



“A theoretical study of job satisfaction in public and private sector spinning mills employees of Madhya Pradesh”

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Abstract

The present study was conducted to investigate a comparative study of job satisfaction in public and private Spinning mills employees of Madhya Pradesh. ‘Job satisfaction’ refers to the attitudes and feelings people have about their work. Positive and favorable attitudes towards the job indicate job satisfaction. Negative and unfavorable attitudes towards the job indicate job dissatisfaction. Researches support that employees job satisfaction has been found one of the very important variable related to positive employees behavior toward their job. There has also been considerable interest in the complex relationship between an individual’s job satisfaction and satisfaction with other aspects of his or her life. It was hypothesized that a comparative study of job satisfaction in public and private Spinning mills employees of Madhya Pradesh. To test this hypothesis the researcher conducted this study to investigate the sense of spinning mills employees job satisfaction. For this purpose the researcher developed a questionnaire of 25 items and 5 options. A sample of 150 public and private Spinning mills employees of Madhya Pradesh was conveniently selected for the study. Data analysis was conducted

through t-test and ANOVA which showed that there is no significance difference between public and private Spinning mills employees job satisfaction in public and private spinning mills.

Keywords: Job satisfaction, public and private Spinning mills employees.

1. Introduction

Job satisfaction is the favorable or unfavorable subjective feeling with which employees view their work. It results when there is congruence between job requirement, demands and expectations of employees. It expresses the extent of match between employees, expectation of the job and the reward that the job provides.

The factors of physical conditions and social nature affect job satisfaction and productivity. Job satisfaction is defined as an effective or emotional response toward various facts of one's job. Job satisfaction is in regard to one's feelings or state-of-mind regarding the nature of their work. It can be influenced by a variety of factors, the quality of one's relationship with their supervisor, the quality of the physical environment in which they work, degree of fulfillment in their work, etc.

Like many other states spinning mills, in Madhya Pradesh also, there is a general feeling that the employees of spinning mills do not have satisfaction in their jobs. There seems to be a growing discontentment towards their job as a result of which textile industry in Madhya Pradesh is falling. Employees are dissatisfied in spite of different plans and programs which have been implemented to improve their job. Job satisfaction consists of the total body of feelings-about the nature of the job promotion, nature of supervision etc. that an individual has about his job. If the sum total of influence of these factors gives rise to feelings of satisfaction, employees job satisfaction which is 'linked to spinning mills employees work performance, includes employees involvement, commitment, and motivation in the job. It is not only important for spinning mills employees, but empirically influential on whole textile industry of Madhya Pradesh in general.

Employee's satisfaction with their career may have strong implications for spinning industry. Specifically, an employee satisfaction with his or her career may influence the quality and stability of organization where he or she is working.

Satisfaction is almost important in each and every profession where he or she is to deal with another human being, the employee satisfaction and dissatisfaction is likely to be transferred.

The level of job satisfaction is affected by intrinsic and extrinsic motivating factors, the quality of supervision, social relationships with the work group and the degree to which individuals succeed or fail in their work. As is the case with all white collar positions, both intrinsic and extrinsic factors affect employee satisfaction. Intrinsic satisfaction can come from working environment. Extrinsic factors have been associated with employee satisfaction, including salary, perceived support from administrators, safety, and availability of resources, among others.

When employee perceive a lack of support for their work, they are not motivated to do their best in the mills, and that when employee are not satisfied with their working conditions; they are more likely to change job or to leave the profession together. Some other variables have significant interactions with spinning mills employee job satisfaction, namely; gender, age, experience and position.

The researcher selected this topic to investigate the satisfaction of public and private spinning mill employees and also find out the attitude of employee towards their job and spinning mills. The study also provided guideline to spinning mill employees to increase and maintain their sense of satisfaction in job to achieve desired results.

The study was descriptive in nature and survey in type. The researchers, used convenient sampling technique to collect the data. The sample of the study consisted of 150 male and female spinning mill employees of public and private spinning mills of Madhya Pradesh. Data was collected through questionnaire. The questionnaire was developed in five point rating scale. One hundred and fifty (150) questionnaires were distributed and explained to the spinning mill employees. The data was analyzed with the help of computer program SPSS (Statistical Package for Social Sciences).

