

A Study on the Job Satisfaction of Employees at Josco Rubbers (Pondy) Pvt Ltd Pullanjimedu Thamarassery, Calicut

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Abstract: A very vital attribute that is often measured by organizations was job satisfaction. It additionally affects humanitarian interests as workers need to be treated with respect and have their physical and psychological well-being maximized. Job satisfaction represents one in all the foremost advanced areas facing today's business once it involves managing their workers. Several studies have incontestable a bizarrely forceful impact on the duty satisfaction on the motivation of staff, whereas the extent of motivation has an impression on productivity, and thus additionally on performance of business organizations. Sadly, in our region, job satisfaction has not still received the right attention from neither students nor managers of assorted business organizations.

Keywords — Employees, Human resource, Industry, Job satisfaction, Management, Organization.

I. INTRODUCTION

Human resource management may be a comparatively new approach to managing folks in any organization. Folks are thought-about the key resource during this approach. HRM may be a method, that carries with it four main activities specifically, acquisition, development, motivation, also as maintenance of human resource. HRM is liable for maintaining smart human relation within the organization. It's conjointly involved with the event of people and achieving integration of goals of the organization and people of people.

According to Leon C. Megginson [7], the term human resources can be thought of as "the total knowledge, skills, creative abilities, talents and aptitudes of an organization's workforce, as well as the values, attitudes and beliefs of the individuals' involved". According to Dale Yoder [8], "The management of human resource is viewed as a system in which participants seeks to attain both individual and group goals". Michael J. Jucius [9] defines human resources as "A whole consisting of interrelated, interdependently and interacting physiological, psychological, sociological and ethical components".

According to Edwin B Flippo [6], HRM is the planning, organizing and controlling of the procurement, development, and resource to the end those individuals and social objectives are accomplished.

Job satisfaction is one of the significant elements of an association. The satisfaction, which a worker acquires from his activity, is the after-effects of work circumstances identified with his activity related components. Job

satisfaction is influence the profitability relies upon worker in association.

The study focuses on the job satisfaction of employees in Josco Rubbers Pondy Pvt Ltd. It analyses the strength, weakness, opportunity, threats of e policy related to human resource development of the company. This study help to find improve the job satisfaction of employees of the company.

Objective of the study

- To examine the job satisfaction of the employees in Josco Rubber Pondy Pvt Ltd.
- To understand the level of job satisfaction among the employees in the organization.
- To find out what are the facilities to be provided for making the employees satisfied.
- To find out the workers are satisfied with the policies of the company.

Scope of the study

This study aims to measure the level of job satisfaction of employees of Josco Rubbers Thamarassery. It covers different cadres of employees working in this company such as officers, clerical staff, and sub staff. Through this study, necessary steps can be taken in regard to the areas where the company should focus more. This study is conducted with the objectives of finding out various factors affecting job satisfaction and it help the management in assessing the satisfaction level of employees.

So this study focused on job satisfaction of employees on Josco Rubbers pvt.ltd, Pullanjimedu, Thamarassery, Calicut.

II. LITERATURE REVIEW

Balgir (1991) [1], Attempted to understand hygiene-motivational factors as postulated by hergeberg based on their need priorities that dominate the minds of Indian managers while continuing service in their respective organizations. The results revealed that job satisfaction, salary, job security, better chance of promotion, happy personal life, high position and friendly social circle are some of the motivating factors in that order which strongly influence Indian managers.

Rama Devi (1997) [2], conducted a study on faculty job satisfaction and their views on management of the two universities in Andhra Pradesh. The sample consisting of 200 teaching faculty and 100 members were selected randomly from each university and the attempt was made to measure job satisfaction of the faculty in universities of Andhra Pradesh. The study found that the factors such as freedom in job, scope for self-improvement, income and job security were causing satisfaction while bureaucratic rules, no recognition for work and routine work were causing dissatisfaction to them.

