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“A STUDY ON JOB SATISFACTION AMONG WORKING OF FURNITURE INDUSTRIES WITH SPECIAL REFERENCE TO KITCHEN APPLIANCES PROVIDER AT VIDARBHA REGION”

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ABSTRACT:

Job Satisfaction is the most studied variable in structural research, Job Satisfaction pronounces how much gratified employees are with their present job. It is defined as ‘a pleasant or positive expressive state resulting from the evaluation of one’s job or job proficiencies’. The evaluation involves various elements related to job such as salary, working environment, association with colleagues and superiors, career projections and intrinsic rewards related to one’s Job Satisfaction refers to one’s feeling towards the job. It is determined by how well the outcomes are meeting ones prospects. Satisfaction results in increased pledge and eagerness towards the job. This study evaluate job satisfaction of working in kitchen appliance sectors in vidarbha region.

KEYWORDS: *Job Satisfaction , gratified employees , Satisfaction results.*

INTRODUCTION:

In the present circumstances of life, where the lifestyle, human habits and other external and internal expectations on an employee becomes imperative to fit into any communal set up, a strong and constructive mind is extremely essential. Positive psychology at work at the moment is a significant branch, to keep employees encouraged and satisfied to work and execute well. Various organisational benefits along with personal development and growth of employees such as self-confidence, crisis management, and problem solving and so on can be increased. Employees nearly spend 8-10 hours a day in work and then return to their home to discharge personal commitments. Proper balance between their personal and professional life renders a main role in their life in sustaining a good and optimistic social, psychological, physiological, and emotional wellbeing. Especially, the employees have to tackle this imbalance situation in both workplace and home.

Employees have to manage and switch their work priorities and roles from work to life and life to work. Fulfilling the demands of both work and life becomes mainly crucial and strenuous to the employees and they have to maintain their energy levels constantly. If they find difficulty to allocate their time to meet both demands, it becomes unusual and gives some sort of dissatisfaction in life and work. If this problem continues in work and life they have impact on job satisfaction, and harms psychological and physical health and well-being of the employees. Moreover, it has adverse effect on employee performance and productivity. Similarly, problems and disputes faced in one place can influence employee involvement in other place. If the employees have better experience in work or life, it assist them



to have a better experience in the life or work, which establishes a sense of overall satisfaction in personal and professional life of the employees.

Job satisfaction has always been a concern of those interested in the quality of working life and its relation to broader quality of life. Many changes in the workplace and in employee demographics in the past decade have led to an increased concern for the boundary between employee work and non-work lives. The changes in the workplace are not confined to Western societies, as many Asian countries have experienced similar trends, indeed, organizations have responded to these trends by implementing flexible work programs to help employees balance their work and non-work lives particularly for those employees which show extensive work behavior, drive satisfaction by work and referred work addicts. Starting with the Hawthorne studies till now so much work has been done on job satisfaction, which is one of the most important issues of management. Job satisfaction is a multidimensional topic, which is affected by different factors. The purpose of this research is to study relationship of job satisfaction in those employees who exhibit workaholic behavior pattern. More over the role of work-life balance is also addressed by the research. Job satisfaction is very important for effective and efficient organization. The positive outcomes of organizations overall contribute to the healthy society. As we know that personality differences exist from person to person. These personality differences lead to the different work attitudes among employees. Those, which show extensive working pattern, not only create difficulty for themselves but also for their coworkers and family. This incompatibility of behaviors gives rise to dissatisfaction. The following study aims "A study on job Satisfaction among working of Furniture Industries with special reference to Kitchen Appliances provider at vidarbha region". The present study is a small effort in describing the job satisfaction and work-life balance.

Table 1: Opinion of Sale executives working in Furniture Industries of Vidarbha Region regarding satisfaction with salary amount received by them through Kitchen Appliances providers

Salary amount	Frequency	Percent
Highly Satisfied	4	2.0
Satisfied	104	52.0
Neutral	56	28.0
Dissatisfied	32	16.0
Highly Dissatisfied	04	2.0
Total	200	100.0
Chi-Square	df	Sig.
876.000	4	<0.05

df- Degrees of freedom; Sig. – Significance (P)

