

A STUDY ON SATISFACTION LEVEL OF EMPLOYEES WITH SPECIAL REFERENCE TEXTILE INDUSTRY

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

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SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL 2022



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **S HARI HARA SUDHAN (40410233)** who carried out the project entitled "**STUDY ON SATISFACTION LEVEL OF EMPLOYEES WITH SPECIAL REFERENCE TEXTILE INDUSTRY**" under my supervision from January 2022 to March 2022.

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Submitted for Viva voce Examination held on_____

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DECLARATION

I **HARIHARASUDHAN S (40410233)** hereby declare that the Project Report entitled **“A Study on the Green Human Resource Management towards Automobile industry of Chennai”** done by me under the guidance of **DR. N. MATHAN M.B.A., M.Phil., Ph.D.**, is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE: CHENNAI

HARIHARASUDHAN S

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean - School of Management Studies** and **Dr. A. Palani, Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR. N. MATHAN M.B.A., M.Phil., Ph.D.**, for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

HARIHARASUDHAN S

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ABSTRACT

Employee loyalty can be defined as employees being committed to the success of the organization and believing that working for this organization is their best option.

The aim of the study was to find the impact of job satisfaction and organizational commitment on employee loyalty. This study also finds out the relationship between job satisfaction and organizational commitment

. Further the study will also find the comparison of employee loyalty in manufacturing and service industry. At last the factors affecting satisfaction level of employee was also determined.

To achieve the aim of the study the questionnaire survey was used. The results show that there is an impact of employee loyalty and organizational commitment on job satisfaction.

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CHAPTER 1

1.1. INTRODUCTION:

Employee satisfaction is the terminology used to describe whether employees are happy, contented and fulfilling their desires and needs at work. Many measures support that employee satisfaction is a factor in employee motivation, employee goal achievement and positive employee morale in the work place." Susan M. Heath field (About.Com). Cranny, Smith & stone (1992) defined ES as the combination of affective reactions to the differential perceptions of what he/she wants to receive compared with he/she actually receives. According to Moves, Shao & Newsome (2008) the employee satisfaction may be described as how pleased an employee is with his or her position of employment. As Spector (1997) defined job satisfaction as all the feelings that a given individual has about his/her job and its various aspects. Employee satisfaction is a comprehensive term that comprises job satisfaction of employees and their satisfaction overall with companies" policies, company environment etc.

1.2. INDUSTRY PROFILE:

The Indian textile industry has its roots going back several thousand years. After the industrial revolution in Europe, this sector in Indian also saw its growth of an industrial complex.

Today the industry contributes around 14 percent to industrial in the country. It is estimated to directly employee approximately 35 million people it accounts to 27 percent of the country's export and in sum an important economic engine for the nation. The size of our Indian Textile is estimate at RS. 1, 24,000 Crores constitution seven percent of the GDP.

The industry has fair global exposure. Textile export constitute about 35 percent of the total foreign exchange earnings of the country. During the last 10 years the industry's actions, government policies as well as market events have begun to converge, providing several growth opportunities for the sector domestically as well as in the global market.

1.3. STATEMENT OF THE PROBLEM

The study aims at for analyzing the level of job satisfaction of employees in organization. By this the management can take effective measures for increasing the level of job satisfaction by concentrating on various factors as the success of any organization depends upon the ability of its employees.

1.4. OBJECTIVES OF THE STUDY

To determine the level of job satisfaction of employees in organization. To analyze various factors that influence employee satisfaction, To find out the employees engagement level in organization. To study the welfare facilities existing in the organization. To study the worker satisfaction level of labour welfare facilities. To make constructive suggestion to improve the welfare.

1.4.1 Primary objective:

1. To study about the satisfaction level of employees with special reference.

1.4.2. Secondary objectives:

1. To study the welfare facilities existing in the organization
2. To make constructive suggestion level of labour the welfare.

1.5. NEED FOR STUDY

Organizations to satisfy the employee create more positive work environment. The study is in view for employees as a key priority for employer to satisfy their careers.

1.6. SCOPE & SIGNIFICANCE OF THE STUDY

The scope of the study consists the important of the employees satisfaction is to find out the satisfaction level of the employees.

The objectives tell about the necessity of the study. The project work based on the descriptive research. Random sampling is used for data collection.

CHAPTER 2

2.1. REVIEW OF LITERATURE

Ami Boyad, Shiji Lyndon & Shamira Malekar (2012) studied on employee satisfaction in reference with textile industries. The main objective of the study was to examine the level of satisfaction of the respondent regarding their job and to find out employee engagement level in the organization. 80 respondents were randomly selected for the study. It has been concluded that there was a fear of reprisal among the employees to reveal their personal feelings and the result may not reflect the actual satisfactions.

. SSM Sadrul Huda, Nargis Akhtar and Afsana Akhtar (2011) have made an attempt to find out the correlation between work motivation and job satisfaction in Bangladesh. 200 sample units Garment workers were selected and it has been concluded that the workers are unhappy with their working environment and about pay package. Out of eight variables, only three variable workers of the garment industry in Bangladesh have satisfaction.

.M. M. C. De Silva (2014) studied on employee satisfaction and the main objective of the study was to examine the impact of job satisfaction and employee education on textile industry with reference to the Gampaha district, Sri Lanka. 90 respondents (machine operators) were selected for the survey. It has been found that there was no positive relationship between employee efficiency, job satisfaction and education and management should improve its strategies.

. Tajammal Hussain and Sheikh Sana Ur Rehman (2013) have made an attempt to find out the level of job satisfaction among the managerial personnel of Textile sector of Pakistan. A total number of 400 respondents have been selected. It has been concluded that employees' satisfaction is highly linked with culture of organization. Organizations ensuring better work environment, facilities and awards and compensation plans for their employees are proved house of satisfied and motivated employees.

. Dr.U.Vani and Ms. P. Janani (2016) studied on satisfaction level of employees as to assess the workers satisfaction level towards various factors of wages and salary, promotion opportunities, working conditions, training and development, etc. 165 respondents were selected for the survey. It is concluded that majority of employees are satisfied with their salary and training opportunities in their company.

CHAPTER 3 RESEARCH METHODOLOGY

The main purpose of the study is to know the satisfaction level of employees in reference to textile industry. Descriptive research design is used for the purpose of the current study.

Primary data were collected with the help of structured questionnaire filled by observation and customer's experience. The sampling size for this research is 133 respondents.

This sampling unit for this research was respondents of chennai. SPSS tool is used to for analysis and interpretation of data. Convenience sampling method and Non- probability sampling method have been use

3.1. RESEARCH DESIGN:

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. This Research design applied for the study is 'Descriptive Research'.

3.1.1 Descriptive research design:

Descriptive research aims to accurately and systematically describe a population, situation or phenomenon. It can answer what, where, when and how questions, but not why questions. A descriptive research design can use a wide variety of research methods to investigate one or more variables.

3.2 SAMPLING TECHNIQUE:

Sample design is the theoretical basis and the practice mean by generalizing from characteristics of relatively few of the comprising population. It is the method by which the sample is chosen.

3.2.1 Probability sampling:

Non-probability sampling is defined as a sampling technique in which the

researcher selects samples based on the subjective judgment of the researcher rather than random selection.

3.2.2. Convenience sampling method

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.3. SOURCES OF DATA:

Sources of Data begins with figuring out what sort of data is needed, followed by the collection of a sample from a certain section of the population. Next, you have to utilize a certain tool to gather the data from the chosen sample. The two types of sources of data are:

3.3.1 Primary data:

The Primary data for this study was collected through questionnaire.

