



# To Analyze The Relationship Between Job Description And Job Satisfaction Towards Candidate Attraction With Reference To Hashone Careers

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## ABSTRACT

This study investigates the connection between job satisfaction and job descriptions across a range of industries. While job descriptions are important in outlining roles, duties, and expectations within businesses, work satisfaction is a critical component in determining employee morale, productivity, and retention. The purpose of the study is to determine which specific components of job descriptions affect job satisfaction and to investigate how well-defined job descriptions affect employee satisfaction levels. To collect thorough data, a mixed-methods technique is used, combining quantitative surveys with qualitative interviews. The results show that employee work satisfaction is positively correlated with job descriptions that are clear and thorough. Furthermore, a few characteristics of job descriptions—like their specificity, clarity, and connection with organizational objectives—emerge as significant factors influencing employees' job satisfaction. The findings emphasize how crucial it is to create job descriptions that are well-thought-out to improve employee happiness and overall organizational effectiveness. The study offers insightful information that can be used to improve organizational development plans and HR management techniques that promote a happy workplace and increase employee satisfaction. Keywords: Role clarity, job alignment, employee productivity, job description, job satisfaction, employee morale, organizational performance, human resource management, employee retention, and organizational development.

## I. INTRODUCTION

Work satisfaction is a critical component of organizational success in today's changing workplace, as it affects employee morale, productivity, and retention rates. The function of

job descriptions—which act as guiding texts that specify roles, duties, and expectations within an organization—is central to this. A well-written job description not only makes employees' responsibilities clear but also creates the conditions for a productive workplace that promotes employee happiness and performance. Notwithstanding its significance, more research is still needed to fully understand the precise relationship between job descriptions and job satisfaction, especially in various industries. This study aims to close this gap by examining the relationship between employee satisfaction levels and job descriptions' comprehensiveness and clarity. This study uses a mixed-methods approach that combines quantitative surveys and qualitative interviews to reveal the complex dynamics at work and offer useful advice to companies looking to maximize employee happiness and organizational performance.

## II. LITERATURE REVIEW

**Ramhit, K.S. (2019)**, investigates the correlation between job description, career prospects, and job satisfaction among employees in a multinational company in Mauritius. It addresses a gap in research within the Mauritian context and employs a quantitative approach, surveying 132 employees. Findings indicate significant negative relationships between job description, career prospects, and job satisfaction. Dissatisfaction arises when job duties are ill-defined or misaligned and when employees perceive limited opportunities for advancement. The study underscores the importance of clear job descriptions and career paths for maintaining employee morale and productivity. It contributes valuable insights for HR practitioners and organizational leaders aiming to enhance employee satisfaction and retention.



**Barbouletos, S. M. (2011)**, explore the variance between formal job descriptions and employees' actual job expectations, known as job discrepancy, and its prevalence and consequences in the workplace. It seeks to elucidate the factors contributing to this dissonance, evaluate its effects, and examine potential moderating variables. Key variables investigated include stress, tension, job satisfaction, tolerance for ambiguity, job commitment, and core self-evaluations. Results indicate the presence of job discrepancy and its association with elevated stress and tension levels among employees. Furthermore, the study suggests that core self-evaluations, as a personality trait, may mitigate the adverse effects of job discrepancy on tension.

#### STATEMENT OF THE PROBLEM

A research study's problem statement helps to specify the problem or issue that the study is trying to solve. It outlines the knowledge or understanding gap that the study aims to close and offers background information on its goals and assumptions.

As an illustration, consider the following: "In modern businesses, there is a rising worry regarding the mismatch between job descriptions and employee job satisfaction, which could impact both employee retention and organizational performance. Although job descriptions aim to offer direction and clarification on job functions and responsibilities, their influence on employee happiness and attraction to the company is not well understood. The effectiveness and competitiveness of organizations are eventually impacted by this information gap, which makes it more difficult to maximize recruitment and retention methods.

To offer insights and suggestions for enhancing organizational outcomes, this study aims to investigate the relationship between job descriptions and job satisfaction as well as their impact on candidate recruitment." This problem statement establishes the framework for the research study by pointing out the main concern, stressing its importance, and specifying the particular fields of investigation that the investigation will focus on. It highlights the need for more research into the connection between job descriptions, work satisfaction, and candidate attraction and offers a convincing justification for the significance of the study.

