

A Critical Analysis on Job Satisfaction

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Abstract

In this present world of business where most people are concerned with high expectations of work and earning, the concerns like job satisfaction must be considered with meticulous care as the workforce that isn't satisfied cannot contribute with the best of their skills. It is important to understand the areas that are sensitive towards the employee satisfaction. Also, necessary care must be taken to ensure that all the employees are satisfied with their role towards the organization.

The main aim of this research theory is to trace the factors that contribute to the employee satisfaction in an organization. Knowing and understanding these factors will help the organization stay intact with the employee loyalty and keep their trust towards building a successful professional relationship. As much as it is important for the objectives of the company to be fulfilled, it is important that employees are given due regards. It is the workforce that makes a company successful in the business. And so, it is mandatory that they are held in a state of contentment with what they are and what they do towards the firm.

Keywords

Employees, Satisfaction, Participation, Contentment, Productivity

I. Introduction

Job Satisfaction is the state of contentment that every employee wants to embrace in the career. Employee fulfillment is of the most extreme significance for workers to stay upbeat. Fulfilled workers are the ones who are greatly steadfast towards their association and stick to it even in the most exceedingly awful situation. They don't work out of any impulse but they long for taking their association to another level. Representatives should be energetic towards their work and enthusiasm comes just when workers are happy with their employment and association all in all. Employee fulfillment prompts a positive vibe at the working environment. Individuals from time to time grumble and focus more on their work.

The principal advantage of worker fulfillment is that people barely consider leaving their present occupations. Representative fulfillment in a way is fundamental for worker maintenance. Associations need to hold meriting and skilled workers for long haul development and ensured achievement. On the off chance that individuals simply abandon the company in the wake of being prepared, the association would be in a major chaos. The concurred company can employ new people yet nobody can preclude the significance from securing experienced experts.

Worker steady loss is one of the significant issues confronted by associations. Holding capable representatives unquestionably gives the association an edge over its rivals as they contribute more adequately than fresher employees in most cases. Also, no new individual likes to join an association which has a high worker whittling down rate. Representatives who are not happy with their employment regularly sass their association.

Representative fulfillment is crucial to guarantee higher incomes for the association. No measure of trainings or inspiration would help, unless and until people build up a sentiment connection and dedication towards their association. Workers squander half of their time battling with their partners or dealing with issues with them. Employees who are happy with their employment rarely have sufficient energy to enjoy dreadful office governmental issues. They have a tendency to overlook things and don't have sufficient energy to den or battle with others. Fulfilled representatives are the upbeat representatives who enthusiastically help their kindred workforce and coordinate with the association notwithstanding amid crisis circumstances. Such representatives don't consider leaving their employments amid emergency, however buckle down together as a solitary unit to defeat difficulties and leave the circumstance as quickly as time permits. For them, their association starts things out, everything else later. They don't come to office only for money but since they truly feel for the association and have faith in its objectives and goals. Fulfilled workers additionally spread positive verbal exchange and dependably remain by each other. Rather than squandering their time in tattling and dallying around, they put stock in doing gainful work in the long run profiting the association. They take pride in speaking to their particular associations and endeavor to guarantee higher incomes for the association. Fulfilled representatives have a tendency to alter increasingly and handle weight effortlessly when contrasted with baffled ones. Representatives who are not happy with their occupations would discover an issue in each little thing and be excessively unbending. They discover it to a great degree hard to trade off or adapt up to the evolving times. Then again, representatives who are content with their employments willingly take an interest in preparing programs and are anxious to learn new advancements, virtual products which would in the end help them in their expert profession. Fulfilled workers acknowledge challenges with a major grin and convey even in the most exceedingly bad of conditions.

A. Meaning and Definition

Dictionary defines satisfaction as the state of happiness and contentment. It means to be fulfilled of who you are and with what you are.

Business Dictionary defines Job Satisfaction as "Contentment (or lack of it) arising out of interplay of employee's positive and negative feelings toward his or her work." Locke defines that job satisfaction is "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences." Also, in the Review Paper of Tomažević, Seljak, and Aristovnik, titled "Factors Influencing Employee Satisfaction in the Police Service: The Case of Slovenia," it is projected that Job Satisfaction likewise can be seen inside the more extensive setting of the scope of issues which influence an individual's affair of work, or their nature of working life. Work fulfillment can be comprehended regarding its associations with other key components like general prosperity, work stress, working conditions, work control, home and work interface.

