



Job Satisfaction of Employees' Towards Sidco in Tamilnadu

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Abstract

Employees are the real assets of an organisation and such assets need to be valued and treated in good ways and means. Employees' mindset and goal should be towards company and company's mindset should focus for the wellbeing of employees' and their family members. Organisation must have a master plan to make the employees feel satisfied with their work, income level, status qua, etc., And every employer must feel the employees' feeling like a family, try to sort of the query or issues faced by the employees'. One must feel satisfied both financially and mentally for the survival within the organization. And employer must keep on motivating the employees' irrespective of work and seniority, which gives employees a power to work more for company's growth.

Key Words: Employees', Employer, Satisfied, Organization, Family

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Introduction

Every Employees of an organisation are the real backbone and that's the reason employees are termed as 'Man power'. Such Manpower forces must retain in an organisation for the growth of the company and company must fulfil all basic requirements from employees aspect so, that employees may feel satisfied with his/her work. Job satisfaction places a vital role in all type of industries and sectors, irrespective of work, place, designation, income. Employees must feel satisfied which is the first step for the success of a company. Employees' satisfaction is most important factor for every healthy organisation; it shows how much the company is having care towards employees, and to make employees retained. Job satisfaction in way of both financial and non financial plays a crucial role in motivating employees and helps in improving the performance and helps in boosting individual's interest towards work, which indirectly helps in increasing the productivity.

Importance of the Study

The motive of the study is to show how job satisfaction plays a primitive role in an

organization with Employees'.

Statement of the Problem

All Employees' nature, needs and wants differs from person to person, Organization tries to focus on every individuals desire and trying to fulfill the requirements of workers.

Problem of the Study

The study the Job satisfaction among Employees in SIDCO, Tamilnadu.

Hypotheses

The null hypothesis formulated and tested as under There is no significant difference between Socio-Economic (Occupation) and Job Satisfaction.

Research Methodology

The process of enumeration, as well as the correct recording of outcomes, is referred as data collection. The proper collection of data is critical to the success of an investigation;

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the study comprises assessing the respondent's Satisfaction towards their job in various aspects, as well as the researcher employ the current study was carried out in a real-world situation.

Sampling Technique

The respondents were picked from all TANSIDCO units, as 2 respondents from each unit total 254 members were taken for the study in SIDCO industries across TamilNadu.

Review of literature

D Deena Kumar (2022), The researcher states that the Green Human Resource Management in India has a status to GHRM in other countries. They share with others the same factors that dictate HRM policies and practices relevant to skill sets and job competencies, corporate culture mindset and mindfulness of legal requirements and restrictions ruling GHRM behavior. The fundamental target is to evaluate and recognize the green human resource management practices executed in companies working in India. The present study aims to find out the Impact of Green Human Resource Practices on Industrial Employees' Job Satisfaction in SIPCOT, Cuddalore. This study was planned to be conducted among the industrial employees in State Industries Promotion Corporation of Tamil Nadu Limited (SIPCOT), Cuddalore. The sample was chosen on a random basis. The sampling technique adopted in the study was simple random sampling.

Tri Kusumaningrum Rahmawati (2017), The research purpose were to understand the influence of the quality of work life (QWL) and organizational culture (OC) toward Employee Performance (EP) and job satisfaction (JS), to understand the influence of job satisfaction to employee performance, to understand indirect influence of quality of work life to employee performance through job satisfaction, to understand which is bigger between indirect effect and direct effect from QWL and OC towards EP which mediated by job satisfaction. This research was quantitative and use questionnaire as data collection method. Population was 132 person and used cluster sampling the respondent was 92 person of non-medical staff of Panembahan Senopati Hospital in Bantul, Yogyakarta, Indonesia. Quantitative analysis techniques was used in this research, including t test, F test, multiple regression analysis, and path analysis. The study found that the QWL and OC had significant and positive influence toward EP and JS. JS also had significant and positive influence

toward EP. The indirect influence of QWL toward EP through JS was greater than direct effect, and indirect influence of OC toward EP through JS was greater effect than direct influence.

