**A STUDY ON EMPLOYEE JOB SATISFACTION AT FEMTOSOFT TECHNOLOGIES IN CHENNAI .**

**(ABSTRACT) Naveen Kumar. P, II-year MBA, School of Management Studies, Vels Institute of Science Technology and Advanced Studies, Pallavaram under the guidance of Dr.S Chandramouli,** **Associate Professor, School of Management Studies, Vel Institute of Science Technology and Advanced Studies, Pallavaram*.***

 **INTRODUCTION**

**JOB SATISFACTION:**

Employee job satisfaction encompasses the degree to which employees feel contented and fulfilled with their work and their workplace environment. It reflects the emotional response employees have towards various aspects of their job roles, the company culture, their colleagues, supervisors, and the organization's policies. Job satisfaction is a complex construct influenced by a myriad of factors, ranging from the personal attitudes of the individual to the broader organizational framework within which they work.

 **OBJECTIVES OF THE STUDY**

**Primary objectives:**

* To identify the key factors that contribute to employee job satisfaction within the femtosoft technologies, Chennai.
* To analyze the level of employee satisfaction and work motivation in femtosoft technologies, Chennai.
* To analyze the effect of transformational leadership and work environment on employee job satisfaction.
* ⁠To access the level of employee engagement and its relationship with jobs satisfaction.
* To give suggestions for enhancing employee job satisfaction in femto soft technologies, Chennai.

 **NEED FOR STUDY**

Beyond research literature and studies, job satisfaction is also important in everyday life. As many studies suggest, employers' benefit from satisfied employees as they are more likely to profit from lower staff turnover and higher productivity if they experience a high level of job satisfaction This study is necessitated by the need to pinpoint specific aspects such as career growth opportunities, alignment of roles with personal skills and interests, effectiveness of teamwork, workplace challenges, the working environment, and the recognition and reward system.

 **SCOPE OF THE STUDY**

* To analyze and evaluate the factors contributing to job satisfaction among employees at Femtosoft Technologies, with the goal of identifying areas for improvement and formulating strategies to enhance overall employee morale and productivity.
* It tries to prompt and stimulate every employee to realize his potential.
* It deals with the working conditions and facilities.

**LIMITATIONS OF STUDY**

* Research is always prone to so many limitations. Following are some of them:
* Respondent's opinions are dynamic and keep changing sometimes.
* Results are valid for a certain time.
* The numbers of respondents included are limited due to time constraints.

**REVIEW OF LITREATURE**

**Anwar G. (2021).**

Human Resource Management is getting more important in business nowadays because people and their knowledge are the most important aspects affecting the productivity of the company. One of the main aspects of Human Resource Management is the measurement of employee satisfaction. Companies must make sure that employee satisfaction is high among the workers, which is a precondition for increasing productivity, responsiveness, quality, and recognition service. The aim of this thesis is to analyze the level of employee satisfaction and work motivation. It also deals with the effect the culture has on employee satisfaction. The theoretical framework of this thesis includes such concepts as, job satisfaction, motivation, and rewards differences. One of the biggest strengths of the organization is the relationship and communication between the employees and the managers.

# **H. M. Othman (2021).**

The aim of the current study is to examine the association between employee commitment and job satisfaction at selected private universities in Kurdistan region of Iraq. Organizational commitment predicts work variables, for example, turnover, hierarchical citizenship conduct, and employment execution. A percentage of the elements, for example, part stretch, strengthening, work shakiness and employability, and appropriation of authority have been appeared to be associated with a laborer's feeling of organizational commitment. This research was carried out at the three different private universities. A quantitative method was used to gather relevant information regarding the relationship between organizational commitment and job satisfaction. The results revealed that all three independent factors are correlated with job satisfaction. The result can be used as a guiding method for the university’s management to increase their employees’ commitment. Job satisfaction has a positive relation with employee commitment if employees are satisfied, they are organizationally committed we found that job satisfaction has a positive impact on employee commitment.

