

# A Study on Employees Job Satisfaction in Organisations

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## Abstract

Job satisfaction shows that personal factors such as an individual needs and aspirations determine his/her attitude, along with group and organisational factors such as relationships with co-workers and supervisors and working conditions, work policies, and compensation. Job satisfaction reflects the extent to which people find gratification or fulfillment in their work. A satisfied employee tends to make positive contributions to absent less often, and to stay with the organisation. The effect of job satisfaction goes beyond organisational setting and structure. Satisfied employees are more likely to be satisfied responsible citizens. These people will hold a more positive attitude towards life in general and make for a society of more psychologically & physically healthy. Job satisfaction has been considered as state of pleasurable condition. Job satisfaction is often thought to be synonymous with job attitudes, but is important to recognize that those with different theoretical orientations may use the term somewhat differently. Some measure job satisfaction in terms of the gratification of strong needs in the work place. Others see it as the degree of divergence between what a person perceives is actually and what he expects to receive from the work and what that person performs. It can also be defined as the extent to which work is seen as providing those things that one considers conducive to one's welfare. In yet another view, job satisfaction is considered a purely emotional response to job situation. Job satisfaction depends on several different factors such as satisfaction with pay, promotion opportunities, fringe benefits, job security, and relationship with co-workers and supervisor. Employees who have an internal locus of control and feel less alienated are more likely to experience job satisfaction, job involvement and organizational commitment.

**Keywords:** Job satisfaction, gratification, Job involvement, emotional response.

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## 1.INTRODUCTION

When employees are allowed to perform freely, job satisfaction can contribute substantially to justify the organisational effectiveness. It can conducive to productive output in the form of high quantity and quality of products or services, as well as to organisational maintenance as represented by low absenteeism and turnover. Yet in a great many instances, aspects of the individual, the organisation, or the environment restrict the satisfaction-productivity relationship to the point where its practical importance is the least possible. Ultimately stress may catch up with such a person and signs of poor corporate citizenship may appear, but such denials of natural satisfaction output patterns can maintain themselves for long periods. Higher Turnover – can be one of the highest costs attributed to the HR department. Retaining workers helps create a better environment, and makes it easier to recruit quality talent and save money. The bottom line: satisfied employees are typically much less likely to leave. Higher Productivity – Irrespective of job title and pay grade, employees who report high job satisfaction tend to achieve higher productivity. Increased Profits – Keeping employees safe and satisfied can lead to higher sales, lower costs and a stronger bottom line. Loyalty – When employees

feel the company has their best interests at heart, they often support its mission and work hard to help achieve its objectives. And, they may be more likely to tell their friends, which helps spread goodwill.

## 2.Review of Literature

BidishaLahkar Das<sup>[1]</sup> present study tries to review the various available literature and research work on employee retention and the factors affecting employee retention and job satisfaction among the employees

Jitendra Kumar Singh<sup>[2]</sup> This paper outlines from the broad contours of various variables responsible for employee satisfaction and various ways by which one can maximize employee satisfaction.

Muhammad riaz<sup>[3]</sup>The main objective of this study is to identify the relationship between job stress and employee job satisfaction. The study is conducted in the Nursing Sector of DHQ Hospital of Okara.

Muhammad Shahzad Latif<sup>[4]</sup> this paper have deals Employee attitude is very important for management to determine the behavior of workers in the organization. The usually judgment about employees is that “A satisfied worker is a productive worker”. If employees are satisfied

then it will create a pleasant atmosphere within the organization to perform in a better and efficient manner, therefore, job satisfaction and its relation with organizational performance has become a major topic for research studies. The specific problem covered in this study is to scrutinize the impact of job satisfaction on organizational performance

Saba Saleem<sup>[5]</sup> This paper outlines have the study is to identify the factors affecting the job satisfaction of employees of banking industry at Bahawalpur and to analyze the impact of recruitment & selection procedures.

### 3.Objective of the Study

1. To know about the employees job satisfaction Levels in organizations.

### 4.Research Methodology:

The study is undertaken only on secondary sources of data and information. For secondary sources of data and information mere reliance is placed on available standards literature comprising referred journals, articles, books, magazines, news papers etc.

### 5.Interpretations

Employees are one of the organization's greatest asset. Your employees possess knowledge, talents, skills, and abilities that are vital to organization's operations. Having a satisfied and happy workforce strengthens the organizations by lowering employee turnover, enhancing employee productivity, increasing customer satisfaction and promoting loyalty. Furthermore, happy employees who leave the organization's are more likely to help in transferring their knowledge and skills to others because they care about both the organization's well being, as well as, the coworkers being left behind. Keeping employees safe and satisfied can lead to higher sales, lower costs and a stronger bottom line .Basically; profit can be earned by selling, the products or giving services to the customers. If the employees are satisfied with their job then they can give better customer service and we know that customer retention and loyalty are dependent on the basis of the given service of the employees. In Organizational Behavior, job satisfaction is one of the most researched variables in the area of workplace psychology and has been associated with abundant psychosocial issues – the changing world of work, organizational factor- ranging from leadership to job design. It is the level of contentment a person feels regarding his or her job. This feeling is mainly based on an individual's perception of satisfaction. It can be influenced by a person's ability to complete required tasks, the level of communication in an organization, and the way management treats employees.

### 6.Conclusion:

Job satisfaction can be indicative of work behaviors such as organizational citizenship, job performance and withdrawal behaviors such as absenteeism and turnover; individual job facets, socio-demographic factors and Further, job satisfaction can partially mediate the relationship of personality variables and deviant work behaviors. Organisations both in the private and public sector across the globe rely on their workforce for optimum productivity which will in turn result to organisational effectiveness & efficiency. In this case, the need for ensuring

employee job satisfaction becomes a matter of necessity to every organisation

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