



A STUDY ON JOB SATISFACTION AT APSPDCL; TIRUPATI

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ABSTRACT

job satisfaction refers to an individual's level of contentment, fulfillment, and positive feelings towards their job or work. It is a subjective assessment that depends on various factors, including the nature of the job, work environment, relationships with colleagues and superiors, compensation, opportunities for growth and advancement, work-life balance, and personal values and goals.

High job satisfaction is generally associated with increased motivation, productivity, and commitment to the organization. It can lead to a positive work attitude, higher job performance, and a greater sense of well-being. On the other hand, low job satisfaction can result in decreased productivity, absenteeism, turnover, and negative impacts on an individual's mental and physical health.

Work-life balance: A healthy balance between work and personal life can contribute to job satisfaction by reducing stress and providing time for personal interests and activities.

Compensation and benefits: Fair and competitive compensation, including salary, bonuses, and benefits, is important for job satisfaction. Feeling adequately rewarded for one's efforts and contributions can positively impact job satisfaction.

Key words: Job satisfaction, Statement of the problem, Methodology, Findings, Suggestions

INTRODUCTION ON JOB SATISFACTION

Job Satisfaction Is Defined as The Pleasurable Emotional State Resulting from The Appraisal of One's Job as Achieving or Facilitating the Achievement of One's Job Value. Human Resources Are One of The Most Important Assets of The Organization and Assessing Its Value Is Important If Its Utility Is to Be Optimized. The Performance of Hr Will Determine the Efficiency of The Organization. Job Satisfaction Is Seen as One of The Important Factor for Business Effectiveness. The High Level of Employee Job Satisfaction Contributes to Low Employee Turnover and The Outstanding Company Reputation.

In General, Job Satisfaction Refers to An Individual's Positive Emotional Reactions to A Particular Job. In Other Words, Job Satisfaction Is Condition of Establishing a Healthy Organizational Environment. Job Satisfaction Is Not the Same as Motivation. It Is Linked to Productivity, Motivation, Absenteeism, Waste Accidents, Mental Health, Physical Health and General Life Satisfaction. Job Satisfaction Refers to A Person's Feeling If Satisfaction on Job, Which Acts as A Motivation to Work. It Is Not Self Satisfaction, Happiness or Self Contentment but Satisfaction on the Job.

REVIEW OF LITERATURE

Personal characteristics and Job satisfaction. Smrek and Peterson (2007) defined personal characteristics as assets of individual differences that are affected by the development of an individual. In this study, personal characteristics will include the gender of respondents, minority- status of the employees, age of respondents as well as length of service of an employee. There are different empirical studies relating personal characteristics to job satisfaction. For instance, Spencer, Deal, Pruthvi, Gonzalez, Kirby and Langston (2015) carried out a study aimed at analysing the female workforce in Urology compared to that of men in income, workload and job satisfaction

OVERVIEW OF THE COMPANY

The Southern Power Distribution Company limited of A.P. has come into existence on 1-4-2000, with headquarters at Tirupati, headed by the Managing Director. Further, the Managing Director has been predesignated as the Chairman & Managing Director (CMD) With effect from 10th April 2002. APSPDCL covers Six Revenue Districts namely Krishna, Guntur, Prakarsa. NCI llore, Chittoor and Cudahy with Assembly constituencies and 3 10 Mandal's in total. Each district is headed by a Superintending Engineer. In these operation circles, there are 23 Operation Division, 96 Operation Sub Divisions and 400 Operation Section. In APSPDCL, there are six Meter Reading Transfer Division with headquarters at Cudahy, Tirupati, Nellore, Vignola, Guntur and Vijayawada.

NEED FOR THE STUDY

- The Study Measuring Employee Job satisfaction is essential to the development of effective strategies to implement process improvement towards operational excellence
- The final results of this study will be more helpful to the organization to reorient and reorganize the existing conditions to improve the performance of the employees.
- The Study Helps to Understand Where Organization Stands with Regard to Its Employees

SCOPE OF THE STUDY: -

- The study has been conducted to know the job satisfaction level of both middle and low-level employee of APSPDCL.
- This study helps to make managerial decision in the organization.
- Results of the questionnaires are obtained only from the employees of APSPDCL. • The questionnaire would contain questions relating to the factors given below: Professional autonomy, support from administrators, reward systems, benefit package, respect and trust, standards, co-workers, promotion chances and other benefits.

