

A Study On Employees' Job Satisfaction With Special Reference To Atlas Export Enterprises. Karur.

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ABSTRACT: The main aim of the study is to analyze the job satisfaction. It involves in development of a group of potential qualified employees in the organization. For this purpose the study carried out among the employees of ATLAS EXPORT ENTERPRISES., The objectives of the study is to find whether there exists any relationship between the satisfaction and involvement of employees. The unit of analysis is the employees ATLAS EXPORT ENTERPRISES. The primary data is collected through a structured questionnaire with the available data.

I. Introduction

Job satisfaction is in regard to one's feelings or state-of-mind regarding the nature of their work. Job satisfaction can be influenced by a variety of factors, e.g., the quality of one's relationship with their supervisor, the quality of the physical environment in which they work, degree of fulfillment in their work. Job satisfaction varies (research suggests, the higher the prestige of the job, the greater the job satisfaction). The company established in 1978 in Karur. The Products Manufacturer and Exporter are Home textiles, kitchen & culture, table linen, table cloths, woven, kitchen linen, towels, kitchen wear, oven gloves, aprons, deco & style, decorative.

OBJECTIVES OF THE STUDY

➤ To find the level of job satisfaction towards the job.

REVIEW OF LITERATURE

Employee satisfaction have always been important issues for industry. After all, high levels of absenteeism and staff turnover can affect your bottom line, as temps, recruitment and retraining take their toll. But few practices (in fact, few organizations) have made job satisfaction a top priority, perhaps because they have failed to understand the significant opportunity that lies in front of them. Satisfied employees tend to be more productive, creative and committed to their employers, and recent studies have shown a direct correlation between staff satisfaction and customer satisfaction. Industry which can create work environments that attract, motivate and retain hard-working individuals will be better positioned

II. Research Methodology

The researcher adopted the descriptive research for the study. Research design is the basis of defining the research problem. The preparation of the design of the project is popularly known as research design. It was used in primary data was collected directly from the employee through the questionnaire method. The probability Sample techniques are used to Simple random sampling and the sample size is 50. The tools used in simple percentage and chi-square distribution

ANALYSIS AND INTERPRETATION

The data collected was analyzed using SPSS 17.0 software and to the percentage analysis,

PARTICULARS	CATEGORIES	NO.OF RESPONDENTS	PERCENTAGE
AGE	20-30	15	30
	30-40	18	36
	40-50	12	24
	50-60	5	10
MERITAL STATUS	MARRIED	33	66
	UNMARRIED	17	34

EDUCATIONAL QUALIFICATION	SSLC	17	34
	HSC	10	20
	UG	12	24
	PG	11	22

INFERENCE:

The above table show that 30 respondents are age group of 20-30 & 2 respondents is 64 respondents are married & 34 respondents are unmarried ,and 34 respondents educational qualification are studied SSLC.

SPSS

Department * satisfaction of the employee Crosstabulation

		satisfaction of the employee					Total
		highly dissatisfaction	dis satisfaction	neutral	satisfaction	highly satisfaction	
Department	Marketing	1	2	1	3	2	9
	Finance	2	2	4	7	0	15
	Administrative	0	1	1	6	1	9
	Production	0	3	0	14	0	17
Total		3	8	6	30	3	50

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.737 ^a	12	.124
Likelihood Ratio	20.506	12	.058
Linear-by-Linear Association	1.815	1	.178
N of Valid Cases	50		

a. 16 cells (80.0%) have expected count less than 5. The minimum expected count is .54.

INFERENCE

Since $17.737 < 21.026$, we accept the null hypothesis. There is no relation between the employee satisfaction and department.

FINDINGS:

- It has been inferred that 30% of the respondents is having 20-30 age limit.36% of the respondents is having 40-50 age limit .24% of the respondents is having 40-50 age limit.10% of the respondents is having 50-60 age limit.
- It has been inferred that 18% of respondents Marketingdepartment.30% of respondents Finance department .18% of respondents belongs to Administrator department.34% of respondents belongs to Production department.

SUGGESTION

- “ATLAS EXPORTS ENTERPRISES” must provide” on the job training” for the employees.
- The company should give cash benefits to the employees in the case of emergency.

III. Conclusion

The research applied in this study helped in accelerating all possible information on “ job satisfaction and job involvement” in the organization. During the period of study each segment of job satisfaction was distinctively analyzed and studied.The techniques and source used for the job satisfaction and job involvement in atlas export are adroit.From the study it has been found that the Atlas export enterprises is providing good opportunities, good benefit schemes, good training and highly satisfaction to their employees. Atlas export enterprises is a financially stable company with A social reputation, offering sales and services that provide goods values.

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