JOB SATISFACTION: IS IT TIME TO STAY OR LEAVE?

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ABSTRACT

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, eg, 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, etc. Employers face dynamic and ever increasing challenges. A global economy of discriminating consumers has placed demands on employers never before seen. Employers face the challenges of maintaining productivity as well as keeping their workforce engaged and motivated. Environmental pressures, rising health care costs, and the needs of the workforce have placed management in a complicated and tenuous situation. The answer lies with creating a work environment that maintains employee job satisfaction as well as motivates people toward exceptional performance. A new survey conducted by the Conference Board showed only 45 percent of Americans is satisfied with their work. This is the lowest level ever recorded by the Conference Board in more than 22 years of research. Those that fail to improve job satisfaction are at risk of losing their top talented people to the competition. This research paper explains Supervisors and managers who maximize the potential, creative abilities and talents of the entire workforce have a greater competitive advantage than those who don't. Employees that are engaged in their work have a higher level of job satisfaction. Motivated workers provide the health insurance businesses desperately needed in these chaotic times.

***Key Words**: Job Satisfaction, Global Economy, Motivation, Environment, productivity.*

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INTRODUCTION

As mentioned in the Abstract, 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, eg, 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, etc. Employers face dynamic and ever increasing challenges. A global economy of discriminating consumers has placed demands on employers never before seen. Employers face the challenges of maintaining productivity as well as keeping their workforce engaged and motivated. Environmental pressures, rising health care costs, and the needs of the workforce have placed management in a complicated and tenuous situation. The answer lies with creating a work environment that maintains employee job satisfaction as well as motivates people toward exceptional performance. A new survey conducted by the Conference Board showed only 45 percent of Americans is satisfied with their work. This is the lowest level ever recorded by the Conference Board in more than 22 years of research. Those that fail to improve job satisfaction are at risk of losing their top talented people to the competition. This research paper explains Supervisors and managers who maximize the potential, creative abilities and talents of the entire workforce have a greater competitive advantage than those who don't. Employees that are engaged in their work have a higher level of job satisfaction. Motivated workers provide the health insurance businesses desperately needed in these chaotic times. Employee satisfaction is a measure of how happy workers are with their job and working environment. Keeping morale high among workers can be of tremendous benefit to any company, as happy workers will be more likely to produce more, take fewer days off, and stay loyal to the company. There are many factors in improving or maintaining high employee satisfaction, which wise employers would do well to implement. Employee satisfaction is the terminology used to describe whether employees are happy and contented and fulfilling their desires and needs at work. Job satisfaction has been defined as a pleasurable emotional state resulting from the appraisal of one's job; an affective reaction to one's job; and an attitude towards one's job.

SIGNIFICANCE OF JOB SATISFACTION

Job satisfaction has been the centre of the concentration for researchers over three decades. The reasons for such concentration are manifolds:

1. Job satisfaction has some relation with the mental health of the people

Dissatisfaction with once job may have especially volatile spillover effects on many other things such as family life, leisure activities etc. Many unresolved personality problems and maladjustments arise out of person inability to find satisfaction in his work.

2. Job satisfaction has some degree of positive correlation with physical health of individuals

A study by Palmore has come to the conclusion that people who like work, are likely to live longer. Here the logic behind such result is that people with greater satisfaction tend to have greater incomes and more education and thus coincidently enjoy greater benefits, which promote longevity.

3. Spread goodwill about the organization

From the point of view of an organization, people who feel positively about their work life are more apt to voice 'favorable sentiments' about the organization to the community at large..

4. Individuals can 'live with' the organizations

A happy and satisfied individual can find it easy to live within the organization as well as outside it. On the contrary, a chronically upset individual makes organization life vexations for others with whom he interacts.

5. Reduces absenteeism and turnover

The calculable costs-employee turnover and absenteeism are sufficient to accept the importance of job satisfaction. Higher job satisfaction reduces labor turnover and absenteeism, and the managers are compelled, if they are unconvinced about the merits of job satisfaction, to give priority, and adequate weightage to job satisfaction.

First, consider the reasons to stay. For example:

1. Relationships matter more than money.

You may think you can find a job that will pay you more, but you will be leaving behind a wealth of relationships. When weighing your options, don't forget the value of the network, the friends and professional colleagues you have now.

