

# An Empirical study on Job Satisfaction among the Employees of Kirloskar Ferrous Industries Ltd. Bevinahalli Koppal District, Karnataka

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**Abstract -** The main objective of this research report is to find the satisfaction level of the employees in organizations. The purpose of this research is to elaborate the key factors which are useful for the satisfaction of the employees i.e. workplace environment, reward and recognition, training and development and team work. These factors help to make the policies effective and through this effectiveness, efficiency takes place in the management process. This study is based on The survey conducted in Kirloskar Ferrous Industries Ltd. Bevinahalli Koppal District, Karnataka and covered 50 employees. Through this survey we find a strong positive relationship between team work and all other factors.

**Keywords:** Employee job satisfaction, workplace environment, Reward

## I. INTRODUCTION

With the help of liberalization, globalization of economy in the process, there is as scope for economic development, with means there will be focus on infrastructure. This will lead to considerable demand for steel. As its main application are in the construction Engineering and automobile sectors, which are the key Elements in building infrastructure, steel is universe intermediate and has very strong forward linkages hence steel industry has become one the core sector of the economy

Though India is one of the large steel producers, it has low percent consumption of steel in comparison with Developed countries. India is fortunate in having intensive iron ore deposits with estimated at 10.3Billion, which is more then 1/4<sup>th</sup> of the world reserves. Further the average iron ore content of Indian ore is above 60%in India, the iron ore reserves are mainly found in the states like Orissa, Karnataka, Bihar, M.P, goa, A.P, Rajasthan and some parts of western Maharashtra.

### Need For Employee Satisfaction

Everyone from managers, retention agents to HR need to get a handle on employee loyalty and satisfaction how committed is the workforce to the organization and if workers are really contented with the way of things for gauging their likelihood to stay with the company. One of the main aspects of Human Resource Management is the measurement of employee satisfaction. Companies have to make sure that employee satisfaction is high among the workers, which is a precondition for increasing productivity, responsiveness, and quality and customer

service. The litmus test is to study turnover and average length of service. If turnover is on the rise, loyalty levels are low and vice versa. Comparing them to industry averages gives good idea of attrition probabilities. Staff attendance, compliance with policies

### Need for the study

Job satisfaction is a very important construct in the area of business studies employees with high job satisfaction would positively affect the organization. Job satisfaction indicates how satisfied the employees are with the organization. A satisfied Employee is an asset to an organization.

Kirloskar ferrous industries ltd is a professionally management company with high level of management astuteness in India so it becomes all the more important that the Employees are emotionally stable and satisfied with the organization.

Employee satisfaction or job satisfaction is one of the key goals of all HR personnel irrespective of what their individual KRAs are. A satisfied employee is not just a retained employee but an ambassador for the brand, internally and externally. She can help dispel the apprehensions of others and can defend the company in various fora. Happy employees are more loyal to the company and its objectives, they go the extra mile to achieve goals and take pride in their jobs, their teams and their achievements.

The majority of organizations view job satisfaction as dependent on 2 things – salary and ‘recreational activities’. While employees do make an impression based on these parameters, they cannot form the basis of employee

engagement. Recently, a study published by Harvard observed that employee engagement programs only serve as a shot in the arm and satisfaction levels dip soon after. What matters is how HR understands the needs of its employees and what it does to bring a match between employee needs and company goals. Hence the present study taken with up with the objective to study the on Job Satisfaction among the Employees of Kirloskar Ferrous Industries Ltd. Bevinahalli Koppal District, Karnataka

## II. LITERATURE REVIEW

**Mullins (2005)** Job satisfaction is a complex and multifaceted concept which can mean different things to different people. Job satisfaction is usually linked with motivation, but the nature of this relationship is not clear. Satisfaction is not the same as motivation. Job satisfaction is more of an attitude an internal state. It could, for example be associated with a personal feelings of achievement, either quantative or qualitative.

**Armstrong (2006)** the team job satisfaction refers to the attitude and feelings people have about their work. Positive and favorable attitudes towards the job indicate job satisfaction. Negative and unfavorable attitudes towards the job indicate job dissatisfaction.

**Kaliski (2007)** Job satisfaction is a workers sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewards for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. job satisfaction is the is the ingredient that leads to recognition income promotion and the achievement of other goals that lead to a feeling of fulfillment.

**Aziri (2008)** consider that job satisfaction represents a feeling that appears as a result of the perception that the job enables the material and psychological needs.

**George (2008)** Job satisfaction is the collection of feelings and beliefs that people have about their current job. People's level of degrees of job satisfaction can range from extreme dissatisfaction. In addition to having attitudes about various aspect of their jobs such as the kind of work they do, their supervisor or subordinates and their pay.

