
A STUDY ON IMPACT OF WORKING CONDITIONS ON THE JOB SATISFACTION OF PRIVATE SECTOR EMPLOYEES IN PALGHAR DISTRICT

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ABSTRACT

Employees working circumstances are absolutely important to their overall well-being, efficiency, productivity and performance in their work. A review of earlier studies shows that the enhanced working conditions affect positively on employee's overall productivity and performance. Similarly, occupational safety and healthy working environment also adds to the fulfillment of the organizational objectives. It was also observed that the health risk reduced, cost related to absenteeism, sick days, and labour turnover was brought to the barest minimum if working conditions are improved.

Keywords: Job satisfaction, working conditions, private employees.

INTRODUCTION:-

Human resources are considered as the most valuable resource and asset to the organization. For the growth and development of the entire organization, the employees are the important human resource. If the employer managed the human resource properly then all the other resources like capital, machines, etc are managed automatically. Dynamic and moderate institutions is essential to attract and retain the right person for the right jobs at the right time through creating and sustaining their inspiration in changing situations. Employees working condition is essential for customer satisfaction and organization performance in today's competitive environment. The working environment is perhaps a key root resulting in employee's engagements and disengagements. A cordial working atmosphere leads to the physical and mental health of employees which reduces stress and tension and improves physical wellbeing of employees. Not only employees but the organization also reduces labour turnover and decreases absenteeism which results in increasing the productivity and performance of employees in the organization.

OBJECTIVES OF THE STUDY:-

1. To examine working conditions policies in an organization.
2. To study the job satisfaction levels of employees in the organization.
3. To analyse the impact of job satisfaction on the performance of employees.
4. To assess the effect of job satisfaction on the productivity of employees.

RESEARCH METHODOLOGY:

This study was done primary as well as secondary station. Primary data was collected through questionnaire and through sample data. 45 respondents have taken part in this study. Secondary data was collected through internet, books and other sources of information.

REVIEW OF LITERATURE:-

- Prakasam (1976) have examined that job level affects the level of satisfaction. When it comes to top level motivational factors including monetary and non monetary plays an important role in satisfaction level of the employees but when we talk about the lower level of organisations hygiene is one of the factors which plays important role in satisfaction of the employees.
- Roelofsen (2002) studied that the working environment is critical factor resulting in employee's engagement or disengagement. His study shows that enhancing the working environment decreases the complaints and absenteeism and improves productivity.
- Kyko (2005) according to the researcher, there are two main types of working environment, conducive and toxic work environments. Conducive helps in increasing higher productivity and toxic environment supports to low productivity.
- Danica Bakotic (2013) has stated that there is relation between working conditions and job satisfaction; He also states that the satisfaction with working conditions is higher in the case of administrative employees than in the workers who work in difficult working conditions.

Author also said that employees working in bad working conditions affects their satisfaction level for job.

- Dr. Chandrasekar (2011) states that workplace environment has a major role in motivating employees to execute their assigned work. Since money is not a only motivator in encouraging the employee performance required in today’s competitive business.

LIMITATIONS OF THE STUDY:-

The research was conducted for a limited time. The time constraint was the limitation of the study. The survey was conducted by sample method. Only 43 respondents were the sample size not all population. The limited population was the limitation of the study. The survey was conducted only in Mumbai area not whole of India. The limited area was the limitation of the study.

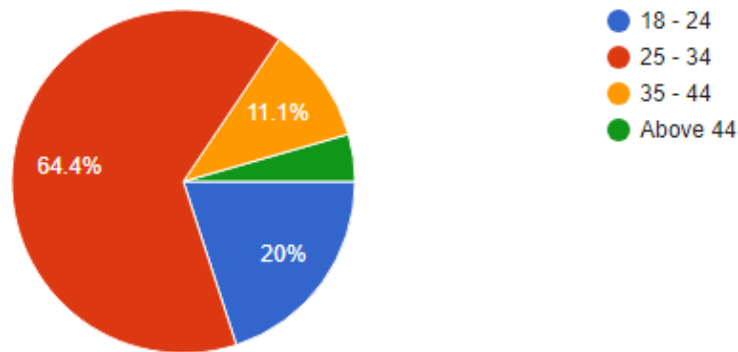
SCOPE OF THE STUDY:

This study has a future scope to the companies who can work on their working conditions and will make better benefits for the employees so the job satisfaction of employees can be increased. This will also help to employees to think about working conditions and speak about those things.