2. You are doing well compared to your peers.

Research shows that many people under estimate their skills and their prospects and over estimate others. Take the time to do a realistic assessment of what you have to offer and its value in today's marketplace.

3. The grass is not always greener.

People, who are desperate to get out of a job, tend to see potential opportunities only outside their company. They enthusiastically take a new job and then realize they've gone from the preverbal frying pan into the fire.

Now, consider the reasons to leave. For example:

1. Your relationship with your boss is damaged beyond repair.

You have tried to mend it but you're getting stonewalled. Yes, she may be a jerk but she is the boss and in a power struggle, you will probably lose.

2. Your values are at odds with the culture.

For example, your company is hierarchical and you want more influence over your job. It's very hard for one person to change a culture unless he's the CEO or has been brought in to change things.

3. Your stress level is way off the charts.

It's affecting your physical or mental health and your relationships with family and friends. You're burnt out, burnt up and dread going to work

How to Increase Job Satisfaction–The Pride System

The leaders of the organization have the responsibility for creating a high level of job satisfaction. Dr. Edwards Deming said, "The aim of leadership should be to improve the performance of man and machine, to improve quality, to increase output, and simultaneously to

bring pride of workmanship to people." Leaders can improve motivation within their organizations by following this process:

- Provide a positive working environment
- Reward and recognition
- Involve and increase employee engagement
- Develop the skills and potential of your workforce
- Evaluate and measure job satisfaction

RESEARCH METHODOLOGY

OBJECTIVE

The objective of this research paper is to study the Job Satisfaction among the Employees during the working hours.

LOCALE OF STUDY

The study was conducted at Udaipur city of Rajasthan.

METHOD OF DATA COLLECTION

Questionnaire was prepared to collect the primary data. Direct interview was also conducted to collect the views of employees about their views of Job Satisfaction and high morale to increase the productivity.

THE SAMPLE

The sample size of 100employees was selected for our study out of which we randomly screened out 50 employees from different departments.

METHODS OF DATA COLLECTION

There are two types of data used for present work.

- **PRIMARY DATA:** This data was collected from employees of Industry across the Udaipur city.

- **SECONDARY DATA:**

Sources of secondary data collection

- Websites
- Internet
- Directory

- Company's records

RESEARCH APPROACH

To collect primary data, about the employee's satisfaction, high productivity and performance, high enthusiasm towards the work and so on questionnaire were distributed. A comprehensive questionnaire as per specimen attached was issued to elicit response of employees. It was followed by personal discussion with the managers and other executives to verify the accuracy of the information supplied.

Findings

Findings of the study are of employees whether they are satisfied towards the job or not. On the basis of data collected from the respondents the major findings of the study are as follows –

Table No. 1. I have been passed up at least once for a promotion in the past few years.

Sr.No.	Description	Number	Percentage
1	Strongly Agree	5	10
2	Agree	10	20
3	Neither Agree nor Disagree	24	48
4	Disagree	8	16
5	Strongly Disagree	3	6

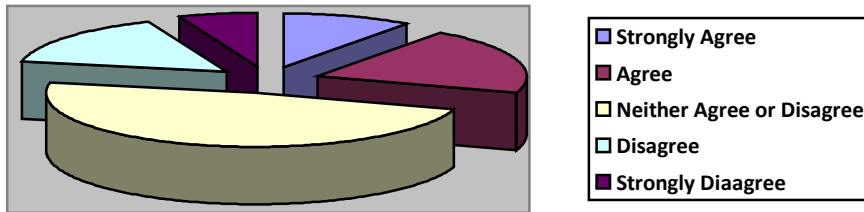**Chart No. 1. I have been passed up at least once for a promotion in the past few years.**

Table No.2. I find much of my job repetitive and boring.