Review of Literature

According to Davis and Nestrom (1985) Job satisfaction is carefully linked with behavior of an individual towards workplace. This is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction results in enthusiasm and happiness in employee's behavior.

According to Kaliski (2007) Job satisfaction is the key ingredient of recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment.

In a study of Statt (2004) Job satisfaction are often defined because the extent to which an employee is content with the rewards from his or her job, predominantly in terms of intrinsic motivation. Job satisfaction states to the attitude and feelings people have towards their job. Positive and favorable attitudes toward the work indicate job satisfaction.

According to Armstrong (2006) Negative and unfavorable attitudes toward the work leads to job dissatisfaction. Job satisfaction is that the assortment of feelings and beliefs that folks have about their current job. Level of job satisfaction can range from extreme satisfaction to extreme dissatisfaction.

George and Jones (2008) said that having attitude towards their job as a whole, people can also have attitudes about different factors of their jobs such as the kind of work they do, their coworkers, supervisors or subordinates and salary.

Job satisfaction is different for each and every one in a typical and mixed way. Job satisfaction is usually linked with motivation, but the nature of the relationship between these two is not clear yet.

Studies by Mullins (2005) have indicated that job satisfaction is more of an attitude, an internal state, be associated with a personal feeling of achievement, either quantitative or qualitative.

According to Aziri (2011) job satisfaction represents a feeling that appears because of the perception that the job enables the material and psychological needs.

Some spacious research has resulted in job satisfaction being linked to productivity, motivation, absenteeism, tardiness, accidents, mental as well as physical health, and general life satisfaction. A common theory within which the research has been found that to a level, the emotional state of an individual is affected by interactions with their workplace and culture.

Judge and Klinger (2007) studied job satisfaction as people identify themselves by their professions and the satisfaction towards their job, such as a doctor, lawyer, or teacher. Hence, an individual's well-being at work is a significant aspect of research.

According to Locke, Cartledge and Knerr (1975) job satisfaction is a pleasurable and a positive emotional state derived from the appraisal of job and job experiences.

Bernstein & Nash (2008) have found that Job satisfaction contributes emotional, cognitive as well as behavioral components. In his study, the emotional level component means to job-related feelings such as boredom, anxiety, acknowledgment, and excitement, the cognitive level component means for beliefs regarding ones job either it is respectable, mentally demanding, challenging and rewarding. Finally, the behavioral level component embedded people's actions concerning their work such as tardiness, working late, faking illness to avoid work.

Job satisfaction describes as the positive attitudes or emotional satisfaction or dissatisfaction persons may advance from work or through aspects of work. Employee's job satisfaction is an eye catching concept in the researches, experiments, surveys and discussions because it is believed to have a relationship with life satisfaction.

Mueller & Kim (2008) concluded that on the basis of an employee feeling, job satisfaction is of two types, first is global job satisfaction, which refers to employees' overall feelings about their jobs (e.g., "Overall, I love my job.") The second is job facet satisfaction, which refers to feelings regarding specific job aspects, such as salary, benefits, work hierarchy (reporting structure), growth opportunities, work environment and the quality of relationships with one's co-workers (e.g., "Overall, I love my job, but my schedule is difficult to manage.").

Job satisfaction contributes the overall satisfaction of an employee as well as an organization in terms of growth and productivity for realizing its goals and reaching the results, the organization intends to produce. Key areas of job satisfaction are fair policies and practices, safety and security,

promotions, work optimization, relationship with supervisors, financial rewards, opportunities for advancement, leadership, feedback, flexibility, feel of belongings, transformation, and responsibilities.

If an organization follows the above keywords, job satisfaction plays the following roles:

1. Identify the key areas having scope for expansion and growth.
2. Improvement of product quality and reliability.
3. Organizes for greater approval rates in (employee benefits) i.e. paid vacation, meal breaks, social security, perks and bonus, achievement rewards, employee allowances, pay raise, health insurance.
4. Enables /starts/beginners/catalysis in building formation, framework, procedure, and employees.

