



A Study on Employee Job Satisfaction Survey Investigating Stress Related Factors in Rabwin Industries Pvt Ltd at Coimbatore

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ABSTRACT

This paper analyses the level of job satisfaction among the employees of the Industries along with the consideration of Gender, Age and experiences differences. In this research paper various variables responsible for employee satisfaction has been discussed such as performance, supervisory, culture, resources, career. This is a descriptive study that aims to identify the satisfaction level of employees in the organization. Interview schedule method of questionnaire collection was developed and collected. Descriptive Statistics, Chi-square test and Anova is used in this study. This study was conducted on 120 employees. The sample size was selected based on the random sampling method. Results showed that conflict, heavy workload and lack of job autonomy are negatively associated with all job satisfaction dimensions, while shortage in information access and feedback is positively related to employees' satisfaction with rewards and job security.

Keywords: Employees, Job Satisfaction, Culture, Supervisory, Resources

I. Introduction

Job satisfaction in regards to ones feeling or state of mind regarding nature of their work. Job can be influenced by variety of factors like quality of one's relationship with their supervisor, quality of physical environment in which they work, degree of fulfillment in their work, etc., Positive attitude towards job are equivalent to job satisfaction where as negative attitude towards job has been defined variously from time to time. In short job satisfaction isa person's attitude towards job.

Job satisfaction is an attitude which results from balancing & summation of many specific likes and dislikes experienced in connection with the job-their evaluation may rest largely upon one success or failure in the achievement of personal objective and upon perceived combination of the

job and combination towards these ends. According to pestonejee, Job satisfaction can be taken as a summation of employee feelings in four important areas.

STRESS MANAGEMENT

Stress management involves identifying stressors, practicing relaxation techniques like deep breathing and meditation, and adopting healthy habits like exercise and a balanced diet to improve overall well-being and reduce stress levels. Stress management involves using various techniques and strategies to reduce the negative impacts of stress and improve overall well-being, encompassing both physical and mental health

Stress-related factors

Stress-related factors encompass a wide range of situations, both internal and external, that can trigger a stress response, including work pressures, financial worries, relationship issues, health concerns, and major life changes.

Here's a more detailed look at some common stress-related factors:

- Demands and workload
- Job insecurity
- Lack of autonomy and control
- Poor relationships
- Harassment and discrimination
- Financial Stress
- Lack of financial resources
- Relationship difficulties
- Loneliness and social isolation
- Bereavement
- Illness or injury
- Caregiving responsibilities

1.1 STATEMENT OF THE PROBLEM

Job satisfaction of the employees is important if the employees are satisfied then only the organization can function smoothly increases its production, faces competition. If employees are



satisfied with their job they will carry a positive attitude. Hence the study has been undertaken to assess the employee job satisfaction which is necessary for the organization in order to make sound decisions. The people belonging to these fields are highly educated, having good conduct and well-groomed personalities; therefore, the researcher has preferred to compare their job satisfaction in relation to performance. The findings of the present study are expected to show the positive correlation of job satisfaction with employees' performance.

1.2 OBJECTIVES OF THE STUDY

Primary objectives:

The study on employee job satisfaction survey investigating stress related factors in Rabwin Industries Pvt Ltd at Coimbatore.

Secondary objectives:

- To study workers satisfaction with working hours and leave facility
- To evaluate the level of job satisfaction among the workers.
- To arrive at suggestion and improvement regarding job satisfaction.
- To study the workers safety measures and work environment.
- To study the workers satisfaction level of welfare measure provided by the company.

1.3 SCOPE OF THE STUDY

The study is useful to find out the opinion of the workers about the job satisfaction in Rabwin Industries Pvt Ltd in Coimbatore. The study will predict the need of the guidance for job satisfaction. Through the guidance we can improve the industry. Research has given information about the job satisfaction prevailing in the organization. Study will suggest some recommendations to improve the work environment, welfare measures and all other things in the working conditions.