#### OBJECTIVE OF THE STUDY

##### Primary objective

To analyze the relationship between job description and job satisfaction towards candidate attraction concerning Hashone careers.

##### Secondary objective

- **Analyze the Impact of the Job Description:** To learn more about the elements influencing applicant interest, look at the ways that job descriptions affect candidate appeal.
- **Check the Correlation of Job Satisfaction:** To find correlations between the two variables, investigate the relationship between job descriptions and work satisfaction.
- **Determine the Main Influencers:** Identify the precise components of job descriptions that have a major influence on the attraction of candidates and their subsequent job satisfaction.
- **Offer Strategies for Improvement:** Provide suggestions for improving job descriptions that will have a favourable impact on candidate attractiveness and ensuing job satisfaction levels.

#### III. RESEARCH METHODOLOGY

This study's main research strategy was quantitative, intending to supply Hashone careers. Using primary data sources, the required information was obtained. This study incorporates primary and secondary data sources through the use of a descriptive and co-relative research design. 106 Hashone Careers workers were given standardized questionnaires to complete over three months to collect primary data. Every participant will have an equal chance of being selected thanks to the systematic sampling technique. The questionnaire's multiple-question formats enable the collection of qualitative and quantitative data. Secondary sources of data are pertinent journals. With a 5% margin of error, the study's confidence level is set at 95%.

#### METHOD OF DATA COLLECTION

##### Primary data

Primary data are unique and recently gathered by the researcher. Primary data for this study were gathered via questionnaires. Using a questionnaire is a common way to get primary data. A list of questions for oneself is called a questionnaire.

The commonly used statistical tools for the analysis of collected data are,

- Percentage analysis
- Chi-square test
- Correlation analysis



**PERCENTAGE ANALYSIS**

In the chapter on analysis and interpretation, it is claimed that the percentage approach was widely employed to locate numerous details. This is how it can be calculated.

$$= \frac{\text{No. of Respondents favourable}}{\text{Total Respondents}} \times 100$$

**CHI-SQUARE ANALYSIS**

In statistics, chi-square analysis is used to assess the goodness of fit between the observed data distribution and the theoretical distribution that is assumed. As such, it is a metric for analyzing the difference between actual and predicted frequencies. Regarding the population being sampled, no assumptions are made about it. The amount known as chi-square, or  $\chi^2$ , is used to express how much theory and observation disagree. When  $\chi^2$  equals 0, it indicates a perfect coincidence between the observed and predicted frequencies. The difference between the expected and actual frequencies would be larger the larger the value of  $\chi^2$ .

The following is the formula to calculate Chi-Square ( $\chi^2$ ).

$$\chi^2 = \sum \left\{ \frac{(O - E)^2}{E} \right\}$$

The computed value  $\chi^2$  is compared to the item table for the specified degrees of freedom at the designated significance level. Considerable divergence exists between theory and observation if the computed value of  $\chi^2$  is higher than the value in the table. On the other hand, the discrepancy between theory and observation is not regarded as significant if the computed value of  $\chi^2$  is less than the table value. Where 'n' is the number of observed frequencies, the degrees of freedom are (n - 1)

**CORRELATION**

Correlation analysis is another statistical method used to understand the relationship between two variables. Unlike regression analysis, which looks at how changes in one variable affect changes in another variable, correlation analysis simply measures the strength and direction of the association between two variables. The result of correlation analysis is called the correlation coefficient, often denoted as "r." This coefficient ranges from -1 to 1.

**LIMITATIONS**

➤ There are a few constraints to take into account, even though this study offers insightful information about the connection between job descriptions and job happiness. First off, because the businesses and organizations covered in the study are different, there may be limitations to the research's generalizability.

➤ The job responsibilities, company cultures, and employee demographics that differ within sectors may have an impact on how broadly applicable conclusions are. Furthermore, there is a chance of response bias and social desirability bias when self-reported data from surveys and interviews is used.

➤ Instead of giving answers that accurately represent their actual sentiments or experiences, participants may give responses they believe to be socially acceptable or that conform to organizational norms. Furthermore, the cross-sectional study design makes it more difficult to prove a relationship between job descriptions and job satisfaction.

