

Relationship between Job Satisfaction and Demographic Variables of workers of Ceramic Industry

Biju Sebastian

Research Scholar, Dept of Commerce and Management
OPJS University, Rajasthan

Pawan Kumar Verma

Assistant Professor, Dept of Commerce and Management
OPJS University, Rajasthan

Somvir

Librarian

Ganga Institute of Technology and Management
Jhajjar, Haryana

Email : somvirrathee9@gmail.com

Abstract

Work fulfillment is with respect to one's sentiments or perspective in regards to the idea of their work. The cause of occupation fulfillment isn't just the work; it likewise establishes from workplace, oversight style, relational relationship, and hierarchical culture moreover. At present work fulfillment has been a significant issue. Individuals are intrigued to work in the association as well as the administrations where they get more fulfillment. It is human way of behaving, however as a general rule how far such work fulfillment is guaranteed in various positions. This study attempts to break down the connection between segment factors and occupation fulfillment. The review discoveries connected with the segment factors, it is infer that segment variables like age, orientation, instructive capability, occupation, year of involvement, month to month pay, long periods of work, extra time hours in all actuality do impact the degree of occupation fulfillment of the specialists.

Introduction

Work Satisfaction is the positivity or unfavorableness with which the worker sees his work. It communicates how much understanding between one's assumption for the gig and the prizes that the occupation gives. Work Satisfaction is a piece of life fulfillment. The idea of one's current circumstance of occupation is a significant piece of life as Job Satisfaction impacts one's overall life fulfillment. Work Satisfaction, hence, is the consequence of different perspectives moved by a worker. In a restricted sense, these perspectives are connected with the gig under condition with such unambiguous factors like wages. Managers of business, states of work, social connection at work, brief settlement of complaints and fair treatment by boss. In any case, a more far reaching approach expects that many variables are to be incorporated before a total under-remaining of occupation fulfillment can be obtained. Such factors as worker's age, wellbeing temperature, want and level of yearning ought to be thought of. Further his family relationship, Social status, sporting outlets, movement in the associations and so on contribute at last to work fulfillment.

Literature Review

Researchers like Saka and Salman (2014), Etubi and Ikekhai (2007), are of the view that inspiration could likewise be viewed as the utilization of different techniques to move laborers to activity. The energizer of the inspirational perspective displayed by a representative is alluded to as inspiration. It is the gift or motivating force to a lesser staff by unrivaled or pioneer for example wage, raise, state of administration (Akanbi, 2011). Machara and Jain (2016) examined the effect of inspiration on work

fulfillment., a portion of the respondents' remarks demonstrated that there is no electronic information base for following library assets subsequently it is challenging to serve clients proficiently and successfully and that this gives the clients an off-base impression that bookkeepers don't have the foggiest idea about their occupation as they neglect to provide clients with the area of the book without alluding them to the card index. The mentalities of workers in light of their discernments and occupation requests could be alluded to as occupation fulfillment. It very well may be viewed as the positive or negative reaction which could be utilized to assess the degree of fulfillment delighted in by workers (Adeoye & Fields, 2014; Aydogdu & Asikgil, 2011; Chuks-Ibe & Ozioko, 2014). Work fulfillment alludes agreeable to representatives with the general work qualities and it influences the spirit of laborers. It additionally connects with the assumptions for a worker at work, the level of bliss got from the state of administration. Representative fulfillment is major among a few factors that decide the adequacy of an association. Representative fulfillment is essential to associations that are viable (Parvin & Kabir, 2011; Sageer et al., 2012).

Objectives of the StudyThe main objectives of the present investigation are:

- To study the demographic profile of the employees.
- To study the relationship between experience and the level of job satisfaction of the employees.
- To study the relationship between age and the level of job satisfaction of the employees.
- To study the relationship between education and the level of job satisfaction of the employees.