DATA INTERPRETATION:

Age

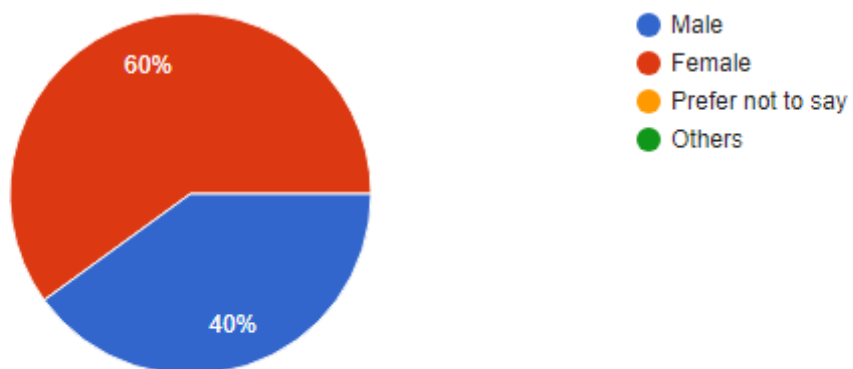
45 responses



Out of the total respondents 64% were in the age group of 25 to 34 years old age group.

Gender

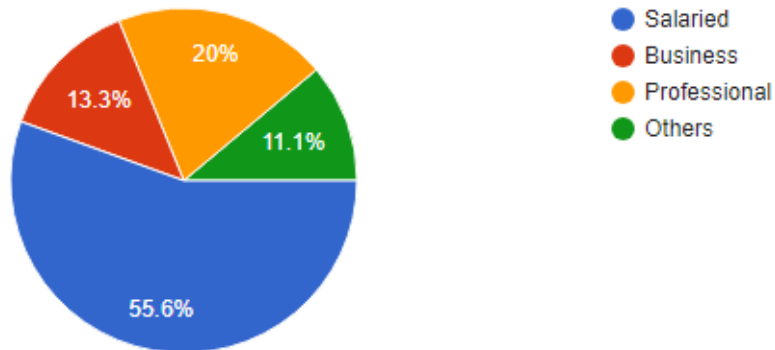
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60% of the total respondents were female employees and 40% were male employees. No person was there from others group and no one opted for prefer not to say.

Occupation

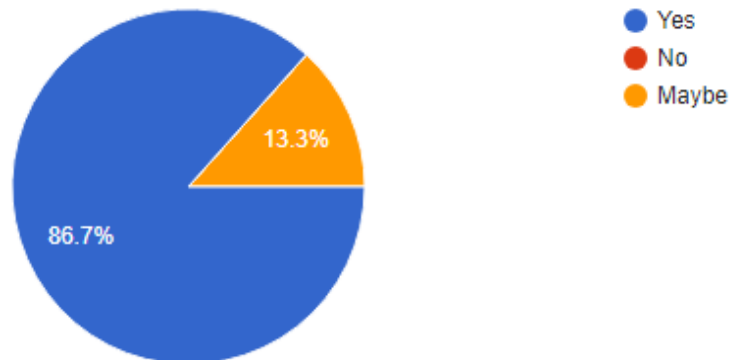
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When it comes to occupation 56% were salaried people and 20% were professional, which shows that people were of working class as well as they were office working people. 11% were also from others category which was not disclosed.

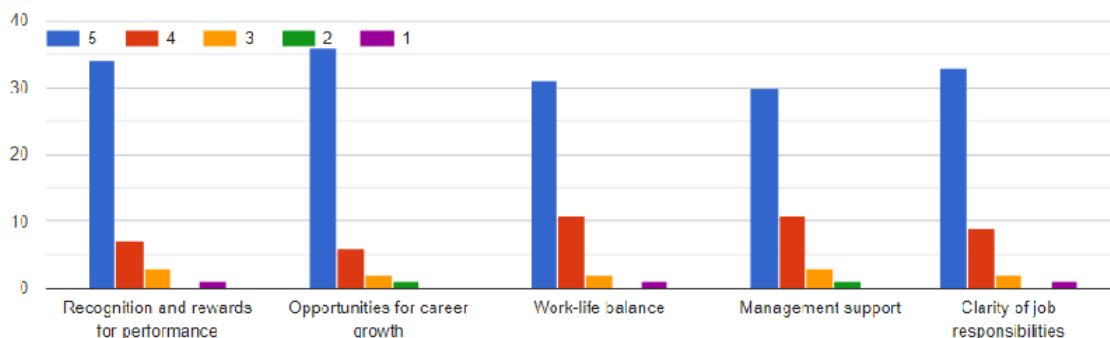
Do working conditions affect work satisfaction?