Bellou (2009) [3], examined the influence of gender and age on relationship between organizational culture and job satisfaction. One hundred and twenty five (125) usable questionnaires were gathered from three public hospitals located in a major Greek city. The measure adopted includes the organizational culture profile and job descriptive index. The statistical analysis includes descriptive statistics, stepwise regression analysis and t-test. The findings of the study were that the employee's gender and age influenced the way that the organizational values affected their job satisfaction.

Samanvitha and jawahar (2012) [4] aimed at determining and establishing a relationship between strategic emotional intelligence and job satisfaction among faculty members in arts and science institutions. Sample consists of 98 faculty members in Tamil Nadu. The result of the study showed that the emotional intelligence at work has a great influence on the level of job satisfaction and in turn in work performance.

Pommal Rao and Padmini (2009) [5], in their article focused on the available tools for skills of library professionals and discussed about self-motivation and concluded that proportionately to enhance their skill and competency.

III. RESEARCH METHODOLOGY

A. Research Design

A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to research purpose with the economy in procedure. It is the conceptual structure within which research conducted. It constitutes the blueprints for the collection.

According to Pauline V Young, Research design is the logical and systematic planning and directing piece of

research. The design according to her results from translating a general scientific model in to varied research.

B. Sampling Design

Sampling design is a fundamental part of statistics. Samples are collected to achieve an understanding of a population because it is typically not feasible to observe all members of the population. A sampling design is a definite plan for obtaining a sample from a given population. Population here consists of employees in the company. Random sampling is used to identify the sample group.

C. Sample Size

Sample size is closely related to the inherent variability in the data. The number of samples required increases with increasing variability. For the study here used sample of 30 respondents are selected as sample.

IV. ORGANIZATIONAL PROFILE

A. Industry Profile

History of footwear

Spanish cavern illustrations over 15,000 years age indicates human with creature skin or hides folded over their feet. Horrible climate condition are said to have made fundamental for footwear. Other proof demonstrates that footwear arrived at use at end of the Palaeolithic time frame, at about a similar time early human mastered tanning. Later on pieces were created from an oval bit of cowhide which is bond by a bit of solid calfskin thongs. Shoes, which are the first made footwear, are the successors to the wrapping.

Footwear comprises of pieces of clothing that are worn over the feet. They are worn fundamentally for security and cleanliness, yet additionally for style and enhancement. Footwear things originated from a wide scope of materials including cowhide, elastic, peddle, wood, and plastic. However, early pieces were produced using accessible material like straw, calfskin, cowhide, and grasses. At the point when footwear is amassed, the fundamental segment are glues, pad, counter fortification, impact point, insole, bands, bottom steel shank, tack, toe, puff, track, and welt.

For the most part footwear is grouped into:

Boots are accessible as cowhand boots, boots ski boots and thigh length boots, etc. Modern footwear incorporates plastic and loafers which are utilized in research centers, building locales and generation destinations shoes incorporate sports shoes, climbing shoes, and shoes, on other hand, incorporate espadrilles, flip lemon or thongs slid ages and shoes.

Footwear Sector

Footwear consists of garments worn on the feet, for fashion, protection against the environment, and adornment. Being barefoot is commonly associated with poverty, but some cultures chose not to wear footwear at last in some Situation. Footwear is estimated to have started its long history of human use during the lee age some 5 million years ago. Other evidences show that footwear came to use at end of the Palaeolithic

period, at about the same time early humans learned the art leather training.

Footwear is demanded by all income group people. Middle and lower Income group prefer low cost durable. Wear and tear resistant footwear that can be used in all type of domestic condition whereas high income group prefer fashion oriented footwear.

Indian Footwear Industry

The Indian market for footwear incorporates all makers of not cut, elastic and plastic footwear structured in style or for use. The business is a gathering of littler sectioned, yet frequently covering markets, characterized by both the cost and the motivation behind the shoes. In this way these are some level of cover between generally portions. There are about 4000 units occupied with assembling footwear in India. The business is overwhelmed by little scale units with complete generation 55%.