Research Methodology

Descriptive research design is adopted for the present study. Descriptive study is a fact-finding investigation with adequate interpretation. It focuses on particular aspects or dimensions of the problem studied. It is designed to get descriptive information and provided information and formulation of more sophisticated studies. The universe of the present study is the workers of the selected ceramic industries established in Bahadurgarh region, Haryana. Somany Ceramics has invested Rs 80 crore to expand capacity at its manufacturing unit in Bahadurgarh, Haryana. Currently, the company's Bahadurgarh capacity produces 38,000 square metres (sqm of tiles per day. “The investment will help us raise our unit’s capacity to 50,000 sqm a day. We are looking at an increase of 12,000 sqm a day,” said Abhishek Somany, managing director of Somany Ceramics. The plant that is set to start production in April, 2016 has accommodated brand new state-of-the-art Italian equipment and machinery. “The company will see jobs happening at the sales and marketing levels,” he said. Somany Ceramics as of now has 3,000 people working for it across India.

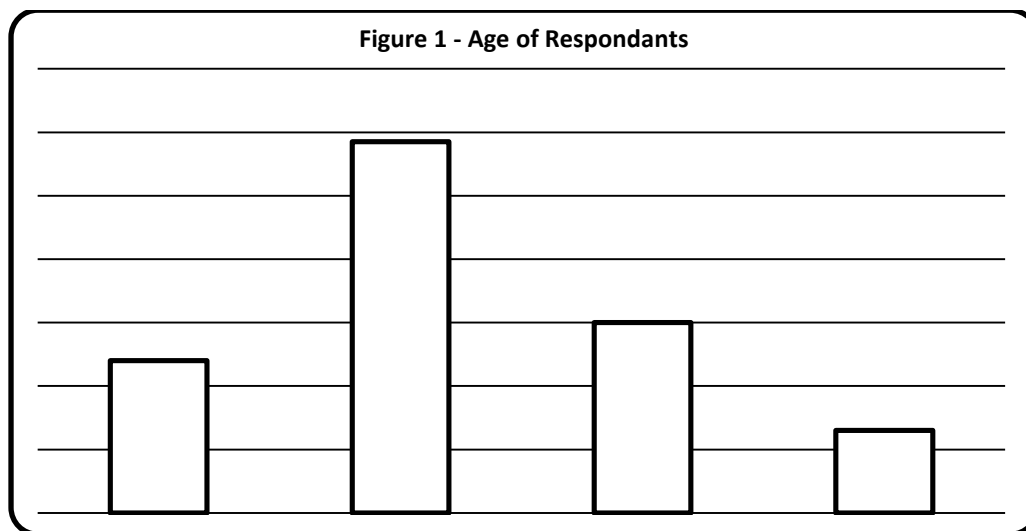
Sampling

In this study the simple random sampling technique is used for selecting the sample size from the population. The sample size was confirmed to 252 workers assuming that 10 percent would be significant to represent the opinion of the total workers engaged in the selected ceramic industries. The samples were selected by the name lists provided by the administrative departments of the concerned industries. The demographic descriptions of the workers sample size is given in below tables.

Data Analysis and interpretation:

Table 1: Distribution of the Respondents by Age

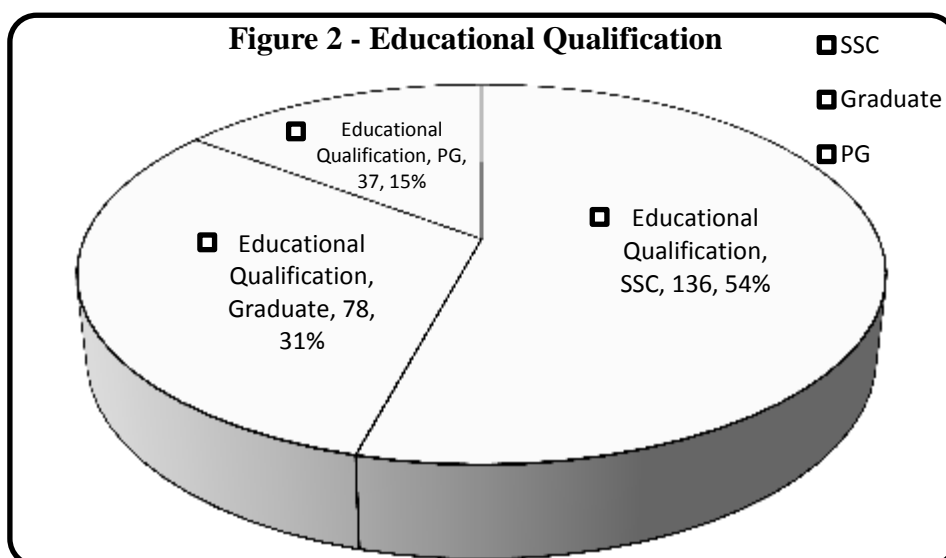
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Below 24	48	19.1	19.1	19.1
26-35	117	46.6	46.6	65.7
36-45	60	23.9	23.9	89.6
Above 45	26	10.4	10.4	100.0
Total	251	100.0	100.0	



