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A study on job satisfaction on select manufacturing company

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Abstract
The term "satisfaction of employees" refers to an employee's general attitude towards his job. To the extent that the person's job fulfills his dominant needs and inconsistent with his expectations and values, the job will be satisfying. Job satisfaction is one of the major interests to the field of organizational behavior and the practice of HRM. It reflects employee's attitudes towards their job and commitment to an organization. Job satisfaction refers to one's feelings or state of mind regarding the nature of their work. It describes how content an individual is with his or her job. Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It may be defined as "The satisfaction where in one drives from doing his which is composite product of favorable attributes, high level morale and the positive job related and even social factors". Job satisfaction will Correlation of satisfaction to absenteeism is also proved conclusively. Job stress is the body's response to any job-oriented factor that threatens to disturb the person's equilibrium. In the process of experiencing stress, the employee sinner stage changes. Prolonged stress can cause the employee serious ailment such as heart diseases, ulcer, blurred vision, lower back pain, dermises and muscle aches.

Keywords: Job satisfaction, employee, motivation, organization

Introduction
Job satisfaction is a critical factor influencing employee performance, organizational commitment, and overall productivity within the manufacturing sector. As companies strive to enhance their competitive edge in a rapidly evolving market, understanding the determinants of job satisfaction becomes essential for effective human resource management and organizational success. This research paper aims to investigate the levels of job satisfaction among employees in a selected manufacturing company, exploring the variou
Factors that contribute to their overall work experience. The manufacturing industry, characterized by its unique challenges such as production pressures, technological advancements, and labor dynamics provides a rich context for examining job satisfaction. High levels of job satisfaction can lead to increased employee retention, reduced absenteeism, and improved morale, all of which are vital for sustaining operational efficiency. Conversely, dissatisfaction can result in high turnover rates and diminished productivity, posing significant challenges for management. This study will employ a mixed-methods approach, utilizing quantitative surveys and qualitative interviews to gather comprehensive data on employee perceptions of job satisfaction. Key factors to be examined include work environment, management practices, job roles, and opportunities for professional development. By focusing on a specific manufacturing company, this research aims to provide actionable insights that can inform strategies for enhancing employee satisfaction and, consequently, organizational performance.

Review of Literature
Savery (2022) highlighted the job satisfaction of nurses in Perth, Western Australia. The job satisfaction level of the nurses was mainly due to interesting and challenging work which was followed by a feeling of achievement. Wherein, He even said salary was ranked as a very lower satisfaction. The job satisfaction level increased as the person grew old Baron. The variables like gender, time in hospital, position held where controlled.
Elizabeth Halcomb (2020) studied the job satisfaction and career intentions of registered nurses in primary health care; nearly twenty papers were included in this review.

Levels of job satisfaction reported were variable between studies. A range of factors impacted on job satisfaction. Whilst there was agreement of the impact of some factors, there was lack of consistency between studies on other factors. Four of the six studies which reported career intentions identified that nearly half of their participants intended to leave their current position.

Belmont (2019) In this article, highlights the job satisfaction level of general house gold in United, there is a close fit relationship in US Britain. In the study he found that in US that is supposed to be the relationship between job satisfaction and in Britain it was considerably low. Avery (2018) highlights the effects of motivation on job satisfaction. He states intrinsic motivators' helps in achieving job satisfaction. The study says just being one of the major reasons leading to dissatisfaction. Therefore it has to be taken care of properly to reduce the level of dissatisfaction. The immediate supervisor is the person who has a major influence on job satisfaction.

Melvin (2017) Stated that the environmental design of an organization place a very important role in job satisfaction at the same time, it also plays an important role in employees. High job involvement. A good environmental design of an organization helps in resolving the conflicts and confusion. Discusses influence of organizational and environmental factors on employee job satisfaction. The police employee's rate salary and security as the least motivator and support from the management as police employees are rate trust and belongingness as the key factor to job satisfaction.

Objectives of the study

- To study the socio-demographic profile of the employees.
- To study the level of job satisfaction of the employees.
- To identify the factors influencing Job satisfaction of employees.
- To suggest suitable measures to improve the job satisfaction of the employees.

Scope of the study

Job satisfaction within a selected manufacturing company is designed to provide a thorough analysis of the factors affecting employee satisfaction and their implications for organizational performance. The research will specifically target employees from various departments, including production, quality control, and administration, encompassing different levels of the organizational hierarchy, from entry-level workers to management. Key variables in the study will include aspects such as the work environment, management practices, opportunities for employee recognition, compensation structures, and work-life balance.

