey

Interpretation

From the above table, it is clear that 20 percent of the respondents of ACC Cements, Wadi are highly satisfied with their job, while 60 percent of them are satisfied and remaining 20 percent of them are not satisfied.

Chart showing employees response to job satisfaction

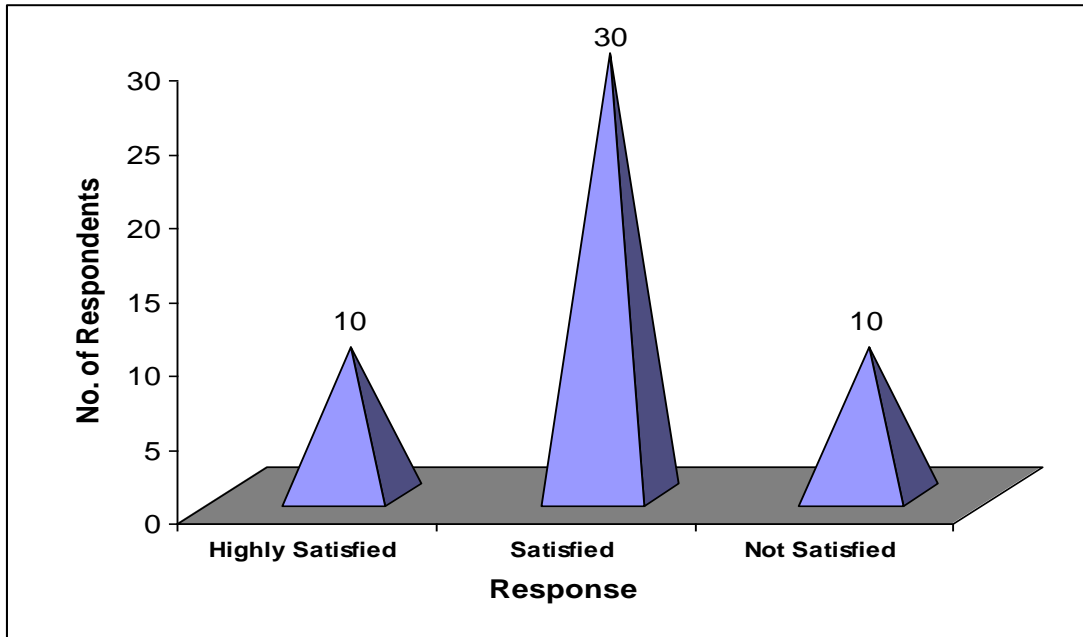


Table 2
Are you satisfied with the company adequate safety and health standard measures

Response	No. of Respondents	Percentage
Highly Satisfied	10	20%
Satisfied	35	70%
Not Satisfied	05	10%
Total	50	100%

Sources: Field Survey

Interpretation

Satisfaction of safety and health standard measures gives a feeling to employees that they are out of danger. From the above table, it is clear that 20 percent of the respondents are high satisfied with safety and health standard measures chart

