

A STUDY OF JOB SATISFACTION OF EMPLOYEES IN PRIVATE SECTOR IN INDIA

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Abstract

In the work they did, earlier people were sincere and dedicated. But today, a employee wouldn't have believed in that kind of work value. To keep his livelihood, he works very hard to earn a good salary. The quality of work, which is a systematic approach to design and an emerging trend in the overall field of job enrichment, is also very interesting motivation. Adequate and fair remuneration, healthy working conditions, opportunities for use and development of human capacity, opportunity to develop professional skills, social integration in the labour market, work and quality of life, Social relevance of employment etc. are a set of criteria that should be taken into account when measuring the quality of job life. The study shows that employees are more productive when quality in the workplace is better. Therefore, the quality of work life can contribute to organizational effectiveness; organizational commitment, employee satisfaction, motivation and personal development improve skills that in turn will lead to increased productivity and profits. The quality of work must also be definitely influenced by a suitable working environment. The study of the quality of working life of private sector workers and the challenges of private sector workers is the main objective of this research.

Keywords – Job Satisfaction, Job Dissatisfaction, Private Organization, Feedback.

INTRODUCTION

Job means, “A paid position of regular employment”, “A task or piece of work, especially one that is paid”, “A Responsibility or duty”, or “A Difficult task”.

Satisfaction means, “Fulfillment of one's wishes, expectations, want or needs, or the pleasure derived from this”, “the simple feeling of attainment of any goal or objective”.

Job Satisfaction means, In Simple word, Job Satisfactions refers to the degree of pleasure or happiness that an individual feels in their job. It is a feeling of fulfillment or enjoyment that a person derives from their job.

Job Satisfaction Definition,

E. A. Locke describes job satisfaction as “the pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values.”

P. E. Spector describes Job satisfaction as “is the extent to which people like or dislike their jobs.”

De Nobile defined job satisfaction as “the extent to which a staff member has favorable or positive feelings about work or the work environment.”

Davis, Newstrom, and Dessler describes job satisfaction as “a set of favorable or unfavorable feelings for the employees to perceive their work and that determine the possibility of a major disposition to achieve higher performance.”

S.P. Robbins describes job satisfaction “to an individual's general attitude toward his or her job.”

OBJECTIVE OF STUDY

- Understanding the different factors that contribute to a job's satisfaction.
- To understand the challenges faced by private sector employees.
- To understand how work satisfaction affects the performance of employees working in privately organized organizations.

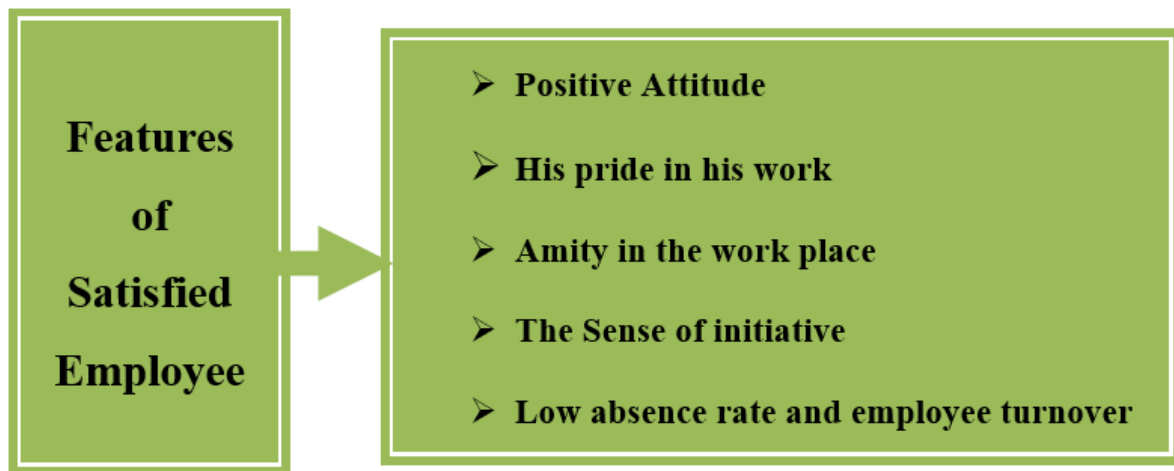
Research Methodology

- Data collection is on secondary Basis.

Job satisfaction is influenced by these factors:

- 1) **The atmosphere in the team and in the office**, because you often see and communicate with your colleagues, a pleasant atmosphere and a good relationship have a major influence on job satisfaction.
- 2) **Work-life balance**, A healthy work-life balance keeps you energized and productive. Having a clear delineation between work and personal life reduces the likelihood of stress.
- 3) **Salary and working conditions**, Fringe benefits Workplace safety A safe and supportive work environment protects employees from injuries, physical injury, discrimination and abuse. Government regulations and business standards Employee health and well-being Employee job performance Long-term earning after an injury Business sense If an employee gets injured, they need to be replaced either temporarily or permanently by a new employee. This increases the costs to the business. It slows down productivity, lowers workplace morale, lowers stakeholder value and damages public perception of the company.
- 4) **Variety of work**, When your work is diverse and demanding, it creates a challenge for you. When the work becomes repetitive and dull, a bore-out often sets in.
- 5) **Opportunities for personal growth** Self-expression is at the apex of our human development pyramid.
- 6) **Flexible working and independence** We all want a sense of autonomy and autonomy. We want to feel trusted and have control over our work.