OBJECTIVES

- To measure the level of employee satisfaction towards their jobs.
- To study the various factors, determine job satisfaction of the employee.
- To study the impact of job satisfaction on the overall growth of employees as well as the organisation.
- To make necessary recommendation for increasing the increasing the satisfaction levels of employee if any.

RESEARCH METHODOLOGY

Secondary data: old records and google website APSPDCL

Sampling method: -simple random sampling

Sample size: - 100

Statistical tool: percentage & graphical analysis like bar charts.

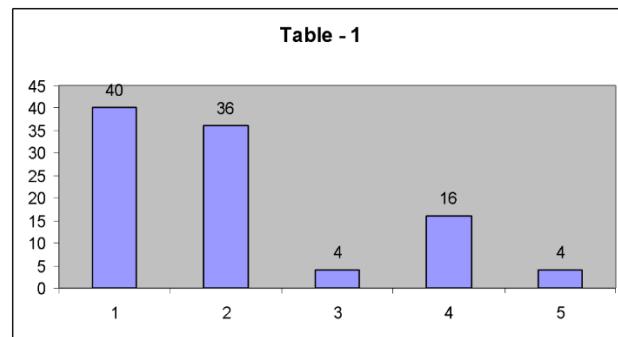
LIMITATIONS OF THE STUDY: -

- This Study Has Been Restricted to APSPDCL Only.
- Time Limitation Is the Major Constraint.
- Because Of Busy Schedule of Employees, They Were Not Revealing Their Opinions Completely.

DATA ANALYSIS AND INTERPRETATION

1. Fair amount of return is being paid for the work done.

Sl. No.	Opinion	Respondent	Percentage
1	Strongly Agree	40	40
2	Agree	36	36
3	Un-Decided	4	4
4	Disagree	16	16
5	Strongly Disagree	4	4
Total		100	100

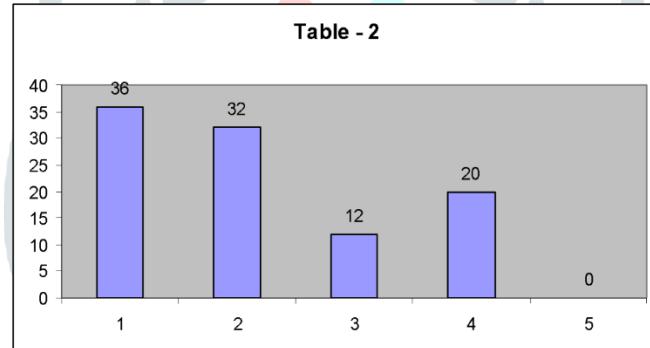


INFERENCE: From the above it can be inferred that most of the employees i.e., 76% have agreed that fair amount of return is being paid for the work done. It shows that, it will motivate the employees to work better and to retain in the organization. So, the same is to be maintained in future also.

TABLE -2

2. There is a too little chance for promotion in the job.

Sl. No.	Opinion	Respondent	Percentage
1	Strongly Agree	36	36
2	Agree	32	32
3	Un-Decided	12	12
4	Disagree	20	20
5	Strongly Disagree	0	0
	Total	100	100

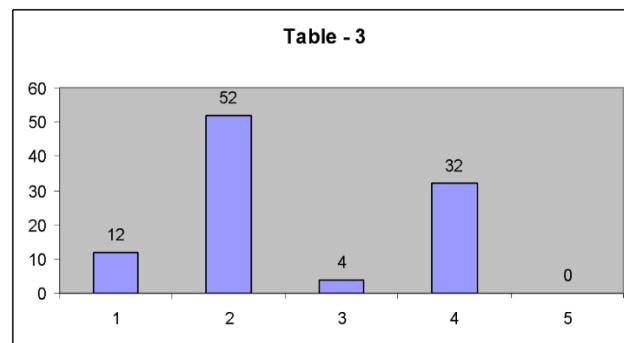


INFERENCE: From the above it can be seen that 68% of the employees have agreed that there is a little chance to get promotions in the job. It shows that, it will de-motivate the employees to work effectively and also leads to less Job Satisfaction. So, the management has to take the steps to create more promotional opportunities for the employees.