Archana. V(2014), Many organizations today are placing greater emphasis on talent retention to sustain their competitive advantage and keeping their employees highly satisfied and motivated. The purpose of this observational and interview based study is to understand the level of job satisfaction the employees working in Jeyamalli Industries, SIPCOT, Ranipet had and the parameters that influenced it. Long-term career progression, engagement activities, welfare activities and motivation has had a positive influence on the employees. However there is room for much improvement on areas such as technical and management related training, employee skill development, work safety measures and work environment.

Elamparuthi. D (2014), The focus of this paper concerns a study of quality of work life for the employees of small scale industries. The aim of study is to determine the existence of QWL (Quality of Work Life) in small scale industries as per the view of employees. As the QWL is very essential for industries to continue to attract and retain employees. The existence of QWL in the industrial unit is valuable to both employees and industries.

Rathamani.P (2013), Quality of work life is the quality of the content of relationship between employees and their total working environment with human dimensions added to the usual technical and economic ones. Quality of work life involves job security, good working conditions, adequate and fair compensation and equal employment opportunity all together. QWL aims to meet the twin goals of enhanced effectiveness of organization and improved quality of life at work for employees. The study focused on the factor influences QWL of employees, level of satisfaction of employees on present level of QWL and the influence of QWL. 50 employees of textile units of equal capacity have taken as samples. Motivational insights are the important factor that influences the QWL of employees and their life. Higher compensation has been prime expectation of the employees to improve their life. QWL of employees had an influence on the employees' productivity.

Demographic Profile of the Respondents

The demographic profile of the respondents was analyzed on the basis of their age, faculty,



occupation, educational qualification, types of family, number of family members, and residential status of the respondents.

consumption. The age category influences the preferences and consumption pattern of the consumer towards the Business, the present study the age wise distribution of the respondents in the cosmetic products is presented in Table 1.

Age

The age of the consumers can change the desires, wants, needs, and aspirations of products

Table 1: Age of the Respondents

S.No.	Age (in years)	No. of Respondents	Percentage
1.	Up to 18 Years	155	61
2.	19 to 36 Years	45	18
3.	37 to 54 Years	31	12
4.	Above 55 years	23	9
Total		254	100.00

Source: Calculations Based on Primary Data

Table 1 shows that the most of the respondents belong to the age category Up to 18 Years are 61 per cent, followed by 18 per cent of the respondents belong to the age category of 19 to 36 Years, followed by 12 per cent of the respondents belong to, 37 to 54 Years and 9 per cent of the respondents belong to Above 55 Years.

The occupation of the parents is one of the factors that influence the purchasing behavior because some of the parents have to take care and maintain the expenses of their children. Parents' occupations support the children's future and respondent's responses presented in the Table 2.

Occupation of the Family Members

Table 2: Occupation of the Respondents

S.No.	Occupation	No. of Respondents	Percentage
1.	Farmer	79	31
2.	Government Employee	97	38
3.	Private Employee	27	10
4.	Business Man	36	14
5.	Professionals	15	6
Total		254	100.00

Source: Calculations Based on Primary Data

Table 2 shows the distribution of the occupation of the selected employees from out of 254 employees, 79 respondents are Farmers with 31 per cent, followed by 38 per cent of the respondents are Govt. Employees, followed by 14 per cent are Businessmen, 10 and 6 per cent of the respondents are Private Employee and Professionals respectively.

The influence from nature of family is considered as an important element that affects the purchasing behavior. In a nuclear family or joint family the family members might have convinced for working as an Employee. A great deal of family interaction happens before the purchase decision is made, especially when comes to working as a employee, that the family often decides together. Hence the influence made by the family members should be analyzed and presented in the Table 3.

Type of Family



Table 3: Type of Family

S.No.	Type of Family	No. of Respondents	Percentage
1.	Nuclear Family	216	85
2.	Joint Family	38	15
Total		254	100.00

Source: Calculations Based on Primary Data

Table 3 shows that the family systems of the respondents which constituted 85 per cent are Nuclear Family and 15 per cent are Joint Family.