The Following are features of satisfied employees:



- 1) **Positive attitude:** The fact that your employees are happy is clear from your positive attitude. Through open communication, you will be able to learn more about this attitude. Those who volunteer and are willing to engage in discussions, they consider themselves a part of your company's community.
- 2) **His pride in his work:** A happy employee is proud of his work, and he represents your company to the outside world as a true brand ambassador. He is emotionally involved, pays attention to detail, and is willing to make an extra effort to contribute to your company's success, even if he is not asked to do so.
- 3) **Amity in the workplace:** It is common for satisfied workers to maintain good relationships with their colleagues, which benefits the company's work ethic and its productivity. You'll see that a good atmosphere leads to friendship, which extends beyond the working environment.
- 4) **The sense of initiative:** A happy employee does more than what is expected of him every day, trying to satisfy himself with all he's done. Besides the sense of initiative, he also has a clear career path in mind. He is committed to contributing to the growth of your organization and to improving your services.
- 5) **Low absence rate and employee turnover:** In the event of a disease, a fulfilled worker will remain at home once in a while. A straightforward cold or a migraine won't prevent him from going to work. You can depend on him whether it concerns simply proficient issues or whether he's getting sorted out an organization party. This will obviously add to the positive working climate in the workplace. Worker turnover happens when representatives leave the association and join somewhere else. Worker turnover, particularly of superior workers is awful for the association.

Challenges Faced by Employees in Private Organization:

"We are not robots. We are people." This is the thing representatives of the Indian confidential area are saying these days with the developing issues in the working environment connected with working hours, leaves, extra time, and notice period. Recognizing and resolving these issues are fundamental for privately owned businesses to further develop representative experience, lessen worker turnover, and decline hierarchical dangers. Representatives in India experience the ill effects of melancholy or tension problems because of work pressure, superior execution issues, extra time, and other occupation connected requirements.

- 1) **Working hours:** In some private companies they exploit workers and ask them to work extra time in the name of a corporate brand, responsibility, promotion chances or job security.
- 2) **90-Days Notice Period:** In India, practically all IT firms, particularly huge MNCs, frequently request that their representatives serve a 90-day notice period. This is non-debatable a large portion of the times. Regardless of what job or position a representative is in, the person in question needs to finish the notification time frame, frequently expressed in the business contract. Organizations guarantee that a 90-day notice period is compulsory for smooth progressing of undertakings or ventures. In some cases, representatives are not treated well by their nearby seniors or administrators after they leave their post. Not serving the expressed notification time frame can bring about the deficiency of involvement letter and other significant records which representatives need while joining another association.
- 3) **Overtime:** More health problems can be caused by too much work time than they are worth. Overtime increases the risk of high blood pressure, back injuries, and mental problems. Overtime has a negative effect on performance and poses safety risks on the road and in the workplace. Productivity is reduced and morale suffers as a result of excessive overtime. It's affecting the balance of working life, which ultimately results in discouraged workers giving up and leading to an increase in employee turnover.
- 4) **Sick Leave Policy:** Sick leave is the leave that employees are entitled to when they are out of work because of illness. A minimum of 0.5 days and a maximum of 1 day of paid sick leave per month are offered by private companies. In some Private Sector organizations there is no monthly transfer of sickness leave. Maternity and paternity leave is not offered by a large number of companies.
- 5) **Shift Remittances:** More organizations are presently offering day in and day out administrations to the clients in the US, the UK, Australia, and different nations. This has brought about the production of various movements. In light of business prerequisites, representatives are approached to work in early moves, evening movements, and night shifts. Most organizations pay shift remittance just for the night shift representatives. Shift recompense paid for night varies starting with one association then onto the next. Many organizations don't offer pay for making representatives work in evening or early moves. Representatives who work in evening, and particularly, in night shifts face individual and family issues, higher pressure, relationship issues, social segregation, rest misfortune, unfortunate way of life, and increment the gamble of numerous serious sicknesses.
- 6) **Lacks of job security:** In India Private sector employees are concerned about the safety of their jobs. The economy's fallen, forcing companies to cut costs and lay off employees. This has led to a number of jobs falling into insecurity over the past few years.
- 7) **Work beyond Capacity:** Private sector workers are highly prone to depression because of demanding schedule, high stress and performance-linked perquisites. In order to save their jobs, corporate workers must survive a tough global competitive environment, which increases the pressure on their health, leading to silent diseases.