B. Objectives and Hypotheses

The objectives of the study are clearly defined to maintain the prime focus on proving the research hypotheses. The study discusses the hypotheses in detail and does a practical study within the organization of ONGC to prove the effectiveness of the study.

Below are the three hypotheses upon which the study is conducted. The aim of the study is to prove the below hypotheses.

Hypothesis 1: Job Satisfaction is affected by Leadership Behavior

Hypothesis 2: Job Satisfaction is affected by Participation Levels of the Employees

Hypothesis 3: Job Satisfaction is affected by Teamwork among Employees

The above hypotheses are further discussed in the following chapters and the analysis on the hypotheses is done to come up with results that prove the credibility of the research theory.

C. Methodology

This section of the research writing talks about the list of sources that were used in obtaining the information, projecting what kind of a source it is and how reliable can it be. The information is collected from both the primary sources and the secondary sources.

Primary Sources: Such sources are the sources that are directly obtained from the users of the source which is the first-hand information received. This information is difficult to obtain and is much more reliable than the secondary sources of data.

The primary sources comprise of the following resources:

- Questionnaires
- Personal Interview
- Telephonic Interview

Secondary Sources: Such sources are the sources that are usually published. Such information is already put to use by someone and so this information is termed as the secondary information. It is easy to obtain compared to the primary sources of data.

The secondary sources comprise of the following resources:

- Academic Journals
- Newspapers
- Government Publications
- Academic Books
- Worldwide Web

II. Literature Review

Literature Review is the content of a research literature, which incorporates the present learning, including the substantive discoveries, and also the hypothetical and methodological commitments to the specific subject. It is usually the secondary data that is collected and presented to support the area of research with the available research theories that were conducted by various researchers in the specific subject area. It is a report or recording that relates or talks about data initially introduced somewhere else. Secondary sources appear differently in relation to an essential source, which is a unique wellspring of the data being talked about.

A. Factors Affecting Job Satisfaction

A worker's general fulfillment with his employment is the aftereffect of a mix of components while monetary remuneration is just a single of them. Administration's part in improving representatives' occupation fulfillment is to ensure the workplace is sure, spirit is high and representatives have the assets they have to achieve the undertakings they have been doled out.

1. Working Conditions

Since representatives invest such a great amount of energy in their workplace every week, it's imperative for organizations to attempt to advance working conditions. Such things as giving open work ranges instead of cramped ones, sufficient lighting and agreeable work stations add to positive work conditions. Giving profitability instruments, for example, redesigned data innovation to help workers fulfill undertakings all the more proficiently adds to occupation fulfillment too.

2. Open door for Advancement

Workers are more happy with their present place of employment in the event that they see a way accessible to climb the positions in the organization and be given more duty and alongside it higher remuneration. Many organizations urge representatives to procure more propelled aptitudes that will prompt to the possibility of advancement. Organizations frequently pay the cost of educational cost for workers taking college courses, for instance. Amid a worker's yearly execution audit, a manager ought to outline a way demonstrating what he needs to achieve and what new abilities he needs to create so as to be on a track to progression inside the association.

3. Workload and Stress Level

Managing a workload that is dreadfully substantial and due dates that are difficult to reach can bring about occupation fulfillment to dissolve for even the most devoted worker. Missing the mark regarding due dates brings about clash amongst representatives and managers and raises the anxiety level of the work environment. Commonly, this environment is brought on by incapable administration and lack of common sense. The workplace works in an emergency mode since chiefs don't permit enough time for representatives to play out their allotted undertakings adequately or in light of the fact that staff levels are lacking.

4. Regard from Co-Workers

Representatives try to be approached with deference by those they work with. A threatening workplace with discourteous or upsetting associates is one that as a rule brings down employment fulfillment. In an August 2011 study distributed by FoxBusiness.com, 50 percent of those reacting said they had encountered an incredible measure of work environment incivility. 50% additionally trust confidence is poor where they work. Chiefs need to venture into clashes and intervene before they grow into more significant issues requiring disciplinary activity. Workers should be reminded of what practices are viewed as unseemly when associating with colleagues.

