



A STUDY ON EMPLOYEE JOB SATISFACTION ON SATVAT INFOSOL PVT LTD

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ABSTRACT

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This study, titled "A Study on Employee Job Satisfaction at Satvat Infosol Pvt Ltd," investigates factors influencing job satisfaction among employees at the IT company. Using a descriptive research design, data from 100 employees, selected via stratified random sampling from an initial pool of 109, were analyzed. Primary data was collected through structured questionnaires, while secondary data was sourced from relevant websites. Statistical tools such as ONE-WAY ANOVA, Regression, and CHI-SQUARE were employed to identify significant relationships between variables. The findings aim to provide insights into enhancing employee satisfaction and organizational effectiveness, crucial for creating a conducive work environment that promotes employee well-being and engagement.

KEY WORDS: Job Satisfaction, Work Environment, Information Technology.

INTRODUCTION

Employee job satisfaction is vital for organizational success, directly impacting productivity, performance, and workforce morale. Satvat Infosol Pvt Ltd, a leading IT enterprise, acknowledges the critical role of understanding and addressing factors driving employee job satisfaction. This study aims to explore the diverse influences on job satisfaction among Satvat Infosol Pvt Ltd employees, focusing on compensation, work-life balance, career growth opportunities, and organizational culture. By delving into these aspects, the research seeks insights essential for fostering a conducive work environment that promotes employee satisfaction and strengthens organizational efficacy.

Using a descriptive research design, the study conducts a comprehensive analysis of data collected from a sample of Satvat Infosol Pvt Ltd employees. Primary data, obtained through meticulously crafted questionnaires, is complemented by secondary sources from reputable

websites and credible outlets. This multi-faceted approach enhances the depth and breadth of the research, enriching its insights into the factors shaping employee job satisfaction.

Through the application of statistical methodologies such as ONE-WAY ANOVA, Regression, and CHI-SQUARE, this study aims to illuminate significant correlations between various variables and employee job satisfaction levels. The anticipated findings hold the promise of furnishing invaluable insights that can guide organizational strategies. By nurturing a workplace environment conducive to employee well-being and engagement, Satvat Infosol Pvt Ltd can achieve enduring organizational triumph.

REVIEW OF LITERATURE

(Alok Singh and Priyanka Gupta, 2021) Organizational Support and Employee Job Satisfaction: A Study in Indian Banking Sector. This study investigated the impact of

organizational support on employee job satisfaction in the Indian banking sector. It found that perceived support from the organization, including training opportunities and career development initiatives, significantly influenced job satisfaction levels among bank employees. (Neha Singh and Amit Sharma, 2020) Impact of Employee Benefits on Job Satisfaction: A Study in Indian Healthcare Sector. This study investigated the impact of employee benefits, such as healthcare coverage, retirement plans, and leave policies, on employee job satisfaction in the Indian healthcare sector. It found that comprehensive benefits packages positively influenced job satisfaction levels among healthcare professionals. (Priya Sharma and Rahul Verma, 2019) Work-Life Balance and Employee Job Satisfaction: A Study among IT Professionals in India. This study investigated the relationship between work-life balance and employee job satisfaction among IT professionals in India. It found that a perceived balance between work and personal life positively influenced job satisfaction levels among employees. (Ananya Das and Prakash Singh 2018) Leadership Styles and Employee Job Satisfaction: A Comparative Study of Public and Private Sector Organizations in India. This study compared the impact of different leadership styles on employee job satisfaction in public and private sector organizations in India. It revealed that transformational leadership styles were more prevalent in private sector organizations and were associated with higher levels of job satisfaction among employees compared to transactional leadership styles. (Hassan H., Vina T.M.H., Ithnin N.S., 2017) This study aims to examine the predictive effect of perceived organizational politics on employees' job satisfaction, and the role of personality (extraversion, openness, agreeableness and conscientiousness) in moderating the relationship. Data were collected using self-report questionnaires from 210 employees working in private organizations in Malaysia. The hypothesized relationships were tested using hierarchical regression analyses. Consistent with the prediction, results of the study indicated that perceived organizational politics was negatively related to job satisfaction ($R^2 = 0.09$). From the four personality traits, only extraversion and openness were found to moderate the relationship between perceived organizational politics and job satisfaction. (Shanmugapriya.S, 2016) in his study, the employees of

public sector banking opined that the state banks had a sea turn in their success in analyzing determinants of job satisfaction. Moreover, the economic and financial market reforms have begun. Various factors have made India one of the world's fastest-growing economies, including opening the global markets, reforming the banking system, rising investment levels, the proactive regulatory landscape, and its demographic profile. There is no question, for a functioning financial environment, a safe banking sector is important. Indian banks have good human capital and operating technologies oriented, being the largest and most profitable domestic and global scenarios. (Chaudhuri, Reilly and Spencer 2015) carried out a study to examine the effects of age and tenure on job satisfaction. Using a British household panel survey, they established that tenure shares a non-monotonic relationship with job satisfaction for females. For males, the same results are found only at higher levels of job satisfaction. All, the above studies were carried out in the context of the western world and Asia. This contextual gap made it necessary for this study in the context of Makerere University in Uganda.