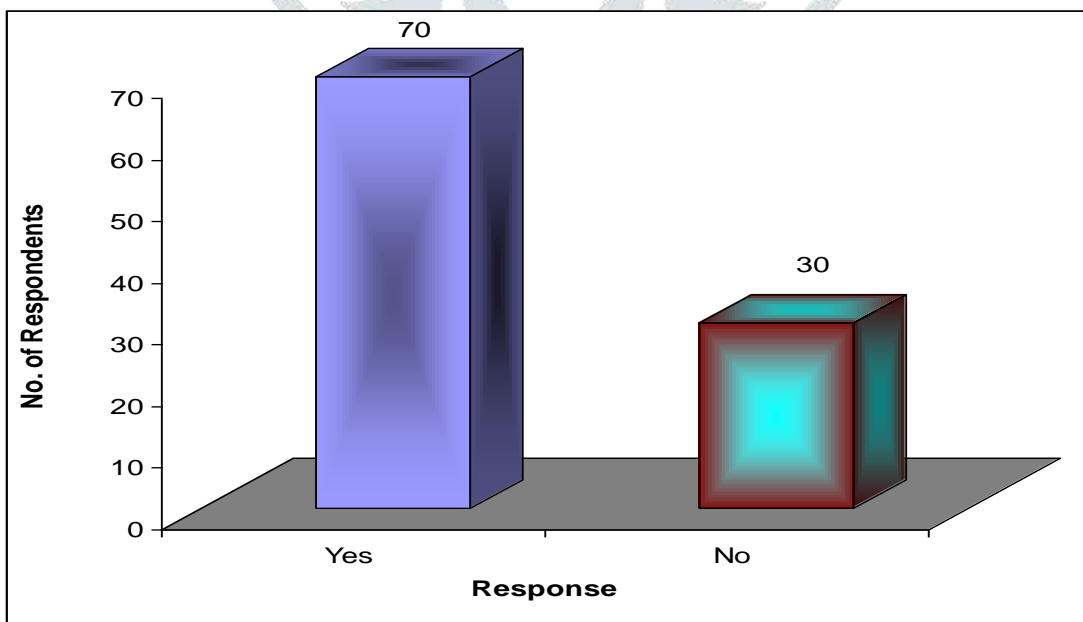


TABLE-3
Are you satisfied with working environment

Response	No. of Respondents	Percentage
Yes	35	70%
No	15	30%
Total	50	100%

Sources: Field Survey

Interpretation

From the above table it is clear that 70 percent of the respondents satisfied with working environment while 30 percent of them are not satisfied.