1.4 LIMITATIONS OF THE STUDY

- The employees' attitude & opinion may change in future so relevance to the study can't be assured.
- Reliability of the study depends greatly on the reliability of information provided by the respondents.
- The personal bias of the respondents is another limiting factor.

- The result obtained from the analysis would not be applicable to similar organization in the industry.

II. Review of Literature

Sinha and Singh (2023) studied the relationship between employee satisfaction and absenteeism. A random sample was selected from various departments of districts. The sample consisted of high and low absentee workers. Respondents consisted of 50 each from both the categories. Job satisfaction questionnaire consisted of items of four components of job satisfaction namely nature of work, wages and security, supervisors and supervision and company's overall personnel policy. It was found that low absentees were significantly more satisfied with their job than high absentees.

Sinha and Sharma (2023) conducted a research on attitude and employee satisfaction with the help of randomly selected 100 workers which were from a light engineering factory around Calcutta. It was found that employee satisfaction was inversely related to favorable attitude towards the union. This implies, greater the job satisfaction, the less favorable was the attitude towards the union. He support this view by defining job satisfaction as the extent to which employees like their work. defined job satisfaction as the feeling that a worker has about his job or a general attitude towards work or a job and it is influenced by the perception of one's job.

III. Research methodology

Research methodology is the systematic way to solve the research problem. It gives an idea about various steps adopted by the researcher in a systematic manner with an objective to determine various manners.

3.1 RESEARCH DESIGN

A research design is considered as the framework or plan for a study that guides as well as helps the data collection and analysis of data. The research design may be exploratory, descriptive and experimental for the present study. The descriptive research design is adopted for this project.

Research Approach

The research worker contacted the respondents personally with well-prepared sequentially arranged questions. The questionnaire is prepared on the basis of objectives of the study. Direct contact is used for survey, i.e., contacting



employees directly in order to collect data.

3.2 SAMPLE SIZE

The study sample constitutes 120 respondents constituting in the research area.

Sampling Area

The study is conducted in employees of Rabwin Industries Pvt Ltd at Coimbatore.

3.3 SAMPLING DESIGN

The researcher has used probability sampling in which stratified random sampling is used.

Collection of Data

Most of the data collected by the researcher is primary data through personal interview, where the researcher and the respondent operate face – to – face.

Research period

The research period of the study has from 3 Month.

3.4 METHODS OF DATA COLLECTION

i) Primary Data

Primary goal is original and collected by the researcher freshly. In this study primary data was collected through questionnaire. A questionnaire is a popular means of collecting

primary data. A questionnaire is a list of question for the own.

ii) Secondary Data

Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

3.5 TOOLS AND TECHNIQUES

- Simple Percentage Method
- Chi-square Method
- Correlation
- Anova

IV. Data Analysis And Interpretation

4.1 CHI-SQUARE TEST

NULL HYPOTHESIS

H₀: There is no significance relationship between age and relationship between you and co – workers.

ALTERNATIVE HYPOTHESIS

H₁: There is a significance relationship between age and relationship between you and co – workers.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.439E2 ^a	12	.000
Likelihood Ratio	207.325	12	.000
N of Valid Cases	120		

a. 11 cells (55.0%) have expected count less than 5. The minimum expected count is .37.

RESULT

Hence the value is less than 0.05, we accept null hypothesis and reject alternate hypothesis. So there is no significant difference between age and relationship between you and co – workers

4.2 CORRELATION

The table shows that the relationship between age group of the respondents and no of years in working service

Correlations

		Age	No of years in working service
Age	Pearson Correlation	1	.889**
	Sig. (2-tailed)		.000
	N	120	120
No of years in working service	Pearson Correlation	.889**	1
	Sig. (2-tailed)	.000	



N	120	120
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** . Correlation is significant at the 0.01 level (2-tailed).

RESULT

This is a positive correlation. There are relationships between age group of the respondents and no of years in working service.