## III. RESEARCH METHODOLOGY

The study is based on descriptive research. Simple random sampling is used for data collection. For analysis and data interpretation, tools like factor analysis and percentile analysis are used. Data was collected through well-structured questionnaire. A population can be defined as including all people or items with the characteristics one wish to understand. Here the employees working in Kirloskar Ferrous Industries Ltd. Bevinahalli Koppal District forms the population of the study. The data has

been collected from the sample of 50 employees through simple random sampling. The respondents were selected on random basis and they were interviewed by adopting personal survey method

## IV. RESULTS AND DISCUSSION

Job satisfaction survey	Yes		No	
	Frequency	%	Frequency	%
1.I look to going to work on Monday morning	36	72	14	28
2.feel positive and up most of the time I am working	29	58	21	42
3. I have energy at the end of each work day to attend to the people I care about.	38	76	12	24
4. I have energy at the end of each work day to energy in personal interests.	34	68	16	32
5. I have the time and energy in my life to read books that interest me.	35	70	15	30
6. Most interaction at work are positive	33	66	17	34
7. I have good friends at work	38	76	12	24
8.I feel valued and affirmed at work	43	86	07	14
9.I feel recognized and appreciated at work	37	74	13	26
10.Work is real plus in my life	47	94	03	06
11.I'm engaged in meaningful work	46	92	04	08
12. I feel free to be who I am at work	35	70	15	30
13.I feel free to do things the way I like at the work	40	80	10	20
14.My values fit with the organization values	44	88	06	12
15.I am aligned with the organization mission	44	88	06	12
16.I trust our leadership team	41	82	09	18
17.I respect the work	28	56	22	44

of my peers				
18.I have opportunity to learn what I want to learn	40	80	10	20
19.I feel involved in decision that affect our organizational community	28	56	22	44
20. Creativity and innovation are supported	32	64	18	36
21. I feel informed about what's going on	35	70	15	30
22. I know what is expected of me at work.	27	54	23	46
23. I have the material and equipment that need in order to do me work right	29	58	21	42
24. I have the opportunity to do what I do best every day ay work	31	62	19	38
25. My manager cares about me as a person	34	68	16	32
26. I know someone at work who encourages my development	40	80	10	20
27. My opinions count	40	80	10	20
28. My coworkers are committed to doing quality work	35	70	15	30
29. My managers review my progress	33	66	17	34
30. I am fairly compensated.	38	76	12	24

## V. DISCUSSION

- 1) 72% of employees feel like going to work on Monday morning.
- 2) The study says that 76% employees are feeling positive and up most of the time they are working.
- 3) The study reveals that 68% of employees have energy at the end of each day to attend to the people they care about.
- 4) The study reveals that 70% of employees have energy at the end of each work day have energy in their personal interest
- 5) The study reveals that 66% of employees have the time and energy in their life to read books that interest them.
- 6) The study reveals that 76% of employees have most interaction at work are positive.
- 7) The study says that 76% of employees have good friends at work.
- 8) The study says that 86% employees feel they have value and affirmed at work.
- 9) The study says that 74% employees feel they are recognized and appreciated at work.
- 10) The study says that 94% of employees feel that work is real plus in their life.
- 11) The study says that 92% employees are engaged in meaning full work.
- 12) The study says that 70% employees feel that they are free to be they are at work.
- 13) The study says that 80% employees feel free to do thing at their work.
- 14) The study says that 88% employees feel that their values fit with the organization value.
- 15) The study says that 88% of employees are aligned with their organizationmission.
- 16) The study says that 82%of employees trust their leadership team.
- 17) The study says that 56% of employees respect the work of their peers.
- 18) The study says that 80% of employees had the opportunity to learn what they want to learn
- 19) The study says that 56% of employees feel involved in decision that affect their organizational community.
- 20) The study says that 64% of employees support creativity and innovation.
- 21) The study says that 70% employees feel that they are informed above what's going on in organization.
- 22) The study says that 54% employees know what is respected from their at work.
- 23) The study says that 58% of employees feel that they have the material and equipment that needed in order to do their work right.
- 24) The study says that 62% feel that they have the opportunity to do best work every day.
- 25) The study says that 68% of employees feel that their manager cares about them as a person.
- 26) The study says that 80% of employees have someone at work who encourage for their development.
- 27) The study says that 80% of employees feel that their opinion are counted.
- 28) The study says that 70% of employees co-workers are community to doing quality work.
- 29) The study says that 66% of feel that their manager review their progress.
- 30) The study says that 76% employees feel that they are fairly compensated.

## VI. SUGGESTION

- The organization needs to review the employees progress rottenly after every tasks given to them
- the organizations needs to improve team building activities so that group cohesion improves
- Company needs to help employees improve work life balance.
- Employees should be provided opportunities to work to their full potential.
- The company need to provide the material and equipment that are needed by the employees in order to do work right.
- The organization need to support the creative and innovative ideas provided by the employees
- The organization needs to involve the employees in decision making that affects the organization community
- The organization needs to provide freedom to the employees to work towards achieving personal objective as well as organisation objectives.

## VII. CONCLUSION

The study results revealed that the Kirloskar ferrous industries ltd is good in terms of various facilities needed by the employees like welfare facilities, training, rewards and responsibilities, health safety and medical benefits, good working environment. In KFIL72% of employees are satisfied with the working condition, 88% employees are satisfied with their values fit with the organization values, 86% employees feel they have value and affirmed at work

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