3.4 Secondary data:

Secondary data was collected from external sources like Websites, Journals etc.

4 SAMPLE SIZE:

The respondents of this study considered were the employees of different companies in Chennai. The sample size chosen for the study is 133.

5 PERIOD OF STUDY:

Period of study describes the period, that is, the date of beginning of the study and the date of ending of the study. Period of study of this study is from January 2022 to April 2022.

6 ANALYTICAL TOOLS:

Statistical tools are involved in carrying out a study include planning, designing, collecting data, analyzing, drawing meaningful interpretation and reporting of the research findings.

The tools used in this study are percentage analysis, chi-square and ANOVA.

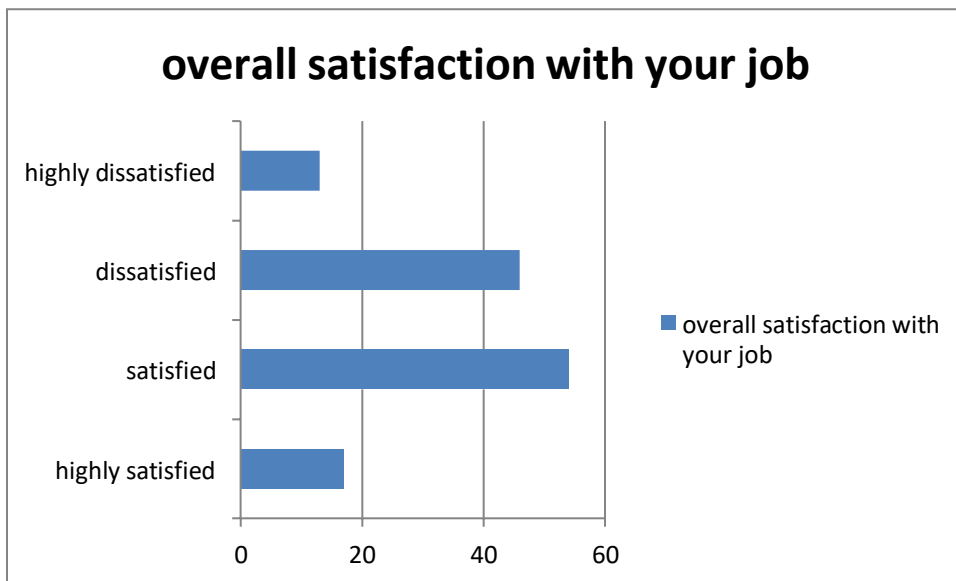
CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1.PERCENTAGE ANALYSIS

Table 4.1.1: Age of the respondents:

S.NO	AGE	NO.OFRESPONDENTS	P ERCENTAGE
1.	20-25	44	33.1
2.	25-30	64	48.1
3.	30-35	25	18.8
4.	35-40	0	0
TOTAL		133	100.00



Interpretation

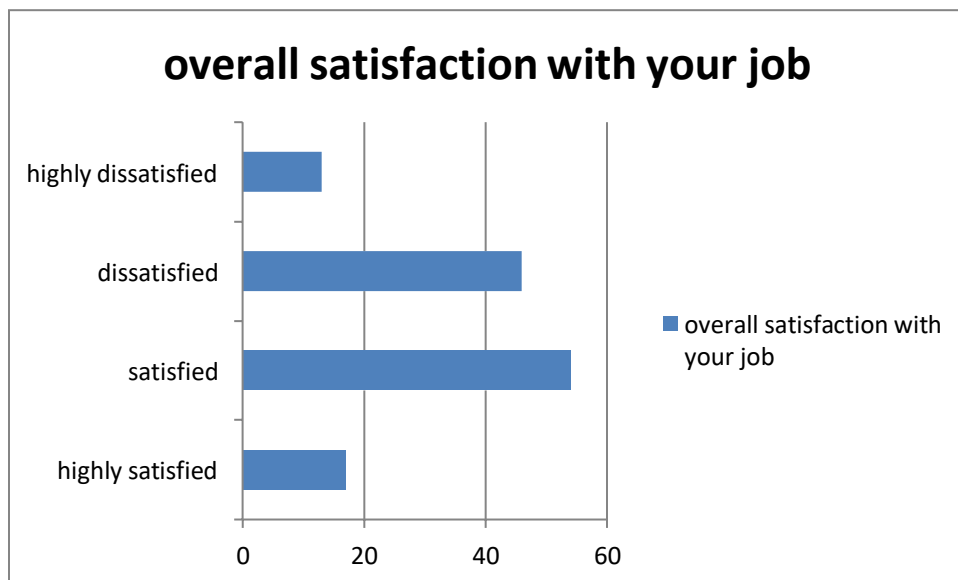
From the above table it is interpreted that 33.1% of the respondents are between 20-25 years old, 48.1% of them are between 25-30, 18.8% respondent are 30-35, years old.

Inference

Majority (48.1 %) of the respondents are age between 25 to 30 years.

Table 4.1.2: Gender of the respondents

S NO	Gender	No. of Respondents	Percentage
1.	Male	80	60.2
2.	Female	53	39.8
TOTAL		133	100.00



Interpretation

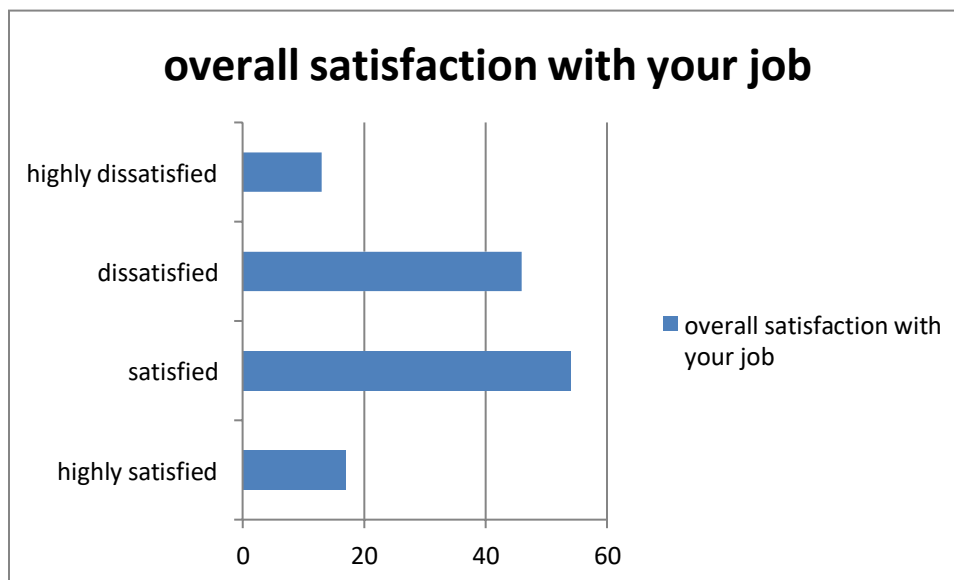
From the above table it is interpreted that the number of male respondent is 60.2% and female respondent is 39.8%.

Inference

Majority (60.2%) of the respondents are male.

