



A Study on Employee Job Satisfaction towards BMD Steels

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ABSTRACT

This study is focused upon employee job satisfaction towards BMD Steels. Job satisfaction is all about how one feels about one's job. An employee who expresses satisfaction is said to have a positive attitude towards the job, unlike a dissatisfied employee who has a negative attitude towards a job. Job satisfaction reflects the extent to which people find gratification or fulfilment in their work. Job satisfaction has been considered as state of condition and the effect of job satisfaction goes beyond the organizational setting. This study includes employees' attitude, behaviour and satisfactory level, individual means relationship with co-workers, work policies, working conditions and compensation. This study helps to analyse the satisfactory level of the employees who works in the BMD steels. The primary data was collected using systematic questionnaires and secondary data was collected from relevant articles, surveys and websites. Microsoft office excel software kit and SPSS were used for data processing. The questionnaire was collected from 102 participants. Data used for this study was collected through Google forms.

KEYWORDS

Employee job satisfaction, employee satisfactory level, positive attitude.

I. INTRODUCTION

Job satisfaction is defined as the, "pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values." In contrast job dissatisfaction is defined as "the unpleasurable emotional state resulting from the appraisal of one's job as frustrating or blocking the attainment of one's job values or as entailing disvalues." However, both satisfaction and dissatisfaction were seen as, "a function of the perceived relationship between what one perceives it as offering or entailing."

JOB SATISFACTION - IMPORTANCE

In work and organizational literature, job happiness is a widely discussed topic. This is mostly because many experts think that trends in job satisfaction can affect how people behave on the job market and how much effort they put into their work, as well as how much they produce, how often they miss work, and how much turnover there is among the workforce. Also, it is believed that job satisfaction is a powerful predictor of overall personal well-being and a reliable indicator of an employee's desire or choice to quit a position. A vital component of daily existence is job satisfaction. The way that individuals feel about their work is one of the many ways that organizations have a substantial impact on the people who work for them.

ADVANTAGES OF EMPLOYEE JOB SATISFACTION

The work you submit will be good

- One of the main advantages of having a fulfilling job is that your work will naturally be of a high caliber.
- This is merely a result of the fact that you enjoy what you do and are prepared to go above and beyond in order to succeed.

You will eager to work

- Another significant advantage of having a job you enjoy is that you'll be willing to take on new responsibilities and have a generally positive outlook on your work.
- Your curiosity will help you discover a lot of new and exciting things, but it will also help you lead the business to new heights.



DISADVANTAGES OF EMPLOYEE JOB SATISFACTION

You never want to leave your comfort zone

- Even if having a happy professional life depends on having a fulfilling career, one of the main drawbacks of job satisfaction is that it might cause you to become so comfortable in your job that you finally stop wanting to venture out.
- When you first start working for the company, you'll start accepting only the tasks you've been doing, and you won't be willing to try anything new.

INDUSTRY PROFILE

The industrial sector is a segment of the economy made up of businesses that aid other businesses in manufacturing, shipping or producing their products. The steel industry is part of the basic minerals sector and consists of companies involved in steel production, mining and related activities. Steel is widely used in construction works etc.,

COMPANY PROFILE

Baby Maya Devi Steels Private Limited is a Private incorporated on 05 February 2021. It is classified as non-govt company and is registered at Registrar of Companies, Chennai. Its authorized share capital is Rs. 50,000,000 and its paid-up capital is Rs. 50,000,000. It is involved in Manufacture of Basic Iron & Steel
Baby Maya Devi Steels Private Limited's Annual General Meeting (AGM) was last held on N/A and as per records from Ministry of Corporate Affairs (MCA), its balance sheet was last filed on N/A. Directors of Baby Maya Devi Steels Private Limited are Manickam, Sudarshan, Dinesh raj.

PRODUCTS

The Products produced in BMD Steels are given below,

- BMD 500 EXTRA PLUS TMT BARS
- BMD 500 D TMT BARS
- BMD SUPER SD TMT BARS
- BMD SUPER XD TMT BARS
- BMD 550 D TMT BARS
- BMD BINDING WIRES
- BMD HI-TECH CEMENT (PPC)

II. REVIEW OF LITERATURE

(Armstrng, 2006) defined job satisfaction as attitude and feelings employees have towards their work. Positive and good attitudes regarding job

show job satisfaction. Negative and bad attitudes about the job indicate job dissatisfaction.

(al, 2008)defined job satisfaction as a collection of feeling and beliefs employee has regarding present job. Employee level of satisfaction can range from extreme satisfaction to extreme displeasure. In addition to the attitude to job as a whole, employee also have attitudes about few traits of their jobs like kind of work they do, co- workers, managers or subordinates and also pay.