**4.** **Christos. A (2022)**

We study how working-from-home (WFH) impacts employee job satisfaction and retention using proprietary data on the WFH arrangements of over 70,000 employees. We find that the positive association between always WFH and satisfaction vanishes after controlling employee compensation, occupation, demographics, and workplace environment characteristics (e.g., feeling appreciated at work). Employees who always WFH also have a higher intention to leave their job than employees who never work from home. In contrast, less frequent WFH arrangements relate to higher satisfaction but no difference in intention to leave, and their impact is limited relative to workplace environment characteristics. We draw on work-psychology and employee well-being models to explore potential mechanisms. Working from home more frequently tends to confer higher satisfaction when employees have jobs requiring less coordination with others and when employees believe they have a ``bad boss,'' suggesting an interplay between WFH arrangements and employees' psychological states. Our results suggest that WFH is not a one-size-fits-all approach for organizations and may not be a panacea that resolves employee engagement and retention challenge.

**RESEARCH METHODOLOGY**

**RESEARCH DESIGN**

The research design adopted in this study is **DESCRIPTIVE RESEARCH DESIGN**. A descriptive research design is the one that describes the state of affairs as it exists at present. It includes survey and fact-finding enquiries of different kinds. The researcher has no control over the variables. The major purpose of descriptive research is descrition of the situation, as it exists at present.

**3.2 SOURCES OF DATA**

In this project both types of data are used,

1. Primary data
2. Secondary data

 **Primary data**

Primary data are those data which are collected by the investigator himself. There are different methods for collecting such data. The methods adopted for the study are:

1. Questionnaire
2. Interviews with employees
3. Direct observation.

 **Secondary data**

Secondary data are those data which are collected by others which is reused by the researcher. Of the many sources of the secondary data the ones which are used here are

1. Articles
2. Textbooks

**Tools for data analysis**

Data Analysis refers to the computation of certain measures along with searching for patterns of relationships that exist among data groups. Simple percentage analysis, Rank Correlation method, and chi-square analysis are used for the analysis of data in this study.

* percentage analysis
* Demographic profile of the respondents
* Reliability
* ANOVA
* Correlation

**Sampling technique**

 **Simple random sampling technique is used**. Random sampling from a finite population refers to that method of sample selection which gives each item in the entire population to have an equal chance of being included in the sample.

**DATA ANALYSIS AND INTERPETATION**

**Table1. showing gender of respondents**.

|  |  |  |
| --- | --- | --- |
| GENDER | NO. OF RESPONDENTS | PERCENTAGE (%) |
| Male | 39 | 78 |
| Female | 11 | 22 |
| TOTAL | 50 | 100 |

**Chart 1showing gender of respondents**.



**INTERPRETATION:** From the above table it is interpreted in gender wise show that 78% are male and 22% are female, with a total of 50 respondence in the organization.

**RELIABILITY STATISTICS**

Reliability is the ability of an instrument to measure the variables used in the study that its

consistently. The reliability of a research instrument can be defined as the extent to which the

research produces same results on repeated measurements.

**Table 1 showing reliability statistics.**

|  |  |  |
| --- | --- | --- |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .822 | .819 | 25 |

**INTERPRETATION:**

The given table shows that Cronbach's Alpha: .822 Cronbach's Alpha Based on Standardized Items: .819Number of Items: 25The Cronbach's Alpha value of .822 suggests that the scale or test exhibits high internal consistency among the 25 items it includes. Typically, a Cronbach's Alpha value above .7 is considered acceptable, values above .8 indicate good reliability.

**One-way ANOVA**

The ANOVA is used to analyse the differences of the mean of three or more than three groups.

This test analyses if there are any statistically differences in the mean values of the groups.

ANOVA test is used to determine if the mean values for all the groups used are equal.

