

A STUDY ON EMPLOYEES JOB SATISFACTION IN LOVELY OFFSET PRINTERS PRIVATE LIMITED, SIVAKASI.

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Abstract

The research was entitled as "A study on employees job satisfaction in lovely offset printers private limited, Sivakasi", which focused on factors influencing the job satisfaction of employees like personal growth and career development, empowerment, job security, work environment and condition, motivation, grievance and redressal system, wages, work group and relationship between the employees and supervisors. Job satisfaction help to increase the productivity of an organization and it help to retain its employees to achieve the organizational goal. The satisfaction is an important factor, to increase the work involvement of the employees of an organization. This study needed to know the level of job satisfaction among the employees in an organization. This study concentrate on to assess the satisfaction level of employees in organization and to identify the various factors which influence the job satisfaction of employee's in an organization. A sample of 212 data has been collected for this research. It examine with the help of statistical tools percentage analysis, weighted average method, chi-square. Based on questionnaire data was collected and analyzed through SPSS. The findings of this study shown the most of the employees are satisfied with the all the job satisfaction factors.

Keywords: Job Satisfaction, Job Security, Motivation, Employee Performance, Employee Satisfaction, Employee & Attitude

Introduction:

Job satisfaction is one of the most crucial issue in an organization which decides the employee motivation to work in the organization. An organization should analyze the employee's level of satisfaction in the working environment. One's expectation in the job is that reward for their performance and effort in the healthy organization. Job satisfaction also influence the life satisfaction. Some factors influence the satisfaction level of job such as wages, supervisor of employment, condition of work, social relation on the job, prompt settlement of grievance and fair treatment of employer. Job satisfaction is that employee's view in an organization. In general job satisfaction summarized as

1. An employee's adjustment in the environment.
2. Coworkers also influence the satisfaction level of job. An employee should have healthy relationship with other employee in the organization.
3. An organization should favour the employee in-terms of leave policy and favoritism, praises and blames, rewards and punishments and supervisory management.
4. Nature of work, hours of work, Co-workers, promotion opportunities and environment.

"A Job satisfaction is defined as motivation to work in an organization. Most of the organization motivates an employee to work in a positive way".

Definition:

Job satisfaction is defined as employee's view on his work. A satisfied and happiest employee will put more effort towards the growth of an organization.

-PHILIP KOTLER

Importance of Job Satisfaction:

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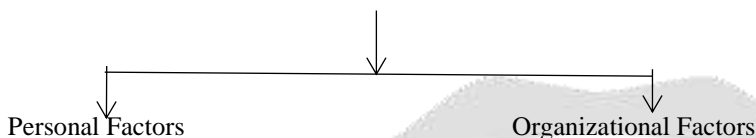
A satisfied employee is an important for an organization to deliver the best of their effort. In working place, every employee wants a work life balance and stronger career growth. Both the employee and employer gets benefited when an employee satisfied with the present job.

- **Employee Need in an organization:** An employee wants good gross salary, Stronger career growth, Rewards and Recognition, job security and new opportunities.
- **Employer need in an organization:** For an employer, level of satisfaction in the environment to get best out of them. A satisfied employee contributes more to the company.

Determinants of job satisfaction:

Various personal and organizational factors affect the satisfaction of job.

Factors Determining Job Satisfaction



- **Personal Factors:** An organization should analyse the personal factors which affect the satisfaction of job. In our research we covered five personal factors such as personality, Expectation, Age, Education and Gender difference.
- **Organizational Factors:** An organization should provide healthy organization to work in an environment. Organizational factor determining job satisfaction such as organizational development, policies of compensation and benefit, promotion and career development, Job security, working environment and condition, Relationship with supervisors, work group.

Purpose of Research:

This study entitled “A study on employee’s job satisfaction” in lovely offset printers (p) limited, Sivakasi. Organization growth depends upon the employee performance. This study is needed to know the level of job satisfaction among the employees of an organization. Job satisfaction helps to increase the productivity of an organization and it helps to retain its employees to achieve the organization goal. The satisfaction is an important factor, to increase the work involvement of the employees of an organization.

