

A Study on Job Satisfaction among Employees in Proconnect Logistics Ltd

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Abstract

The study is undergone at Proconnect Logistics Ltd, Chennai. The project focuses on the employee's job satisfaction level. Employee loyalty can be defined as employees being committed to the success of the organization and believing that working for this organization is their best option. If the employee's expectations are fulfilled (or) the employees get higher than what he/she feels with satisfied. The main objectives of this paper are to assess job satisfaction and To Analyze the factors contributing to an improvement in employee job satisfaction. To study the employee's perception towards the organization (Proconnect logistics), To identify the impact of employee's job satisfaction on their performance. In this study, 118 employees responses were been taken as a sample. Percentage analysis, Correlation analysis, Regression, and Weighted average have been incorporated for research analysis. The study helped and reveals the level of job satisfaction of employees the various factors provided in the organization. This study clearly shows that employees in an organization are more or less satisfied with their jobs. The organization should consider the salary, relationship of employees and supervisors, training and development, and give more opportunities to the new employees.

Keywords - Salary package, Training & development, career growth, etc...

I. INTRODUCTION

Employee Job satisfaction is a population concept in industrial and organizational psychology. Employee job satisfaction serves as a cornerstone for various organizational outcomes, including enhanced productivity, reduced turnover rates, and improved overall performance. Understanding the factors influencing job satisfaction is imperative for crafting effective strategies that align with employees' needs and expectations. By conducting this study, we aim to gain valuable insights into the employee job satisfaction, thereby facilitating informed decision-making and targeted interventions to a more engaged and motivated workforce.

Through a comprehensive examination of diverse variables such as organizational culture, compensation, work-life balance, communication effectiveness, Training and development. This study endeavours to uncover the multifaceted nature of employee job satisfaction. By analyzing these factors, we aim to identify areas for improvement within our organization's work environment.

REVIEW OF LITERATURE

Rohit Gupta and Sangeeta Patel (2020) Impact of Compensation and Benefits on Employee Job Satisfaction: Evidence from Indian Manufacturing Sector. This study examined the influence of compensation and benefits on employee job satisfaction in the Indian manufacturing sector. It revealed that competitive compensation packages and additional benefits positively correlated with higher levels of job satisfaction among 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.

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.

L. RESEARCH METHODOLOGY

Research Methodology is the systematic way to solve the research problem it gives an idea of various steps systematically and objectively adopted by the researcher.

Research design: A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure

Descriptive Research: This design can be identified by characteristics, data trends, conduct comparisons, validate existing conditions and conduct research at different time periods.

II. ANALYSIS

TABLE I

		Gender			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	71	60.2	60.2	60.2
	Female	47	39.8	39.8	100.0
	Total	118	100.0	100.0	

INFERENCE: The above table it shows that out of 118 employees, 71% are male and 47% are female.

TABLE II

Are you satisfied with your current salary package?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very satisfied	10	8.5	8.5	8.5
	Satisfied	49	41.5	41.5	50.0
	Neutral	43	36.4	36.4	86.4
	Dissatisfied	13	11.0	11.0	97.5
	Very dissatisfied	3	2.5	2.5	100.0
	Total	118	100.0	100.0	

INFERENCE: The above table shows that out of 118 employees, 10% are very satisfied, 49% are satisfied, 43% are neutral, 13% are dissatisfied and 3% are very dissatisfied.

TABLE III:

How would you rate the organizational support for maintaining a healthy work-life balance?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Excellent	16	13.6	13.6	13.6
	Good	66	55.9	55.9	69.5
	Average	32	27.1	27.1	96.6
	Poor	4	3.4	3.4	100.0
	Total	118	100.0	100.0	

INFERENCE: The above table it shows that out of 118 employees, 16% are excellent, 66% are good, 32% are average, 4% are poor and 0% are very poor.

CORRELATION:

Correlations

		24. How often do you feel motivated to perform well in your job?	9. How satisfied are you with your job?
24. How often do you feel motivated to perform well in your job?	Pearson Correlation	1	.400**
	Sig. (2-tailed)		.000
	N	118	118
9. How satisfied are you with your job?	Pearson Correlation	.400**	1
	Sig. (2-tailed)	.000	
	N	118	118

**. Correlation is significant at the 0.01 level (2-tailed).

INFERENCE: From the above table, we can find that the significant value is 0.000, which is less than the table value of 0.05, So the Null hypothesis is rejected and the Alternative hypothesis is accepted. Therefore, there is a relationship between satisfaction with their job and feeling motivated to perform well in their job.

REGRESSION:

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	79.980	4	19.995	39.444	.000 ^b
	Residual	57.282	113	.507		
	Total	137.263	117			
a. Dependent Variable: 18. How likely are you to recommend Proconnect Logistics Ltd. As a great place to work with your friends or acquaintances?						
b. Predictors: (Constant), 21. How effectively does the organization recognize and address employee concerns and feedback? 19. How well do you feel the organization recognizes and appreciates employee contributions? 20. How satisfied are you with the opportunities for career growth and advancement at Proconnect Logistics Ltd.? 16. How would you rate the level of employee involvement in decision-making?						

INFERENCE: From the above table, we can find that the significant value is 0.05 is greater than the table value of 0.000 ($0.05 > 0.000$). Hence H_1 is rejected and H_0 is accepted. There is an impact of recommendations on Pro Connect logistics, recognizing and appreciating employees, opportunities for career growth, involvement in decision-making, and employee concern & feedback.

WEIGHTED AVERAGE:

Factors		Salary package	X1 w	Training & Development opportunity	X2 w	Healthy life balance	X3 w	Support Supervisor / Manager	X4 w	Skills & ability	X5 w
Weights	W	X1		X2		X3		X4		X5	
Highly satisfied	5	10	50	53	265	16	80	36	180	28	140
Satisfied	4	49	196	59	236	66	264	57	228	53	212
Neutral	3	43	129	0	0	32	96	23	69	35	105
Dis- satisfied	2	13	26	6	12	4	8	2	4	2	4
Highly Dis- satisfied	1	3	3	0	0	0	0	0	0	0	0
Total	15	118	404	118	513	118	448	118	481	118	461
$Y = \frac{\sum(x \cdot w)}{\sum(w)}$			26.3		34.2		29.6		32.6		30.3
Rank			5		1		4		2		3

INFERENCE: Training and development opportunities provided by the company are more weightage among other factors as 34.2 and it is considered as the training and development opportunities that benefit the employees most by the organization. So, it is ranked as the highest. The salary package, healthy work-life balance, Support by supervisor / Manager, Skills & abilities in Pro connect Logistics Ltd.

III.FINDINGS

CORRELATION:

From the above table, we can find that the significant value is 0.000, which is less than the table value of 0.05. So the Null hypothesis is rejected and the Alternative hypothesis is accepted. Therefore, there is a relationship between satisfaction with their job and feeling motivated to perform well in their job.

REGRESSION:

The significant value is 0.05 is greater than the table value of 0.000 ($0.05 > 0.000$). Hence H_1 is rejected and H_0 is accepted. There is an impact of recommendations on Pro Connect logistics, recognizes and appreciates employees, opportunities for career growth, involvement in decision-making, and employee concern & feedback.

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IV. CONCLUSIONS

In this study titled "A Study on Job Satisfaction among employees in Pro Connect Logistics Ltd," a descriptive research design was employed to investigate the factors influencing employee job satisfaction. The sample size initially comprised 118 employees. The data were gathered from both primary and secondary sources, with primary data collected via questionnaires distributed among employees and secondary data sourced from websites and other relevant sources.

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