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**A study of job satisfaction of JP industries limited**

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**Introduction**

Job satisfaction is an abilities concept many of us talk about it a great deal by priest to explain exactly what we mean it is hard to provide an acceptable definition. The growth of an organization depends upon the efficiency of its employees and the efficiency of worker depends not only on how they work but also an optional social and physical conditions in which they work. If They are not satisfied with the job or working condition, the organization will not be able to achieve its objectives.

Vroom Has rightly defined it as the positive orientation of an individual towards positive orientation of individual towards the work rule which is presently occupying if a worker is not satisfied with his work, then both the quantity and quality of his output will suffer if his job satisfaction increases then there is an improvement in both the quality and quantity of production job satisfaction may prefer to a person or a Group. An individual or department may perform the job satisfaction or unsatisfaction., Job satisfaction may also apply to part of an individual job. The management may be satisfied with the overall performance of Aries job but it may be dissatisfied with part of his job say leave planning which may be defective.

**Job satisfaction**

, modern society is an organizational society human resources are one of the most important and precious of all the resources on the earth and the work is related with the fulfilment of the human need. job satisfaction is mainly based on the need of the individuals, the stronger the needs. The more closely does job satisfaction depends on its fulfilment. Work forms and essential part of human life and occupies too much to man's life and these satisfaction or dissatisfaction with the assigned effects the individual in every work of life.

job satisfaction plays a role in theories of work motivation. This role is generally one of an emotion or feeling which an individual gets as a result of some job related characteristics or event .job satisfaction constituted the inner contentment that a job holder gets by performing the job well., it is the amount of pleasure associated with the job and it influences the behaviour, Attendance and length of service., Job satisfaction reflects the overall attitude of worker towards the work, Coworkers., the organization, the culture, the environment and the social group at large. It can be viewed as a result of

various attitudes that the worker holds towards his job, towards the related factors and towards life in general. The happiness or pleasure that an employee gets by using his knowledge skill effectively results in job satisfaction. It is psychology satisfaction a person gets by using his strength and fullness effectively., job satisfaction reflects the attitudes which results from a balancing and summation of many likes or dislikes experienced in connection with the job the mixture of feelings attitudes and sentiments that contribute to a general feeling of satisfaction gives rise to job satisfaction. Berry has defined Job satisfaction as ‘An individual reaction to the job experience’. There are various components that are considered to be vital to job satisfaction. These variables are important because they are influenced the way a person feels about their job. These components include pay, promotion, benefits, supervisor, Coworkers, work conditions, communication, safety, productivity and the work itself. Each of these factors figures into an individual’s job satisfaction differently. One might think that pays considered to be the most important component in job satisfaction, although this has not been found to be true. Employees are more concerned with the working environment.

job satisfaction has been approached by primarily as an attitude with potential antecedent conditions leading to it and potential consequences. Several criteria seem important in the determination of levels of workers job satisfaction.

- The organization itself
- The nature of work
- Level of morale of the personnel
- The supervision received
- The perception of self
- Worker perception of the past onwards and future opportunities per rewards
- The employees’ educational level and occupation level

The satisfaction which an individual obtain in his job is largely the result of the extent to which different aspects of his work situation are relevant to his job-related value system such as opportunity for advancement, job security opportunity to use ideas, pay, corporation for other, working condition, cleanliness, working hours communication, recognition, individual adjustment and group relationship outside the job. Locke gives a comprehensive definition of job satisfaction as “A pleasurable of positive emotional state resulting from the appraisal of once job or job experience”.

Job satisfaction is a result of employee’s perception of how well their job provides those things, which are viewed as important. There are 3 important dimensions to job satisfaction. First job satisfaction is an emotional response to a job situation. As such it can’t be seen it can only be inferred. Second job satisfaction is often determined by how well outcomes meet or exceed expectations. Third Job satisfaction represents several related attitudes. Smith. Kendall And Hussain have suggested that there are 5 job dimensions that represents the most important characteristics of job about which people have afflictive responses these are:

**The work itself:** The extent to which the job provides the individual with interesting task, opportunities for learning, and the chance to accept responsibility.

**Pay:** The amount of financial remuneration that is received and the degree to which this is viewed as equitable vis-à-vis that of others in the organization.