Table 4.1.3: Education Qualification

S NO	Particulars	No. of Respondents	Percentage
1.	Diploma	9	6.8
2.	UG	77	57.9
3.	PG	47	35.3
4.	Others	0	0
TOTAL		133	100



Interpretation

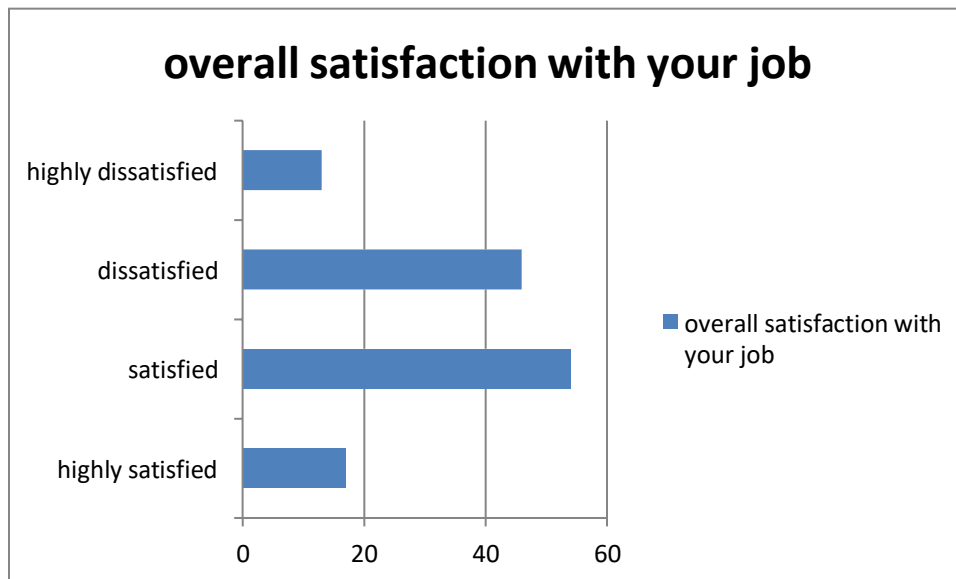
From the above table it is interpreted that 6.8% respondent is Diploma, 57.9% respondent is UG, 35.3% respondent is PG.

Inference

Majority (57.9%) of the respondents are UG.

Table 4.1.4: working in the organization

particulars	No.o f.res	%
5-10years	33	24.8
10-15years	56	42.1
15-20years	44	33.1
More than 20y	0	0
total	133	100.00



Interpretation:

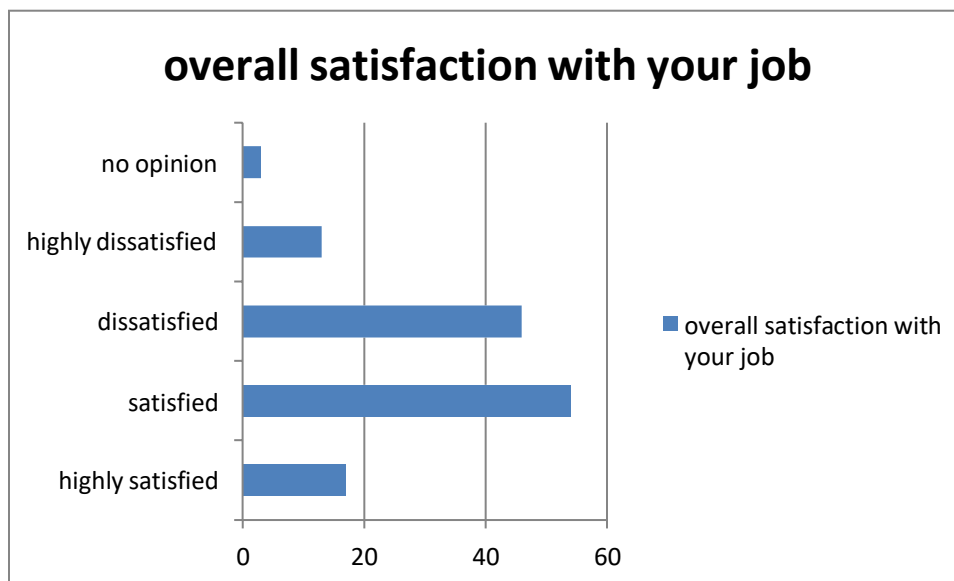
From the above table it is interpreted that 24.8% respondent is 5-10years , 42.1% respondent is 10-15 years, 33.1% respondent is 15-20 years, no respondent of more than 20years.

INFERENCE

Majority(42.1%)of respondent are 10-15years.

TABLE 4.1.5 Working environmental of the organization

Highly satisfied	24	18.0
satisfied	52	39.1
Highly dissatisfied	42	31.6
dissatisfied	14	10.5
No opinion	1	0.8
Total	133	100.00



INTERPRETATION:

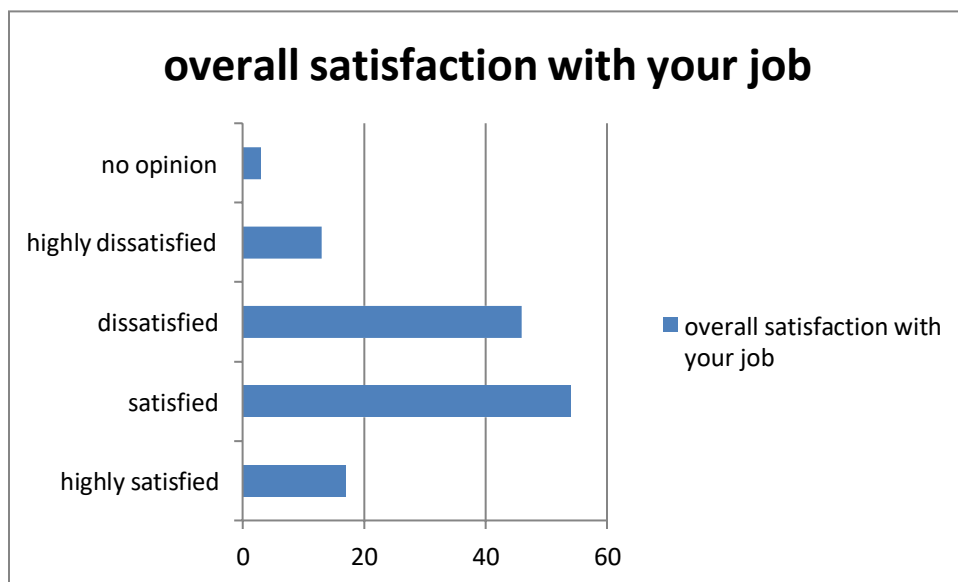
From the above table, it is interpreted that 18.0% respondent are highly satisfied, 39.1% respondent are satisfied, 31.6% respondent are highly dissatisfied, 10.5% respondent are dissatisfied.

INFERENCE

Majority (39.1%) of respondent are satisfied

TABLBLE 4.1.6. THE RELATIONSHIP OF MANAGEMENT TOWARDS TO EMPLOYEE?

