



A STUDY ON EMPLOYEE SATISFACTION IN ARAGEN LIFE SCIENCES PRIVATE LIMITED COMPANY

SUJATHA S

*Research Scholar, Department of Commerce, Maharaja's College,
University of Mysore,
Mysuru, Karnataka, India.*

Dr. R THIMMARAYAPPA

*Professor, Department of Commerce, Maharaja's College,
University of Mysore
Mysuru, Karnataka, India*

ABSTRACT

The job satisfaction and creation Human Resource Capital at the organization whether IT or Manufacturing, Pharma or any other service/manufacturing industries is the foremost pillar of Human Resource functions. The term job satisfaction is the decisive factor for organizational sustainability and development. The proposed study is based on the case study analysis, supported by empirical evidences of primary data collected by using a structured questionnaire.

It's important to remember that job satisfaction varies from employee to employee. In the same workplace under the same conditions, the factors that help one employee feel good about their job may not apply to another employee. For this reason, it is essential to have a multidimensional approach to employee satisfaction the results shows that HR regulations, policy matters including overall Organizational environment will have a bearing impact on employee job satisfaction. It is further observed by the researcher to give more focus on both primary and secondary data to verify the relationship between the HR policies, Organisational environment and Employee job satisfaction and the possible interventions on organizational development, so that HR capital is at the highest helm of the Organization.

KEY WORDS: Human Resource Capital, job satisfaction, Brand Image, organizational development

INTRODUCTION

The term Job satisfaction refers to employee's level of happiness and their willingness to work with their fullest potential. Many factors are responsible for employee's job satisfaction level some are the mere sake of work, their compensation packages, industry benefits, recognition of work, providing employee perks, welfare facilities,

organizational climate and moreover organizational philosophy, or even to stay away from the family conflicts and keep them busy and occupied. Job satisfaction, an unquantifiable metric, is defined as a positive emotional response you experience when doing your job or when you are present at work. Leading organizations are now trying to measure this feeling, with job satisfaction surveys becoming a staple at most workplaces.

However, it is generalised that the most important constraint in our life to achieve a career goal is nothing but motivation or any kind of motive to work with the organisation. It is enthusiasm and strength of mind by means of a manner of anticipation that pilot one to keep trying to arrive at bigger elevation is does not matter what possibility of their life be it personal or professional.