**IV. DATA ANALYSIS AND INTERPRETATION**

**CHI-SQUARE TEST**

**Null hypothesis (H<sub>0</sub>)** There is no significant difference between the Job description not true and the responsibilities of the respondents.

**Alternative hypothesis (H<sub>1</sub>)** There is some significant difference between the Job description is not true and the responsibilities of the respondents.

Level of significance at 5%

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Percent
The job description is not true * Roles and responsibilities by the respondents	106	100.0%	0	0.0%	106	100.0%



The job description is not true * Roles and responsibilities by the respondents' Crosstabulation						
Count						
		Roles and responsibilities of the respondents				Total
		Yes	No	Maybe	4.00	
The job description is not true	Strongly Agree	35	5	3	1	44
	Agree	32	12	3	0	47
	Neutral	7	2	5	0	14
	Disagree	1	0	0	0	1
Total		75	19	11	1	106

**INTERPRETATION**

The correlation between "Careers progression for the respondents" and "Full details of the job role" is very weak ( $r = 0.014$ ,  $p = 0.890$ ), suggesting a negligible linear relationship and no statistical significance.

Correlations			
		Careers progression for the respondents	Full details of the job role
Careers progression for the respondents	Pearson Correlation	1	.014
	Sig. (2-tailed)		.890
	N	106	106
Full details of the job role	Pearson Correlation	.014	1
	Sig. (2-tailed)	.890	
	N	106	106

**CHI-SQUARE ANALYSIS**

**Null hypothesis (H<sub>0</sub>)**

There is no significant difference between the Jobs applied by the Candidates based on job descriptions and Problems difficulties and real-time challenges.

**Alternative hypothesis (H<sub>1</sub>)**

There is some significant difference between the Jobs applied by the Candidates based on job descriptions and Problems difficulties and real-time challenges

Level of significance at 5%

Case Processing Summary						
Cases						
Valid		Missing		Total		
N	Per cent	N	Per cent	N	Percent	



Jobs applied by the Candidates based on job descriptions * Problems difficulties and real-time challenges	106	100.0%	0	0.0%	106	100.0%
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Jobs applied by the Candidates based on job descriptions * Problems difficulties and real-time challenges Cross Tabulation						
Count						
		Problems difficulties and real-time challenges				Total
		Strongly Agree	Agree	Neutral	Disagree	
Jobs applied by the Candidates based on job descriptions	Yes	30	33	6	5	74
	No	3	7	4	2	16
	Maybe	4	4	4	4	16
Total		37	44	14	11	106

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.686 <sup>a</sup>	6	.048
Likelihood Ratio	11.833	6	.066
Linear-by-Linear Association	8.731	1	.003
N of Valid Cases	106		

a. 4 cells (33.3%) are expected to count less than 5. The minimum expected count is 1.66.

Correlations			
		Expectations of the respondents	Jobs applied by the Candidates based on job descriptions
Expectations of the respondents	Pearson Correlation	1	.444**
	Sig. (2-tailed)		.000
	N	106	106
Jobs applied by the Candidates based on job descriptions	Pearson Correlation	.444**	1
	Sig. (2-tailed)	.000	
	N	106	106

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



## INTERPRETATION

The correlation analysis shows a significant positive relationship ( $r = 0.444$ ,  $p < 0.01$ ) between respondents' expectations and candidates' application behaviour based on job descriptions, indicating that higher expectations correspond to the increased likelihood of candidates applying for roles aligning with those expectations outlined in job descriptions

## V.FINDINGS, SUGGESTIONS AND CONCLUSION

### FINDINGS

- 79.2% of respondents fall within the age range of 21 to 25.
- 51.9% of respondents identified as male
- The highest educational qualification among respondents is post-graduate accounting for 60.4% of the total, while 39.6% have an undergraduate qualification.
- The highest field among respondents is IT, comprising 58.5% of the total, while 41.5% are in non-IT fields.
- The highest source for respondents to get a job is through referrals, accounting for 22.6% of the total, followed by LinkedIn at 40.6%.
- The highest experience range among respondents is "0 to 2 years," accounting for 58.5% of the total.
- The highest perception regarding the lack of clarity in job descriptions among respondents is "Strongly Agree," with 46.2% of respondents strongly agreeing with this statement.
- The highest perception regarding the flexibility of the job description among respondents is "Yes," with 63.2% of respondents indicating that they perceive flexibility in the job description.
- The highest perception regarding the company culture among respondents is "Agree," with 43.4% of respondents indicating that they agree with the description of the company culture.
- The highest perception regarding the accuracy of the job description among respondents is "Agree," with 44.3% of respondents indicating that they agree that the job description is not true.
- The highest response regarding whether candidates apply based on job descriptions is "Yes," with 69.8% of respondents indicating that they do apply based on job descriptions.
- The highest perception regarding the influence of job descriptions on candidates is "Agree," with 43.4% of respondents indicating that they agree that candidates are influenced by job descriptions.
- The highest perception regarding problems, difficulties, and real-time challenges faced by respondents is "Agree," with 41.5% of