OPTIONS	NO.OF.RESPONDENT	%
EXCELLENT	31	23.3
GOOD	65	48.9
AVERAGE	30	22.6
POOR	6	4.5
VERY POOR	1	0.8
TOTAL	133	100.00



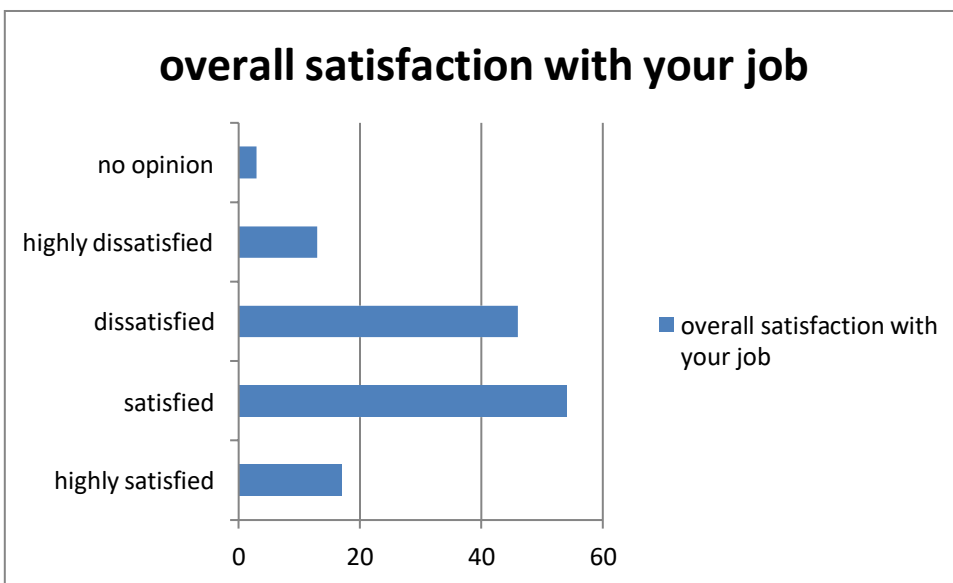
INTERPRETATION:

From the above table it is interpreted that 23.3% respondent are excellent, 48.9% respondent are good, 22.6% respondent are average, 4.5% respondent are poor, 0.8% respondent are very poor.

Inference Majority (48.9%) respondent are good.

TABLE 4.1.7. payment policy of the company.

<u>N0</u>	<u>particular</u>	<u>No.of.respondent</u>	<u>%</u>
<u>1.</u>	<u>Highly satisfied</u>	<u>35</u>	<u>26.3</u>
<u>2.</u>	<u>satisfied</u>	<u>54</u>	<u>40.6</u>
<u>3.</u>	<u>dissatisfied</u>	<u>33</u>	<u>24.8</u>
<u>4.</u>	<u>Highly dissatisfied</u>	<u>11</u>	<u>8.3</u>
<u>5.</u>	<u>No opinion</u>	<u>0</u>	<u>0</u>
<u>6.</u>	<u>total</u>	<u>133</u>	<u>100.00</u>



INTERPRETATION:

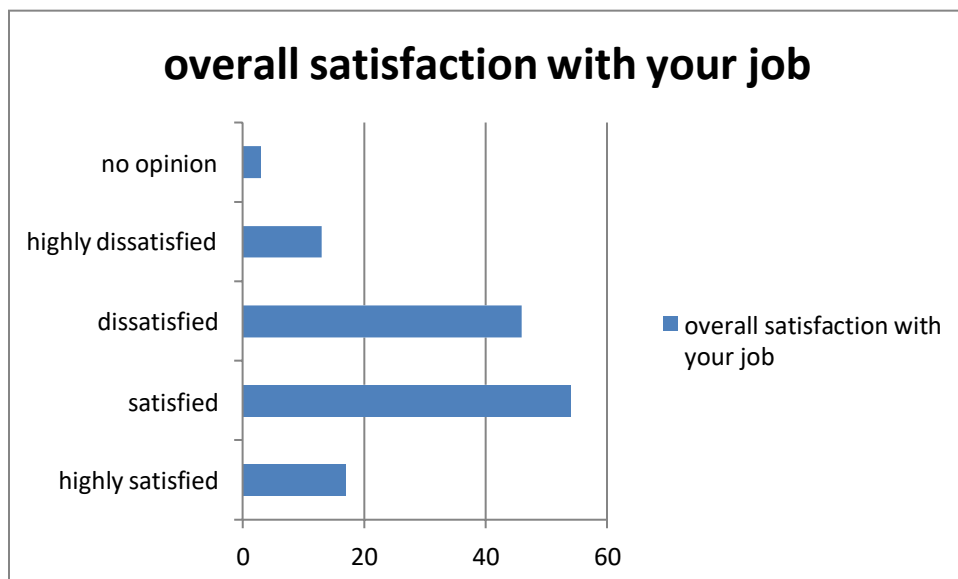
From the above table, it is interpreted that 26.3% respondent are highly satisfied, 40.6% respondent are satisfied, 24.8% respondent are dissatisfied, 8.3% respondent are highly dissatisfied, there is no respondent from no opinion.

INFERENCE:

Majority(40.6%) of the respondent are satisfied.

TABLE 4.1.8. Opportunity to work in the interested project?

particulars	No.of.respondent	%
Strongly agree	28	21.1%
agree	59	44.4%
neutral	37	27.8%
disagree	3	2.3%
Strongly disagree	6	4.5%
total	133	100.00



INTERPRETATION:

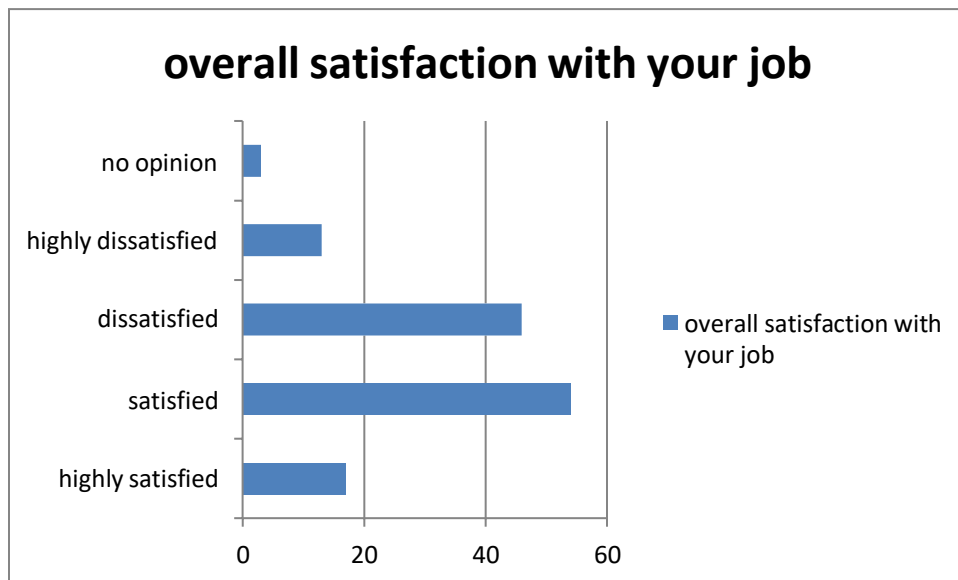
From the above table 21.1% respondent are strongly agree, 44.4% respondent are agree, 27.8% respondent are neutral, 2.3% respondent are disagree, 4.5% respondent are strongly disagree.

INFERENCE

Majority(44.4%)respondent are agree.