METHODOLOGY

The study "A Study on Employee Job Satisfaction at Satvat Infosol Pvt Ltd" adopts a descriptive research design to investigate various facets of employee job satisfaction. With a sample size of 100 employees, filtered from an initial pool of 109, the research utilizes a stratified random sampling technique for data collection. Primary data is gathered through structured questionnaires distributed among employees, while secondary data is sourced from websites and other pertinent sources. Employing statistical tools such as ONE-WAY ANOVA, Regression, and CHI-SQUARE, the study aims to achieve several secondary objectives. These objectives include identifying key factors influencing employee job satisfaction, assessing the impact of organizational culture on job satisfaction, and evaluating the effectiveness of current HR policies and practices. Through comprehensive analysis and interpretation of the gathered data, the study endeavors to offer insights vital for enhancing employee satisfaction and organizational performance at Satvat Infosol Pvt Ltd.

ANALYSIS

1. PERCENTAGE ANALYSIS FOR JOB SATISFACTION

	Frequency	Percent
Very Satisfied	17	17.0
Satisfied	63	63.0
Neutral	15	15.0
Dissatisfied	4	4.0
Very Dissatisfied	1	1.0
Total	100	100.0

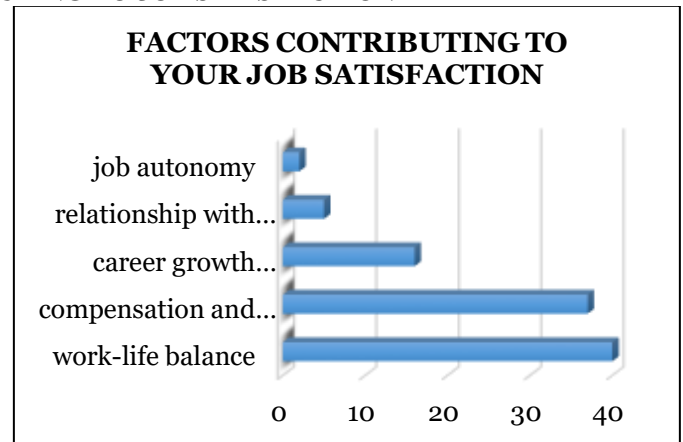


INFERENCE

Among 100 respondents 17% are very satisfied, 63% are satisfied, 15% are neutral, 4% are dissatisfied and 1% are very dissatisfied.

2. PERCENTAGE ANALYSIS FOR FACTORS CONTRIBUTING TO JOB SATISFACTION

	Frequency	Percent
Work-Life Balance	40	40.0
Compensation And Benefits	37	37.0
Career Growth Opportunities	16	16.0
Relationship With Colleagues	5	5.0
Job Autonomy	2	2.0
Total	100	100.0

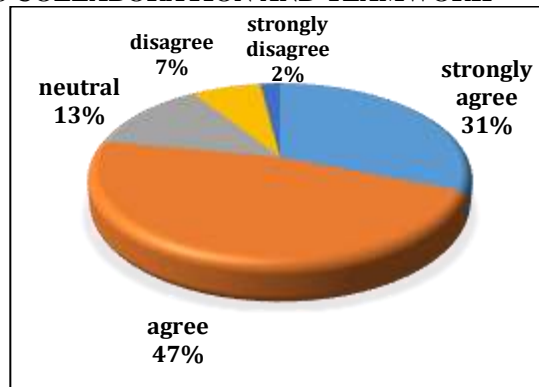


INFERENCE

Among 100 respondents 40% rate work-life balance, 37% rate compensation and benefits, 16% rate career growth and opportunities, 5% rate relationship with colleagues and 2% rate job autonomy.

3. PERCENTAGE ANALYSIS FOR FOSTERS COLLABORATION AND TEAMWORK

	Frequency	Percent
Strongly Agree	31	31.0
Agree	47	47.0
Neutral	13	13.0
Disagree	7	7.0
Strongly Disagree	2	2.0
Total	100	100.0

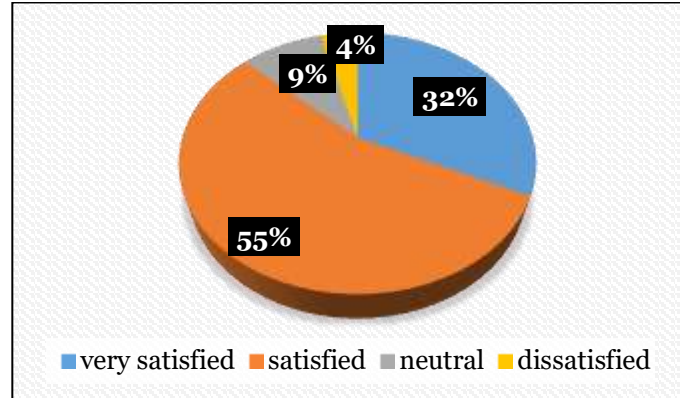


INFERENCE

Among 100 respondents 31% strongly agree, 47% agree, 13% are neutral, 7% disagree and 2% strongly disagree that organization fosters collaboration and teamwork.