5. Association with Supervisors

Successful administrators know their representatives require acknowledgment and acclaim for their endeavors and achievements. Representatives additionally need to know their manager's entryway is constantly open for them to examine any worries they have that are influencing their capacity to carry out

their employments adequately and hindering their fulfillment at the workplace.

6. Budgetary Rewards

Work fulfillment is affected by representatives' perspectives about the reasonableness of the organization wage scale and additionally the present pay they might get. Organizations need a system set up to assess representative execution and give pay increments to top entertainers. Chances to win extraordinary motivating forces, for example, rewards, additional paid time off or relaxes, likewise convey fervor and higher employment fulfillment to the work environment.

III. Discussion

Under the literature review, three core aspects that affect the level of job satisfaction among the employees are discussed with the previously researched evidence of what researchers have discovered and published. These publications give us the idea of how important these factors can play in regulating the levels of job satisfaction among employees. They envelop the leadership behavior, participation and team work of the workforce. These three important factors are discussed below so as to how they can affect the job satisfaction of the workforce.

A. Leadership Behavior

In the research paper of Chiok Foong Loke titled "Leadership Behaviors: Effects on Job Satisfaction, Productivity and Organizational Commitment," it clearly reflects the discoveries that demonstrate a comparable pattern to the first studies in the United States of America. Utilization of authority practices and representative results were essentially related. The relapse comes about demonstrate that 29% of job contentment, 22% of authoritative duty and 9% of profitability were clarified by the employability of leadership practices. Research in the west has demonstrated that role fulfillment, profitability and hierarchical duty are influenced by the behavioral aspects of leadership practices. This study was conducted to decide the impact of leadership practices on representative results in Singapore. The examination of the aftereffects of the distinctive sorts of settings and tests permitted a superior comprehension of the relationship between the leadership practices and worker results.

B. Participation Levels of the Employee

In the research paper of John A. Wagner titled "Participation's Effects on Performance and Satisfaction: A Reconsideration of Research Evidence," the author reanalyzed the review on the relationships between performances or satisfaction and participation. The results when compared led to many findings that support the conclusion of the theory of how important participation plays in the job satisfaction levels of employees.

C. Team-Work of the Employees

In the research paper of Mark Griffin, Malcolm Patterson, and Michael West, titled "Job Satisfaction and Teamwork: the role of supervisor support," the connection amongst job satisfaction and team-work was researched in a specimen of 48 assembling organizations including 4708 representatives. Multilevel investigation demonstrated that the degree of cooperation at the organization level of examination directed the relationship between the individual view of boss support and occupation fulfillment. It was also recommended that the degree of cooperation would be decidedly identified with the impression of occupation self-

governance yet contrarily identified with the view of manager support. Advance, it was recommended that the connection amongst collaboration and occupation self-rule would be clarified by employment enhancement rehearses connected with cooperation. Examinations of collected organization information upheld these suggestions and gave proof to a complex centered way amongst job satisfaction and team-work.

IV. Recommendations

Based on the above presented data and the interviews conducted with a couple of employees at ONGC, we can clearly understand that job satisfaction is directly affected by the leadership behavior, participative levels of the employees and team work among the employees.

Upon critically understanding the responses of the ONGC employees, the following recommendations can be made.

- Rewards for better work must be given consistently to ensure high motivation.
- Efforts must be put in the supervisors to encourage the workers to their best.
- Honest feedback worth positive motivate must be rendered to the employees to understand their actual performance.
- Superiors must encourage participative leadership and allow the participation of the employees in decision-making.
- Employees' contribution must be duly recognized and appreciated to maintain a healthy relation.
- Superiors must be open to constructive criticism and respect the subordinates' opinions.
- Superiors must be willing to support their subordinates in order to keep the learning spirit alive.
- Workers must work together with the spirit of team work to ensure efficiency in their productivity.
- Workers should repeat each other's opinions and work on common grounds to avoid disputes.
- Workers should contain the belongingness towards the organized in order to be satisfied with the organization.

The cross relationship between the factors amounting to job satisfaction among the employees is critical as employees need to be constantly motivated by both their superiors and coworkers. In adding to this, motivation from the subordinate would boost the employee morale.

V. Conclusion

Among the very many organizations, studies have been showing that job satisfaction is the key to elevating the amount of success of the employees. Where there is maximum satisfaction, there is maximum productivity. And to ensure this, organizations must put their due efforts to maintain job satisfaction among the employees.

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