Quality if India in the footwear segment began from theist's order dependable supply of assets as crude covers up and skins, quality completed calfskin, enormous introduced capacities with respect to generation of completed cowhide and footwear, huge introduced capacities with respect to creation of completed calfskin and footwear huge human capital with mastery and innovation base, talented labour and moderately low coast Labour, demonstrated solidarity to deliver footwear for worldwide brand pioneers and obtained innovation skill, especially for brain and high value footwear sections.

B. Company Profile

The origin of the Josco group goes back to the days when the late Mr. P. J. Joseph, an enterprising planter started extensive rubber plantations in early 1940's in Thamarassery in Calicut district of Kerala and diversified into other crops like coconut, pepper, cocoa etc. In 1972, his vision and zeal saw the establishment of manufacturing unit 5 in Calicut and Pondicherry that made rubber flip flops. The first unit was started with an annual capacity of 0.9 million pairs of flip flops in Calicut.

Josco started its operations under the two main brands of footwear Fischer and Miami Cushion. Fischer and Miami Cushion were pioneers in rubber flip flops and took top position in the South Indian market thanks to high quality, comfort, durability and reasonable price.

In 2000, Josco started a premium brand of footwear named Methyz (Methiyadi) with unique design registered in India and several international markets. It was an instant hit with the youth of countries like India, Australia, Spain, Portugal, France, Japan, Italy, North America, Israel etc. As part of business expansion, Josco ventured into direct distribution of footwear, having depots in several parts of Kerala, Tamil Nadu and Karnataka., sewing close to 10,000 footwear retail outlets. With its brand, Methyz, Josco forayed into the retail sector. In memory of founding father, late Mr P J. Joseph, it has also set up Harithavidya in Thamarassery, Calicut which is a resource Centre for farmer training and advocacy. Today, the Josco group is being managed ably by the second and third generation of

the Kainady family, children and grandchildren of Mr P. j. Joseph.

Products of Josco rubbers:

METHYZ: Methyz footwear is structured, enrolled and claimed by Josco Group. Methyz, enlivened by the antiquated wooden 'Padukas', is produced using characteristic elastic from the world popular elastic manors of God's Own Country-Kerala. Methyz Is intended for complete solace. Our footwear is without joint to limit breakage. The mushroom formed handle in front is intended to fit cozily between the toes give a firm hold, while the elastic ties are intended to fit easily around the shapes of the feet.

FISCHER: Fischer propelled in 1972, Fischer is one of the most established and all around presumed economy footwear brands. It has turned into an equivalent word for amazing, sturdiness and moderateness. Fischer takes into account the footwear needs of men ladies and kids. Assembling units are principally situated in Kerala. Fischer is focused on exclusive requirements of value from the phase of acquirement of crude materials to the phase of pressing and dispatch.

Item PORTFOLIO: Fischer began with humble beginnings in elastic flip slumps and made extraordinary progress in the market. Its flip failures were a reverberating achievement as a result of their excellent, toughness and biodegradability. Fischer likewise does not utilize any lethal tillers, shades, and so forth.

Later on, Fischer enhanced into assembling an assortment of sub brands utilizing Poly-urethane (PU), Poly Vinyl Chloride (PVC), Ethylene-vinyl acetic acid derivation (EVA) and Stuck On items. The sub brands are: Strollers, Strollers Gold, Diva, IMAX, Extreme, Giggles, Fischer Lite, Ice and Fischer Hawaii.

MIAMI CUSHION: Miami pad is one of the most established and most regarded brands of footwear in Tamil Nadu and Andhra Pradesh. Today it takes into account South India, Middle East and a couple of African markets. Its production lines depend on Pondicherry.

SOCIAL RESPONSIBILITY: Josco has additionally dependably added to social causes. It set up the "Fischer Karunyavarsham Trust" in 1997 alongside its distributors and retail accomplices to give money related help to poor malignancy patients. Around the same time, Josco set up "Fischer Excellence Award" for a time of ten years, perceiving scholarly perfection of understudies having a place with the flimsier segments of society. Understudies were granted an entirety of one lakh rupees each for higher examinations.