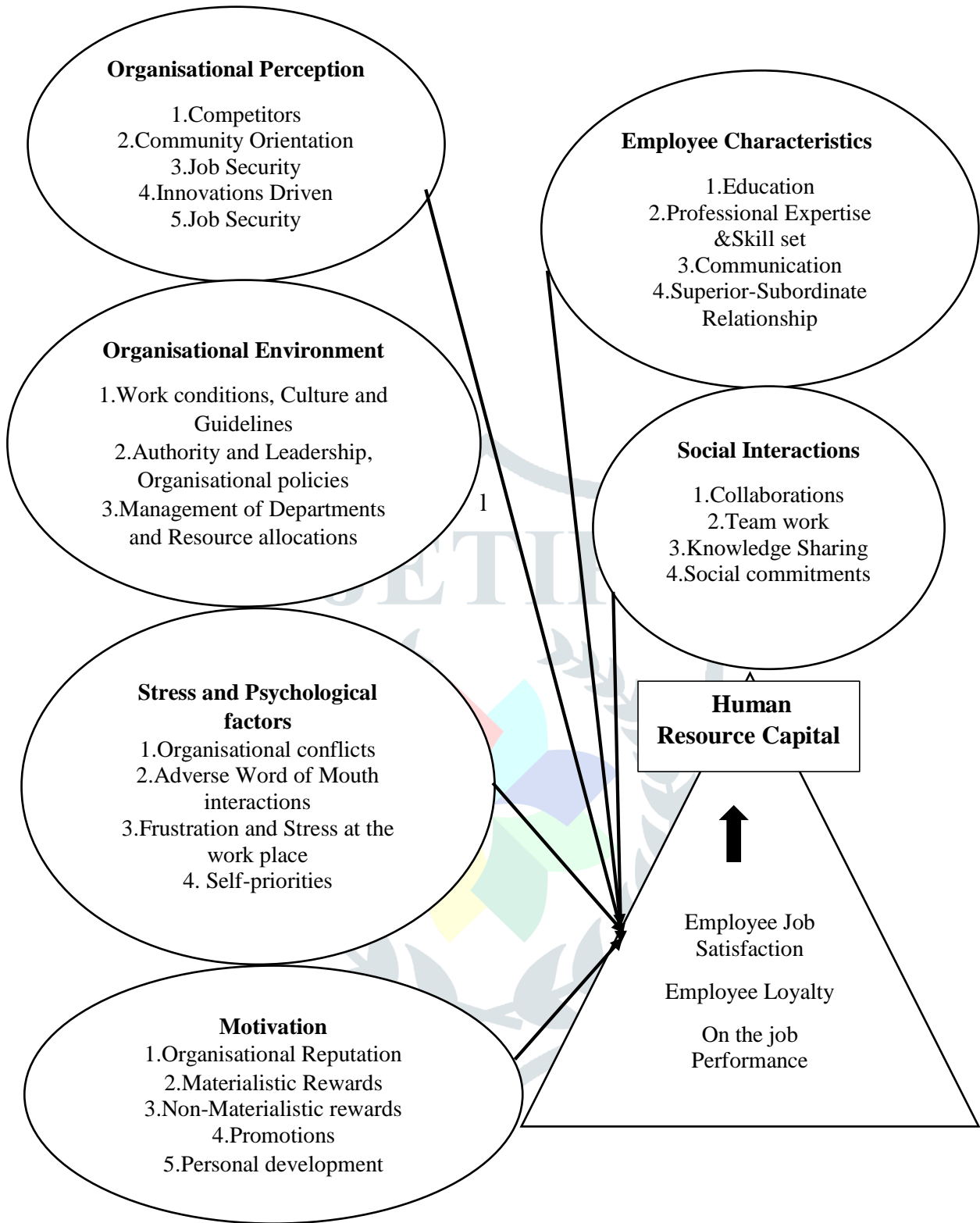
Motivation can also be considered as whatsoever it takes to support employees to achieve by satisfying their needs. Most important motivational factor is money or any kind of materialistic benefits as observed by Akintoye (2000).

The comprehensive understanding of employee job satisfaction is conceptualised based on Great man's (1888) theory of organisational success and employee's satisfaction. Abraham Maslow (1943) stated that motivation can be achieved by fulfilling needs. Needs can be categorized by physiological needs to self-actualization need.

According to Grounded Theory approach competitive environment organizations can transform the complete set of organisational environments and its governance. The transformational leadership exercised by the top-level management authorities can help the organisations and its employees to develop the long-term vision beyond money and materialistic wealth (Monica Izvercian, Sabina Potra and Larisa Ivascu ,2016).

Scientists and managers are of the contention that lesser the job dissatisfaction, employees would increase their performance (Lawler and Porter, 1967) and decrease turnover (Hackman and Oldman, 1980). More than that, Steijn (2004) even argues that satisfied workers are more productive and creative. Grounded Theory highlights the fact that employee job satisfaction is a combination complex set of variables as depicted in the following conceptual model.

Grounded Theory approach of Employee Job-Satisfaction



REVIEW OF LITERATURE

Muhammad Umair et.al (2010) conducted Talent Management practices : A case study of Pharmaceutical Industry in Pakistan. It is observed that organizations need to be rich in qualified human resources. They need to develop and implement effective HR functions including method of attracting, deploying, retaining and motivating competent workforce. Thus, a term "Talent Management" has been introduced in the recent past in order to offer one window solution for all problems attracting and retaining the competent human resources and developing them for future. Professionally implemented talent management program not only benefits the organizations, it also benefits the workforce

Elise Marescaux and Sophie De Winne (2013) analysed HR practices and HRM outcomes the role of basic need satisfaction. The study is based on the notions of soft or "high commitment" HRM. The relationship between human resource management (HRM) and performance has occupied many researchers during the past decades. The study is based on the five aspects of HRM practices which ultimately results in employee job satisfaction and retention, career Growth and development, Employee engagement /participation, Performance Appraisal, Mentoring and Rewards. From the study it is found that Employee engagement is positively related to organisational commitment and employee job satisfaction.