**ANOVA Table 1 Job satisfaction on career growth opportunities**.

|  |
| --- |
|  |
|  | Sum of Squares | df | Mean Square | F | Sig. |
| Between Groups | .005 | 2 | .003 | .004 | .996 |
| Within Groups | 33.915 | 47 | .722 |  |  |
| Total | 33.920 | 49 |  |  |  |

Null Hypothesis (H0): There is no significant difference in job satisfaction related to career growth opportunities among the groups.

Alternative Hypothesis (H1): There is a significant difference in job satisfaction related to career growth opportunities among the groups.

Career growth opportunities ,F-value: 0.004Significance (p-value): 0.996

**Interpretation**: The ANOVA tables shows very high p-value (0.996) indicates that there is no statistically significant difference in job satisfaction related to career growth opportunities among the different groups. This suggests that variations in career growth opportunities do not significantly affect job satisfaction.

|  |
| --- |
| **ANOVA Table 2 Job satisfaction on roles align with skills and interests.** |
|  | Sum of Squares | df | Mean Square | F | Sig. |
| Between Groups | .005 | 2 | .003 | .004 | .996 |
| Within Groups | 33.915 | 47 | .722 |  |  |
| Total | 33.920 | 49 |  |  |  |

Null Hypothesis (H0): There is no significant difference in job satisfaction when roles align with skills and interests among the groups.

Alternative Hypothesis (H1): There is a significant difference in job satisfaction when roles align with skills and interests among the groups

F-value: 0.004, Significance (p-value): 0.996

**Interpretation:** The ANOVA tables shows high p-value (0.996) suggests that differences in whether roles align with skills and interests do not significantly impact job satisfaction.

**Correlation:**

ANALYSIS USING KARL PEARSON’SCORRELATION:

Pearson’s correlation is a bi-variate correlation that tests the relationship between two or more variables. Pearson’s correlation expresses the relationship between two or more variables statistically by two measures which are covariance and correlation coefficient. The correlation test helps the researcher to identify whether the variables are associated to one another by looking at their covariance.**S**

|  |
| --- |
|  |
| **4.4.1 Correlations.** |
|  | Career growth opportunities | Job role aligns with skills | Work effectively as a team in tasks is essential | Areas in improveOn employee job satisfaction | Present working environment and facilities impact in job satisfaction |
| Career growth opportunities | Pearson Correlation | 1 |  |  |  |  |
| Sig. (2-tailed) |  |  |  |  |  |
| N | 50 |  |  |  |  |
| Job role aligns with skills | Pearson Correlation | .499\*\* | 1 |  |  |  |
| Sig. (2-tailed) | .000 |  |  |  |  |
| N | 50 | 50 |  |  |  |
| Work effectively as a team in tasks is essential. | Pearson Correlation | .332\* | .416\*\* | 1 |  |  |
| Sig. (2-tailed) | .018 | .003 |  |  |  |
| N | 50 | 50 | 50 |  |  |
| Areas in improve on employee job satisfaction | Pearson Correlation | .463\*\* | .415\*\* | .257 | 1 |  |
| Sig. (2-tailed) | .001 | .003 | .071 |  |  |
| N | 50 | 50 | 50 | 50 |  |
| Present working environment and facilities impact in job satisfaction | Pearson Correlation | .338\* | .545\*\* | .320\* | .559\*\* | 1 |
| Sig. (2-tailed) | .016 | .000 | .023 | .000 |  |
| N | 50 | 50 | 50 | 50 | 50 |
| **INTERPRETATION:**  Correlation is significant at the 0.01 level (2-tailed). |
|  Correlation is significant at the 0.05 level (2-tailed). |

**FINDINGS:**

* Majority of people 94 % ages are in between 18 and 29.
* From the survey 78% are male and 22% are female.
* It’s found that 74% of employees perceive ample career growth opportunities within the organization.
* 72% of employees believe their job roles align well in their skills and interests.
* 70% of employees trusting their colleagues to work effectively in team tasks.
* 62% agreeing that specific challenges or areas of improvement with organization in job satisfaction.
* 52% of employees agreeing working environment and facilities impact employee morale, productivity, and overall satisfaction within organization.
* 60% of employees agrees increments are based upon the performance.
* 56% of agreeing the significance of work life balance for individuals’ overall well-being productivity.
* 60% are agreeing that the organization provides adequate opportunities to learn and grow professionally.