Ho: There is no significant relationship between age and no of years in working service.

ALTERNATIVE HYPOTHESIS

H₁: There is a significant relationship between age and no of years in working service.

**4.3 ANOVA ANALYSIS
 NULL HYPOTHESIS**

ANOVA

Age	Sum Squares	of df	Mean Square	F	Sig.
Between Groups (Combined)	91.528	3	30.509	148.874	.000
Linear Term	68.844	1	68.844	335.931	.000
Unweighted	91.085	1	91.085	444.464	.000
Weighted	.442	2	.221	1.079	.343
Deviation					
Within Groups	23.772	116	.205		
Total	115.300	119			

RESULT

From the above analysis, we find that calculated value of the F-value 148.874 is a positive value, so H1 accept. Since the P value 0.000 is less than < 0.05 regarding There is a significant relationship between age and No of years in working service. The results are **significant** at 5% level.

11. Majority 40.8% of the respondents are satisfied in work load.
12. Majority 31.7% of the respondents are satisfied and neutral in safety measures in the organization.
13. Majority 44.2% of the respondents are highly satisfied in working environment.
14. Majority 45% of the respondents are highly satisfied in loan facilities.
15. Majority 36.7% of the respondents are educational loan offered.
16. Majority 35% of the respondents are satisfied in water facility.
17. Majority 26.7% of the respondent's opinion are dissatisfied in job security.
18. Majority 55.8% of the respondents are satisfied in noise factor facilities.
19. Majority 35% of the respondents are satisfied in bonus and incentives provided by the company.
20. Majority 39.2% of the respondents are satisfied in welfare facilities provided to the employees.
21. Majority 47.5% of the respondents are neutral in prospect for employees in our organization.
22. Majority 35.8% of the respondents are strongly agree in work is according to qualification and skills.
23. Majority 36.7% of the respondents are agree in organization perform there duties effectively.

V. Findings, Suggestions And Conclusion

5.1 FINDINGS

1. Majority 61.7% of the respondents are male.
2. Majority 39.2% of the respondents age are 25 to 35 years.
3. Majority 51.7% of the respondents are married.
4. Majority 35% of the respondents are below 3 members of the family.
5. Majority 30.8% of the respondents educational qualification are higher secondary and graduate.
6. Majority 40.8% of the respondents are maintenance department.
7. Majority 40% of the respondents service are below 4 years.
8. Majority 43.3% of the respondents are half shift work.
9. Majority 37.5% of the respondents are highly satisfied in supervision of the superior.
10. Majority 32.5% of the respondents are satisfied relationship between coworkers.



24. Majority 54.2% of the respondents are salary increase factors motivates most.

5.2 SUGGESTIONS

- Majority of the employees feel that their workload is heavy. So, the necessary steps to be taken to reduce the workload.
- The researcher wish to bring the following suggestion to the management of the company.
- The organization should improve the benefit and services provided to the employees interest would be stimulated.
- The company should plan out the welfare activities in an effective way to improve the organization image in the eyes of the public.
- The organization should make all the employees aware of the rules and regulations of the company.
- The industries should be providing safety measures to employees.
- Organization has to provide provisions for the growth & advancement of employees, so that employee feel satisfied for being a part of the organization.

5.3 CONCLUSION

The study helped in revealing the level of satisfaction of employees with reference to the various factors provided in the organization. This study clearly shows that employees under organization are more or less satisfied with the job. The organization should consider on the salary, relationship of employees and supervisors, grievance handling and give more opportunity for the new employees. I hope the management would consider my suggestions definitely it will improve his business highly motivated employees are consider the great asset of the company. Many studies have demonstrated an unusually large impact on the job satisfaction on the motivation of workers, while the level of motivation has an impact on productivity, and hence also on performance of business organizations. There is a considerable impact of the employee's perceptions for the nature of his work and the level of overall job satisfaction. Financial compensation has a great impact on the overall job satisfaction of employees.

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