Pramila Rao (2016) examined the Investment and collaboration: the Indian model for "best" HRM practices. Traditionally, Indian organizations followed a paternalistic management style with a lot of emphasis given to personal relationships among employees. The concepts of loyalty and trustworthiness were important predictors for employees' successes and professional achievements. The increased presence of multinationals in India has prompted local organizations to slowly change their conventional practices. The purpose of this research is to detail the HRM practices of 25 "best" companies in India, as outlined by the Aon Hewitt research study. The organisational best practices among Indian organisations are identified as is found that Organizations view their roles as proxy schools as professional development is provided in different flavours. Egalitarian practices have helped break traditional communication barriers creating more transparency.

Sivasakthivel et.al (2019) conducted a study on Quality of Work life of the women professionals in select Information Technology companies in Chennai. The study revealed that The standard of living of professionals of Information and Technology sector has improved

Phenomenally and thus the quality of life due IT sector employment. The study shows that employee job satisfaction, standard of living, Organisational work culture and quality of life are inter connected. It is concluded that with regard to the women folk working at IT sector health issues and other social or family commitments are the major hurdles to deliver best of their performance and experience the Job satisfaction.

Richa Singhal (2020) analysed Employee Satisfaction as a Reliable Predictor of Employee Retention in MNCs Working in India. The researcher argues that Employee satisfaction is reliable predictors of employee retention.

When employers engage in practices that support good working relationships, employee satisfaction improves because workers tend to believe the company is using their skills and appreciating their service and commitment. The finds that Employee job satisfaction is influenced by the factors such as freedom in sense of belonging, Management support at critical times of illness and mental or Social or Psychological distress, Respect and Regards and Rewards at the work place, Work place innovative practices, Employee retention strategies, Shared vision, Leadership and Team work and finally considerable number of incentives both tangible and Intangible.

Arnab Kumar Samanta (2020) conducted a study on the influencing factors of employee satisfaction with reference to the selected it companies in Kolkata, west Bengal. The study supports that he information technology (IT) industry had faced the difficulty of employee scarcity as the employee has a widespread employment prospects, not only at the local level but more prominently at the global level. Attrition, Reignitions and even employee layoffs are most common in IT sector. It is observed that employee satisfaction not only enhances the productivity, but also increases the quality of work. The most common phenomenon among the IT companies across the global IT companies is “Brain Drain”. Pay & Promotion, Employee empowerment, Job Enrichment, Work-hour flexibility, are vital to enhance the job satisfaction of employees.

METHODOLOGY

The present study is designed to study the importance of HRM policies and its relevance to enhance employee satisfaction. Convenient method of sampling is used collect the data from 67 employees of the Aragen pharmaceuticals. Frequency, percentage analysis and multiple regression analysis techniques are used to verify the stated hypothesis of no significant relationship among the factors influencing employee satisfaction.

PROFILE OF ARAGEN LIFE SCIENCES PRIVATE LIMITED

Aragen Life Sciences Private Limited is an unlisted private company incorporated on 07 December, 2000. It is classified as a private limited company and is located in Hyderabad, Telangana and branch offices at Bangalore. The organisation is a life sciences service organization, provides drug discovery, development, contract manufacturing, and formulation research and development services with a human talent pool of 3000 + scientists ,450 + PhD’s and 450+ clients across the globe. Aragen is a trusted R&D and manufacturing partner to the global life sciences industry. From concept to commercial, we transform your ideas into solutions for better health. Whether large pharma or biotech, an agrochemical or animal health company, we provide you global resources and proven capabilities at every stage of the biopharma lifecycle, in small and large molecules. Our ability to offer end-to-end solutions or support standalone programs is underpinned by an innovation mindset, enabling technologies, and a partnership approach to every engagement. The purpose of the organisation is to transform hope into health for millions of people around the world.

OBJECTIVES THE STUDY

1. To evaluate the demographic profile of the employees at Aragen Life Sciences Private Ltd
2. To analyse the relationship between HRM policies and employee satisfaction and at Aragen Life Sciences Private Ltd

HYPOTHESIS

H (0): There is no significant relationship between Organisational environment, HRM policies and the employee job satisfaction.

H (1): There is significant relationship between Organisational environment, HRM policies and the employee job satisfaction.