45 responses

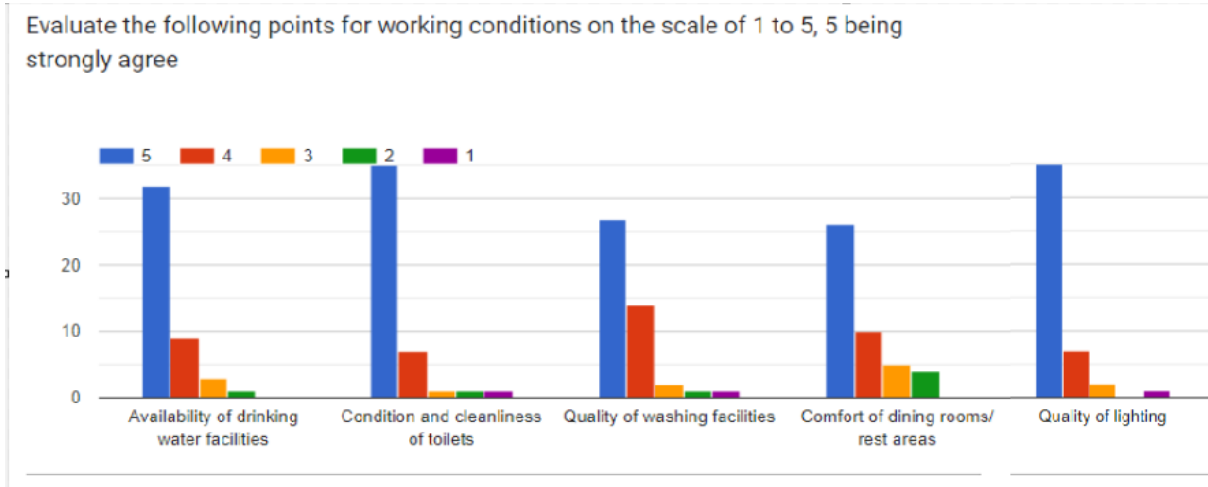


Out of total respondents 87% of the population agreed that working conditions do affect the work satisfaction and also it matters how working conditions can change the job satisfaction level of the employees in the working area.

Evaluate the following points for Job satisfactions on the scale of 1 to 5, 5 being strongly agree



Majorly population rank all the working condition element as important like rewards, opportunities for career growth, work life balance, management support, and clarity of job responsibilities. No element was there which was least ranked. Employees think all the element are important.

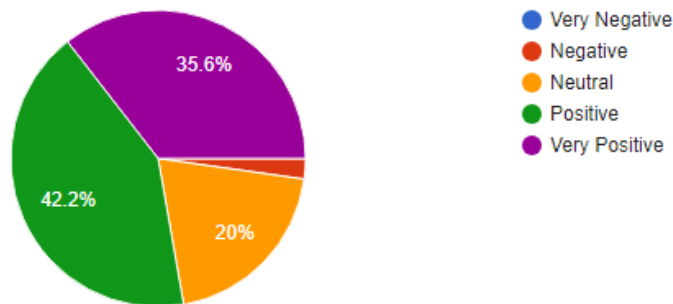


All the respondents rank all the given elements on highest grade. Availability of drinking water, cleanliness of the washrooms, quality of washing facilities, comfort of dining rooms, quality of lighting, all these elements were equally important.

How do you perceive the impact of your working conditions on your productivity and performance?



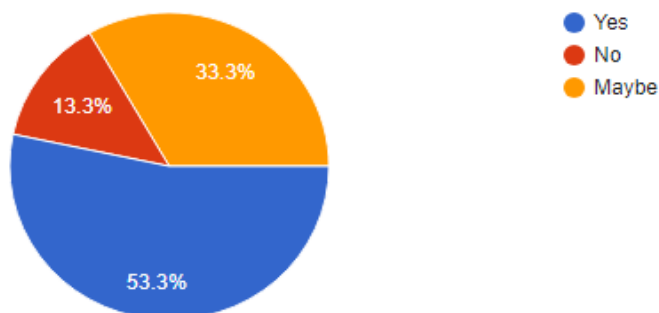
45 responses



425 of the respondents said that working conditions impact the productivity of the employees and 365 of the population voted for very positive impact. 20% were neutral about the given declaration.

Will you change your work place for better working conditions?

45 responses



53% population said yes when it comes to changing the job for better working conditions and 33% were not sure which somehow shows that it depends upon the level of better working conditions.

CONCLUSION:

After all the study and data collected through primary as well as secondary data it was found that working conditions do affect the job satisfaction level of the employees. All the respondents voted in the favor of positive working conditions so that they increase their productivity. It is also the duty and responsibility of the employers to think about the working conditions so that employees are satisfied with job and add to the well being of the company. Also it will increase the overall productivity of the organisations. People also change the job for better working conditions and if they get better pay also they will switch job. So, it was advisable to companies to think about the working conditions as well.

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