 **Reliability**

Cronbach's Alpha: .822 Cronbach's Alpha Based on Standardized Items: .819Number of Items: 25The Cronbach's Alpha value of .822 suggests that the scale or test exhibits high internal consistency among the 25 items it includes. Typically, a Cronbach's Alpha value above 0.7 is considered acceptable, values above 0.8 indicate good reliability, and values above .9are regarded as excellent. Therefore, with a value of .822, scale is considered as good reliability. **In this the search found that over all reliability is .822,** the alpha values all contructs are greater than 0.7 and thus its adequate to proceed further research also and its conforming the sample adequacy.

 **ANOVA**

one-way ANOVA, including career growth opportunities, role alignment with skills and interests, teamwork effectiveness, workplace challenges, working environment and facilities, and recognition and reward systems. The results indicated no significant differences in job satisfaction across these factors, with p-values consistently exceeding the 0.05 significance level (career growth and role alignment both at p=0.996, teamwork at p=0.244, workplace challenges at p=0.924, working environment at p=0.255, and recognition system at p=0.313). **I find and suggest that none of the factors studied significantly influence job satisfaction within the surveyed groups**.

**CORRELATION**

The correlation shows a strong positive correlation between career growth opportunities and job role alignment with skills r = 0.499, p = 0.000, that employees more growth opportunities also feel their job aligns well with their skills. A significant positive correlation exists between job role alignment with skills and the ability to work effectively as a team r = 0.416, p = 0.003, that employees who find their role aligning with their skills are more likely to work effectively in team tasks. A positive but moderate correlation between the ability to work effectively as a team and areas of improvement in job satisfaction r = 0.257, p = 0.071, impact of the present working environment r = 0.559, p = 0.000, indicating that addressing these areas in job satisfaction is closely related to the working conditions and facilities provided**.**

 **SUGGESTIONS:**

* The company may provide good hospital facilities, it will create good impression on the mind the worker. the other facility in the company may provide in good manner and create a good working environment.
* It is suggested that the company may provide more financial facilities to the workers. Workers need to get more leisure time and should be got more facilities as loans.
* The company may provide better housing and accommodation facilities to the workers of the company, the company may provide a better accommodation option to the female employee.
* Regular feedback needs to be given by the Human Resource Department on the ESI values of each employee to the department head for better tracking and controlling.
* Human resource department needs to conduct one on one review with employees whose ESI scores are reducing to arrest attrition effectively.
* To make the employees satisfied management may provide “Best Employee Award” or some appreciation in effectively by the department heads.

**CONCLUSION:**

The study was conducted to find out the link between job satisfaction and the performance of employees working in private organizations. While studying the relationship of job satisfaction with different variables such as qualification, gender, occupation, family system, and marital status, it is concluded that job satisfaction has no significant association with gender, qualification, family system, as well as marital status. It is determined from the study that job satisfaction is significantly correlated with the occupation of employees. Hence, medical doctors are more satisfied with their jobs as compared to teachers and bankers. Furthermore, it is also concluded from the above results that the performance of satisfied employees is superior as compared to dissatisfied employees. Hence, the above results suggested that to improve the performance of employees such as quality of work, productivity, and leadership qualities, organizations should consider obvious factors of job satisfaction. Based on the above points we can say that employee attitudes typically reflect the morals of the company. In areas of customer service and sales, happy employees are extremely important because they represent the company to the public. So, every organization should develop strategies that strengthen the work environment and increase employee morale and employee satisfaction to enhance employee performance and productivity, which ultimately results in high profits, customer satisfaction as well as customer retention.

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