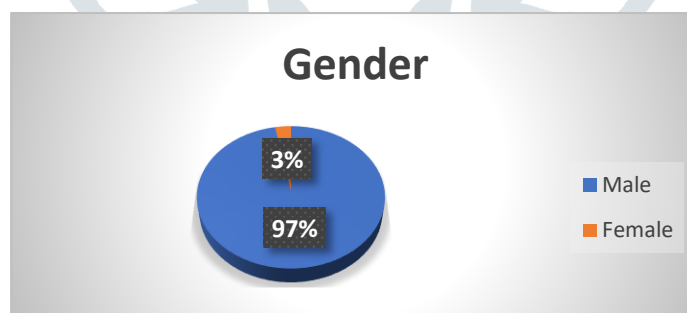
DATA ANALYSIS AND INTERPRETATION

SECTION -A: DEMOGRAPHIC PROFILE

Objective 1: Demographic profile of the employees at Aragen Life Sciences Private Ltd

Section -A of the data analysis is dedicated to present the demographic profile of the respondents at Aragen Life Sciences Private Ltd. The demographic variables such as Gender, Educational Qualification, Age in Years, Employee Designation, Work experience are considered for the study.

	Frequency	%
Male	65	97.0
Female	2	3.0
Total	67	100.0



	Frequency	%
Post-graduation	9	13.4
Doctorate	58	86.6
Total	67	100.0

Table 3
Employee Designation:

	Frequency	%
Top Level Management	40	59.7
Middle level management	27	40.3
Total	67	100.0

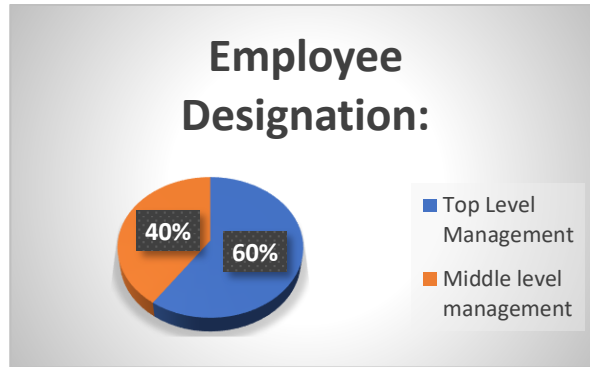


Table 4
Age in Years:

	Frequency	%
31-41 years	12	17.9
41-51 years	55	82.1
Total	67	100.0

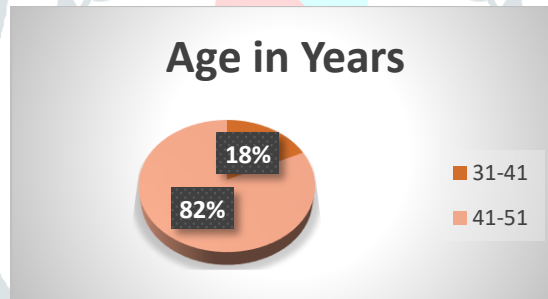
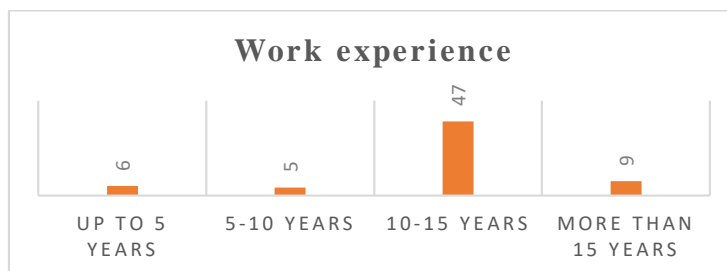


Table 5
Work experience

	Frequency	%
Up to 5 years	6	9.0
5-10 years	5	7.5
10-15 years	47	70.1
More than 15 years	9	13.4
Total	67	100.0



The above table 1,2,3,4,5 represents the demographic variables in terms of the respective frequency and percentage as per the primary data. From the study it is found that the work force at Aragen Life Sciences Private

Ltd is predominantly constituted by men, highly qualified (Doctorate) and of the age group 41-51 years (41-51%) and 31-41 years (17.9%) respectively. The human work force, rather may be called as human capital is highly experienced 10-15 years (70.1%), followed by More than 15 years (13.4%), 5 years (9%) and 5-10 years, (7.5%) respectively.