(Chandrasekar, 2011) says organization has to take responsiveness to make a work environment which enriches the ability of employees to become productive in order to increase profits. He even argued that employee to employee interactions and relations are more important than money but management skills and energy are required to improve the performance of the organization.

(Mahmood, 2012)found that job security and Co-worker's conduct influence the public sector whereas private sector universities educators are more concerned with Supervision. Salary and Promotional opportunities. The public and private university faculty members show variation in the level of job satisfaction.

OBJECTIVES

- To measure the employees job satisfaction level in BMD steels.
- To study the employee's perception towards organization.
- To study the attitude of the employees towards their work.
- To identify the factors that motivates the employees.
- To give suggestions for the growth and perspective of the company

III. RESEARCH METHODOLOGY RESEARCH DESIGN

The major goal of this study is to determine the employee satisfaction towards the job. This survey included 102 respondents who are working in the BMD steels. The information is gathered from both primary and secondary sources. A questionnaire is used to obtain data from primary sources.

SAMPLING DESIGN

Convenience sampling is used in this study. A convenience sample simply includes the



individuals who happen to be most accessible to the researcher. This is an easy and inexpensive way to gather initial data, but there is no way to tell if the sample is representative of the population, so it can't produce generalizable results.

SAMPLE POPULATION

Population includes all the employees working in BMD Steels and the total population is 120.

Sample size = 102

SAMPLING TECHNIQUE

A sampling technique is a definite plan for obtaining a sample from a given population. Sampling design refers to the technique or the procedure the researcher adopts for selecting items for the sample from the population.

This study adopted non-probability sampling technique. In a non-probability sample, individuals are selected based on non-random criteria, not every individual has a chance of being included.

STATISTICAL DESIGN

The data collected from the respondents were converted into readable for processing, classification and arrangements.

The tools used for analysis are

- Percentage analysis
- Chi square analysis
- Correlation
- One-way Anova

PERCENTAGE ANALYSIS

Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. Percentage is used to describe relationship. Percentage can also use to compare the relationship.

$$\frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

AGE	SATISFACTION WITH THE SALARY					GRAND TOTAL
	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	STRONGLY DISAGREE	DISAGREE	
20 – 30	4	6	2	0	2	14
31 – 40	14	8	6	0	0	28
41 – 50	38	12	2	0	0	52

CHI – SQUARE TEST

Suppose we are given a set of observed frequencies obtained under some experiments and we want to test if the experimental results support a particular hypothesis or theory. Karl Pearson developed a test for testing the significance of discrepancy between experimental values and the theoretical values are obtained under some theory of hypothesis. The test is known as goodness of fit.

$$\chi^2 = \sum(O - E)^2 / E$$

CORRELATION ANALYSIS:

There are several different correlation techniques. The survey systems optional statistics module includes the most common type, called the person or product moment correlation. The module also includes a variation on this type called partial correlation. The latter is useful when you want to look at the relationship between two variables while removing the effect of none or two other variables.

$$r = \frac{\sum XY}{\sqrt{(\sum X^2) (\sum Y^2)}}$$

ONE-WAY ANOVA

A statistical analysis tool that separates the total variability found within a data set into two components:

- Random factor
- Systematic factor

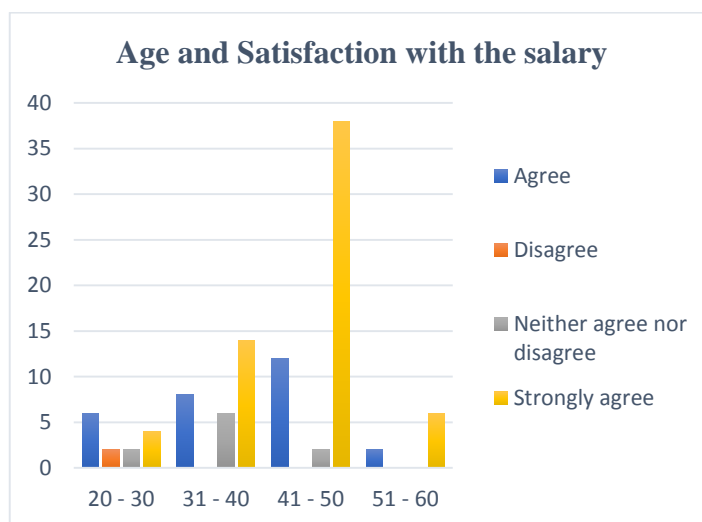
The random factor does not have any statistical influence on the given data set, while the systematic factors do. The ANOVA test is used to determine the impact of independent variables have on the dependent variable in a regression analysis.



51 – 60	6	2	0	0	0	8
TOTAL	62	28	10	0	2	102

INTERPRETATION

52 out of 102 respondents from 41 – 50 age group are satisfied with the salary provided by the company.



