A Study on Employee Job Satisfaction during Pandemic at Shri Bhavani Pharmaceuticals

Dr Aruna Battur

Assistant Professor
K.L.E Society's Institute of Management Studies & Research
BVB Campus, Vidyanagar , Hubli, Karnataka - 580 031
9739680908
arunabatturimsr@gmail.com

Aliya Quazi

 MBA II Semester 20MBA055
 MBA Student
 K.L.E Society's Institute of Management Studies & Research
 BVB Campus, Vidyanagar, Hubli, Karnataka - 580 031

Abstract: *"job satisfaction" refers to favorable feelings about the employment that emerge from an assessment of its qualities. A person who is highly satisfied at work has positive feelings about their work, whereas a person who is not content has negative feelings. A person's profession involves more than simply the straightforward duties like sorting through paperwork, writing computer code, serving customers, or driving a truck. Working in usually unfavorable situations, following organizational rules, and policies, meeting performance criteria, and other such requirements are all part of the job. Any business must have satisfied employees to succeed. Salary, promotions, working conditions, and other essential elements should all be taken into account when evaluating an employee's job satisfaction. The investigation was conducted as a part of descriptive research. The sample was chosen using a convenience sampling strategy. A questionnaire was used to gather the main data. The websites and company records were used to gather the secondary data. 35 employees were given a standardized questionnaire, and data was gathered based on it. The SPSS Method was used to analyse the data. From the start of the questionnaire preparation process until the analysis, findings, and suggestions, the utmost attention was taken. The analysis supports the finding that the majority of employees are content. There was also a mention of unhappiness with some of the contributing variables. According to research, employee unhappiness will have an impact on the organization's productivity and work performance. Additionally, the organization receives helpful advice and ideas for improved prospects. Many businesses will conduct mandated employee surveys or in-person interviews to collect data on employee satisfaction. Since surveys are frequently anonymous, employees have more freedom to be sincere without worrying about consequences. The corporate management interviews can be scary, especially if done effectively, it might demonstrate to the employee that people in charge have heard their concerns and are taking them seriously. Meetings and surveys are excellent methods to uncover trends in the data relating to employee happiness.*

Keywords: Job Satisfaction, Working Conditions, Positive Feelings

Introduction

- The objectives of the study are
- To study employee job satisfaction.
- To study factors influencing employee job satisfaction.
- To research how job happiness affects both an employee's and an organization's overall growth,   and, if necessary, to offer suggestions for raising employee's level of satisfaction.

Validity of the study

The goal is how satisfied an employee is with his specific position within the company. Additionally, it gauges how content employees are with their work and workplace. Maintaining good employee morale may be extremely advantageous for any business. Consequently, a study on employee satisfaction is required.

Reason for study

Assist management in perceptive degree of work happiness and pinpoint a study area that is solely pertinent to a particular firm. The job satisfaction process, through which employees can collectively share their feelings, ensures employee concerns and helps management take the required measures to address them, makes this study significant. In any firm, employee satisfaction is crucial.

Research Method

This research used a descriptive study. A structured questionnaire was the research tool employed in this study. A questionnaire with inquiries about a certain topic, for which the researcher gathers data.

Data Collection

It also contains descriptive information, numerical data, quantitative data, and quantitative data. The gathering of data is a crucial phase in research. In actuality, the quantity of research is determined by the quality of the data acquired.

Data are collected using two different techniques.

1. Prime information gathering
2. Minor information gathering

Prime information gathering

- Interviews
- Questionnaires

Convenience Sampling

The researcher's use of sampling to do his research at his convenience and, respondent's availability of constraints. The research sampling studies every respondent response according to time, place and situation. The sample size is 36.

Data Analysis

From how many years have you been working?

Table 1: Working years

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
0-3 YEARS	11	30.6	30.6	30.6
3-5 YEARS	18	50.0	50.0	80.6
5-7 YEARS	7	19.4	19.4	100.0
TOTAL	36	100.0	100.0	

Are you satisfied with the present working condition in the company?