respondents indicating that they agree with the statement.

- The highest perception regarding the full details of the job role among respondents is "Satisfied," with 45.3% of respondents indicating that they are satisfied with the full details provided.
- The highest perception regarding quotes by previous or current employees among respondents is "Agree," with 50.0% of respondents indicating that they agree with the quotes provided.
- The highest perception regarding company merits and goals among respondents is "Agree," with 41.5% of respondents indicating that they agree with the company's merits and goals.
- The highest perception regarding long-term career goals among respondents is "Strongly Agree," with 40.6% of respondents indicating that they strongly agree with their long-term career goals.
- The highest response regarding whether respondents understand their roles and responsibilities is "Yes," with 70.8% of respondents indicating that they do understand their roles and responsibilities.
- The highest perception regarding career progression among respondents is "Very important," with 51.9% of respondents indicating that they consider career progression to be very important.
- The highest perception regarding work-life balance among respondents is "Satisfied," with 45.3% of respondents indicating that they are satisfied with their work-life balance.
- The highest response regarding whether respondents have expectations is "Yes," with 65.1% of respondents indicating that they do have expectations.
- The highest perception regarding benefits and payroll by the company among respondents is "Very Fair," with 37.7% of respondents indicating that they perceive the benefits and payroll to be very fair.



## SUGGESTIONS

- To enhance job satisfaction and attract top talent, several key suggestions can be implemented within the organization. Firstly, addressing the issue of clarity in job descriptions is crucial to ensure that roles and responsibilities are accurately portrayed, reducing potential misunderstandings among candidates. Alongside this, diversifying recruitment channels beyond traditional methods such as referrals and LinkedIn can broaden the candidate pool and promote inclusivity. Additionally, continuous communication and reinforcement of company culture can help align employee perceptions with organizational values, fostering a positive work environment. Ensuring job descriptions accurately reflect the role and responsibilities is essential to avoid discrepancies between expectations and reality, ultimately enhancing candidate satisfaction and retention.
- Moreover, providing comprehensive training on role understanding can empower employees to fulfil their responsibilities effectively,

## CONCLUSION

- The findings highlight several key areas for improvement within the organization. Addressing issues such as clarity in job descriptions, enhancing communication of company culture, and providing opportunities for career development can contribute to a more positive work environment and improve employee satisfaction.
- Additionally, prioritizing work-life balance, ensuring transparency in benefits and payroll, and aligning employee expectations with organizational goals are crucial for fostering a supportive and productive workplace. By implementing these suggestions, the organization can enhance employee engagement, retention, and overall organizational success.

## REFERENCE

- [1]. Ramhit, K.S. (2019). The impact of job description and career prospect on job satisfaction: A quantitative study in Mauritius. *SA Journal of Human Resource Management/SA Tydskrif vir Menslike Hulpbronbestuur*, 17(0), a1092. <https://doi.org/10.4102/sajhrm.v17i0.1092>.

thereby improving job satisfaction and performance. Implementing structured career development programs can cater to employees' long-term career goals, increasing engagement and retention. Furthermore, offering flexible work arrangements and promoting work-life balance initiatives can address employee satisfaction with their work-life balance, contributing to overall well-being.

- Maintaining transparency in benefits and payroll processes is crucial to fostering trust and a perception of fairness among employees. Establishing regular feedback mechanisms enables organisations to promptly address issues and concerns raised by employees, demonstrating a commitment to continuous improvement and employee satisfaction. Finally, ensuring alignment between employee expectations and organisational goals through transparent communication and mutual understanding is essential for fostering a harmonious work environment conducive to job satisfaction and employee retention.

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