Objective 2: To analyze the relationship between employee satisfaction and HRM policies at Aragen Life Sciences Private Ltd

Hypothesis

H (0): There is no significant relationship between Organisational environment, HRM policies and the employee job satisfaction.

H (1): There is significant relationship between Organisational environment, HRM policies and the employee job satisfaction.

Table :6		
Multiple Regression Analysis* (*Unstandardized Coefficients with more than 0.30 is considered to establish the relationship Employee Job Satisfaction and HRM policies)	Unstandardized Coefficients	P Value
(Constant)	1.14	0.000
Policies of the company	0.16	0.000
Working behavior of the employees	0.19	0.000
Attitude of the employees towards the management*.	0.80	0.000
Employees in the company are dedicated towards their job responsibility. *	0.32	0.000
Employees are well aware about their rights	0.10	0.000
Employees take pains to find out their strengths and weakness from their supervisory officers*.	0.39	0.000
Perception When feedback is sought from the employees; they take it seriously and use it for their development	0.19	0.000
Employees are free to share their problems with the seniors*.	0.48	0.000
Good team spirit among the employees*.	0.71	0.000
Manpower planning	0.22	0.000
Recruitment and Selection*.	0.40	0.000
Training and Development	0.30	0.000
Performance appraisal system*.	0.40	0.000
Career planning practices	0.30	0.000
Employee Engagement*.	0.74	0.000

Employee Job Satisfaction = 1.14 + 0.80 (Attitude of the employees towards the management) + 0.32 (Employees in the company are dedicated towards their job responsibility) + 0.39 (Employees take pains to find out their strengths and weakness from their supervisory officers) + 0.48 (Employees are not afraid to share their problems with the seniors) + 0.71 (Good team spirit among the employees) + 0.40 (Recruitment and Selection) + 0.40 (Performance appraisal system) + 0.74 (Employee Engagement) Table number 6 reveals that there is a significant relationship between Organisational environment, HRM policies and the employee job satisfaction. The employee job satisfaction is found to have a bearing impact due to Employee Engagement, Employee Attitude, Responsibility and dedication towards the job, Transparency and freedom for the employees to share their problems with the top-level management & Team Spirit as the factors governing the overall Organisational environment.

CONCLUSION

The study reveals that the employees at the employees at Aragen Life Sciences Private Ltd are highly with matured attitude towards their roles and responsibilities. Basically, the employee engagement, Attitude of the employees towards the management and team spirit drives the employee job satisfaction at Aragen Life Sciences Private Ltd.

REFERENCES

- Arnab Kumar Samanta. (2020). A study on the influencing factors of employee satisfaction with reference to the selected it companies in Kolkata, west Bengal. *Vidyasagar University Journal of Commerce*, Volume 25, 98-109.
- Elise Marescaux and Sophie De Winne HR practices and HRM outcomes the role of basic need satisfaction. (2013). *Personnel Review-Emerald Journal of Management: www.emeraldinsight.com/0048-3486.htm.*, 4-27.
- Muhammad Umair Abbasi, Muhammad Sohail, Farooq-E-Azam Cheema, Nadeem A. Syed. (2010). Talent Management as Success Factor for Organizational: A Case of Pharmaceutical Industry in Pakistan. *Journal of Management and Social Sciences*, 74-83.
- Pramila Rao, P. (2016). Investment and collaboration: the Indian model for “best” HRM practices. *Journal of Asia Business Studies*, 125-147.
- Ruchi Goyal, Madhu Shrivastava. (2012). A Study of HR Practices and Their Impact on Employees Job Satisfaction and Organizational Commitment in Pharmaceuticals Industries. *International Journal of Business Trends and Technology*-, 2(3).
- SIVASAKTHIVEL, JOTHI. (2019). Quality of work life of the women professionals in select information technology companies in Chennai. *JAC: A Journal Of Composition Theory*, 1334-1342.
- <https://www.aragen.com/our-company/about-us/>
- <https://www.aragen.com/>
- <https://www.tofler.in/aragen-life-sciences-private-limited/company/U74999TG2000PTC035826>
- <https://www.bloomberg.com/profile/company/570379Z:IN>