Above Table 1 shows opinion of Sale executives working in Furniture Industries of Vidarbha Region regarding satisfaction with salary amount received by them through Kitchen Appliances providers. It is evident from the information that 52.0% Sale executives working in Furniture Industries of Vidarbha Region are satisfied with the salary amount received by them through their respective companies, whereas 28.0% Sale executives working in Furniture Industries of Vidarbha Region are uncertain with the salary amount received by them through companies. In addition to this, percentage of Sale executives, working in Furniture Industries, dissatisfied, highly dissatisfied and highly satisfied with the salary amount received by them through their respective companies is 16.0% and 2.0% each. The non-parametric chi square test shows significant (Chi. Sq. = 876.000; df = 4; P<0.05) difference in the satisfaction level of Sale executives working in Furniture Industries of Vidarbha region with respect to salary amount received by them through Kitchen Appliances providers. Hence, it is apparent that noticeable percentage of Sale executives Sale Executive in Vidarbha region are satisfied with the salary amount received by them through Kitchen Appliances providers.

Table 2: Opinion of Sale executives working in Furniture Industries of Vidarbha Region regarding satisfaction with job security admitted by them through Kitchen Appliances providers

Job Security	Frequency	Percent
Highly Satisfied	16	8.0
Satisfied	108	54.0
Neutral	40	20.0
Dissatisfied	28	14.0
Highly Dissatisfied	08	4.0
Total	200	100.0
Chi-Square	df	Sig.
796.000	4	<0.05

df- Degrees of freedom; Sig. – Significance (P)

Above Table 2 shows opinion of Sale executives working in Furniture Industries of Vidarbha Region regarding satisfaction with job security admitted by them through Kitchen Appliances providers. It is evident from the information that 54.0% Sale executives working in Furniture Industries of Vidarbha Region are satisfied with the job security admitted by them through their respective companies, whereas 28.0% Sale executives working in Furniture Industries of Vidarbha Region are neutral with the job security admitted by them through their respective companies. Moreover, percentage of Sale executives, working in Furniture Industries, dissatisfied, highly satisfied and highly dissatisfied with the job security admitted by them through their respective companies is 14.0%, 8.0% and 4.0% respectively. The non-parametric chi square test shows significant (Chi. Sq. = 796.000; df = 4; P<0.05) difference in the satisfaction level of Sale executives working in Furniture Industries of Vidarbha region with respect to job security admitted by them through Kitchen Appliances providers. Hence it is apparent that noticeable percentage of Sale executives Sale Executive in Vidarbha region are satisfied with the job security admitted by them through Kitchen Appliances providers.

Table 3: Opinion of Sale executives working in Furniture Industries of Vidarbha Region regarding satisfaction with annual increment amount received by them through Kitchen Appliances providers

Annual Increment amount	Frequency	Percent
Satisfied	20	10.0
Neutral	120	60.0
Dissatisfied	56	28.0
Highly Dissatisfied	04	2.0
Total	200	100.0
Chi-Square	df	Sig.
795.200	3	<0.05

df- Degrees of freedom; Sig. – Significance (P)

Above Table 3 shows opinion of Sale executives working in Furniture Industries of Vidarbha Region regarding satisfaction with annual increment amount received by them through Kitchen Appliances providers. It is evident from the information that 60.0% Sale executives working in Furniture Industries of Vidarbha Region are neutral with the annual increment amount received by them through their respective companies, whereas 28.0% Sale executives working in Furniture Industries of Vidarbha Region are dissatisfied with the annual increment amount received by them through their respective companies. In addition to this, percentage of Sale executives, working in Furniture Industries, satisfied and dissatisfied with the annual increment amount received by them through their respective companies is 10.0% and 2.0% each. The non-parametric chi square test shows significant (Chi. Sq. = 795.200; df = 3; P<0.05) difference in the satisfaction level of Sale executives working in Furniture Industries of Vidarbha region with respect to annual increment amount received by them through Kitchen Appliances providers. Hence, it is apparent that

noticeable percentage of Sale executives Sale Executive in Vidarbha region are neutral with the annual increment amount received by them through Kitchen Appliances providers.

CONCLUSION

- 52% of Sale Executive in Vidarbha region are satisfied with the salary amount received by them through Kitchen Appliances providers.
- 54% of Sale executives in Vidarbha region are satisfied with the job security admitted by them through Kitchen Appliances providers
- 60% of Sale Executive in Vidarbha region are neutral with the annual increment amount received by them through Kitchen Appliances providers.
- 60% of Sale Executive in Vidarbha region are neutral with the chances of promotion getting them through Kitchen Appliances providers.

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