TABLE 4.1.9 Training program of the organization

particulars	No.of.respondent	%
excellent	29	21.8
good	46	34.6
average	50	37.6
poor	7	5.3
Very poor	1	0.8
total	133	100.00



INTERPRETATION:

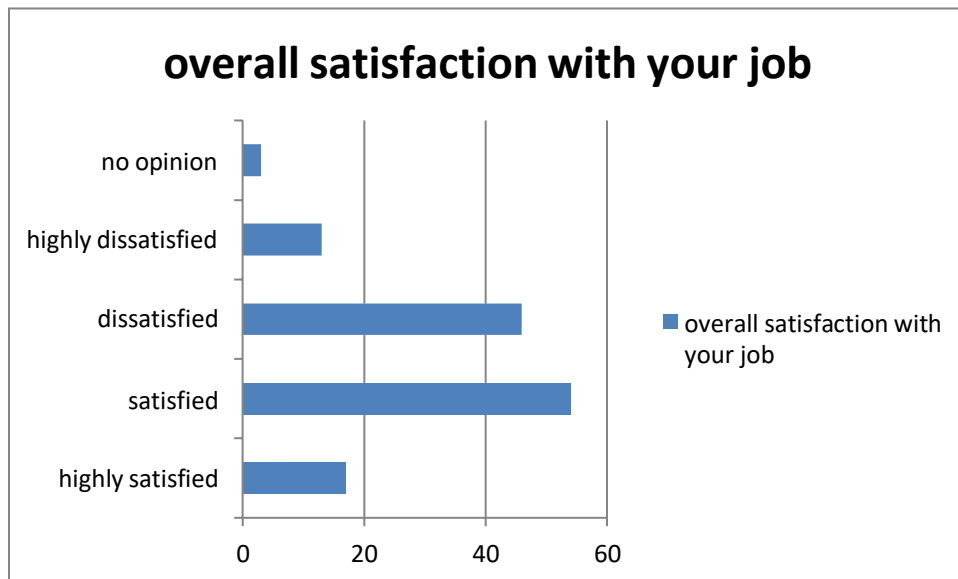
From the above table that 21.8% respondent are excellent, 34.6% respondent are good, 37.6% respondent are average, 5.3% respondent are poor, 0.8% respondent are very poor.

INFERENCE

Majority (37.6%) respondent are average.

TABLE 4.1.10. INFLUENCE DECISION THAT AFFECT YOU?

particular	No.of.respondent	%
Strongly agree	29	21.8
agree	53	39.8
neutral	43	32.3
disagree	7	5.3
Strongly disagree	1	0.8
total	133	100.00



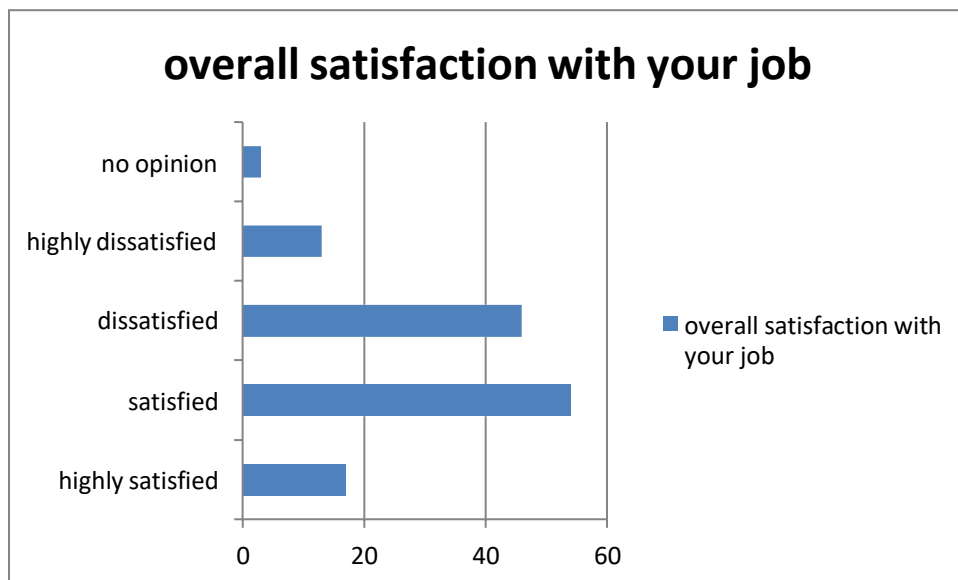
INTERPRETATION:

From the above table that 21.8% respondent are strongly agree, 39.8% respondent are agree, 32.3% respondent are neutral, 5.3% respondent are disagree, 0.8% respondent are strongly disagree.

INFERENCE Majority (39.8%) respondent are agree.

TABLE 4.1.11. EQUAL TREATMENT.

PARTICULAR	No.of. respondent	%
Strongly agree	17	12.8%
agree	55	41.4%
neutral	45	33.8%
disagree	13	9.8%
Strongly disagree	3	2.3%
total	133	00.00



INTERPRETATION:

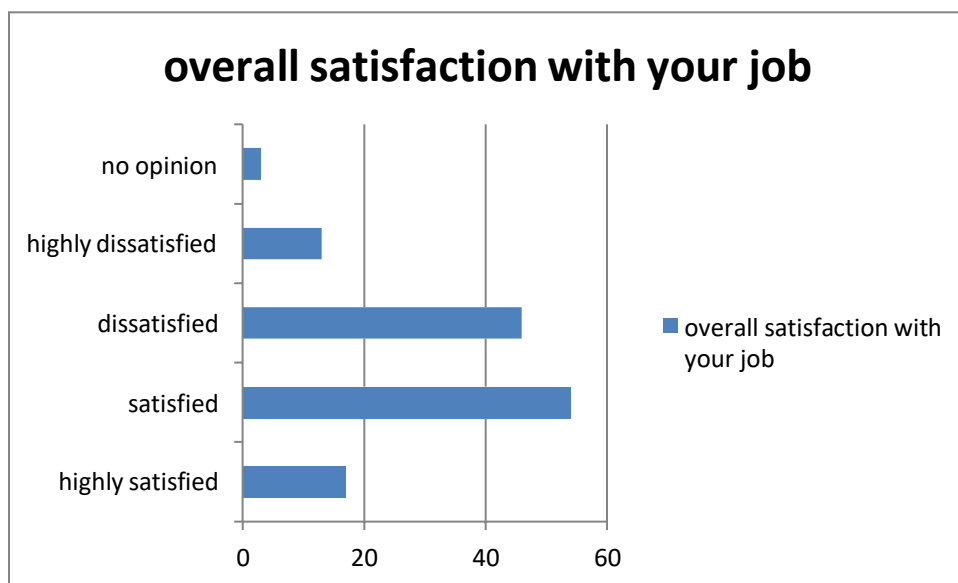
From the above table that 12.8% respondent are strongly agree, 41.4% respondent are agree, 33.8% respondent are neutral, 9.8% respondent are disagree, 2.3% respondent are strongly disagree.

INFERENCE

Majority (41.4%) respondent are agree.