**Promotion opportunities:** The chances for advancement in hierarchy.

**Supervision:** The abilities of the supervisor to provide technical assistance and behavioural support.

**Coworkers:** The degree to which fellow workers are technically proficient and socially supportive.

### **Outcomes of job satisfaction**

2 society as a whole as well as from an individual employee's standpoint, job satisfaction in and of itself is desirable outcomes. However, from a pragmatic managerial and organizational effectiveness perspective, it is important to know how if at all satisfaction relates to outcome variable. In examining the outcomes of job satisfaction, it is important to breakdown the analysis into a series of specific sub topics. These are:

1. Satisfaction and productivity
2. Satisfaction and turnover
3. Job satisfaction and employee behaviour
4. Turnover and absenteeism

### **Dimensions of job satisfaction**

There are 3 important dimensions of job satisfaction:

- Job satisfaction is an emotional response to a job situation. It can't be seen; it can only be inferred.
- Job satisfaction is often determined by how well outcomes meet or exceed expectations.
- Job satisfaction represents several related attitudes.

### **Consequences of Dissatisfaction**

**Defensive behaviour:** It includes interpersonal arguments complaining about the supervisor or organization to people outside, ignoring the supervisor, considering quitting, per personally damaging or defacing equipment, doing work incorrectly, taking undeserved breaks, or using drugs appeared with considerable frequency.

**Sabotage:** The deliberate damaging of goods or equipment by employees represents costly possible consequence.

**Absenteeism:** Failure to report to work is also associated with job dissatisfaction. It is one of many factors, which influence attendance.

**Labour turnover:** It is the ratio of number of employee separations to the number of employees on the payroll. Dissatisfaction is one of many factors, which influence labour turnover.

## **INTRODUCTION OF ORGANISATION**

The Jaypee Group Came into existence around four decades ago, basically this group was established by a person well known by Jai Prakash Gaur. This group has organised an Institution “Jai Prakash Sewa Sans than” 2 recovered the environmental social needs of his land people in the field of education, medical services etc.

But as the time passed away this company is providing hydro power generation, cement manufacturing,, power ventures hotels,JIIL Information technology Ltd.,Sewa Sansthan etc.

In Jay Prakash Gaurs Words:

“To be amongst most trusted power utility companies of the country by providing environment friendly power on most cost-effective basis and sharing prosperity for its stakeholders and growth with human face”.

### **OUR MISSION PERFECTION IN POWER**

**Besides other areas of functioning of Jaypee Group, my area of research is Baspa 2 Hydro Power Project 300 MW.**

### **INTRODUCTION OF COMPANY**

Jai Prakash Hydro Power Ltd. (JHPL), pioneer in the field of “Build -Own -Operate” Hydro Power Projects is a subsidiary of Jai Prakash Associates Ltd.

Which has over 4 decades of experience in engineering and construction of multipurpose River Valley and hydro power projects and in an acknowledged leads in this field. JHPL owns and operates 300 MW Baspa-2 India’s largest hydro power plant in the private sector. this run of the river plant with no rehabilitation or resettlement issues is a successful role model for private hydropower plants.

The Plant was fully commissioned on 8th June 2003 and has since been generating power. the project site is located on the river baspa, a tributary of river satluj in Kinnaur district about 210 kilometres from Shimla, the capital of Himachal Pradesh.

the diversion barrage is located on river baspa at village Kuppa near Sangla And the powerhouse is located near village Karcham About 800 meters upstream of the confluence of river satluj and baspa on NH 22.. baspa stage 2 hydroelectric project is an immediate downstream development of proposed bass pass stage one hydel project on it downstream. However, baspa stage 2 project is considered as an independent run of the reverse scheme considering discharge at sangla diversion site.

### **Features of the project**

1. headworks consisting of a divergent barrage, a power intake and 2 open sedimentation chambers to exclude silt from water used for generation of power.
2. water conductor system consisting of a 7.95-kilometre-long herald race tunnel terminating into a restricted office type underground search shaft for balancing the supply of water to the turbines, followed by a steel lined pressure shaft branching into three units’ penstocks.
3. An underground power house housing three 100 MW Pelton turbine generating units.
4. 400KV switchyard comprising generator transformers and gas insulated switchgear installed underground in a separate cover.