Review of Literature:

Masooma javed, Rifat Balouch, Fatima Hassan(2014), Entitled research as “Determinants of Job satisfaction and its impact on employee performance and turnover intentions”. An organizational growth depends on the employee performance within the organization. A happiest and satisfied employee will put more efforts in the job thus in turn it will increase the turn over of an organization. All the organization wants to get good reputation and also to increase annual turn over. In this research they mainly focused on finding elements which influence the satisfaction level of job and also examine the level of satisfaction. Here the researchers framed 200 questionnaire and circulated to various organization to get feedback about the level of satisfaction. After getting feedback from an employee the data was analyzed statistically through SPSS. They concluded that significant positive association of employee empower

Mosammod Mahamuda Parvin, Dhaka M M Nurul Kabir(2011), In this research they mainly focuses on analyzing employee’s job satisfaction in pharmaceutical companies. The researcher identifies the factors which influence the employee’s job satisfaction in an organization. It also examine the factors such as pharmaceutical type, sex differences, age and experience on work which influence the job satisfaction. Finally they concluded that coworker relation, salary, work efficiency and supervision are the most important factors which contributes the job satisfaction. Business operation, level of job satisfaction and work culture are the sea change for the pharmaceutical companies. In this research they had taken some of the issues and presents a level of satisfaction among employees of pharmaceutical company. Instead of other companies they had selected pharmaceutical company due to the continued expansion. Hence in this research they investigate the factors such as working condition, Managerial skill, Salary and promotion and job security.

Louise van Scheers, Johan Botha(2014), research entitled as “Analyzing relationship between employee job satisfaction and motivation”. In this research they analyzed level of employee’s job satisfaction at grocery retailers. They mapped the relationship between job satisfaction and employee who is working in retail shop. 43

percent of employee strongly agree that employee's attitude plays a vital role in organizational growth. Employee's view towards job is an main motivation to work in an organization.

Szymon T.Dziuba,Manuela Ingaldi,Marina Zhuravskaya(2020), In this research the authors asses the employee job satisfaction based on survey.Job satisfaction is an important factor for an organizational growth. A satisfied employee will give best out their effort thus in turn it will increase the revenue of an organization.The researcher framed 20 questionnaire statements describing the level of satisfaction in the job and which evaluates the satisfaction percentage within the organization.Some limitation exists in this research.In this research the authors has taken limited employee within the organization .They busy with work schedule in an organization.The survey also so quite long and an employee get bored to fill up the questionnaire.Most of the employee could not give an accurate answer to the survey.The surveyor also tie-up with the an organization to get the feedback of level of satisfaction.Most of the employee afraid to give an exact feedback to the level of satisfaction.

Objective of the study:

Primary objectives

- A Study on employee's job satisfaction in "lovely offset printers (p) limited, Sivakasi"

Secondary objectives

- To identify the demographic profiling employees in the organization
- To know the employees opinion about the personal growth & career development
- To study the level of satisfaction of respondents towards grievances redressal system & empowerment management & employees
- To identify the factors that motivates
- To offer the suitable suggestions for improve the job satisfaction of employees

Scope of the research:

Our main aim of the project is to analyse the employee's job satisfaction. job satisfaction is an important factor in an organization growth. An employee will work effectively if an employee completely satisfied with the present job. An organization must analyse the satisfaction of job in the organization. This research covers the most influencing factors towards job satisfaction such as motivation, communication, wages, bonus, promotion, safety measures, rules and regulation, support, etc.. Our research analyzed satisfaction of job in an organization using those above mentioned factors and improved the satisfaction level of an employee.

Research Methodology:

Meaning

Research methodology is defined as scientific techniques or methods used to get a solution for the real world problems.In research methodology, researcher or an academician follow the following steps

1. Initially they will define the problem in an well structured manner.
2. Data was collected and organized related to the identified problem.
3. Those collected data was tested and analyzed using some scientific methods or techniques.
4. Some inference is derived from the tested data.That inference is the conclusion for that identified problem.

Characteristics of Research:

1. For research accurate data should be collected and researcher should follow ethics and code of conduct while making conclusions.
2. Research should be based on valid procedures and principles.
3. Researcher must involve directly into the observation of data and collecting the data.
4. Researcher should infer valid conclusions from the tested data.

Research Design:

Research design is the framework of methods and techniques which is used in our research chosen by researcher.

Applied Research:

In an applied research the researcher will solve the problem by well known and accepted theories and principles.Applied research will solve experimental,case studies and inter disciplinary area.

Quantitative Research:

Quantitative research is used to test and infer the theories and hypothesis which is expressed in numbers ,tables and graphs.Quantitative research is analyzed through math and statistical analysis.