TABLE -3

3. The benefits provided by the management are satisfactory.

Sl. No.	Opinion	Respondent	Percentage
1	Strongly Agree	12	12
2	Agree	52	52
3	Un-Decided	4	4
4	Disagree	32	32
5	Strongly Disagree	0	0
	Total	100	100

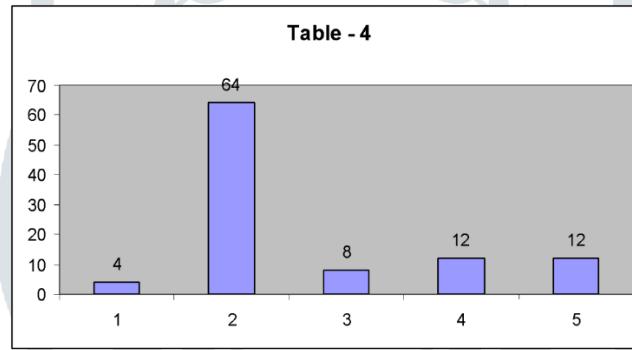


INFERENCE: The above chart reveals that 64% of employees have agreed that the benefits provided by the management are satisfactory. Based on the benefits provided by the management the job satisfaction will improve. So, the management has to take steps to provide more benefits to the employees to improve their job satisfaction.

TABLE -4

4. Employees are recognized well by the superiors for the work done.

Sl. No.	Opinion	Respondent	Percentage
1	Strongly Agree	4	4
2	Agree	64	64
3	Un-Decided	8	8
4	Disagree	12	12
5	Strongly Disagree	12	12
	Total	100	100

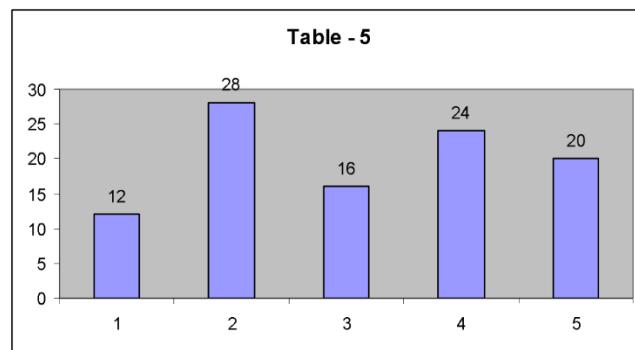


INFERENCE: The above chart shows that 68% of employees have agreed that employees are recognized well by the superiors for the work done. It leads to more job satisfaction. The same tempo is to be maintained in future also.

TABLE -5

5. The existing rules and procedures make doing a good job difficult.

Sl. No.	Opinion	Respondent	Percentage
1	Strongly Agree	12	12
2	Agree	28	28
3	Un-Decided	16	16
4	Disagree	24	24
5	Strongly Disagree	20	20
	Total	100	100



INFERENCE: From the above it can be seen that 40% of the employees have agreed and 44% of employees have dis-agreed that the existing rules and procedures make doing a good job difficult. So, the management has to take the steps to keep minimum rules and procedures to do the job easily.

FINDINGS

1. 76% of respondents have agreed that fair amount of return is being paid for the work done. It shows that, it will motivate the employees to work better and to retain in the organization.
2. 68% of the respondents have agreed that there is a little chance to get promotions in the job. It shows that, it will de-motivate the employees to work effectively and also leads to less Job Satisfaction.
3. 64% of employees have agreed that the benefits provided by the management are satisfactory. Based on the benefits provided by the management the job satisfaction will improve.
4. 68% of respondents have agreed that employees are recognized well by the superiors for the work done. It leads to more job satisfaction. The same tempo is to be maintained in future also.
5. 40% of the employees have agreed and 44% of employees have dis-agreed that the existing rules and procedures make doing a good job difficult.

SUGGESTIONS

1. It is suggested to take steps to provide more benefits to the employees to improve their job satisfaction.
2. Management has to take the steps to keep minimum rules and procedures to do the job easily.
3. It is suggested to encourage the employees to do different functions on the job.
4. It is suggested to take steps to develop the reward system for the good performance. It will help to improve the job satisfaction among the employees and organizational performance.
5. Educational facilities, Housing facilities, Transportation facilities, Recreational facilities & Consumer Co-Operative Societies are to be provided for the benefit of employees. Providing of such facilities will help to improve the job satisfaction among the employees.

CONCLUSION

It is to conclude that the job satisfaction among the employees in the organization in majority of factors i.e., 15 factors (out of 20 factors) is good. In respect of remaining 5 factors there is a further need to improve the job satisfaction among the employees. Employees are the real assets of an organization .in today's scenario to be competitive though, an organization has to face challenges prevailing employees in an organization have to be more productive, to meet these challenges the employee has to be paid enough and rewarded well for the productive work. By paying conations to words the contributory factory of job satisfaction APSPDCL TIRUPATI can make their employees wailing workforce for the wellbeing and growth of organization

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