Job satisfaction gives a positive impact on previous studies related to job satisfaction and on researchers as well. Many previous studies have demonstrate large impact on job satisfaction of employees, while many studies find the level of job satisfaction and productivity. Also, some studies shows interest in job satisfaction of employees only and also on employee career development and enhancement. Job satisfaction must receive the proper attention from scholars, employees, and managers of various business organizations.

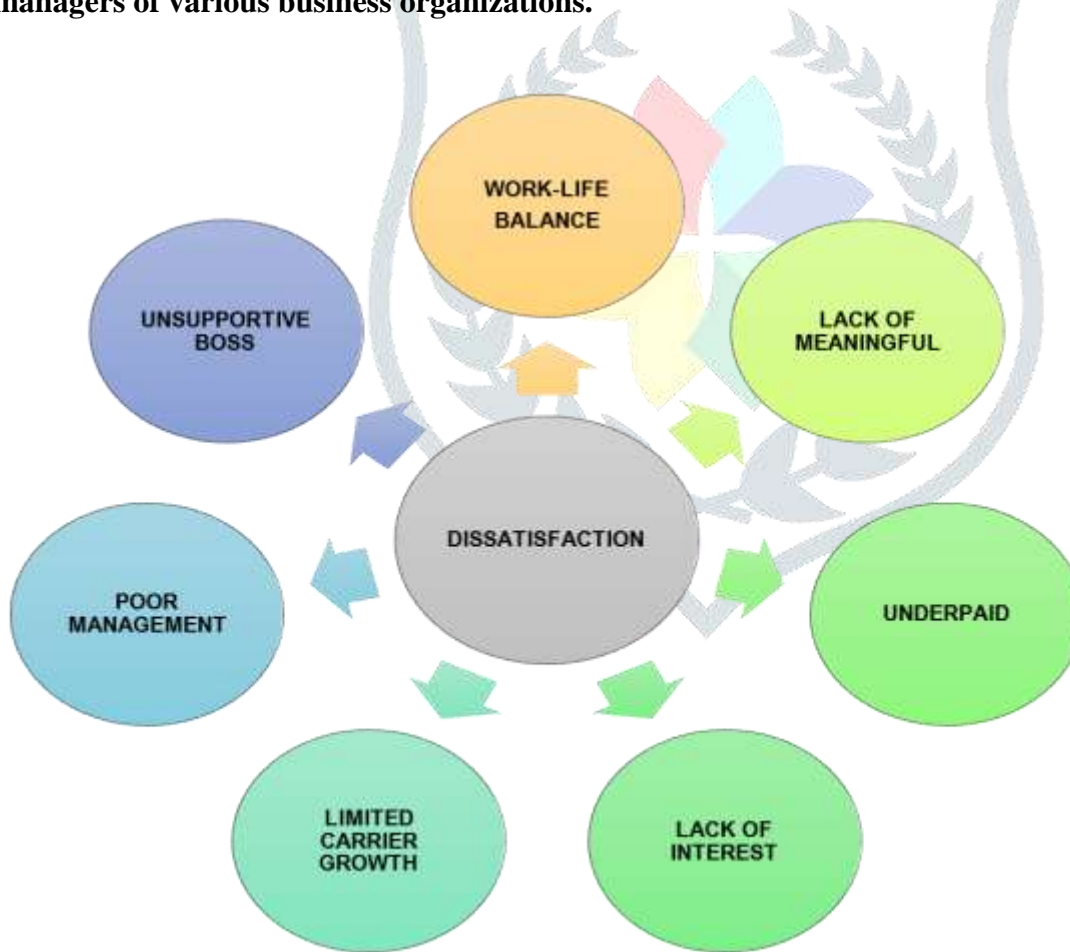


FIGURE 1 CAUSES OF JOB SATISFACTION LEADS TO DISSATISFACTION

Research Methodology

The survey research was used to collect relevant data. The population of the study was mainly based on all the public and private spinning mill employees of Madhya Pradesh. Convenient sampling technique was used researchers ten spinning mill, 5 public and 5 private spinning mills in the vicinity, both male and female employees are considered for the research work. The sample of the study consisted of 150 private and public spinning mill employees of those conveniently selected mills present in Madhya Pradesh. A questionnaire was used as a tool of research and got validated from supervisor. The questionnaire consisted of 25 items and questionnaire five options. The questionnaire had five factors identify the employees job satisfaction related to pay, peer relation, supervisor, attitude, and work load and job security. A number of 150 questionnaires was distributed and explained to the spinning mill employee. This was done in order to eliminate ambiguity at any level about the questionnaire. The questionnaire were distributed to the different spinning mill of Madhya Pradesh state and collected at the spot. The data was analyzed with the help of computer software SPSS (Statistical Package for Social Sciences). The data analysis presented in different tables. T-test and ANOVA test were used to investigate the job satisfaction in public and private employees of Madhya Pradesh.

Findings

1. Result of public and private spinning mill employee's showed that they were satisfied with their job and its work environment. Majority of the public sector spinning mill employees was more satisfied as compared to private sector spinning mill employees.
2. Results also showed that public and private spinning mill employees were satisfied with their jobs mainly with working environment.
3. Results of work experience of those having work experiences was from (0-5) showed that majority of public sector employees of spinning mills of Madhya Pradesh accepted that they were satisfied with their job but most of the private sector employees showed dissatisfaction.
4. The (6-10) working experience group of male and female spinning mill employees also gave positive remarks of their job satisfaction.
5. Result of those whose working experience (11-15) showed that both male and female employees of spinning mills agreed that they were satisfied with their jobs.
6. Results also showed that female employees are not satisfied with working hours of spinning mills than male spinning mill employees of Madhya Pradesh.

Conclusion