The table-1 and figure-1 portrays the orientation of the respondents, which expresses that 46.6% workers belong to the age group of 26-35, 23.9 % belong to 36-45, 19.1% belong to below 24 age group and only 10.4 % belong to above 45 age group. This shows that a larger number of workers from the 26-35 age group are employed in this industry.

Table 2: Distribution of the Respondents by Educational Qualification

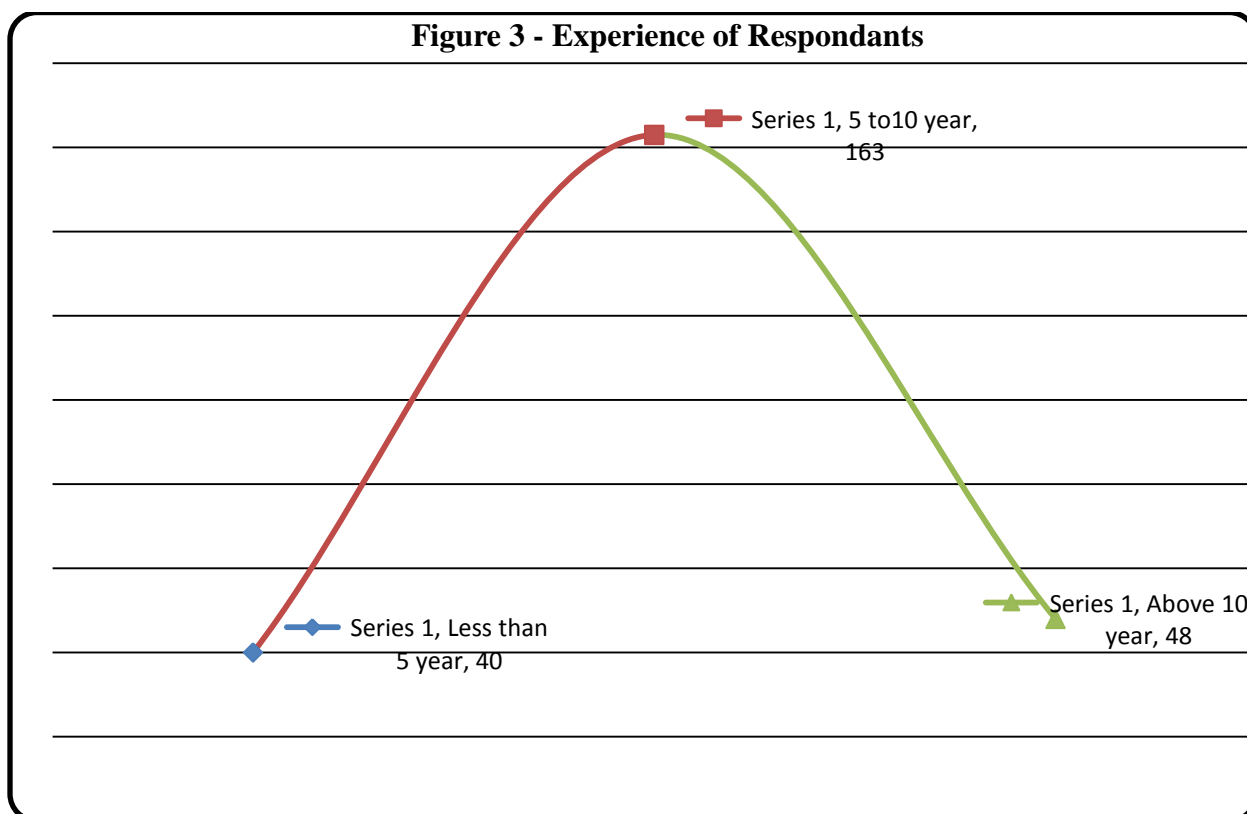
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SSC	136	54.2	54.2	54.2
Graduate	78	31.1	31.1	85.3
PG	37	14.7	14.7	100.0
Total	251	100.0	100.0	