Qualitative Research:

Qualitative research is used to analyse concept,thoughts or experiences.This type of research is used to get good and in depth insights on topics that are not understood clearly.This research is expressed in terms of words.Qualitative research methods include interviews with open minded questions,observations and literature survey.

Sampling Design:

Sampling is a technique which selects subset of data instead of whole data and makes inference from them and estimates characteristics of data. This sampling method selects subset of data or particulars to infer actionable insights. It is a time convenient and cost-effective method.

Sampling Methods:

In sampling, there are two methods used such as probability sampling and non-probability sampling.

Probability Sampling:

Probability sampling is a sampling technique in which researchers choose samples from a larger population using a method based on the theory of probability. Each and every sample has an equal opportunity to be a part of sampling. All samples have a fair chance to be included in the sample.

Simple Random Sampling:

Simple random sampling is a type of probability sampling that helps in saving time and resources. Here there is no restriction on selecting samples. The samples are chosen randomly and which has the same probability of being chosen to be a part of the sample.

For Example:

In an organization of 500 employees, a manager decides to select 50 people out of them to conduct team building activity. The manager will select employees based on a draw of lots.

Sample unit

In this study, we cover the employees of Lovely Offset Printers (P) Limited, Sivakasi.

Sample size

For sample size 212 employees in the Lovely Offset Printers (P) Limited, Sivakasi.

Sources of Data:

- **Primary Data:** The person who is doing the research only collects the data afresh and for the first time.
- **Secondary Data:** The secondary data was already available in the market and passed through many hands. The researcher just takes away the data from the market through the statistical process.

Data Collection Techniques:

In this study, structured questionnaires are used for data collection. The questionnaire has been constructed in view of the objectives of the study.

Statistical tools used for the analysis

- Percentage analysis method
- Weighted average method
- Chi square test

Data Analysis and Discussion:**Table 1.1: Demographic Profile of employees**

Particulars		No. of Respondents	Percentage (%)
Gender	Male	138	65.1%
	Female	74	34.9%
Marital Status	Married	169	79.7
	Unmarried	43	20.3
Age Group	18-25 years	16	7.5
	25-30 years	78	36.8
	30-35 years	97	45.8
	35-40 years	16	7.5
	More than 40 years	5	2.4
Education Qualification	Up to school level	21	9.9
	Under Graduate	66	31.1
	Post Graduate	53	25.0
	Diploma / ITI	59	27.8
	Others	13	6.1
Distinction	Production Manager	47	22.2

	Supervisor	42	19.8
	Electrician	36	17.0
	Carpenter	32	15.1
	Office Worker	39	18.4
	Others	16	7.5
Experience	Below 3 years	26	12.3
	3-5 years	94	44.3
	5-7 years	74	34.9
	7-9 years	11	5.2
	9-11 years	7	3.3
Monthly Income (Rs.)	Less than Rs.7,200	10	4.7
	Rs.7,200 - Rs. 13,000	42	19.8
	Rs.13,000- Rs. 18,000	108	50.9
	Rs.18,000 - Rs.25000	43	20.3
	Above 25,000	9	4.2

Source: Primary Data

Demographic Profile of Employees

- ❖ (65.1 %) of the respondents are male and (34.9 %) of the respondents are female.
- ❖ (79.7%) of the respondents were married and (20.3%) of the respondents unmarried
- ❖ (45.8) of the respondents were between age group 30-35 years
- ❖ (31.1%) of the respondents were comes under under graduates
- ❖ (22.2%) of the respondents are comes production departments
- ❖ (44.3%) of the respondents were having 3-5 years of experience
- ❖ (36.0%) of the respondents were earning Rs. 13,000 and Rs. 18,000 monthly income

Table 1.2: Uni – variate Percentage Analysis

Particulars		No. of Respondents	Percentage (%)
Training helps to understand the job clearly	strongly agree	84	39.6
	Agree	87	41.0
	Neither agree	35	16.5
	Disagree	6	2.8
Motivating employees and job security	Strongly agree	71	33.5
	Agree	108	50.9
	Neither agree	27	12.7
	Disagree	6	2.8
Top management	Strongly agree	78	36.8
	Agree	110	51.9
	Neither agree	22	10.4
	Disagree	2	.9
Relationship between supervisors and employees	Highly Satisfied	42	19.8
	Satisfied	138	65.1
	Neutral	30	14.2
	Dissatisfied	2	.9
Motivation programs to the employees	Yearly	6	2.8
	Half Yearly	30	14.2
	Monthly	149	70.3
	Regular	27	12.7
Over time wages	Highly Satisfied	52	24.5
	Satisfied	98	46.2
	Neutral	55	25.9