The conclusion of the study was drawn on the basis of the findings of the research study. Majority of the employees of public and private sector spinning mills of Madhya Pradesh agreed that they were

satisfied with their jobs. But male employees tend to be more satisfied than female employees with working hours. And the permanent employees are more satisfied than the temporary employees. The different working experience groups of spinning mill employees either male or female were satisfied with their jobs. These findings would provide information to policy makers, principles and school heads interested in increasing the satisfaction levels of spinning mill employees of Madhya Pradesh.

Regardless of the spinning mill status, employee's qualification or experience, a safe working environment, supportive administration, and involved parents are connected with high levels of employee job satisfaction. Equally important are the employee's feelings of sovereignty. The results of this study imply that involving employee in mills policy, decisions and giving them some degree of control in spinning mills working pattern are associated with high levels of career satisfaction. It is not possible to say, however, whether these factors result in high levels of employee job satisfaction, or whether highly satisfied employee seek out or create environments that provide them with greater satisfaction.

In the end of the conclusion of this research the researcher, want to open this fact that most employees of public as well as private employees of spinning mills of Madhya Pradesh do not share their responses in a sincerely manners. So these insincerely responses of the spinning mill employees may affect the results of this research.

Recommendations

The following recommendations were made on the basis of the results of the study.

1. The researchers recommend to the future researchers that they should conduct a research on job satisfaction and find out the reasons of dissatisfaction of the high qualified spinning mill employees.
2. The research motivates the future researchers to discover the reasons of female employees being not satisfied with their jobs as compared to male employees.
3. The research also suggests to the researcher to conduct a research on spinning mills employees job satisfaction to find out the reasons of low satisfaction among the private spinning mills of Madhya Pradesh.
4. Spinning mill employee should be provided with proper guidance and counseling in the organization so that they will be aware of their duties, working conditions in the schools. By knowing this can adjust with the mills conditions effectively.
5. To reduce role conflict, the authorities should provide clear cut guidelines, so that they will be aware of their roles and there will be no ambiguity in understanding of what he or she is to do.

6. Administration creates a supportive organizational climate will help to reduce job stress and thereby improve job satisfaction among employees. By providing better working conditions, spinning mill employees will be more satisfied to work in the mill they are working.

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