TABLE 4.1.12 INFRASTRUCTURE FACILITIES PROVIDED BY THE ORGANIZATION?

particular	No.of. respondent	%
Highly satisfied	23	17.3
satisfied	62	46.6
Highly dissatisfied	36	27.1
dissatisfied	10	7.5
No opinion	2	1.5
total	133	100.00



INTERPRETATION:

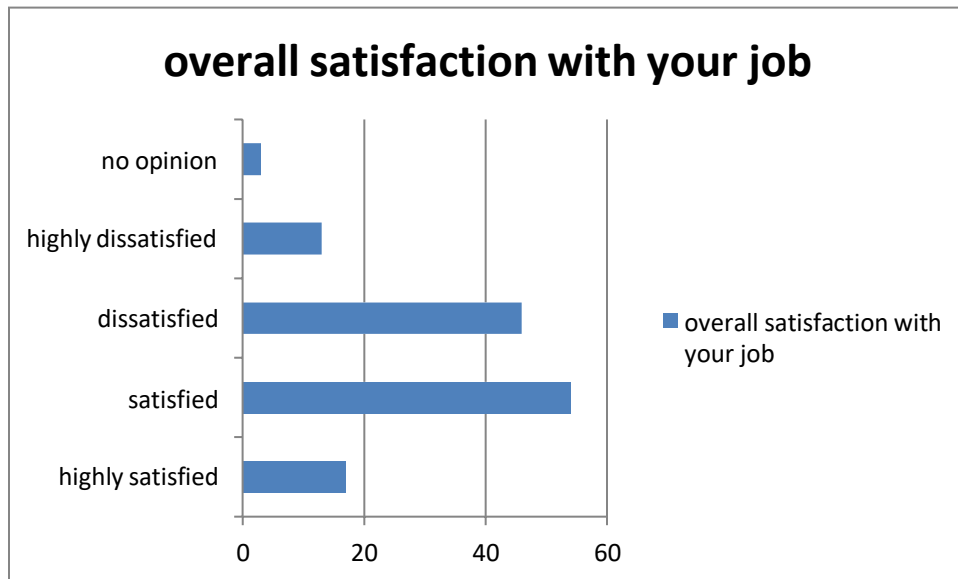
From the above table that 17.3% respondent are highly satisfied, 46.6% respondent are satisfied, 27.1% respondent are highly dissatisfied, 7.5% respondent are dissatisfied, 1.5% respondent are no opinion.

INFERENCE

Majority (46.6%) respondent are satisfied.

TABLE 4.1.13. SAFETY OF EMPLOYEES

PARTICULAR	NO.OF RESPONDENT	%
Strongly agree	26	19.5
agree	56	42.1
neutral	34	25.6
disagree	16	12.0
Strongly disagree	1	0.8
total	133	100.00



INTERPRETATION:

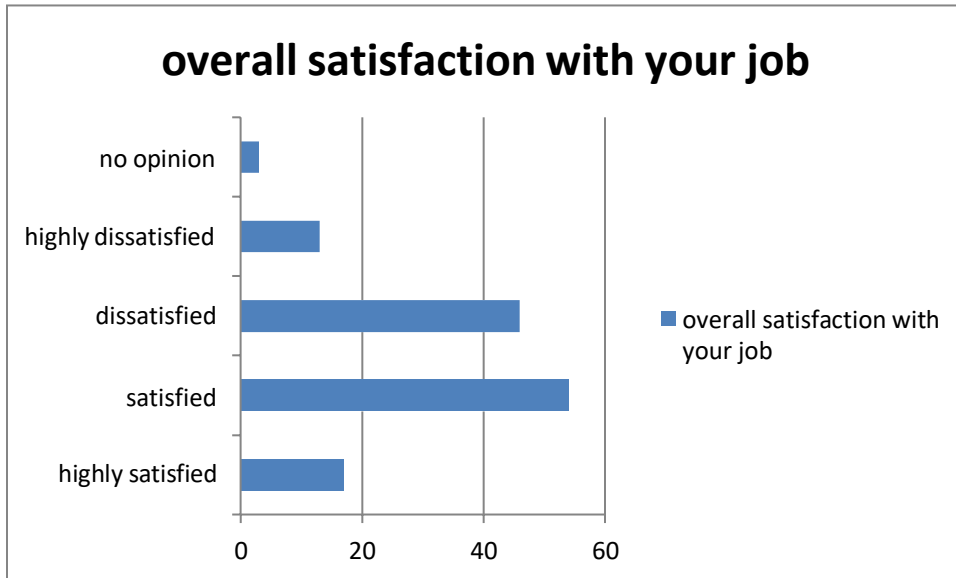
From the above table that 19.5% respondent are strongly agree, 42.1% respondent are agree, 25.6% respondent are neutral, 12.0% respondent are disagree, 0.8% respondent are strongly disagree.

INFERENCE

Majority (42.1%) respondent are agree.

TABLE 4.1.14. OVERALL SATISFACTION WITH YOUR JOB?

particular	No.of.respondent	%
Highly satisfied	17	12.8
satisfied	54	40.6
dissatisfied	46	34.6
Highly dissatisfied	13	9.8
No opinion	3	2.3
total	133	100



INTERPRETATION:

From the above table that 12.8% respondent are highly satisfied, 40.6% respondent are satisfied, 34.6% respondent are dissatisfied, 9.8% respondent are highly dissatisfied, 2.3% respondent are no opinion.

INFERENCE

Majority (40.6%) respondent are satisfied.

CHI-SQURE ANALYSIS

Table showing the association between age of the employees and opinion about the training program of the organization.

Alternative Hypothesis (H_1) – There is no association between employees age and opinion about the training program of the organization.

Null Hypothesis (H_0) – There is significant association between employees age and opinion about the training program of the organization

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
AGE OF THE RESPONDENTS * OPINION ABOUT THE TRAINING PROGRAM OF THE ORGANIZATION	133	100.0%	0	0.0%	133	100.0%

AGE OF THE RESPONDENTS * OPINION ABOUT THE TRAINING PROGRAM OF THE ORGANIZATION
Crosstabulation

			OPINION ABOUT THE TRAINING PROGRAM OF THE ORGANIZATION					Total
			1	2	3	4	5	
AGE OF THE RESPONDENTS	20 - 25	Count	10	19	13	1	1	44
		% within AGE OF THE RESPONDENTS	22.7%	43.2%	29.5%	2.3%	2.3%	100.0%
	25 - 30	Count	15	20	25	4	0	64
		% within AGE OF THE RESPONDENTS	23.4%	31.3%	39.1%	6.3%	0.0%	100.0%
	30 - 35	Count	5	7	12	1	0	25
		% within AGE OF THE RESPONDENTS	20.0%	28.0%	48.0%	4.0%	0.0%	100.0%
Total		Count	30	46	50	6	1	133
		% within AGE OF THE RESPONDENTS	22.6%	34.6%	37.6%	4.5%	0.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.024 ^a	8	.645
Likelihood Ratio	6.242	8	.620
Linear-by-Linear Association	.691	1	.406
N of Valid Cases	133		

a. 6 cells (40.0%) have expected count less than 5. The minimum expected count is .19.

Symmetric Measures

	Value	Approx. Sig.
Nominal by Nominal Phi	.213	.645
Cramer's V	.150	.645
Contingency Coefficient	.208	.645
N of Valid Cases	133	

INTERPRETATION

Since p value 0.645 is greater than 0.05, we accept null hypothesis and reject alternative hypothesis. Therefore, there is no significant association between employees age and opinion about the training program of the organization.

