

# Review on Employees Job Satisfaction

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*Abstract- The reading was conceded to discover the intensity of the employees job satisfaction level in the organisation. The need of the study was to know employee job satisfaction and co-ordination Hindi organisation. The scope of the study was that the satisfaction of employees helps in the growth of the organisation and helps employees to generate new and unique ideas which helps to increase employee productivity. The project entitled a study on EMPLOYEE JOB SATISFACTION is mainly carrier out to recognize the job satisfaction of the workers in the As a management student, we need to know each and everything about the functioning of the HR manager and day-to-day changes in the organisation. Big Bazaar has help me to understand the employee job satisfaction in it's growth which has help me to understand the different aspects of employees job satisfaction. needed information of the reading was composed from the primary data i.e. from questionnaires which were directly answered by the employees job satisfaction. Employee job satisfaction is that aspects which is accepted by all business associations. it is the duty of HR manager to know and identify the employees job satisfaction level.*

## I. INTRODUCTION

Employee job satisfaction in termed as the extent of liking or disliking their jobs. Employee job satisfaction is done on one the main aspect of growth of the organisation which helps in increasing the productivity of the employees. If the employees are satisfied by their job then only they can work with full efforts.

Job satisfaction HD height of gratification employees feel about their job, which can shape their performance.

## FACTORS AFFECTING

### EMPLOYEE JOB SATISFACTION:

#### 1. FINANCIAL REWARDS

The employees should be given proper awards for their works so that they will be happy and will work more efficiently.

#### 2. WORKING CONDITION

The condition means the environment where the employees do their work the place where the employees work should be filled with positive thoughts. The environment should be created according to the requirements of the employees.

#### 3. WORKLOAD

The employees have more workload then they cannot do proper work which leads to dissatisfaction of the employees of the employer for their work, as well as if they work load is less, then the employees work more efficiently which leads to job satisfaction.

#### 4. RELATIONSHIP WITH SUB-ORDINATES

Relationship of with the subordinates is one of the factor which affect the employee job satisfaction if the relation are not good with the subordinates then the employees will not be satisfied by this work.

## WAYS TO MEASURE EMPLOYEE JOB SATISFACTION

#### 1. EMPLOYEE SUGGESTION BOX

Management should collect the employees suggestions about their job which helps the management to know about the employees job satisfaction.

#### 2. EMPLOYEE PERFORMANCE REVIEW:

This is one of the way of measuring employees job satisfaction. Management have to conduct review and have to notice the problems faced by the employees.

#### 3. ANONYMOUS EMPLOYEE SURVEYS:

Management have to conduct the surveys frequently to know the level of employees job satisfaction every time when the management conduct the survey the

question should differ from previous one so that the employees will answer correctly and truthfully.

## II. LITERATURE REVIEW WITH RESEARCH GAP

### 1. Pleitner (1982):

Has referenced that task delight results from the level of correspondence between the people assumptions on the lone hand and the circumstances movement situation on the other, in correlation with the guide of the person worker.

### 2. Harvenand Renu (1984):

How perform you understand that the particular greater your life-span and the higher the amount of dependents, the particular lower your procedure delight

### 3. Mendhi (1985):

They have analyzed the delight associated with the paintings desires and attitudes associated with managers and found that process dissatisfaction will be highest for general public area managers whenever they have by simply no means modified work.

### 4. Dattuarand Prasad (1986):

the particular way to create employees in the personal agency along with the expectancy that this ones on the particular middle level are usually greater at relieve than those doing work in a public company

### 5. Ireneand Albert (1989):

it's far referred to that will gender and level of training perform not significantly have an impact on or differentiate exercise satisfaction levels, in which occupation, age plus period of provider have sizeable realities throughout the summer period of pride sizes.

### 6. Miraand Pestonjee (1990):

Analysis of bank staff have found of which happy center administrators voice the greatest pleasure ranges supported by foremen in addition to heads and typically the personnel.

### 7. Douglas, stephen, Michael and Richard(1991):

Inside his observe, one of the most dissatisfied employees have been individuals who performed no longer have independent work within typically the

past, and therefore are pissed off simply because they will did now not necessarily have autonomy inside their cutting-edge opportunities.

### 8. Rothausen (1994):

The argument is usually that depending about one's parental celebrity, the weather that effect or decide work satisfaction could become distinct. Rothausen confirming elements specific look to decide work satisfaction is regular for mother plus father.

### 9. AccordingtoDavis et.al 1995:

job satisfaction stands for the points to which opportunities are and equivalent to the genuine honors. Jobsatisfaction strongly connected to the that individual behavior in the workplace.

### 10. Dayanandan(1997):

in a research of Human help control in cooperative banks found that will pride with co -people became a lot like those of older and junior higher faculty personnel. This individual additionally harassed that will pleasure is improving among senior period employees.

Rothausen explained factors unique appearance to decide the typical process pleasure for your aged.

### 11. Thomas(2001):

on this specific consider it changed directly into observed the level of task joy become higher inside non -credit report cooperative managers. He or she also discovered of which a lot of people of administrators in cooperatives have got been disappointed together with the present time income structure.

### 12. Thomas and sasikumar (2002)

To decide the critical elements in figuring out there process pleasure regarding managers in typically the cooperative region, under are the essential job security, possibility to use knowledge and abilities, probability to take portion in activity-related assortment making, numerous duties and demanding scenarios inside the discipline work.

### 13. Wilson (2003)

It identified that people inside the private 1 / 4 were disenchanted together with the praise system, whilst as in contrast to their alternatives inside the open

public area.

14. Yadav(2004)

mentioning the size of labor or activity content material likewise affects the level of task take great pride in of employees inside of the enterprise.

15. Sivastava (2005)

Typically the pics determined coming from this examine contain senior and centre managers for open public region agencies in whose adjustments in working situations and providers are generally great, ensuing in better task pleasure as compared to ever before.

16. And Raju(2006)

among physicians in addition to nurses in multi-distinctiveness personal hospitals, that turned into seen that physicians got been happy together with their work, on the other hand nurses had recently been best glad. Nevertheless a prudent supply analysis for nursing staff 'task pleasure uncovered that they've been disenchanted with the income which was 1 of the 2 maximum essential causes of the six surveyed in the notice.

17. According to kaliski 2007

Job satisfaction is main elements which directs to acknowledgment and revenue, encouragements and the accomplishment so further ambitions that guide to a reaction

18. Sizer (2008)

examined the outcomes associated with the coaching partnership on process fulfillment and examined faculty participants at the particular effectiveness of the particular educational courting. Results show that college members with advisors have higher procedure pleasure than college contributors without advisors.

19. Bennet (2009)

It examined the particular connection between subordinates 'perceptions of THIS managers' management designs and certainly 1 of 3 guarantee measures that are usually expecting subordinates 'greater effort, manager usefulness and pleasure along with management.

20. Chopra and Khan(2010)

outlines that exercise satisfaction is the complicated idea plus variety, which could imply extraordinary with particular human beings. The bond among task fulfillment and overall overall performance may additionally show in order to be a bogus courting, however enjoyment and performance are usually the final result associated with personality. Therefore elements of HRM conduct want to become kept in ideas by means associated with organizational choice manufacturers.

## CONCLUSION

From the above study I concluded that, employees involvement is one of the most important for the growth of the organisation. In the Big Bazaar there is a high involvement of employees in all aspects the employees feel prod to work in Big Bazaar employees are satisfied by the recognition of their work by the management. Our almost all the faculty are usually cheerful and delighted because of the particular reality they required part within the huge BAZAAR BIDAR.

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