V. DATA ANALYSIS

The sources of data are collected from the following sources. They are Primary source and Secondary source. In this study, Primary source data was collected through questionnaires and also collected by meeting the respondents personally. The secondary data was collected from already published sources such as pamphlets, website, various journals, and internal records. It is the

systematic procedure of collecting information in order to analyse and verify a phenomenon. The collected data are coded, edited, tabulated and represented in charts. The analysis is mainly conducted by using statistical tools like percentages, averages etc.

Table 1 Age Group of Respondents

Age Group	Number of respondents	Percentage
20-30	8	26.67%
30-40	12	40%
40-50	6	20%
Above 50	4	13.33%
Total	30	100%

Source: Primary source data

Here Table 1 found that 40% of the employees are under the age group of 30-40, 26.67% of employees are under the age group of 20-30, 20% of employees are under the group of 40-50, and 13.33% of employees are under above 50.

Table 2 Experience Wise Classification

Experience	Number of Respondents	Percentage
Below 2 Years	5	16.67%
2-5 Years	13	43.33%
5-10 Years	8	26.67%
Above 10 Years	4	13.33%
Total	30	100%

Source: Primary source data

It is noticed from the Table 2 that 16.67% of respondents are having an experience of below 2 years, 43.33% respondents having an experience of 2-5 years, 26.67% of respondents having an experience of 5-10 years, and 13.33% of respondents above 10 years.

Table 3 Reasons Prompted Employees to Join in Josco Rubbers

Reason	Number of Respondents	Percentage
Goodwill	6	20%
Management	13	43.33%
Job Security	9	30%
Others	2	6.67%
Total	30	100%

Source: Primary source data

In Table 3, it's found that 20% of employees are join because of the goodwill of the company, 43.33% are

management of company, and 30% are job security of the company and the remaining 6.67% are of some other reasons.

Table 4 Employees Relationship between Management And Staff

Category	Number of Respondents	Percentage
Excellent	5	16.67%
Good	18	60%
Average	4	13.33%
Poor	3	10%
Total	30	100%

Source: Primary source data

From Table 4 analysis, the researcher found out that 76.67% of the employees are satisfied with the relationship between the management, and 23.33% of the employees are not satisfied.

Table 5 Level of Satisfaction in Present Salary

Satisfaction Level	Number of Respondents	Percentage
Yes	24	80%
No	6	20%
Total	30	100%

Source: Primary source data

Here Table 5 reveals that 80% of the employees are satisfied with the level of salary offered by the company. And 20% of the employees are not satisfied with their salary.

Table 6 Employee Satisfactions in Present Working

Level of Participation	Number of Respondents	Percentage
Highly Satisfied	9	30%
Satisfied	16	53.33%
Neutral	3	10%
Dissatisfied	2	6.67%
Total	30	100%

Source: Primary source data

From Table 6 analysis, the researcher found that 83.33% employees are satisfied with the present working hours, and 10% of employees have neutral option, and 6.67% are not satisfied with the present working hours.

Table 7 Satisfactions about Rules and Regulations

Level of Participation	Number of Respondents	Percentage
Highly Satisfied	8	26.67%

Satisfied	15	50%
Neutral	4	13.33%
Dissatisfied	3	10%
Total	30	100%

Source: Primary source data

From Table 7 it is founds that 26.67% of the employees are highly satisfied, 50% of the employees are satisfied, and 13.33% of employees are dissatisfied about the rules and regulations of the organization.

Table 8 Opinion about the Grievance Handling System of the Company

Category	Number of Respondents	Percentage
Excellent	16	53.33%
Good	7	23.33%
Average	5	16.67%
Poor	2	6.67%
Total	30	100%

Source: Primary source data

From Table 8 it is clear that 53.33% of employees opined that grievance handling system is excellent, and 23.33% of them opined that it is good, 16.67% of them opined that it is average, and 6.67% of them opined that it is bad.