Table 2: Satisfaction level with the present working condition

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
VERY SATISSFIED	17	47.2	47.2	47.2
SATISSFIED	19	52.8	52.78	100.0
TOTAL	36	100.0	100.0	

Are you satisfied with your top management?

Table 3: Satisfaction level with top management

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
SATISSFIED	13	36.1	36.1	36.1
VERY SATISSFIED	21	58.3	58.3	94.4
NEUTRAL	2	5.6	5.6	100.0
TOTAL	36	100.0	100.0	

Get appreciation and prizes if the ideal work/target achieved ?

Table 4: Level of appreciation and prizes

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
AGREE	14	38.9	38.9	38.9
STRONGLY AGREE	19	52.8	52.8	91.7
NEUTRAL	3	8.3	8.3	100.0
TOTAL	36	100.0	100.0	

Top administration includes representatives in the administration choices?

Table 5: Administration including representatives in the administration choices

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
VALID YES	30	83.3	83.3	83.3
NO	4	11.1	11.1	94.4
SOMETIMES	2	5.6	5.56	100.0
TOTAL	36	100.0	100.0	

Is the Administration Supportive and thoughtful to your concerns in workstation?

Table 6: Level of administration support

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
AGREE	12	33.3	33.3	33.3
STRONGLY AGREE	21	58.3	58.3	91.7
NEUTRAL	3	8.3	8.3	100.0
TOTAL	36	100.0	100.0	

Do you get any training to improve your performance?

Table 7: Frequency of training to improve performance

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
VALID YES	30	83.3	83.3	83.3
NO	2	5.6	5.6	88.9
SOMETIMES	4	11.1	11.1	100.0
RARELY	36	100.0	100.0	

Are you satisfied with the fringe benefits provided?

Table 8: Frequency of satisfaction with the fringe benefits

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
AGREE	12	33.3	33.3	33.3
STRONGLY AGREE	22	61.1	61.1	94.4
NEUTRAL	2	5.6	5.6	100.0
TOTAL	36	100.0	100.0	

Are you satisfied with the salary, bonus, paid?

Table 9: Frequency of satisfaction with bonus

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
AGREE	9	25.0	25.0	25.0
STRONGLY AGREE	20	55.6	55.6	80.6
NEUTRAL	7	19.4	19.4	100.0
TOTAL	36	100.0	100.0	

Do you have any incentives wage schemes for efficient work in your organization?

Table 10: Frequency of incentives wage schemes for efficient work

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
VALID Yes	11	30.6	30.6	30.6
NO	19	52.8	52.8	83.3
SOMETIMES	6	16.7	16.7	100.0
TOTAL	36	100.0	100.0	

Are you satisfied with career growth opportunity provided?

Table 11: Frequency of satisfaction with career growth

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
AGREE	11	30.6	30.6	30.6
STRONGLY AGREE	19	52.8	52.8	83.3
NEUTRAL	6	16.7	16.7	100.0
TOTAL	36	100.0	100.0	

Do you think employee satisfaction effect employee productivity?

Table 12: Frequency employee satisfaction effect employee productivity

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
AGREE	16	44.4	44.4	44.4
STRONGLY AGREE	17	47.2	47.2	91.7
NEUTRAL	3	8.3	8.3	100.0
TOTAL	36	100.0	100.0	

Which factor satisfied you the most at this organization?

Table 13: Factor of satisfaction by salary

PROMOTION	SALARY INCOME	TOTAL
2	9	11
5	19	24
0	1	1

Are you satisfied with the position?