Family Members

The family member includes the parents, brothers, sisters and close relations of the respondents. The impact generated by the family members is also

substantial influence in the working atmosphere. The family members are generally a crucial role in the decision-making and varying pattern of roles and functions. Hence the influence of respondents' family members should be analyzed and presented in the Table 4.

Table 4: Family Members

S.No.	Family Members	No. of Respondents	Percentage
1.	Up to 3 Members	168	66
2.	4 to 6 Members	32	13
3.	More than 6 Members	54	21
Total		254	100.00

Source: Calculations Based on Primary Data

Table 4 it depict that out of 254 respondents, 168 respondents are Upto 3 Members, i.e., 66 per cent, followed by 21 per cent of the respondents are More than 6 Members and 13 per cent are in category of 4 to 6 members.

The residential area of the respondents also influences the entrepreneurs' knowledge and work culture. The residential area influences the working place and cultural backgrounds in the particular area of residence. The residential area wise distribution of the consumers is presented in Table 5.

Residential Status

Table 5: Residential Status of Respondents

S.No.	Residential Status	No. of Respondents	Percentage
1.	Urban	177	70
2.	Rural	77	30
Total		254	100.00

Source: Calculations Based on Primary Data

Table 5 shows that the residential area wise respondent in rural, are constitutes 70 per cent and Urban constitutes of 30 per cent of the respondents.

Marital Status

The life style and purchasing priorities is decided by the living status of both men and women in the

society. In a married category both of them working has to spend to determine their purchases equally. The unmarried are purchase decisions are individually or by the elders of the family. The marital status of the respondents has presented in Table 6.



Table 6: Marital status of the respondents

S.No	Marital	Frequency	Percentage
1.	Married	142	56
2.	Unmarried	112	44
Total		254	100

Source: Calculations Based on Primary Data

Table 6 depicts that 56 per cent of the respondents are married and unmarried constitute 44 per cent.

individual income determines the standard of living in a family. The monthly income of the respondents is collected for the study into different category of respondents and presented in Table 7.

Income of the Respondents

Income is the most important variable to determine economic status of an individual's income. The

Table 7: Income of the Respondents

S.No	Income	Frequency	Percentage
1.	Up to Rs.10,000	45	18
2.	Rs.10,001-20,000	23	9
3.	Rs.20,001-30,000	155	61
4.	Rs.30,001 and above	31	12
Total		254	100.0

Source: Calculations Based on Primary Data

Table 7 It shows that out of 254 respondents 155 belong to the category of Rs.20,001 to 30,000 i.e., 61 per cent, followed by 18 per cent of the respondents are up to Rs.10,000, followed by 12 per cent of the respondents are Rs.30,001 and above and 9 per cent of the respondents are Rs. 10,001 to 20,000.

Experience of the Respondents

Experience is another important variable to determine economic status of an individual's performance. The individual performance determines the standard of living with respect to earning capacity in a family, presented in Table 8.

Table 8: Experience of the Respondents

S.No	Number of years of Experience	Frequency	Percentage
1.	0-20 Years	125	49
2.	20-30 Years	69	27
3.	30-40 Years	40	16
4.	More than 40 Years	20	8
Total		254	100.0

Source: Calculations Based on Primary Data

Table 8 It shows that out of 254 respondents, 49 per cent of the respondents are having an experience of 0 to 20 years, followed by 27 per cent of the respondents are having an experience of 20 to 30 years, followed by 16 per cent of the respondents

are having experience between 30 to 40 years and 8 per cent of the respondents are experienced for More than 40 years.