4.PERCENTAGE ANALYSIS FOR SATISFACTION TOWARDS HR POLICIES

	Frequency	Percent
Very Satisfied	32	32.0
Satisfied	55	55.0
Neutral	9	9.0
Dissatisfied	4	4.0
Total	100	100.0



INFERENCE

Among 100 respondents 32% feel very satisfied, 55% feel satisfied, 9% feel neutral and 4% feel dissatisfied with existing HR policies.

5.ONE-WAY ANOVA

Factors contributing to your job satisfaction					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.321	4	.830	.876	.481
Within Groups	90.039	95	.948		
Total	93.360	99			

To find out the significant difference between experience and factors contributing to job satisfaction.

NULL HYPOTHESIS

H0: There is no significant difference between experience and factors contributing to job satisfaction

ALTERNATIVE HYPOTHESIS

H1: There is a significant difference between experience and factors contributing to job satisfaction

INTERPRETATION

From the one-way ANOVA test it is found that the calculated value is 0.48 which is greater than 0.05. Therefore, null hypothesis is accepted. There is no significant difference between experience and factors contributing to job satisfaction.

6.REGRESSION ANALYSIS

NULL HYPOTHESIS

H0: There is no impact of organization culture on employee job satisfaction

ALTERNATIVE HYPOTHESIS

H1: There is an impact of organization culture on employee job satisfaction

ANOVA ^a						
Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	3.208	1	3.208	4.713	.031 ^b
	Residual	140.878	207	.681		
	Total	144.086	208			
a. Dependent Variable: Job satisfaction						
b. Predictors: (Constant), Fosters collaboration and teamwork						

INTERPRETATION

From the regression analysis it is found that the calculated values is 0.031 which is lesser than the table value 0.05. Therefore, Null hypothesis is rejected. That is, there is an impact of organization culture on employee job satisfaction.

7.CHI-SQUARE TEST

To find the association between gender and satisfaction towards existing HR policies

NULL HYPOTHESIS

H0: There is no association between gender and satisfaction towards HR policies

ALTERNATIVE HYPOTHESIS

H1: There is an association between gender and satisfaction towards HR policies

Gender * Satisfaction with existing HR policies Cross tabulation						
		Satisfaction with existing HR policies				Total
		Very Satisfied	Satisfied	Neutral	Dissatisfied	
Gender	Male	23	30	5	2	60
	Female	9	25	4	2	40
Total		32	55	9	4	100

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.803 ^a	3	.423
Likelihood Ratio	2.877	3	.411
Linear-by-Linear Association	1.884	1	.170
N of Valid Cases	100		
a. 3 cells (37.5%) have expected count less than 5. The minimum expected count is 1.60.			

INTERPRETATION

From the CHI-SQUARE analysis it is found that the calculated values 0.423 is greater than the table value 0.05. Therefore, Null hypothesis is accepted. That is, there is no association between gender and satisfaction towards HR policies.

FINDINGS

Among 100 respondents 17% are very satisfied, 63% are satisfied, 15% are neutral, 4% are dissatisfied and 1% are very dissatisfied. Among 100 respondents 40% rate work-life balance, 37% rate compensation and benefits, 16% rate career growth and opportunities, 5% rate relationship

with colleagues and 2% rate job autonomy. Among 100 respondents 31% strongly agree, 47% agree, 13% are neutral, 7% disagree and 2% strongly disagree that organization fosters collaboration and teamwork. Among 100 respondents 32% feel very satisfied, 55% feel satisfied, 9% feel neutral and 4% feel dissatisfied with existing HR policies. From the one-way ANOVA test it is found that the calculated value is 0.48 which is greater than 0.05. Therefore, null hypothesis is accepted. There is no significant difference between experience and factors contributing to job satisfaction. From the REGRESSION analysis it is found that the calculated values is 0.031 which is lesser than the table value 0.05. Therefore, Null

hypothesis is rejected. That is, there is an impact of organization culture on employee job satisfaction. From the CHI-SQUARE analysis it is found that the calculated values 0.423 is greater than the table value 0.05. Therefore, Null hypothesis is accepted. That is, there is no association between gender and satisfaction towards HR policies.

SUGGESTIONS

The majority of respondents (65%) express satisfaction or high satisfaction levels with the current salary package. However, it's vital to address the concerns of the dissatisfied minority. To enhance overall satisfaction, conducting regular salary reviews and ensuring competitiveness with industry standards is recommended. Additionally, offering career advancement opportunities and encouraging open communication channels can contribute to a positive work environment. Regularly revisiting employee satisfaction surveys allows for tracking sentiment changes and adjusting strategies accordingly.

The collected job satisfaction data reveals that a significant majority of respondents (80%) express satisfaction or high satisfaction levels with their jobs. However, addressing the concerns of the dissatisfied minority is crucial. Implementing initiatives like employee recognition programs, career development opportunities, and regular feedback mechanisms can further enhance job satisfaction and promote a positive work culture. Open communication channels aid in identifying and addressing underlying issues contributing to dissatisfaction. Regular monitoring of job satisfaction

levels through surveys offers valuable insights for continuous improvement efforts.

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