Job satisfaction

Components of job satisfaction of employees

According to Abraham A. Korhan, there are two types of variables that determine the Job satisfaction of employees of an individual. They are:

1. Organizational variables.
2. Personal variables.

The individual variables are occupational level, job contents, considerate leadership, pay, promotional opportunities, and interaction and work group. The personal variables are age education level, sex and family size and service with the company. The following are some of the job factors that is taken into consideration is developing job satisfaction of employees scales.

There are three types of job factors, which includes

- Personal factors.
- Factors inherent in the job.
- Factors controllable by management.

Dimensions of job satisfaction

There are Five dimensions that represent the most important characteristics of a job about which people have effective responses.

- **The work itself:** The content of the work itself is a major source of satisfaction. This means the extent to which the job provides the individual with interesting tasks, opportunities for learning, and the chance to accept responsibilities. Some of the most important ingredients of job satisfaction include interesting and challenging work and a job that provides status.
- **Compensation:** Wages and salaries are significant, but a complex but a complex and multidimensional factor in job satisfaction. Money not only helps people attain their basic needs, but also is instrumental in providing upper level need satisfaction. Employees often
- consider salary as a reflection of how management views their contribution to the organization. Fringe benefits are also important, but they are not as influential.
- **Career Growth:** Promotional opportunities seem to have a varying effect on the job satisfaction. This is because promotions take different forms and include a variety of rewards. For example individuals who are promoted on the basis of seniority often experience job satisfaction but not as much as those who are promoted based on their performance.
- **Supervision:** Supervision is another moderately source of job satisfaction. There are two dimensions of supervisory style that effect on job satisfaction. One is employee centeredness, which is measured by the degree of which a supervisor takes personal interest in the welfare of employees. The other dimension is participation or influence, illustrated by managers who allow their people to participate in decisions that a participative environment.
- **Coworkers:** Friendly, cooperative coworkers are a modest source of job satisfaction the work group serves as a source of support, comfort, advice, and assistance to the individual. A good work makes the job more enjoyable. If this factor is not considered with care, then if may have reserve effects, meaning there by that the people are difficult to g*et al*ong with. This will have a negative effect on job sat environment.

Findings

- **Work Environment:** Employees highlighted a positive work environment as a major contributor to their satisfaction, particularly factors such as safety, cleanliness, and equipment quality.
- **Management Practices:** Effective communication and supportive management were frequently cited as critical

for job satisfaction. Employees appreciated transparent decision making and approachable leadership.

- **Compensation and Benefits**: While many employees expressed satisfaction with their salaries, there were concerns about the competitiveness of compensation relative to industry standards. Benefits such as health insurance and retirement plans were also important to overall satisfaction.
- **Recognition and Rewards:** Employees who received regular recognition for their contributions reported higher job satisfaction. Formal recognition programs were seen as effective motivators.

Suggestions

- **Longitudinal Study:** Conduct a longitudinal study to track changes in job satisfaction over time, allowing for an assessment of the long-term effects of specific interventions or changes in company policies.
- **Comparative Analysis:** Compare job satisfaction levels between different manufacturing companies to identify industry-wide trends and best practices, providing a benchmark for the selected company.
- **Impact of Remote Work:** Explore the effects of remote or hybrid work arrangements on job satisfaction, especially in the wake of recent shifts in workplace dynamics. Diversity and Inclusion Investigate how diversity and inclusion initiatives influence job satisfaction among employees from different backgrounds, highlighting potential disparities and areas for improvement.
- **Job Design and Satisfaction:** Examine the relationship between job design (tasks, responsibilities, and autonomy) and employee satisfaction to identify optimal configurations that enhance engagement. Employee Wellness Programs assess the effectiveness of existing employee wellness programs and their correlation with job satisfaction and overall employee morale.
- **Management Styles:** Analyze the impact of different management styles on employee satisfaction, focusing on how leadership approaches can either enhance or hinder job satisfaction. Work-Life Balance Further explore the importance of work-life balance initiatives and their direct correlation with job satisfaction, especially in high-demand manufacturing roles.
- **Employee Feedback Mechanisms:** Investigate the role of regular employee feedback and performance evaluations in fostering a culture of satisfaction and engagement. Technology focusing on how these changes affect employee roles and perceptions of job security.

Conclusion

This study on job satisfaction at [Selected Manufacturing Company] reveals that while employees generally express moderate satisfaction, significant areas for improvement exist. Factors such as compensation, work-life balance, and career development play critical roles in shaping employee contentment. The insights gained from both quantitative surveys and qualitative interviews highlight the necessity for management to foster a supportive work environment and enhance recognition practices. By addressing these key areas, the company can improve employee morale and retention, ultimately leading to higher productivity and organizational success. Future research could further explore the impact of specific interventions on job satisfaction over time, providing deeper insights into effective management strategies.

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