5. Double circuit 400KV transmission line from Baspa to Nathpa-Jhakri, 56.7km length, taking off from outdoor switchyard of Baspa 2 powerhouse to feed into the power grid at 400 KV Jhakri sub-station Karcham Wangtoo H.E. Project, 1000MV, Himachal Pradesh.
6. The project consists of 98m high concrete gravity dam, 17.2km long and 1048 m dis head race tunnel.
7. Power house of 1000MW (4\*250) capacity.
8. Total cost on completion Rs.5500 crores.
9. Techno economic clearance for the the project has been accorded by CEA in March 2003.

### **Cost of project**

Completion cost as approved by the financial institutions consequent to force major event is Rs. 1612/- crores based on the debt- equity ratio of 70:30 which has been funded as follows:

Equity: Rs. 491 crores

Rupee Term Loans: Rs.885 crores

Foreign Currency Loans Including buyer's credit:203crore

Internal accurate: Rs.45 crore

Total: Rs. 1624 crores

### **Functioning of Baspa-2(300MW) HP(India)**

1. Generating 1213million units per Annum of clean and green energy in 90% dependable year.
  2. Power purchase agreement for 40 years extendable by another 20 years.
  3. Ideal conditions for Abundant water buy snow fed river originating from baspa Barack glacier off great Himalayan range at an allegation of 5800 metre and flows mostly northwestern direction.
  4. highest barrage in India at an elevation of 2520.50 metre.
  5. indigenously engineered and executed from concept to commissioning.
- the company employees only 20% staff employed by plant of this size in India **Review of literature**

In dissection review of literature has been conducted. Review of literature is one of the most important studies for a researcher which differentiate his study from conducted earlier and provides guidelines to it ensures the authenticity of the study keeping this in view the following pages presents a brief review of the work of sum of researchers.

Netraj and Hafeez (1963)<sup>1</sup>They conducted A study on job satisfaction among workers and concluded that education has negative relationship with job satisfaction. Workers who were more educated they were not sound satisfied with their job according to their education.

Young (1969)<sup>2</sup> He studied on gender/sex and job satisfaction and found that working conditions were more dissatisfying to the female as compared to males and males were more satisfied than females. on the other hand, male was more dissatisfied from females with regard to salary. he also studied marital status and job satisfaction among teachers and he found that the recognition was important as a satisfied to a single teacher than a married teacher.

Orphan and Christopher (1975)<sup>3</sup> He carried out a study to find out the effect of urbanization on source of job satisfaction among bank supervisors in South Africa. 42 bank supervisors were divided into

urban and rural groups in terms of the time they spent in their respective places. Among the urban group the correlation between satisfied and job contents factors and overall job satisfaction as measured by Brayfield Rother Index Vah significantly greater than that between contents factor and overall job satisfaction among the rural group. in this study he suggests the employees must be given more facilities in the rural areas.

Anand (1979)<sup>4</sup> Conducted a study on education and job satisfaction among teachers in this he reported that higher general and technical education increase work satisfaction. he further analysed that there is no relationship between background of employees and job satisfaction. job satisfaction was not related either with rural or urban background or to the state to which the teacher belongs because mixed results had been found and relationship of residence and teachers job satisfaction.

Murali and Kulkarni (1998)<sup>5</sup> They assist a job satisfaction of working women by using a developed scale and were related with satisfaction of household task performance. results showed that majority of working women were highly satisfied with occupational status and work schedule while moderately satisfied with the performance of cooking washing clothes, washing clothes, cleaning house, ironing clothes. and cleaning utensils the mean satisfaction scores obtained for various aspects of job and household tasks for different from each other.

Zhou and George (2001)<sup>6</sup> Conducted a study and focused on the conditions under which the job dissatisfaction would lead to creativity as an expression of voice. de theorised That useful feedback from Coworkers, Coworker helping and sport and perceived organizational support for creativity would each interact with job satisfaction and contravenes commitment constituent motivated by necessity to results in creativity. in a sample of 149 employees as hypothesised employees Vidhi job dissatisfaction expected the highest creativity when continuance commitment was high and when (1) useful feedback from Coworkers or (2) Coworkers helping and support of (3) perceived organizational oral support for creating was high.