	Dissatisfied	3	1.4
	Highly Dissatisfied	4	1.9

Source: Primary Data

Inference:

- ❖ 41 % of the respondents are said agree the training helps to understand the job clearly
- ❖ 50.9% of the respondents are agree with the motivating employees and job security
- ❖ 51.9% of the respondents are agree with the top management
- ❖ 65.1% of the respondents are said Relationship between supervisors and employees
- ❖ 70.3% of the respondents are monthly Motivation programs to the employees
- ❖ 46.2% of the respondents are satisfied the Over time wages

Table 1.3: Weighted Average Analysis

Table 1.3.1 Respondents opinion towards personal growth and career development

Source: Primary Data

Weightage:

5 – Highly satisfied 4 - Satisfied 3 – Neutrally satisfied 2 - Dissatisfied 1 – Highly Dissatisfied

Formula:

$$\text{Weighted Average Analysis} = \frac{\sum_{i=1}^n \text{Value} \cdot \text{Weightage}}{\text{Total No.of.Respondents}}$$

$$\text{Weighted average mean} = \frac{\text{weighted average value}}{\text{total no. of respondents}}$$

Inference:

From the above table shows 1.3.1 that weighted average score value of the respondents opinion towards personal growth and career development , most of the respondents are satisfied that deputation to other jobs to learn new skills have 1st rank (4.023), Availability of schemes of schemes for personal growth and development have 2nd rank (3.948), Involvement of employees in HRD activities and decision making process 3rd rank (3.844), Conduct of programme for personal growth and development 4th rank (3.783), Communication of schemes for personal growth and development for personal growth and development 5th rank (3.778)

Factors	HS	S	N	DS	HDS	Total	Avg	Rank
Availability of schemes of schemes for Personal growth and development	(61*5) 305	(104*4) 416	(27*3) 81	(15*2) 30	(5*1) 5	837	3.94 8	II
Communication of schemes for personal growth and development for personal growth and development	(36*5) 180	(108*4) 432	(55*3) 165	(11*2) 22	(2*1) 2	801	3.77 8	V
Conduct of programme for personal growth and development	(42*5) 210	(94*4) 376	(66*3) 198	(8*2) 16	(2*1) 2	802	3.78 3	IV
Involvement of employees in HRD activities and decision making process	(44*5) 220	(97*4) 388	(66*3) 198	(4*2) 8	(1*1) 1	815	3.84 4	III
Deputation to other jobs to learn new skills	(61*5) 305	(110*4) 440	(28*3) 84	(11*2) 22	(2*1) 2	853	4.02 3	I

Table 1.3.2 Respondents opinion towards grievances and redressal system

Source: Primary data

Factors	HS	S	N	DS	HDS	Total	Avg	Rank
Empowerment to take decision in the execution of work	(84*5) 420	(92*4) 368	(30*3) 90	(4*2) 8	(2*1) 2	888	4.18	I

Inference:

From the above table 1.3.2 shows that weighted average score value of the respondents opinion towards grievances and redressal system, Care taken by the management for redressal of grievances have 1st rank

Factors	HS	S	N	DS	HDS	Total	Avg	Rank
Care taken by the management for redressal of grievances	(63*5) 315	(106*4) 424	(32*3) 96	(8*2) 16	(3*1) 3	854	4.028	I
Understand ability of the grievances redressal procedure	(62*5) 310	(87*4) 348	(57*3) 171	(5*2) 10	(1*1) 1	840	3.962	II
Redressal of grievances through grievances redressal programme	(40*5) 200	(96*4) 384	(70*3) 210	(5*2) 10	(1*1) 1	805	3.797	III
Communication of the outcome of the grievances	(38*5) 190	(101*4) 404	(61*3) 183	(9*2) 18	(3*1) 3	798	3.764	IV

(4.028), Understand ability of the grievances redressal procedure have 2nd rank (3.962), Redressal of grievances through grievances redressal programme 3rd rank (3.797), Communication of the outcome of the grievances 4th rank (3.764)