CHART-
Chart showing employee response towards working environment

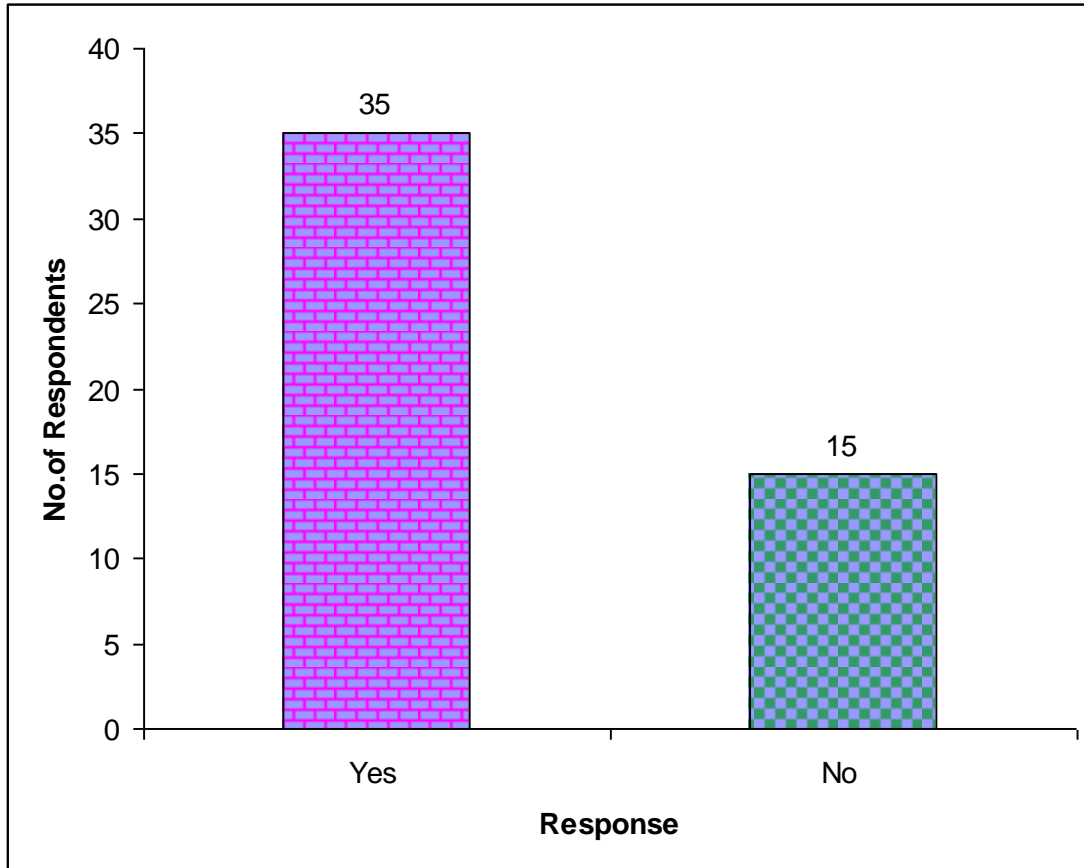


TABLE-4
Are you satisfied with the organizational promotion and transfer

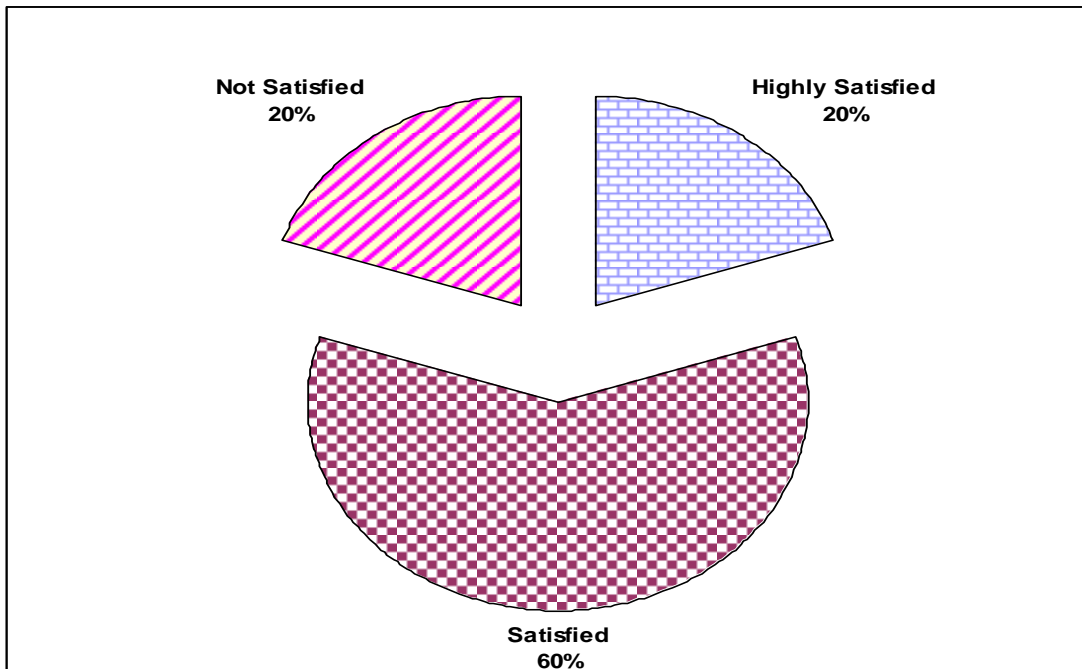
Response	No. of Respondents	Percentage
Highly Satisfied	10	20%
Satisfied	30	60%
Not Satisfied	10	20%
Total	50	100%

Sources: Field Survey

Interpretation

From the above table it is clear that 20 percent of the respondents are highly satisfied with organizational promotion and transfer policies while 60 percent of them are satisfied and remaining 20 percent are not satisfied

CHART-
 Chart showing employee response to organizational promotion and transfer policies



hem are not satisfied.

TABLE-5
 Employee level of satisfaction towards relation existing between subordinate and superior

Response	No. of Respondents	Percentage
Good	35	70%
Average	10	20%
Poor	05	10%
Total	50	100%

Sources: Field Survey

Interpretation

From the above table, it is clear that 70 percent of the respondents are saying that relation existing between subordinate and superior is good while 20 percent of them are saying average and remaining 10 percent of them are saying poor.