Job Satisfaction of Employees in SIDCO



Table 9: List of Job Satisfaction of Employees in SIDCO faced by New and existing employees'

S. No.	Sources	Always	Usualy	Occasionally	Not Usually	Never	Total
1.	Are you getting the right pay for you work?	72	102	40	32	8	254
		28%	40%	16%	13%	3%	100.00
2.	Do you work for Promotional aspect?	51	45	38	89	31	254
		20%	18%	15%	35%	12%	100.00
3.	You are satisfied which the job timings?	65	51	94	31	13	254
		26%	20%	37%	12%	5%	100.00
4.	You are satisfied with the working hours?	115	40	43	36	20	254
		45%	16%	17%	14%	8%	100.00
5.	Are you able to take leave when required?	84	45	43	51	31	254
		33%	18%	17%	20%	12%	100.00
6.	Are you satisfied with the current income?	97	74	48	20	15	254
		38%	29%	19%	8%	6%	100.00
7.	Do you have frequent health checkup by company?	89	60	38	27	40	254
		35%	24%	15%	10%	16%	100.00
8.	Is your company taking care of your transportation facilities?	100	43	15	58	38	254
		39%	17%	6%	23%	15%	100.00
9.	Are you feeling comfortable in with the Working Atmosphere of the company?	77	63	40	38	36	254
		30%	25%	16%	15%	14%	100.00
10.	Do you get frequent breaks in between working hours?	120	36	20	58	20	254
		47%	14%	8%	23%	8%	100.00

Source: Calculations Based on Primary Data

Hypotheses

SIDCO employees

H0 1: There is no significant difference between employees' occupation and Job satisfaction In

Table 10: Job Satisfaction of Employees and Occupation of Employees

Variables	Occupation	N	Mean	S.D.	F Value	Sig.
Are you getting the right pay for you work	Farmer	80	4.47	0.86	3.870	0.002*
	Government Employee	75	4.42	0.90		
	Private Employee	59	4.38	0.80		
	Business Man	30	4.14	1.14		



	Professionals	10	3.87	1.13		
	Total	254	4.25	0.99		
Do you work for Promotional aspect	Farmer	80	4.23	0.82	5.536	0.001*
	Government Employee	75	4.49	0.79		
	Private Employee	59	4.21	0.88		
	Business Man	30	3.83	1.09		
	Professionals	10	4.03	1.06		
	Total	254	4.11	0.98		
You are satisfied which the job timings?	Farmer	80	4.50	0.78	4.279	0.001*
	Government Employee	75	4.31	0.57		
	Private Employee	59	3.84	1.01		
	Business Man	30	3.76	1.05		
	Professionals	10	4.02	1.16		
	Total	254	3.94	1.00		
You are satisfied with the working hours	Farmer	80	4.30	0.47	2.373	0.006*
	Government Employee	75	4.29	1.27		
	Private Employee	59	3.78	1.22		
	Business Man	30	3.90	1.04		
	Professionals	10	3.61	1.35		
	Total	254	3.89	1.15		
Are you able to take leave when required?	Farmer	80	4.33	0.48	2.498	0.004*
	Government Employee	75	4.11	1.01		
	Private Employee	59	3.90	1.13		
	Business Man	30	3.64	1.15		
	Professionals	10	3.90	1.16		
	Total	254	3.84	1.12		
Are you satisfied with the current income?	Farmer	80	4.70	0.60	3.678	0.022*
	Government Employee	75	4.22	0.98		
	Private Employee	59	4.23	0.94		
	Business Man	30	4.15	0.89		
	Professionals	10	4.13	0.99		
	Total	254	4.23	0.91		
Do you have frequent health check-up by company?	Farmer	80	4.27	0.69	3.024	0.010*
	Government Employee	75	3.91	1.09		
	Private Employee	59	4.25	0.78		
	Business Man	30	4.04	0.96		
	Professionals	10	3.87	0.96		
	Total	254	4.10	0.89		
Is your company taking care of your transportation facilities	Farmer	80	4.17	1.02	3.136	0.001*
	Government Employee	75	4.40	1.05		
	Private Employee	59	3.94	0.91		
	Business Man	30	3.78	1.11		