INTERPRETATION:

The above chart shows that 41 – 50 age group respondents strongly agree that they have the satisfaction with the salary in the organization.

CHI-SQUARE ANALYSIS

Association between monthly salary and experience of the employees

Hypothesis testing

Null hypothesis H₀:

There is no association between monthly salary and experience of the employees.

Alternate hypothesis H₁:

There is an association between monthly salary and experience of the employees.

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Monthly salary * Experience	102	100.0%	0	0.0%	102	100.0%

Monthly salary * Experience Crosstabulation							
Count		Experience					Total
		11 - 15 years	15 - 20 years	5 - 10 years	Above 20 years	Below 5 years	
Monthly salary	Above Rs.20,000	2	12	8	12	6	40
	Below Rs. 10,000	0	0	0	0	2	2



	Rs. 15,000 - 20,000	10	30	2	0	10	52
	Rs.10,000 - 15,000	4	0	4	0	0	8
Total		16	42	14	12	18	102

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	59.143 ^a	12	.000
Likelihood Ratio	61.861	12	.000
N of Valid Cases	102		

a. 11 cells (55.0%) have expected count less than 5. The minimum expected count is .24.

Interpretation:

From this test, the minimum expected count is .24. But low cells have expected count more than 5. So, null hypothesis is rejected, accepted the alternate hypothesis. There is significant relationship between monthly salary and experience of the employees in the organization.

CORRELATION ANALYSIS

Relationship between satisfaction with the work and satisfaction with the hours of each week in the organization.

Hypothesis testing

Null hypothesis(h₀):

There is no significant relationship between satisfaction with the work and satisfaction with the hours of each week in the organization.

Alternate hypothesis(h₁):

There is significant relationship between satisfaction with the work and satisfaction with the hours of each week in the organization.

Correlations			
		Are you satisfied with your work?	Are you satisfied with the hours each week?
Are you satisfied with your work?	Pearson Correlation	1	.110
	Sig. (2-tailed)		.272
	N	102	102
Are you satisfied with the hours each week?	Pearson Correlation	.110	1
	Sig. (2-tailed)	.272	
	N	102	102

Interpretation:

The above table shows that, coefficient of correlation between relationship between satisfaction with the work and satisfaction with the hours of each week in the organization after obtain is 0.110. It is below 1. So, there is low positive relationship between satisfaction with the work and satisfaction with the hours of each week in the organization.



ONE WAY ANOVA

Relationship between experience and highly satisfied towards monetary benefits.

Hypothesis testing

Null hypothesis(h_0):

There is no significant relationship between experience and highly satisfied towards monetary benefits.

Alternate hypothesis(h_1):

There is significant relationship between experience and highly satisfied towards monetary benefits.

ANOVA					
Experience	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	9.319	3	3.106	1.854	.142
Within Groups	164.171	98	1.675		
Total	173.490	101			

Interpretation:

The above table shows that the P value (0.142) is more than 0.05. So, there is no significant difference in the mean scores of the respondents based on the satisfaction towards monetary benefits with respect to the experience of the respondents. It is inferred that experience of the respondents does not influence satisfaction towards monetary benefits.

IV. FINDINGS, SUGGESTION AND CONCLUSION

FINDINGS

- Majority of the employees are satisfied with the job.
- Employees are satisfied with good pay as the key motivating factor for work efficiency.
- Employees are satisfied with salary offerings at BMD steels.
- Majority of the employees don't have other sources of income.
- Majority of the employees are satisfied with the employment conditions prevailing in organization.
- Employees are satisfied with the promotion and transfer policy.
- Employees are satisfied with the physical working conditions with BMD Steels.

SUGGESTIONS

- Provision of reasonable wages plays an important role in improving the standard of living. The single factor is important for a worker than any other.
- Systematic planning reduces hurdles at workplace and it ensures smooth flow of work methods. So, the present method of planning the work would be maintained as before to attain the goals effectively.
- The mutual cooperation between employees at work place is very important to carry

out the work at right time, so, the organization should take of providing scope for communication with other departments.

- Attractive schemes from BMD steels would activate employees and increase individualistic work efficiency.

CONCLUSION

Findings and suggestions are based on the survey conducted and these points are to be looked into and steps are to be taken in this regard for higher growth.

Form the analysis I conclude that the job provides the opportunity to the employees to exercise his/her skills at the workplace. Number of employees accepted at times there is a considerate flexibility in coordinating with work and they are satisfied with the existing inter personal communication. In BMD Steels they follow systematic planning and review process to evaluate the performance of employee.

Form analysis it was also observed that was there is scope for the improvement of working conditions in BMD Steels. Salary package would hike so that it can be in par with market rate.

Finally, I would like to conclude that the employees of BMD Steels are satisfied with their and organization.



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