The table-2 indicates that the majority of the respondents (54%) are SSC, 31.1% are graduates and 14.7 % are postgraduates. This shows that PG candidates do not much prefer the job in this industry when compared to SSC respondents.

Table 3: Distribution of the Respondents by Experience

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Less than 5 years	40	15.9	15.9	15.9
5-10 years	163	64.9	64.9	80.9
Above 10 years	48	19.1	19.1	100.0
Total	251	100.0	100.0	



The table-3 shows that more than half workers have an experience more than five years and less than 10 years, these are 64.9%. Workers who have less than 5 years experience are 15.9% and the rest 19.1% workers have experience more than 10 years.

Hypotheses:

H0: There is no significant difference between age groups and level of job satisfaction ($\mu_1 = \mu_2 = \mu_3 = \mu_4$)

H1: There is a significant difference between age groups and level of job satisfaction ($\mu_1 \neq \mu_2 \neq \mu_3 \neq \mu_4$)

Table 7 : Age and Level of Job Satisfaction

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
					Lower Bound	Upper Bound		
1.00	19	2.68	.749	.172	2.32	3.05	2	4
2.00	27	2.07	.874	.168	1.73	2.42	1	4
3.00	51	2.33	.683	.096	2.14	2.53	1	4
4.00	80	2.23	.914	.102	2.02	2.43	1	4
5.00	74	2.19	.989	.115	1.96	2.42	1	4
Total	251	2.25	.885	.056	2.14	2.36	1	4

ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	5.089	4	1.272	1.642	.164
Within Groups	190.592	246	.775		
Total	195.681	250			

The result is depicted in the above table and it is observed that the F value for age group regarding job satisfaction is significant at 5% level of significance. Hence null hypothesis is accepted. It can be concluded that the level of job satisfaction depends on the age of investors. The above finding is supported by Somvir & Kaushik (2012). There is a significant relationship between educational qualification and level of satisfaction.

Hypotheses:

H0: There is significance difference between Educational Qualification and level of job satisfaction ($\mu_1 = \mu_2 = \mu_3$)

H1: There is no significant difference between Educational Qualification and level of job satisfaction ($\mu_1 \neq \mu_2 \neq \mu_3$)

Table 8: Educational Qualification and Level of Job Satisfaction

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
					Lower Bound	Upper Bound		
1.00	19	1.05	.229	.053	.94	1.16	1	2
2.00	27	1.44	.698	.134	1.17	1.72	1	3
3.00	51	2.33	.683	.096	2.14	2.53	1	3
4.00	80	1.80	.664	.074	1.65	1.95	1	3
5.00	74	1.09	.295	.034	1.03	1.16	1	2
Total	251	1.61	.732	.046	1.51	1.70	1	3

ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	55.867	4	13.967	44.001	.000
Within Groups	78.085	246	.317		
Total	133.952	250			

The result is depicted in the above table and it is observed that the F value for Education qualification regarding job satisfaction is significant at 5% level of significance. Hence null hypothesis is accepted. It can be concluded that the level of job satisfaction depends on the education qualification of the worker. There is a significant relationship between educational qualification and level of satisfaction.

