

A Study of Job Satisfaction on Employee Performance•

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Abstract

Job satisfaction is extremely vital half for the managers and for the staff likewise. It helps all the staff to be happy and comfy for his or her job and that helps to figure on their personal and social life likewise. It helps to boost the productivity of the organization. Incensement of productivity within the organization could be a major concern for the managers. The development of the organization is additionally depends upon the workers as a result of each employee ought to contribute for that it's typically aforesaid that a happy worker could be a productive employee therefore managers try and maintain a healthy atmosphere for the staff in order that they'll work properly and take a look at to realize the goals of the organization. Job satisfaction motivates the staff to try a tough work and deliver the goods additional goals for the organization and it's necessary for his or her satisfaction additionally. A glad worker is far additional higher than a non satisfied employee as a result of satisfied employee can do more toil than anyone.

Keywords: Productivity , Employee Performance, Satisfaction , Turnover

Introduction

Employee satisfaction could be a a part of job satisfaction thus if the worker is glad together with his or her job then that organization will see and feel the behavior of that employee, that shows the angle of that worker. Job satisfaction is extremely vital half for the organization as a result of that tells the positive or negative approach of the worker associated with their work or connected to their job similarly. It tells the setting of the organization. If a employee is glad together with his or her job then that worker is extremely effective and productive for the organization.

There are several functions which may influence the worker level of job satisfaction like wage of the employee, benefits, incentives, promotions or increments etc. If the employee is glad with their job then the worker is happy and helpful for the organization.

Review of Literature

Job satisfaction is simply not vital perform for the employees who are operating in a company, it is vital for those additionally companies who study regarding the work satisfaction. Job satisfaction has been closely connected with several organizational phenomena like motivation, leadership, performance, efficiency, attitude, morale etc.

There are some vital factors that influence the productivity of the employees. Job satisfaction is that sort of factor that tells the behavior and also the feeling of the worker towards the organization and their work. It shows the angle of the employee.

Job satisfaction and dissatisfaction is the feeling of an employee and this will effect towards their work, if an employees is earning good salary or that worker is earning to their expectation which employee is obtaining the incentives, bonus etc then that worker can never displease thereupon job as a result of this regular payment and bonus is that the key motivation for any job. Employees work for his or her regular payment, bonuses and increment as a result of the items that motivates them.

There are supervisors who mentor the workers if the employee isn't happy and can't perform for the organization. Supervisors will organize the coaching programs that boost the boldness of the staff and it helps the employees which is extremely valuable for them subsequently training sessions or in orientation they learn several things .Supervisors role is extremely vital they guide their staff and facilitate them by this they cleared their things out and their perception regarding the organization. After the guidance and training employees, the atmosphere will go positive and also the angle of the worker will also change and they also react absolutely. Then the staff work flat out and performs their best for the organization.

They'll positively gain the leadership quality and also the relationship also will increase by this.

According to the study conducted by Friedlander and Margulies (1969), it absolutely was discovered that management & friendly workers relationships contribute to the extent of job satisfaction. However, this result contradicts with read of nuclear physicist (1966) World Health Organization supported the read that direction is orthogonal to the extent of job satisfaction. Arnold and Feldman(1996), promoted factors like temperature, lighting, ventilation, hygiene, noise, operating hours, and resources as half of operating conditions. The employee would rather need operating conditions which will end in larger physical comfort and convenience. The absence of such operating conditions, amongst different things, will impact poorly on the worker's mental and physical well-being (Baron and linguist, 2003). Arnold and Feldman (1996) shows that factors like temperature, lighting, ventilation, hygiene, noise, operating hours, and resources are all a part of operating conditions. Employees may feel that poor operating conditions can solely provoke negative performance, since their jobs are mentally and physically demanding.

Objectives of the Study

1. To know the satisfaction level of staff that however can human resource factors will have an effect on their job.
2. To know the factors that motivates the staff like welfare and money factors.
3. To know the various facilities that is provided by the corporate to the staff.
4. To know the opinion of the staff towards the corporate.
5. To know the factors which might improve the satisfaction level of the staff.

Factors Influencing Employee Job Satisfaction

Policies of Compensation and Benefit

This is often the foremost vital purpose for the task satisfaction. Employees ought to be happy with their regular payment packages, incentives, salary, wages, bonus etc. Thus this is often necessary for the satisfaction of their job.

Job Security

Every employee needs a job security because job security is an assurance that there present job is secure and that gives them a confidence. Job security is rely on their work performance and commitment.

Operating Condition

Operating condition is extremely vital for an employee and for the organization further. It provides them a motivation and creates a positive setting, that increase the productivity for the organization.

Relationship with Superiors

An honest operating relationship with superiors is extremely vital because as a n employee you may undoubtedly want that superiors will assist you and motivates you.

Promotion and Career Development

As an employee promotion is extremely vital and helpful and half for the task satisfaction as a

result of it motivates an employee to try and do the more toil which helps for the organization further.

Leadership Designs

During this leadership styles democratic leadership is extremely vital as a result of that promote sensible relationship and healthy operating setting in a company.

Work Cluster

Undoubtedly in any organization there'll be a many work group who works along as a result of citizenry like to act with others, an individual's nature. It helps in maintaining the great relationship with others which provides a satisfaction among the employees.

Responsibilities

A company provides the responsibility to their best worker which responsibility boost the boldness of that employee. Responsibility is usually concerned a high satisfaction. If an worker isn't given any responsibility to handle, then that worker isn't price for it.

Creativeness in job

If an employee is inventive or showing creativity in his or her job then that is the additional package or productive employee for the organization.

Feedback

Feedback is extremely vital half for the employee as a result of it tells that however they'll improve their work. Team members ought to recognize wherever they represent and therefore the feedback is negative or positive in order that they'll improve their work.

Impact of Job Satisfaction on Employee Performance

Satisfaction and Productivity

If the employee is glad then that employee is productive for the corporate as a result of "A happy worker could be a productive employee."

Satisfaction and Absence

If an employee is glad then there's terribly less share of absenteeism of that worker however if that worker isn't satisfied then that worker can a lot of seemingly to miss the work.

Satisfaction and Geographic Point Deviance

Happy employee don't produce deviant behavior at the workplace however disgruntled worker will create that sort of behavior.

Satisfaction and client satisfaction

A happy employee give better customer service that helps to create the higher customer relationship as a result of they're a lot of friendly , expertise and prepared to provide one hundred percent for the organization.

Conclusion

On the idea of this subject, we will work out that employee behavior or perspective reflects and shows the character of the organization. In client service and sales there's a requirement of happy staff as a result of the happy workers will build their relationships to the purchasers. Therefore each organization attempt to build an honest and happy setting in their organization by this employee would be additional glad and happy, then they'll be additional productive and economical for the organization. Glad

and happy employee will certainly enhance the productivity similarly because the performance for the organization that facilitate them to extend the profits.

Job satisfaction represents one among the foremost advanced areas facing today's managers once it involves managing their staff. Policy manufacturers and managers have turned their attention to supply completely different forms of facilities to their employees so as to satisfy their staff. a decent work atmosphere and good work conditions will increase worker. Job satisfaction and therefore the staff can try and provide their best which might increase the worker work performance.

There are many necessary factors for the satisfaction to all or any the workers that are smart remuneration, wages, bonus and also the most vital issue is job security which each workers desires in their job, these are the points that enhance the productivity of any worker.

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