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### **Need of the study**

most men gratify many of their needs by working on job. Work in potent source need qualification of all types, such as physical security, social and ego needs. work is a social reality and social expectations to which men seem to confirm. it is not only providing status to the individual but also

binds him to the society. organizations are collection of individual beings, who are brought together for accomplishment of certain goals and objectives. the individual is therefore, the basic unit upon which organization interaction and behaviour reveals. on the one side the objectives, tangible as beats of organization e.g. Structure, rules procedures and leadership styles existed. on the other side is the moral and behaviour of the employees. job satisfaction is thus divided form and is the result of many interrelated factors which cannot be completely isolated from one another 2 analytical purposes. however, they can buy the use of satisfaction techniques, be sufficiently separated.so as to give indication of their relative importance to job satisfaction. various studies have been conducted on the topic of job satisfaction on just employees of public sector but no study has been conducted to examine the development aspect of human resources in Jay Pee Industries Ltd. The present study aimed at studying and assessing the state of employee's job satisfaction of JP industries limited. further in this study and attempt has been made in fulfilling the resource gap and hopes to contribute positively to the existing pool of knowledge.

### **Objective of the study**

The main objective of the study is to assess the job satisfaction among the employees of JP industries limited. This objective is studied with the help of falling sub objectives:

- The main objective of study is to study existing personal policies and practices in JP industries limited.
  - to understand the importance of job satisfaction in increasing efficiency.
  - , to explore relationship between job satisfaction and various demographic variables such as age, sex, education, salary, status etc.
  - To study the relationship of job, management, personnel adjustment and social relation with the overall job satisfaction.
- To give overall conclusion of the study and recommend ideal personnel policy for Jay Pee industries limited and other similar state under different age groups

### **conclusion**

The present study aims at analysing the needs and desires of people different age groups, Different background, different salary, sex etc. It further studies the effect of demographic variables such as age, sex marital status etc on job satisfaction.

present study covers employees 2 levels (executives or non-executives) of management 15% sample has been drawn. this study data has been collected with the help of a questionnaire. first part I.e. Section a deal with demographic variables second part section BIS standard deviation employees inventory developed by peptone (1973-81) Which include 80 questions related to job satisfaction. questionnaire is well standard

Job satisfaction has been taken as a submission of employees feeling in 4 important areas which have bearing on the job satisfaction., these areas are job management, personal adjustment add social relations. Majority of graduate employees are found satisfied with job, management, personnel and social relation items. Majority undergraduate employees are also found satisfied with personal relation items, social relation items and also with overall job contents. various postgraduate categories of employees are not found satisfied with overall job and personal adjustment items. it is concluded from

the study that employees of higher educational background are facing problems in their personal adjustment on account of their present job.

majority of employees drawing salary below ₹15,000 are satisfied with overall job satisfaction and all other related factors. while among income group between 15,000 to 30,000 majority of employees are not satisfied with overall job satisfaction. it concludes that salary is not only motivator in the organization for employee's job satisfaction. no relationship has been emerged between marital status and job satisfaction. more experience respondents are found less satisfied with overall job contents as compared to respondents having less experience. majority employees of officer category are not satisfied with overall job contents and with personal adjustments items while in non-officer category majority are found satisfied. does it can be said that the difference in the opinion of 2 category of employees is nearly on account of cave which further leads to conclude that category of employee job satisfaction are 2 independent variables. the study also reveals that job related items and management related items have no significant relationship with overall job satisfaction. whereas personal adjustment and social relation items are found positively associated with overall job satisfaction which leads to the influence that of the job items play more significant role for overall job satisfaction of the employees of JP industries limited.

## **SUGGESTIONS**

Following suggestions are recommended for improving the efficiency and productivity of employees of the corporation under study.

1. The area of providing training to all the employees at predetermined intervals need further improvement and strengthening. In order to make the training system effective, it is suggested that attempts should be made to gear the training system to the needs of more efficiency and for more job satisfaction.
2. The respondents were not satisfied with the career opportunities being provided to the therefore here we feel the need to emphasize. Tagore's faith in man that we should remember that every little baby who is born has not only one mouth but has two hands, too that can enrich our lives provided we give them a chance. It is suggested that the people at the helm of affairs of the bank should remember that with the two hands of each and every employee, it can reach places in future provided that these two hands are given in chance to come forward and move ahead in their career path.
3. It also suggests that the management follows the practice of either informing all the employees about their performance or should not divert any information even to a single individual. Efforts are required on the part of these who appears the performance of others to give more weightage to the merits of the employees. Further they should be fair in their judgement and should not play no favouritism and partialism.
4. The management should strive to maintain secrecy in the system