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A study on job satisfaction among employee at nr software solution, Coimbatore

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Abstract

The study is undergone at NR software solution Coimbatore Job satisfaction plays a critical role in shaping employee motivation, engagement, and overall workplace performance. This project aims to examine the key determinants of job satisfaction, including work enjoyment, motivation, organizational pride, and responsibility satisfaction, and their collective impact on employee well-being and productivity. The project also investigates external and internal workplace factors such as leadership style, compensation, work-life balance, career growth opportunities, and organizational culture to determine their influence on job satisfaction levels. By identifying key drivers of job satisfaction, this research will help in formulating policies and strategies to enhance employee morale, reduce turnover rates, and ultimately improve organizational efficiency and success.

Keywords: Job satisfaction, work enjoyment, motivation, organizational pride, responsibility satisfaction, workplace well-being, job performance

Introduction

Job satisfaction is a multifaceted concept that reflects an employee's overall feelings, attitudes, and perceptions about their work. It is influenced by intrinsic factors such as personal achievement, recognition, and a sense of purpose, as well as extrinsic factors like salary, benefits, workplace culture, and leadership style. When employees feel valued, supported, and aligned with their organization's goals, they tend to experience higher levels of satisfaction, leading to greater motivation, efficiency, and job commitment. On the other hand, dissatisfaction can arise from a lack of growth opportunities, poor management, excessive workload, or an unhealthy work environment, potentially resulting in decreased performance, absenteeism, or turnover. Ultimately, job satisfaction is a key determinant of workplace morale and organizational success, impacting both employee well-being and overall productivity.

Review of literature

Anand, Tanu, Kaur (2022) The research concluded that Low pay was one of the important reasons cited for being dissatisfied. There is an urgent need to address all the factors affecting job satisfaction through proper planning and implementing relevant human resource policies for improvement in the work environment

Bahsri and Zakaria (2023) ^[9] Job satisfaction determinants can vary across industries. conducted a systematic literature review focusing on the logistics industry, identifying unique factors influencing job satisfaction in this sector.

Celbiş *et al.* (2023) ^[10] Individual attitudes toward work, including satisfaction with coworkers and pay, influence overall job satisfaction explored these aspects in the context of the 'Great Resignation,' providing insights into how job attitudes affect employee retention.

Davis (2023) ^[11] The behaviour and approach of leadership play a significant role in employee satisfaction. demonstrated that transformational leadership styles are positively associated with higher job satisfaction among employees.

Garcia and Martinez (2023) ^[14] Opportunities for professional growth and development are essential for maintaining job satisfaction and highlighted that employees with access to training and advancement opportunities are more satisfied with their jobs.

Objectives of the study

- To achieve a high level of job satisfaction and overall contentment in the workplace.
- To find enjoyment and fulfilment in daily work responsibilities.
- To stay motivated and engaged in work tasks.

Statement of the problem

Job satisfaction plays a main role in organization success, without employee satisfaction towards their job none of the employees will perform to the fullest and will not be able to contribute their best to the company. As a result, it will be very difficult to reach the organizational goals and objectives, hence job satisfaction helps to yield maximum output or performance from the employees, so that this study is undertaken to measure the satisfaction of the employees towards their job. This research attempts to understand if employees are fully satisfied with their work within the organization, so that they are motivated to work effectively in the organization.

Research methodology

Research methodology is the systematic approach used to conduct research, including the techniques, procedures, and processes for collecting, analysing, and interpreting data. It ensures that the research is structured, reliable, and valid, helping to achieve the study’s objectives effectively.

Research design

This study adopts a quantitative descriptive and analytical research design to explore job satisfaction among employees. The data is collected through a structured questionnaire, focusing on various dimensions of job satisfaction, including motivation, work enjoyment, organizational pride, and responsibility satisfaction.

Data collection method

The primary data for this study was collected through an online structured questionnaire distributed to employees via email and internal communication channels.

Sample size

The sample for the project is been taken from various departments of the company. The number of samples of 156 are taken from the total employee population of 200 from the company.

Tools used for analysis

The data collected is analysed using SPSS package. The tools used in the study for analysis

- Percentage analysis
- Chi-Square
- Regression
- Correlation

Data analysis and interpretation

Table 1: Shows the age of the respondents

Age	Frequency	Percentage
20-30	79	50.6
31-40	35	22.4
41-50	38	24.4
51-60	4	2.6
Total	156	100

Interpretation

The above table shows that the majority (50.6%) of the sample is aged 20-30, indicating a young-skewed population. The 31-40 (22.4%) and 41-50 (24.4%) groups are balanced, showing a mix of mid-career and experienced individuals. The 51-60 group (2.6%) is the least represented, suggesting fewer late-career individuals. Overall, the data highlights a workforce or population with a strong presence of young and mid-career individuals.

Table 2: Shows satisfied with my current job overall.