Table 14: Frequency of satisfaction by position

SCALE	FREQUENCY	PERCENT	VALID PERCENT	CUMULATIVE PERCENT
AGREE	10	27.8	27.8	27.8
STRONGLY AGREE	22	61.1	61.1	88.9
NEUTRAL	4	11.1	11.1	100.0
TOTAL	36	100.0	100.0	

Limitations of the Study

The findings of the present study cannot be generalized as they are based purely limiting to the one unit of this singular organization without giving any comparisons to the practices in similar industry. Create an inspiring work environment to unleash the creative energy of people. The survey was conducted on the sample based on random selection has its own defects. Due to the time constraints it is difficult to study the performance of a big organization

Suggestions

Drug businesses have four key obstacles. First, they must manage internal and external competition. Second, they have to operate in a world of piece restrictions, where prices vary greatly from one location to the next. Third, businesses must continually be on the lookout for infringement of patents and seek legal protection in emerging international market. Control their manufactured goods to ensure that they maintain protection for their investment when patents expire. I advise the business to develop relationships among the employees to increase belief in workforce. propose the business to involve the employees in decision making process. propose the corporation to provide counseling to the workers and some stress relief activities.

Conclusion

This study attempts to examination certain realities in degree of fulfillment in regard to representatives From first section, the requirement for investigation of occupation fulfillment, the goals and the technique utilized for information not set in stone and the constraints for investigation of occupation fulfillment at Bhavani Pharmaceuticals.In second part the business profile is surely known and from organization profile of Bhavani drugs as it is one of the top Indian drug organizations and is developing with the progressions happening in the drug business and consistently it is getting rewards and furthermore keeping up with better work fulfillment among the workers

In third part the idea of occupation fulfillment the different measures to be taken to work on the degree to which representatives are happy with their positions and the meaning of occupation fulfillment for development and endurance of association is surely known. In fourth section the information which is gathered through polls relying up upon different aspects like climate, collaboration, responsibility, skill, work and government assistance angles are examined and deciphered through pie diagrams and primary significance.

References

http://thotavinu0407.blogspot.in/2008/05/employee-jobsatisfaction-project.html

http://www.iosrjournals.org/iosr-jbm/papers/Vol5- issue1/E0513239.pdf

https://onlinelibrary.wiley.com/doi/abs/10.1111/j.1365-2834.2009.01028.x

ttps://web.s.ebscohost.com/ehost/detail/detail?vid=0&sid=d89ee63b-88e0-4b91- b277-

http://hdl.handle.net/20.500.12358/22163.

http://www.ijstm.com/images/short_pdf/1452848266_227I.pdf

Chiu KR, Luk VW, Tang TL (2002). Retaining and motivating employees, Compensation preferences in Hong Kong and China. Personnel Rev., 31(4): 402-431.

Chakrabarty S, Oubre DT, Brown G (2008). The impact of supervisory adaptive selling and supervisory feedback on salesperson performance. Ind. Mark. Manage., 37: 447- 454.

E. A Locke (1980)The Nature and Causes of Job Satisfaction. M.D Dunnette (Ed.), Handbook of Industrial and Organizational Psychology, Chicago, Rand McNally. pp.1297-1349.

Ellickson. M.C., & Logsdon, K. (2002). Determinants of job satisfaction of municipal government employees [Electronic version]. Public Personnel Management, 31(3), 343-358.

P. Green, "-e perceived influence on organizational productivity: a perspective of a public entity," Problems and Perspectives in Management, vol. 14, no. 2, pp. 339–347, 2016.

A. B. Shmailan(2016), "-e relationship between job satisfaction, job performance and employee engagement: an explorative study," Business Management and Economics, vol. 4, no. 1, pp. 1–8.

A. Hira and I. Waqas(2012), "A study of job satisfaction and its impact on the performance in banking industry of Pakistan," International Journal of Business and Social Science, vol. 3, no. 19, pp. 174–179.

J. K. Singh and M. Jain(2013), "A study of employees' job satisfaction and its impact on their performance," Journal of Indian Research, vol. 1, no. 4, pp. 105–111.

R. Shahu and S. V. Gole(2008), "Effect of job stress and job satisfaction on performance: an empirical study," AIMS International Journal of Management, vol. 2, pp. 237–246, 2008.

P. E. Spector(1976), Job Satisfaction: Application, Assessment, Causes, and Consequences, SAGE, -ousand Oaks, CA, USA.

R. Jalagat(2016), "Job Performance, job satisfaction and motivation: a critical review of their relationship," International Journal of Management and Economics, vol. 5, no. 6, pp. 36–43.