	Professionals	10	4.11	0.84		
	Total	254	3.95	1.01		
Are you feeling comfortable in with the Working Atmosphere of the company.	Farmer	80	4.50	0.73	4.105	0.001*
	Government Employee	75	4.56	0.76		
	Private Employee	59	4.00	1.03		
	Business Man	30	4.02	1.01		
	Professionals	10	3.97	0.93		
	Total	254	4.10	0.98		
Do you get frequent breaks in between working hours?	Farmer	80	4.53	0.63	2.860	0.002*
	Government Employee	75	4.27	1.01		
	Private Employee	59	3.80	1.32		
	Business Man	30	3.83	1.10		
	Professionals	10	3.61	1.32		
	Total	254	3.88	1.21		

Source: Calculations Based on Primary Data * Sig.@5%

The shows that the F Value of the respective variable (3.870 ,5.536 ,4.279, 2.373, 2.498, 3.678, 3.024, 3.136, 4.105, 2.860) are you getting the right pay for you work, do you work for promotional aspect, you are satisfied which the job timings, you are satisfied with the working hours, are you able to take leave when required?, are you satisfied with the current income?, do you have frequent health checkup by company?, Is your company taking care of your transportation facilities are you feeling comfortable in with the working atmosphere of the company, do you get frequent breaks in between working hours? are significant at 5% level. Hence, the stated null hypothesis is rejected.

Findings of the Study

It shows that most of the respondents belong to the age category Up to 18 Years are 61%.

It shows that 38% of the respondents are Govt. Employees.

The study shows that 85% of the respondents are in Nuclear family.

The study says that 66% of the respondents are Upto 3 Members in a family.

It depicts that 70% of the respondents are belong to urban area.

The study shows that 44% of the respondents are unmarried.

It depicts that 9% of the respondents are under the category of Rs.10,001 to 20,000.

The study shows that 27% of the respondents are having an experience of 20 to 30 years.

According to the ANOVA results, the null

hypothesis is rejected since the F value of the employee challenges in SIDCO and cadre of employee is less than five level significant.

However, the study on shows the employees of the farmer, government employees seem to be highly satisfied when compared to other employees has low cadre of employees.

Suggestions of the study

According to the study, seniority-based promotions are receiving more attention, which deters competent people. Therefore, businesses must foster a culture of perseverance and hard work that encourages employees to compete for specialization in their jobs. should motivate the staff by giving them performance-based promotions as opposed to seniority-based promotions, which foster a hostile work environment.

A trained workforce is a vital asset to the organization in the current competitive global environment and helps the organization to survive in the market. Furthermore, firms should be required to maintain ongoing improvement programs for employees, such as skill development training and practical workshops, to help them advance their knowledge and abilities in order to compete.

The ability to combine work and life is a very difficult problem in the current world. Still, management adheres to the motto "happy family, happy staff." Therefore, we strongly advise that the employees have a place to visit with their families.



Family vacations, leaves for family celebrations, and management-family interactions all significantly contribute to employees' ability to maintain a healthy work-life balance.

Workshops and seminars should be held by management to educate staff members on current challenges and the newest technological advancements. The workshops and seminars give the staff members the chance to develop a spirit of competition.

To advance employees to higher positions, management should transparently evaluate employee performance on an ongoing basis using the right appraisal techniques. Management can give employees raises and other benefits through effective performance reviews, which encourages them to accept new challenges.

Conclusion

The present research paper concludes that, the main objective is job satisfaction of employees towards in Tamil Nadu. The results of this study provide insight in to the benefits of implementation of good corporate governance practices and principles for keeping employees satisfied. Most of the private business and government employees have satisfaction responsibility, students education duty allocation by the travel, importance is given to the safety and security of the businessman is the goal of place, Are you getting the right pay for you work ,You are satisfied which the job timings?. The maximum percentage of the job satisfaction of employees' towards SIDCO in Tamil Nadu. The present study is an attempt to study the level of employees' satisfaction with employees working hours and some resting in the study area. The suggestions of the present study are to minimize the job satisfaction of employees' towards SIDCO in Tamil Nadu.

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