4.2.2 ONE WAY ANOVA:

Descriptives

Are you satisfied with the infrastructure facilities provided by the organization

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
strongly agree	26	1.77	.863	.169	1.42	2.12	1	4
agree	56	2.13	.788	.105	1.91	2.34	1	4
neutral	34	2.56	.927	.159	2.24	2.88	1	5
disagree	16	2.31	.946	.237	1.81	2.82	1	4
strongly disagree	1	5.00	.	.	.	.	5	5
Total	133	2.21	.922	.080	2.05	2.37	1	5

ANOVA

Are you satisfied with the infrastructure facilities provided by the organization

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	17.545	4	4.386	5.937	.000
Within Groups	94.560	128	.739		
Total	112.105	132			

CHAPTER 5

FINDINGS,SUGGESTIONS AND CONCLUSION

5.1.FINDINGS

- Majority (48.1 %) of the respondents are age between 25 to 30 years.
- Majority (60.2%) of the respondents are male
- Majority (57.9%) of the respondent are UG.
- Majority (42.1%) of the respondents are 5-10years.
- Majority (39.1%) of the respondents satisfied.
- Majority (48.9%) of the respondents the good.
- Majority (40.6%) of the respondents with the satisfied.
- Majority (44.4%) agree of the respondents.
- Majority (46%) of the respondents with the good.
- Majority (39.8%) respondent of agree.
- Majority (41.4%) respondents of agree,
- Majority (46.6%) respondent of satisfied.
- Majority (42.1%) respondent of agree
- Majority (40.6%) of the respondents satisfied.

5.2 SUGGESTIONS

Based on the findings and conclusion of this study, the following recommendations are:

1. Compensation / Salary & bonus package should be increased according to cost of living and to be paid regularly at just time.
2. Work place safety net program to ensure for increasing job satisfaction level.
3. Participation in management to be ensured. 4. Job security & training facilities to be ensured.
5. The promotional opportunities and safety facilities should be increased then present stage. 6. Workers are to be rewarded for their better performance.

7. Company should be more committed to promote welfare facilities as it creates more productivity which in turn benefits the company.

5.3. LIMITATIONS OF STUDY

- The study is confined to Chennai district only
- The study is based upon the employee Satisfaction textile industry.
- The data collected for the research is fully on primary data given by the respondents.
- Due to storage of time and other constraints, the study has been limited 133 respondents only.

5.4. CONCLUSION

The objective of the study was to find out the employee job satisfaction towards organization among employees at Donear Textiles Ltd. The study found that workers of garment sector in Donear are not satisfied with safety facilities; leave policy; and behavior of the owner. The study also found that the workers in garment sector are satisfied with working environment; present health care facility and overtime benefits. It is known that job satisfaction is a matter of perception and that perception may or may not be accurate. There are many factors that influence satisfaction of employees. Among the various factors ranked, it was found that payment of wages and salary are satisfied, proceeding to co- workers relationship are cordial, Working conditions are satisfied and Promotion opportunities are satisfied followed by Jobs security. Company policies and rules and Training and development are satisfied respectively. But if an employee approaches the problem with more confident and positive, he can be satisfied and succeeded easily

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A STUDY ON SATISFACTION LEVEL OF EMPLOYEES WITH SPECIAL REFERENCE TEXTILE INDUSTRY

QUESTIONNAIRE

1. Name

2. Age

.20-25

.25-30

.30-35

.35-40

3. Gender

.male

.female

4. What is your education qualification.

.Diploma

.UG

.PG

.Other

5. How long have you been working in the organization?

.5-10years

.10-15years

.15-20years

.more than 20 years

6. Are you satisfied with the working environment of the organization?

.highly satisfied

.satisfied

.highly dissatisfied

.dissatisfied

.no opinion

7. The relationship of management towards to employees?

.excellent

.good

.average
.poor
.very poor

8. Are you satisfied with the payment policy of the company?

. highly satisfied
.satisfied
.dissatisfied
.highly dissatisfied
.no opinion

9. Opportunity to work in the interested project?

.strongly agree
.agree
.neutral
.disagree
.strongly disagree

10. Your opinion about the training program of the organization?

.excellent
.good
.average
.poor
.very poor

11. Ability to influence decision that affect you?

'strongly agree
.agree
.neutral
.disagree
.strongly disagree

12. While taking disciplinary action did you get equal treatment?

.strongly agree
.agree
.neutral
.disagree
.strongly disagree

13. Are you satisfied with the infrastructure facilities provided by the organization?

- .highly satisfied**
- .satisfied**
- .highly dissatisfied**
- .dissatisfied**
- .no opinion**

14. Did the management take sufficient measures for the safety of employees?

- . strongly agree**
- . agree**
- . neutral**
- . disagree**
- . strongly disagree**

15. Overall satisfaction with your job?

- . highly satisfied**
- .satisfied**
- .dissatisfied**
- .highly dissatisfied**
- .no opinion**

ARTICLE

A STUDY ON SATISFACTION LEVEL OF EMPLOYEES WITH SPECIAL REFERENCE

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ABSTRACT

Employee loyalty can be defined as employees being committed to the success of the organization and believing that working for this organization is their best option.

The aim of the study was to find the impact of job satisfaction and organizational commitment on employee loyalty. This study also finds out the relationship between job satisfaction and organizational commitment

Further the study will also find the comparison of employee loyalty in manufacturing and service industry. At last the factors affecting satisfaction level of employee was also determined.

To achieve the aim of the study the questionnaire survey was used. The results show that there is an impact of employee loyalty and organizational commitment on job satisfaction.

INTRODUCTION:

Employee satisfaction is the terminology used to describe whether employees are happy, contented and fulfilling their desires and needs at work. Many measures support that employee satisfaction is a factor in employee motivation, employee goal achievement and positive employee morale in the work place." Susan M. Heath field (About.Com). Cranny, Smith & stone (1992) defined ES as the combination of affective reactions to the differential perceptions of what he/she wants to receive compared with he/she actually receives. According to Moves, Shao & Newsome (2008) the employee satisfaction may be described as how pleased an employee is with his or her position of employment. As Spector (1997) defined job satisfaction as all the feelings that a given individual has about his/her job and its various aspects. Employee satisfaction is a comprehensive term that comprises job satisfaction of employees and their satisfaction overall with companies" policies, company environment etc.

REVIEW OF LITERATURE

Ami Boyad, Shiji Lyndon & Shamira Malekar (2012) studied on employee satisfaction in reference with textile industries. The main objective of the study was to examine the level of satisfaction of the respondent regarding their job and to find out employee engagement level in the organization. 80 respondents were randomly selected for the study. It has been concluded that there was a fear of reprisal among the employees to reveal their personal feelings and the result may not reflect the actual satisfactions.

. SSM Sadrul Huda, Nargis Akhtar and Afsana Akhtar (2011) have made an attempt to find out the correlation between work motivation and job satisfaction in Bangladesh. 200 sample units Garment workers were selected and it has been concluded that the workers are unhappy with their working environment and about pay package. Out of eight variables, only three variable workers of the garment industry in Bangladesh have satisfaction.

OBJECTIVES OF THE STUDY

To determine the level of job satisfaction of employees in organization. To analyze various factors that influence employee satisfaction, To find out the employees engagement level in organization.

To study the welfare facilities existing in the organization. To study the worker satisfaction level of labour welfare facilities. To make constructive suggestion to improve the welfare.

Primary objective:

To study about the satisfaction level of employees with special reference.

Secondary objectives:

To study the welfare facilities existing in the organization

To make constructive suggestion level of labour the welfare.

RESEARCH METHODOLOGY

The main purpose of the study is to know the satisfaction level of employees in reference to textile industry. Descriptive research design is used for the purpose of the current study.

Primary data were collected with the help of structured questionnaire filled by observation and customer's experience. The sampling size for this research is 133 respondents.

This sampling unit for this research was respondents of chennai. SPSS tool is used to for analysis and interpretation of data. Convenience sampling method and Non- probability sampling method have been use

ANALYTICAL TOOLS:

Statistical tools are involved in carrying out a study include planning, designing, collecting data, analyzing, drawing meaningful interpretation and reporting of the research findings.