Table 1.3.3 Respondents opinion towards empowerment

Response shown by the co-workers to your decision	(48*5) 240	(99*4) 396	(62*3) 186	(1*2) 2	(2*1) 2	826	3.89	IV
Easy accessibility of required information	(65*5) 325	(83*4) 332	(57*3) 171	(5*2) 10	(2*1) 2	840	3.96	III
Empowerment to employee temporary Staff during emergency	(54*5) 270	(126*4) 504	(22*3) 66	(7*2) 14	(3*1) 3	857	4.04	II
Empowerment given to assigned task	(48*5) 240	(93*4) 372	(67*3) 201	(3*2) 6	(1*1) 1	820	3.86	V

Source: Primary data

Inference:

From the above table 1.3.3 shows that weighted average score value of the respondents opinion towards empowerment, Empowerment to take decision in the execution of work have 1st rank (4.18), Empowerment to employee temporary Staff during emergency have 2nd rank (4.04), Easy accessibility of required information have 3rd rank (3.96), Response shown by the co-workers to your decision have 4th rank (3.89), Empowerment given to assigned task have 5th rank (3.86).

Table 1.3.4 Respondents opinion towards management and employees

Source: Primary data

Inference:

From the above table 3.3.5 shows that weighted average score value of the respondents opinion towards management and employees, Communication of vision and mission to all staff have 1st rank (4.12), Implementation of staff development plans have 2nd rank (4.02), Co-ordination between the management and HR department have 3rd rank (3.98), Feeling experienced as an employee of the organization have 4th rank (3.91).

Table 1.3.5 Respondents opinion towards motivate the employees

Factors	HS	S	N	DS	HDS	Total	Avg	Rank
Communication of vision and mission to all staff	(67*5) 335	(113*4) 452	(25*3) 75	(5*2) 10	(2*1) 2	874	4.12	I
Co-ordination between the management and HR department	(64*5) 320	(89*4) 356	(53*3) 159	(4*2) 8	(2*1) 2	845	3.98	III
Implementation of staff development plans	(62*5) 310	(101*4) 404	(42*3) 126	(6*2) 12	(1*1) 1	853	4.02	II
Feeling experienced as an employee of the organization	(48*5) 240	(110*4) 440	(46*3) 138	(5*2) 10	(3*1) 3	831	3.91	IV

Source: Primary data

Inference:

From the above table 1.3.5 shows that weighted average score value of the respondents opinion towards motivate the employees, Interesting work have 1st rank (4.16), Job security have 2nd rank (4.10), Appreciation are recognition for a job well done have 3rd rank (4.09), Good wages have 4th rank (4.04), Good working conditions have 5th rank (4.01), An understanding attitude from the management have 6th rank (3.71), Loyalty from management have 7th rank (3.58).

Table 1.4: Chi- Square Analysis

Table 1.4.1 Relationship between educational qualification and involvement of employees in HRD activities and decision making process

Factors	HS	S	N	DS	HDS	Total	Avg	Rank
Appreciation are recognition for a job well done	(63*5) 315	(115*4) 460	(28*3) 84	(4*2) 8	(2*1) 2	869	4.09	III
An understanding attitude from the management	(38*5) 190	(91*4) 364	(70*3) 210	(10*2) 20	(3*1) 3	787	3.71	VI
Job security	(81*5) 405	(93*4) 372	(22*3) 66	(11*2) 22	(5*1) 5	870	4.10	II
Good wages	(79*5) 395	(79*4) 316	(43*3) 129	(6*2) 12	(5*1) 5	857	4.04	IV
Interesting work	(84*5) 420	(88*4) 352	(32*3) 96	(7*2) 14	(1*1) 1	883	4.16	I
Loyalty from management	(25*5) 125	(81*4) 324	(100*3) 300	(4*2) 8	(2*1) 2	759	3.58	VII
Good working conditions	(48*5) 240	(124*4) 496	(36*3) 108	(3*2) 6	(1*1) 1	851	4.01	V

Null Hypothesis (H0): There is no significant relationship between educational qualification and involvement of employees in HRD activities and decision making process

Alternative Hypothesis (H1): There is significant relationship between educational qualification and involvement of employees in HRD activities and decision making process

Educational Qualification	Involvement Of Employees In HRD Activities And Decision Making Process					Total
	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
Up-to School Level	7	9	4	1	0	21
Under Graduate	9	45	12	0	0	66
Post Graduate	7	20	23	2	1	53
Diploma/ ITI	16	21	21	1	0	59
Others	5	2	6	0	0	13

Total	44	97	66	4	1	212
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Source: Primary Data

Chi-square Tests

Particular	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	34.615 ^a	16	.004
Likelihood Ratio	35.550	16	.003
Linear-by-Linear Association	.843	1	.359
N of Valid Cases	212		

a) 13 cells (52.0%) have expected count less than 5. The minimum expected count is .06.