Chart

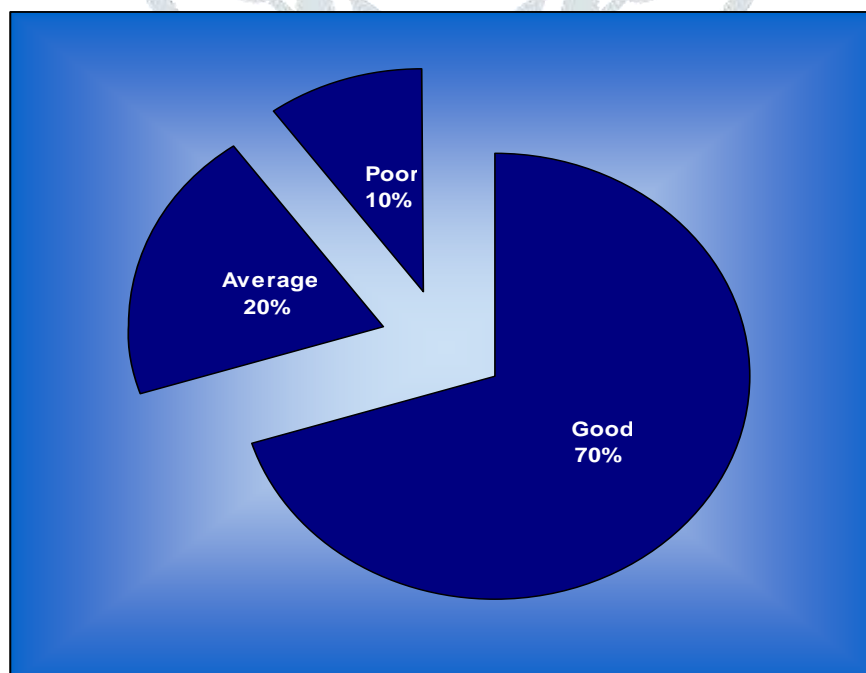


TABLE-6
Are you satisfied with the professionalism of the people with whom you work

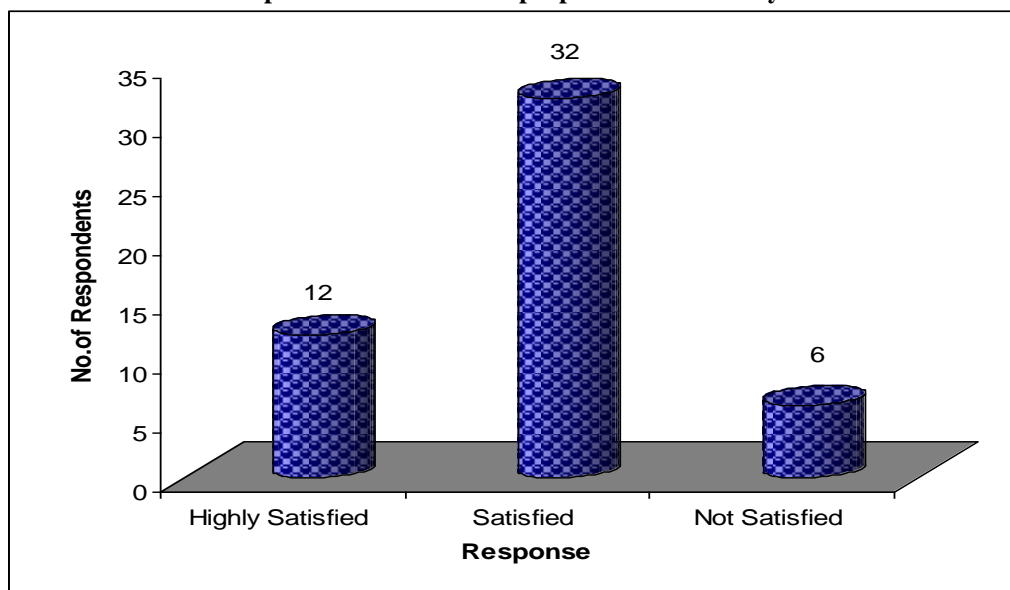
Response	No. of Respondents	Percentage
Highly Satisfied	12	24%
Satisfied	32	64%
Not Satisfied	06	12%
Total	50	100%

Sources: Field Survey

Interpretation

From the above table, it is clear that 24 percent of respondents are highly satisfied with professionalism of the people with whom they work, 64 percent of them are satisfied and remaining 12 percent of them are not satisfied.

Chart showing employee satisfaction towards professionalism of the people with whom they work



FINDINGS

- 1 60% Employees were satisfied with job
- 2 70% employees were satisfied with the company adequate safety and health standard measures.
- 3 70% were satisfied with working environment
- 4 60% employees were satisfied with the organizational promotion and transfer.
- 5 60% employees were employee response to organizational promotion and transfer policies

SUGGESTIONS:

- It is suggested from the study that still some more new opportunities at work, should be given to the employees which will provide a scope for them to use their talents to the maximum.
- It is suggested from the study that increment of the salary to the employees should be improved.
- New participation programs for the employees is also been suggested, since participation affords them to feel a sense of being heard and sense of belonging.
- It is suggested from the study that job performance feedback should be given at regular intervals as it provides an opportunity for the employees to know the areas of improvement by which they can perform their task to the desired expectation. Hence employee morale and productivity can also be improved.

Conclusion

Working in ACC organization gives a lot of opportunity to learn and individual career development for high performing individual's contribution of each employees are considered