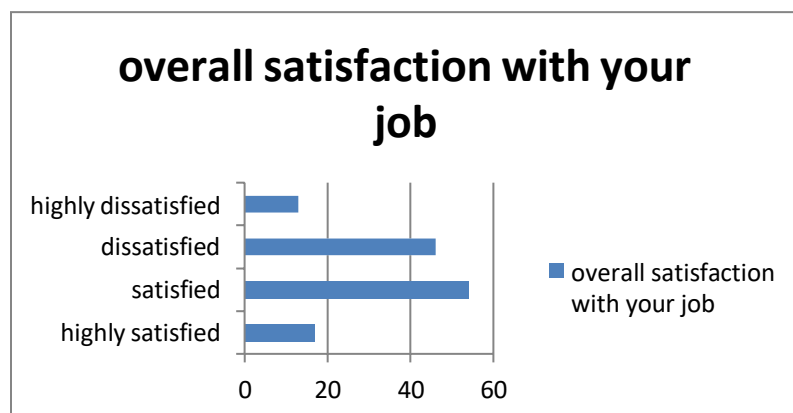
The tools used in this study are percentage analysis, chi-square and ANOVA.

PERCENTAGE ANALYSIS

Table 4.1.1: Age of the respondents:

S.NO	AGE	NO.OFRESPONDENTS	P PERCENTAGE
5.	20-25	44	33.1
6.	25-30	64	48.1

7.	30-35	25	18.8
8.	35-40	0	0
TOTAL		133	100.00



Interpretation

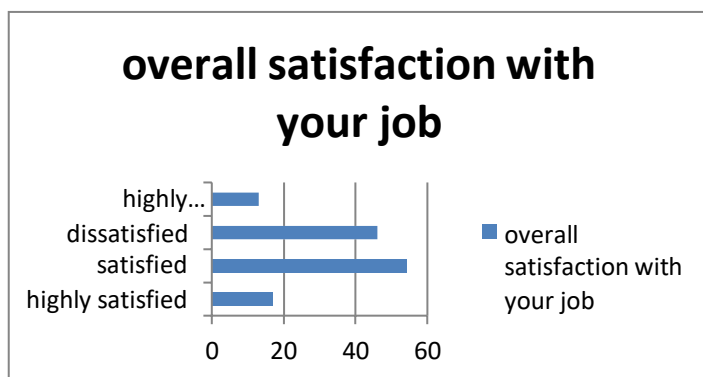
From the above table it is interpreted that 33.1% of the respondents are between 20-25 years old, 48.1% of them are between 25-30, 18.8% respondent are 30-35, years old.

Inference

Majority (48.1 %) of the respondents are age between 25 to 30 years.

Table 4.1.2: Gender of the respondents

S NO	Gender	No. of Respondents	Percentage
3.	Male	80	60.2
4.	Female	53	39.8
TOTAL		133	100.00



Interpretation

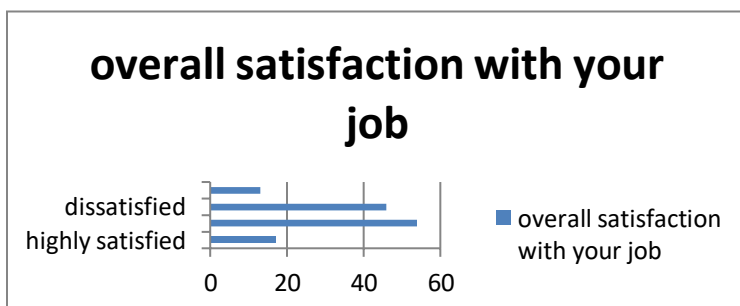
From the above table it is interpreted that the number of male respondent is 60.2% and female respondent is 39.8%.

Inference

Majority (60.2%) of the respondents are male

Table 4.1.3: Education Qualification

S NO	Particulars	No. of Respondents	Percentage
5.	Diploma	9	6.8
6.	UG	77	57.9
7.	PG	47	35.3
8.	Others	0	0
TOTAL		133	100



Interpretation

From the above table it is interpreted that 6.8% respondent is Diploma, 57.9% respondent is UG, 35.3% respondent is PG, **Inference** Majority (57.9%) of the respondents are UG.

CHI-SQURE ANALYSIS

Table showing the association between age of the employees and opinion about the training program of the organization.

Alternative Hypothesis (H_1) – There is no association between employees age and opinion about the training program of the organization.

Null Hypothesis (H_0) – There is significant association between employees age and opinion about the training program of the organization

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
AGE OF THE RESPONDENTS * OPINION ABOUT THE TRAINING PROGRAM OF THE ORGANIZATION	133	100.0%	0	0.0%	133	100.0%

AGE OF THE RESPONDENTS * OPINION ABOUT THE TRAINING PROGRAM OF THE ORGANIZATION Crosstabulation

			OPINION ABOUT THE TRAINING PROGRAM OF THE ORGANIZATION					Total
			1	2	3	4	5	
AGE OF THE RESPONDENTS	20 - 25	Count	10	19	13	1	1	44
		% within AGE OF THE RESPONDENTS	22.7%	43.2%	29.5%	2.3%	2.3%	100.0%
	25 - 30	Count	15	20	25	4	0	64
		% within AGE OF THE RESPONDENTS	23.4%	31.3%	39.1%	6.3%	0.0%	100.0%
	30 - 35	Count	5	7	12	1	0	25
		% within AGE OF THE RESPONDENTS	20.0%	28.0%	48.0%	4.0%	0.0%	100.0%
Total		Count	30	46	50	6	1	133
		% within AGE OF THE RESPONDENTS	22.6%	34.6%	37.6%	4.5%	0.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.024 ^a	8	.645
Likelihood Ratio	6.242	8	.620
Linear-by-Linear Association	.691	1	.406
N of Valid Cases	133		

a. 6 cells (40.0%) have expected count less than 5. The minimum expected count is .19.

Symmetric Measures

	Value	Approx. Sig.
Nominal by Nominal Phi	.213	.645
Cramer's V	.150	.645
Contingency Coefficient	.208	.645
N of Valid Cases	133	

INTERPRETATION

Since p value 0.645 is greater than 0.05, we accept null hypothesis and reject alternative hypothesis. Therefore, there is no significant association between employees age and opinion about the training program of the organization.

SUGGESTIONS

Based on the findings and conclusion of this study, the following recommendations are:

1. Compensation / Salary & bonus package should be increased according to cost of living and to be paid regularly at just time.
2. Work place safety net program to ensure for increasing job satisfaction level.

CONCLUSION

The objective of the study was to find out the employee job satisfaction towards organization among employees at Donear Textiles Ltd. The study found that workers of garment sector in Donear are not satisfied with safety facilities; leave policy; and behavior of the owner. The study also found that the workers in garment sector are satisfied with working environment; present health care facility and overtime benefits. It is known that job satisfaction is a matter of perception and that perception may or may not be accurate. There are many factors that influence satisfaction of employees. Among the various factors ranked, it was found that payment of wages and salary are satisfied, proceeding to co-workers relationship are cordial, Working conditions are satisfied and Promotion opportunities are satisfied followed by Jobs security. Company policies and rules and Training and development are satisfied respectively. But if an employee approaches the problem with more confident and positive, he can be satisfied and succeeded easily.

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