Hypotheses:

H0: There is significance difference between Experience and level of job satisfaction ($\mu_1 = \mu_2 = \mu_3$)

H1: There is no significant difference between Experience and level of job satisfaction ($\mu_1 \neq \mu_2 \neq \mu_3$)

Table 9: Experience and Level of Job Satisfaction

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
					Lower Bound	Upper Bound		
1.00	19	2.21	.419	.096	2.01	2.41	2	3
2.00	27	2.04	.192	.037	1.96	2.11	2	3
3.00	51	2.10	.413	.058	1.98	2.21	1	3
4.00	80	2.11	.636	.071	1.97	2.25	1	3
5.00	74	1.85	.734	.085	1.68	2.02	1	3
Total	251	2.03	.592	.037	1.96	2.11	1	3

ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.762	4	.940	2.755	.029
Within Groups	83.983	246	.341		
Total	87.745	250			

The result is depicted in the above table and it is observed that the F value for experience regarding job satisfaction is significant at 5% level of significance. Hence null hypothesis is accepted. It can be concluded that the level of job satisfaction depends on the experience of the worker. There is a significant relationship between experience and level of satisfaction.

Findings:

The findings of the study showed that most of the personal variables like age, education, experience do influence the level of job satisfaction of the workers. The findings of the study expresses that 46.6% workers belong to the age group of 26-35, 23.9 % belong to 36-45, 19.1% belong to below 24 age group and only 10.4 % belong to above 45 age group. This shows that a larger number of workers from 26-35 age groups occupied in this industry. As for educational qualifications 54% are SSC, 31.1% are

graduates and 14.7 % are postgraduates. This shows that PG candidates do not much prefer the job in this industry when compared to SSC respondents. More than half workers have and experience more than five year and less than 10 year, these are 64.9%. Workers who have less than 5 year experience are 15.9% and the rest 19.1 % workers have experience more than 10 years. There is a significant relationship between Age, Education Qualification, Experience and level of job satisfaction.

References

- Somvir and Kaushik, S. (2012). Job satisfaction among library professionals in Haryana state. *International Journal of scientific and research Publications*, 2(5), 1- 5
- Saka, K.A., & Salman, A.A. (2014). An assessment of the levels of job motivation and satisfaction as predictors of job performance of library personnel in Nigerian universities. *Journal of Balkan Libraries Union*, 2(2), 26- 33.
- Etubi, M., & Ikekhai, M.O. (2007). Retrospective conversion: Our experience in University of Jos Library. *Information Technologist: International Journal of Information and Communication Technology*, 4(1), 92- 94.
- Akanbi, P.A. (2011). Influence of extrinsic and intrinsic motivation on employees' performance. *Proceedings of the 6 th African Regional Congress of Nigerian Industrial Relations Association*, 24-28. University of Lagos, Nigeria.
- Machara, L., & Jain, P. (2016). Factors affecting staff motivation in public libraries: A case of selected public libraries in Botswana. *Mousaion*, 34(1), 101-122.
- Adeoye, A.O., & Fields, Z. (2014). Compensation management and employee job satisfaction: A case of Nigeria. *Journal of Social Sciences*, 41(3), 345-352
- Aydogdu, S., & Asikgil, B. (2011). An empirical study of the relationship among job satisfaction, organizational commitment and turnover intention. *International Review of Management and Marketing*, 1(3), 43-53.
- Chuks-Ibe, P.O., & Ozioko, R.E. (2014). Problems militating against job satisfaction among librarians in academic libraries in Niger state, Nigeria. *Information Technologist*, 11(1).
- Parvin, M.M., & Kabir, M.N. (2011). Factors affecting employee job satisfaction of pharmaceutical sector. *Australian Journal of Business and Management Research*, 1(9), 113.
- Sageer, A., Rafat, S., & Agarwal, P. (2012). Identification of variables affecting employee satisfaction and their impact on the organization. *IOSR Journal of Business and Management*, 5(1), 32-39.