Sr.No.	Description	Number	Percentage
1	Strongly Agree	21	42
2	Agree	14	28
3	Neither Agree nor Disagree	6	12
4	Disagree	8	16
5	Strongly Disagree	1	2

Chart No.2. I find much of my job repetitive and boring.
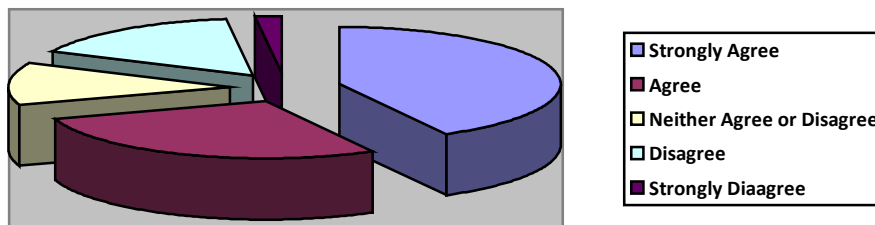
Table No. 3. Do you have job security in your company.

| S.No.	Description	Number	Percentage
1	Yes	28	56
2	No	16	32
3	No idea	6	12

Chart No. 3. Do you have job security in your company.
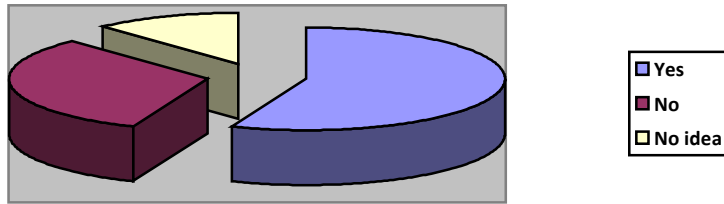
Table No. 4. Do you feel your morale is directly influence on service.

S.No.	Description	Number	Percentage
1	Yes	40	80
2	No	6	12
3	No idea	4	8

Chart No. 4. Do you feel your morale is directly influence on service.
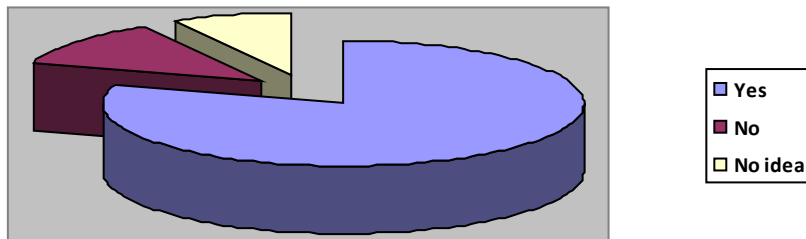
Table No. 5. I feel that my job has little impact on the success of the company.

S.No.	Description	Number	Percentage
1	Strongly Agree	22	44
2	Agree	12	24
3	Neither Agree nor Disagree	9	18
4	Disagree	5	10
5	Strongly Disagree	2	4

Chart No. 5. I feel that my job has little impact on the success of the company.

Legend:
- Strongly Agree
- Agree
- Neither Agree or Disagree
- Disagree
- Strongly Diaagree
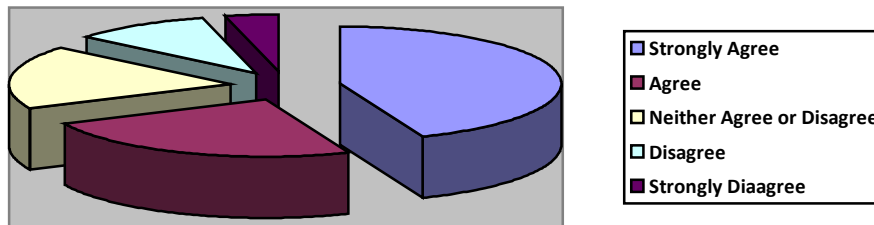
CONCLUSION

Morale and satisfaction is psychological concept. Morale is not a cause but rather the effect or result of many going away. Morale drifters from person to person, industry to industry, level of education age, nature of work etc. Morale may be range from very high to very low. By this study it is clear that various faction which influences morale and productivity of the employees each as Social Security measures, welfare facilities, salary status, Bonus, heath condition, shift system and recognition of work are getting much importance. To conclude employee morale and satisfaction plays very important role in every organization. Good employee morale helps to success of the organization. Unless an employee has poor morale if always a possibility of employee disharmony and also affect smooth running of the organization. Research shows that satisfied, motivated employees will create higher customer satisfaction and in turn positively influence organizational performance. Convenient work location, working with young people, opportunities for promotion and career prospects, fair salary, good policies, job security and dynamic working environment are few attributes which are critically important from the view point of most of the employees. Therefore a comprehensive Employee Satisfaction and morale process can be a key to a more motivated and loyal workforce leading to increased customer satisfaction and overall profitability for the organization.

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