

A Study on Job Satisfaction of Bakery Industries Workers in Cuddalore District

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Abstract

This Study aims to find out the level of satisfaction of workers at bakery industry. To conduct this study the data was collected by formulating a questionnaire and by interviewing the workers. The project was conducted to find out the level of satisfaction of labour at bakery industry, to find out the satisfaction level of workers as well as to study the factors causing dissatisfaction of their work in the cuddalore district

Keywords: worker job satisfaction, motivation and safety welfare.

Introduction

Organisation requires motivated workers that have the information and capacity to effectively execute a circle strategy. A welfare service is an indispensable vehicle and tool for the development of skills and knowledge and behavior of workers. Motivation in workers, at all levels is the most critical function of the management. Man's needs are never ending, thus remains unsatisfied. Only active and fully satisfied workers can provide fruitful result for an organisation. In other word, the success of an organisation ultimately depends on how effectively managers are able to motivate their workers through providing proper welfare facilities. Therefore, the researcher would like to know how welfare facilities provided in bakery industries.

Objectives of the Study

To identify the level of satisfaction of labour with regard to, working condition, welfare facilities, and wage payment

Research Methodology

Research Design

The research design of this study is descriptive research. The descriptive research studies are those studies, which are concerned with describing the characteristics of a particular individual, or group.

Sample Design

The technique used for the research is probability sampling because the population is infinite. The sample technique selected for the study is simple random sampling technique. The sample size was adopted as 150 members of workers from different companies working in the 10 bakery industries in cuddalore District. The researcher randomly selected these 150 workers (15workers from each company) and the option on the various aspects of welfare service facilities were collected by interview schedule.

Data Collection

The data was collected from both primary and secondary sources. The primary data is collected from 150 samples of respondents working in bakery industries in cuddalore district with help of an interview schedule which is pre-tested. The secondary data was collected through company's broucher, files, magazines and periodicals published research, national and international journals text book and websites. Apart from that personal discussion with officials of the concern also help to enhance the welfare facilities.

Analytical Frame Work

The collected data are presented in simple tables and these tables are systematically analyzed with help of simple statistical technique such as Percentage Analysis

Data Analysis and Interpretation

TABLE-1

Satisfaction Level of Employees on Working Place

Working Place	No. of Respondents	percentage
Satisfied	90	60
Dissatisfied	60	40
Total	150	100

Source: Computed from primary data

From the above table, it is found that the 60 percent of the respondents are satisfied with the environment of the working place. Remaining 40 percent of the respondents have felt that the environment of the working place is not good.

TABLE-2

Satisfaction Level of Workers on First-Aid Facilities

Working Place	No. of Respondents	percentage
Satisfied	83	55.3
Dissatisfied	67	44.7
Total	150	100

Source: Computed from primary data

From the above table, 44.7 percent of the respondents are dissatisfied with the first-aid facilities and 55.3 percent of the respondents are satisfied with the environment of the first-aid facilities.

TABLE-3

Satisfaction Level of Workers on lunch and Restroom Facilities

Working Place	No. of Respondents	percentage
Satisfied	35	23.3
Dissatisfied	115	76.7
Total	150	100

Source: Computed from primary data

It has been found that most of the respondents 76.7 percent are dissatisfied with the provision of lunch and restroom facilities and 23.3 percent of the respondents have felt that the environment of the lunch and restroom facilities is satisfied.

Findings

- ❖ It is learns that that the 60 percent of the respondents are satisfied with the environment of the working place
- ❖ From the analysis, 55.3 percent of the respondents are satisfied are satisfied with the environment of the first-aid facilities
- ❖ From the analysis, the respondents 76.7 percent are dissatisfied with the prevision of lunch and restroom facilities.

Suggestions:

Based on the studies to following suggestion are made to the industries.

❖ It is suggested that the company should maintained the working condition provided at present and it should be noted that in no way any part of the provided facilities should be taken back instant. It is advised to increase or add more facilities are possible.

❖ It will be added advantages if the company could provide transportation facilities to the employees. This will motivate the workers to keep of the time and to increase the morale of the organization.

Conclusion

The success of any industry will largely depend upon the workers and their satisfaction in the work they do. This study reveals certain factors, which lead to dissatisfaction of the workers. It is important that the workers basic needs should be satisfied by the employers. The industry can take effective action to satisfy them, which will increase their productivity of the workers. The industry can provide the basic facilities like lunch and restroom, which motivate and encourage them to do better in their work.

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