Inference:

From the table 1.4.1 shows that the critical value (0.004) is lower than significant value(0.05). So, the null hypothesis is rejected and the alternative hypothesis is accepted and concluded that there is significant relationship between educational qualification and involvement of employees in HRD activities and decision making process

Table 1.4.2 Relationship between age and training has helped in motivating employees and giving them job security

Null Hypothesis (H₀): There is no significant relationship between age and training has helped in motivating employees and giving them job security

Alternative Hypothesis (H₁): There is significant relationship between age and training has helped in motivating employees and giving them job security

Source: Primary Data

Age	Training has helped in motivating employees and giving them job security				Total
	Strongly Agree	Agree	Neither Agree	Disagree	
18-25 years	3	11	2	0	16
25-30 years	20	46	11	1	78
30-35 years	34	47	12	4	97
35-40 years	11	2	2	1	16
More than 40 years	3	2	0	0	5
Total	71	108	27	6	212

Chi-square Tests

Particular	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	19.645 ^a	12	.074
Likelihood Ratio	21.428	12	.044
Linear-by-Linear Association	3.462	1	.063
N of Valid Cases	212		

a)10 cells (50.0%) have expected count less than 5. The minimum expected count is .14.

Inference:

From the table 1.4.2 shows that the critical value (0.074) is greater than significant value (0.05) therefore the null hypothesis is accepted and the alternative hypothesis is rejected. Hence, there is no significant relationship between age and training has helped in motivating employees and giving them job security

Table 1.4.3 Relationship between monthly salary and communication of the outcome of the grievances**Null Hypothesis:**

There is no significant relationship between age and training has helped in motivating employees and giving them job security

Alternative Hypothesis:

There is significant relationship between age and training has helped in motivating employees and giving them job security

Monthly Salary	Communication of the outcome of the grievances					Total
	Highly Satisfied	Satisfied	Neutral	Dis-satisfied	Highly Dissatisfied	
Less Than Rs.7,200	3	2	5	0	0	10
Rs.7,200 - Rs. 13,000	9	15	14	3	1	42
Rs.13,000 - Rs. 18,000	18	51	34	3	2	108
Rs.18,000 - Rs.25000	7	28	6	2	0	43
Above 25,000	1	5	2	1	0	9
Total	38	101	61	9	3	212

Source: Primary Data

Chi-square Tests

Particular	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16.911 ^a	16	.391
Likelihood Ratio	18.423	16	.300
Linear-by-Linear Association	.670	1	.413
N of Valid Cases	212		

a. 16 cells (64.0%) have expected count less than 5. The minimum expected count is .13.

Inference:

From the table 1.4.3 shows that the critical value (0.391) is greater than significant value (0.05) therefore the null hypothesis is accepted and the alternative hypothesis is rejected. Hence, there is no significant relationship between Monthly Salary and Communication of the outcome of the grievances

Major Recommendations

- Most of the respondents are neutrally satisfied with rewards. So the organization may provide cash reward based on their job performance and motivating the employees to increase their performance
- Supervisor support plays a major role in an organization. Supervisor encourages the employees and good communication between employees to increase their potential level.

- Organization may provide salary based on the employees performance. The organization may conduct performance analysis frequently to evaluate the employee performance.
- The organization needs to concentrate on the personal growth of the employees which plays vital role in job satisfaction of employees in an organization

Conclusion:

This research reveals that an importance of employee performance within the organization. In this proposed system identified some facts based on the questionnaire to include the job satisfaction of employee. Job satisfaction helps to increase the productivity of an organization and it helps to retain its employee to achieve the organizational goals. This study helps to identify the factors affecting on employee's job satisfaction like salary, supervisor support, reward, communication etc. This study also recommends improving the relationship between supervisor and employees and motivating the employee to increase their performance. This research helps to include the productivity of an organizational need and improving the job satisfaction of the employee.

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