Merits of Job Satisfaction:

Coming up next are couple of top benefits of job satisfaction at the workplace. They are

- 1) **The work you submit will be generally excellent:** One of the significant advantages of job satisfaction is that the work which you submit will consequently be of unrivaled quality. This is basically on the grounds that you love what you do and you will take the necessary steps to go from one solidarity to another. The people who have no work fulfillment won't ever exceed all expectations to intrigue the supervisors rather they will be content, basically doing the absolute minimum measure of work. You giving great work aren't just helpful for the organization, yet it likewise gains you a ton of acknowledgment.
- 2) **You will be anxious to work:** One more significant advantage of job satisfaction is that you will be anxious to assume on new liability and your disposition towards your work will be fairly certain too. Your enthusiasm will assist you with learning various new and fascinating things, yet likewise, it will likewise assist you with taking the organization higher than ever. Relatively few individuals can say that they anticipate coming to work consistently. In the event that you are an example of the rare type of person who has a lot of occupation fulfillment, then, at that point, you should view yourself as fortunate.
- 3) **You will naturally ascend from one solidarity to another:** An individual who has work fulfillment will cherish his work and will thusly play out the entirety of his obligations as well as could be expected. Organizations truly do observe those representatives who are playing out all undertakings with perseverance and these dedicated workers can pack advancements and ascend from one solidarity to another. The people who have no work fulfillment and are disappointed with their positions won't ever be given advancements as they have no inspiration or main impetus inside them.

The Demerits of job satisfaction: A number of the most important disadvantages to job satisfaction at work place are listed below:

- 1) **You never need to leave your usual range of familiarity:** However having position fulfillment is imperative to assist you with having a cheerful expert life, one of the main impediments of occupation fulfillment is that you are so happy with what you do, that you will ultimately decline to leave your usual range of familiarity. You will start to acknowledge just those errands which you have been doing since you joined the organization

and you cannot take a stab at a genuinely new thing. Rather than this, individuals who have low work fulfillment continually need to take a shot at a novel, new thing; in case of attempting to find something they like doing.

2) **You're not willing to challenge yourself:** People who are very happy in their work will not be able to face a difficult task like this. It's because they fear that if they dare to challenge themselves, the job will not be as fulfilling as it was. According to this, job satisfaction does not mean that you're only taking on tasks that are easy for you and that you're used to doing, on the contrary, job satisfaction means that you're doing your job, regardless of the challenges you face, as you know that these challenges will only help you to be better.

Job Satisfaction is critical in light of the fact that an individual's disposition and convictions might influence their way of behaving.

The significances of job satisfaction are as per the following:

- Lower Turnover
- Higher Efficiency
- Expanded Consumer loyalty
- Representative Non-attendance
- Assists with acquiring higher Incomes
- Fulfilled representative will generally deal with pressure
- Imagination in Positions
- Establish a superior work space

Positive and Adverse consequences of job satisfaction:

One of the most studied variables in the field of workplace psychology is job satisfaction, which is associated with a number of variables, ranging from leadership to job design. It's a journey rather than destination, since it covers both the employee and the employer. The result of job performance and productivity is deemed to be satisfaction with work. The relationship between these variables is positive. Greater job satisfaction has the following consequences and effects:

- It builds proficiency and viability at work.
- It assists with decreasing worker's non-appearance.
- It advances agreeable worker's connection.
- It improves association's efficiency and worker's fulfillment.
- It assists with diminishing worker's turnover.
- It assists with working on the picture of the association.

The effect of low employment satisfaction could be broad, and the issue is compassion for entrepreneurs with small businesses as well as a wide range of associations. If delegates are not happy with their occupations, a couple of districts of their work are impacted and their lead can moreover impact various laborers.

1) **Job Pressure:** When representatives are not content with their positions, they are significantly more liable to experience and report weight at work. Laborers who are fulfilled or blissful at work are substantially less liable to report feeling worried by their work.

2) **Poor By and large Spirit:** When one worker is hopeless taking care of their business, every one of different representatives they come into contact with will be impacted by their demeanor. Assuming they see somebody who is so clearly hopeless, it will start to variety how they view their own positions.

3) **Lack of Productivity in the workplace:** A lack of productivity in the workplace is due to low job satisfaction, combined with low employee morale. At work, we've got our basic human nature again. When someone is unhappy, they don't focus well and they don't pay attention to their tasks.

4) **High employee turnover rates:** Due to low job satisfaction also leads to high employee turnover rates. The employee will either quit, or sooner than that, so they'll get the job they really like. High turnover rates and a lack of qualified workers are common problems in numerous sectors, including food services.

CONCLUSION

The fact that those who are happy with their jobs do not only give up better quality work, but also a higher level of satisfaction and happiness is obvious from the points made. A lot of people don't realize that you don't have to make a decision based on what others tell you to do when you choose your career or profession. Instead, you must think of your own needs and dreams in a way that is consistent with your heart. It is important to make decisions that are in the interest of your own interests if you wish to achieve a successful career.

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