Table 9 Salaries Based on Qualification

Based on qualification	Number of Respondents	Percentage
Yes	23	76.67%
No	7	23.33%
Total	30	100%

Source: Primary source data

Table 9 reveals that 76.67% of the employees are get salary on the basis of their qualification, and the 23.33% of employees get salary not on the basis of their qualification.

Table 10 Employees Participation in Decision Making

Level of participation	Number of Respondents	Percentage
Excellent	12	40%
Good	9	30%
Average	6	20%
Bad	3	10%
Total	30	100%

Source: Primary source data

Table 10 shows that 40% of employees have involvement in the decision making, 30% have high participation, 20% of employees have average participation, and 10% of employees have not much influence in decision making.

Table 11 Opinions about Infrastructure Facility of the Company

Category	Number of Respondents	Percentage
Excellent	15	50%
Good	10	33.33%
Average	5	16.67%
Poor	0	0%
Total	30	100%

Source: Primary source data

From Table 11, it's found that 50% of employees opined that the infrastructural facilities is excellent, 33.33% of them opined that it is good and 16.67% of employees said that it is average.

Table 12 Opinions about the Training and Development Programme of the Company

Category	Number of Respondents	Percentage
Excellent	7	23.33%
Good	15	50%
Average	5	16.67%
Bad	3	10%
Total	30	100%

Source: Primary source data

From Table 12, its show that 23.33% respondents opined that the training and development provided by the company is excellent, 50% of them are opined that it is good and 16.67% opined that it is average, and 10% opined that it bad.

Table 13 Feeling in the Job

Satisfaction Level	Number of Respondents	Percentage
Interesting	9	30%
Routine	16	53.33%
Boring	3	10%
Monotonous	2	6.67%
Total	30	100%

Source: Primary source data

Table 13 shows that 30% of respondents feeling is interesting the job, 53.3% of respondents feeling is routine the job, 10% of respondent feeling is boring the job, and

6.67% of respondents feeling is monotonous the job.

Table 14 Happy With an Over Time Allowance Provide By the Company

Feelings	Number of Respondents	Percentage
Yes	19	63.33%
No	11	36.67%
Total	30	100%

Source: Primary source data

In Table 14, 63.33% of employees happy with an overtime allowance, and 36.67% of happy with an overtime allowances.

VI. FINDINGS

After the analysis and interpretation of data, there are some findings about the company. The findings are following:

- Majority of the employees are females.
- Majority of the employees are satisfied with present salary.
- Most of the employee’s opinion regarding job security is adequate.
- Most of the employees are female and well experienced.
- Majority of the employees have a good participation in decision making.
- Most of the employees are highly committed to their work.
- Majority of the employees says good opinion about the employees and management relation.
- The relationship between employer and employee is coordinial.

VII. SUGGESTIONS

- It would be better Conduct awareness programme about the promotional prospectus.
- To provide Holiday packages to make them relax.
- Company should increase the number of male workers.
- The company should provide rest room for employees.
- The company should produce more new variety of footwear’s.
- Tear wise revision should be given to the employees in case of their grievances.

VIII. CONCLUSION

The study is mainly focused on the job satisfaction of employees in Josco Rubber (Pondy) Pvt Ltd. It is one of the leading Footwear Manufactures group in INDIA. Especially in KERALA for the last 43 years after being refined the industrial experience. The employees are the backbone and the real asset of an organization. The employees of the Josco are well experienced. They are highly satisfied the relationship between the

management and employees. They will provide medical allowance and grievance handling system to their employees.

In this study observation, interviews, questionnaire, and feedback, helped me to understand the preparation of job satisfaction. It can be conducted that the job satisfaction level of employees is very high in Josco Rubbers Pvt Ltd, employees are proud to be associated with the company, and it is an extremely good organization.

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