Components	Frequency	Percentage
Strongly disagree	5	3.2
Disagree	1	0.6
Neutral	17	11
Agree	75	47.1
Strongly agree	59	38.1
Total	1567	100

Interpretation

The majority of respondents (47.1%) agree, and (38.1%) strongly agree that they are satisfied with their job. Meanwhile, (11%) are neutral, and only a small percentage disagree (0.6%) or strongly disagree (3.2%). This indicates overall high job satisfaction among employees, with minimal dissatisfaction.

To find the significant between gender vs. job satisfaction level

To test the significant between Gender VS. Job satisfaction level

Null Hypothesis (H₀)

Gender and satisfaction with the amount of responsibility are independent (i.e., no association).

Alternative Hypothesis (H₁)

There is a significant association between gender and satisfaction with the amount of responsibility.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	5.532 ^a	4	.237
Likelihood Ratio	5.988	4	.200
Linear-by-Linear Association	1.732	1	.188
N of Valid Cases	156		

Interpretation

The results show that gender does not have a significant effect on how satisfied employees are with their responsibility. The differences in satisfaction between men and women could be due to random chance rather than a real pattern. Since the p-value (0.237) is greater than 0.05, we do not have enough evidence to say that gender and responsibility satisfaction are linked. Also, some expected counts are very low, so the test might not be fully reliable. But overall, gender does not seem to make a big difference in how satisfied employees feel about their responsibilities.

To find job satisfaction using factors like motivation, pride, and responsibilities

To test job satisfaction using factors like motivation, pride, and responsibilities

Null Hypothesis (H₀)

There is no significant relationship between job satisfaction factors (enjoying work, motivation, and organizational pride) and satisfaction with responsibility.

Alternative Hypothesis (H₁)

There is a significant relationship between at least one of the job satisfaction factors and satisfaction with responsibility.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.729	.264		2.755	.007
	15) I feel motivated to perform at my best on a daily basis.	.388	.070	.397	5.524	<.000
	20) I am proud to work for this organization.	.249	.084	.243	2.957	.004
	18) I enjoy the work I do on a daily basis.	.198	.084	.200	2.344	.020

Interpretation

The regression analysis shows that motivation, organizational pride, and work enjoyment significantly impact employees' satisfaction with their responsibilities ($R^2 = 0.535, p < 0.001$). Motivation has the strongest effect, followed by organizational pride and work enjoyment. Since all predictors are significant ($p < 0.05$), we conclude that improving these factors can enhance employees' satisfaction with their responsibilities.

Null Hypothesis (H₀)

There is no significant correlation between motivation to perform at one's best daily and satisfaction with the amount of responsibility in one's role.

Alternative Hypothesis (H₁)

There is a significant correlation between motivation to perform at one's best daily and satisfaction with the amount of responsibility in one's role.

To find the relationship between motivates vs satisfaction

To test the relationship between motivates vs satisfaction.

		15) I feel motivated to perform at my best daily	21) I am satisfied with the amount of responsibility I have in my role
15) I feel motivated to perform at my best daily.	Pearson Correlation	1	.658**
	Sig. (2-tailed)		.000
	N	156	156
21) I am satisfied with the amount of responsibility I have in my role.	Pearson Correlation	.658**	1
	Sig. (2-tailed)	.000	
	N	156	156

Interpretation

There is a strong positive correlation ($r = 0.658, p < 0.001$) between motivation and satisfaction with responsibility. This means that as employees feel more satisfied with their level of responsibility, their motivation to perform at their best increases. The result is statistically significant, suggesting a meaningful relationship between the two factors.

employees. A positive work environment with strong leadership fosters motivation, while employee recognition and rewards boost morale. Encouraging open feedback, providing job autonomy, strengthening teamwork, and addressing job stress are also crucial in creating a fulfilling workplace.

Findings

- The sample is predominantly young (20-30 years: 50.6%), with a balanced mix of mid-career individuals (31-50 years) and few late-career individuals (51-60 years: 2.6%).
- A majority (85.2%) of employees are satisfied with their job, with minimal dissatisfaction (3.8%).
- No significant relationship found ($p = 0.237$), indicating gender does not impact satisfaction with responsibility.
- Motivation, organizational pride, and work enjoyment significantly influence satisfaction ($R^2 = 0.535, p < 0.001$), with motivation having the strongest impact.
- A strong positive correlation ($r = 0.658, p < 0.001$) shows that higher responsibility satisfaction increases motivation.

Conclusion

Job satisfaction is a vital aspect of employee well-being and directly impacts organizational success. Satisfied employees are more motivated, engaged, and productive, leading to higher retention rates and improved workplace morale. This study emphasizes the importance of key factors such as work enjoyment, fair compensation, career development opportunities, effective leadership, and a positive work culture in fostering job satisfaction. Organizations that invest in employee well-being through recognition programs, open communication, and professional growth initiatives can create a more supportive and fulfilling work environment. Additionally, providing work-life balance, reducing job stress, and encouraging teamwork contribute to long-term employee satisfaction and loyalty.

Suggestions

To enhance job satisfaction, organizations should promote work-life balance through flexible schedules and manageable workloads. Fair compensation and benefits, along with career growth opportunities, help retain

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