

# An Organizational Study on Employees Satisfaction towards Poppys Knitwear Pvt Ltd., Tirupur

B. Gimirugan

Assistant Professor, MBA, Nandha Engineering College (Autonomous), Erode, India.

A.Karthikeyan

II-MBA, Nandha Engineering College (Autonomous), Erode, India.

A.Pavithra

II-MBA, Nandha Engineering College (Autonomous), Erode, India.

**Abstract** – Employee satisfaction is the result of various attitude, the person holds towards his job and towards life in general. Employee satisfaction of industrial workers are very important for the industry to function successfully. The employee satisfaction depends upon various factors like high salary, more promotional opportunities, work environment, job nature, job security, coordinational communication with the management and relationship with other employees etc. Satisfaction from work for an employee is based on social, economic and working place conditions. Primary research with descriptive and statistical analysis was done in select knit wear units in Tiruppur, Tamil Nadu. The Organization registration nature, service length of the workers, nature of the textile worker employment, working environment were analyzed. The object of the study was to evaluate whether amenities provided by the employer, overtime, wages, financial and non-financial benefits impact the level of satisfaction of the workers. The main objective of this study is to assess the workers satisfaction level towards various factors of wages and salary, promotion opportunities, working conditions, training and development, company policies and rules, relationship with co-workers, job security of an apparel organization in Tirupur district. The sample size determined for the study is 50. The stratified proportionate sampling was used in this study. The primary data was collected through questionnaire. The questionnaire was designed in such a way that it analyses the level of employee satisfaction of the employees in a garment company. Thus, the collected data were analyzed using statistical tool namely Percentage testing method, simple average method. From this study researcher find out the employees are satisfied with the working environment. At the same time some employees are looking dissatisfied with the relationship to superior. So organization needs to concentrate to develop the relationship between the employees inside the organization.

**Index Terms** – Employee Satisfaction, Job, Co-Workers.

## 1. INTRODUCTION

The use of personal capacities can be very helpful in describing the way in which an effective employee should operate and behave, but there can be no general prescription of an effective employee. Effectiveness will differ with organizational

context, and on whose perspective we are adopting. The matter of what finally makes an effective employee is a combination of personality, natural capabilities, developed skills, experience and learning.

Job satisfaction, a worker's sense of achievement and success is generally perceived to be directly linked to productivity as well as to personal wellbeing. Job satisfaction implies doing a job one enjoys, doing it well and being suitably rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. The Harvard professional group (1998) sees job satisfaction as the keying radiant that leads to recognition, income, promotion, and the achievement of other goals that lead a general feeling of fulfilment.

## 2. REVIEW OF LITERATURE

Annette Bernhardt et al. (2009) in their study found that many employment and labor laws are regularly and systematically violated, impacting a significant part of the lowwage labor force in the nation's largest cities. Workers in the sample were paid less than the legally required minimum wage. The employees were not paid the legally required overtime rate by their employers. Minimum wage violation rates were most common in apparel and textile manufacturing. Nearly a quarter of the workers in the sample came in early and/or stayed late after their shift. Of these workers, 70 percent did not receive any pay at all for the work they performed outside of their regular shift. More than two-thirds (69 percent) received no break at all, had their break shortened, were interrupted by their employer, or worked during the break, all of which constitute a violation of meal break law

A study conducted by Weller and Christian (2011) investigated the potential links between labor rights, total trade, and trade balances and identified how labor rights affect U.S. imports and U.S. exports. Data on U.S. trade were combined with data on international labor standards and other pertinent economic variables to determine Please purchase PDF Split-Merge on

www.verypdf.com to remove this watermark. 33 potential links between labor rights and U.S. trade. Findings suggested that U.S. would have benefitted from more exports if there had been better worker rights around the world; however, labor rights would not have any measurable impact on U.S. imports.

### 3. OBJECTIVE OF THE STUDY

The objective of the study is to find out the satisfaction level of employee in Poppy’s Knitwear Pvt Ltd.,

- To find that whether the employees are satisfied with the working environment.
- To give a suggest to suitable suggestion to improve an employees relationship in the organization.

### 4. RESEARCH METHODOLOGY

Research Design:

A research is the arrangement of the conditions for the collections and analysis of the data in a manner that aims to combine relevance to the research purpose with economy in procedure. In fact, the research is design is the conceptual structure within which research is conducted; it constitutes the blue print of the collection, measurement and analysis of the data. As search the design includes an outline of what the researcher will do from writing the hypothesis and its operational implication to the final analysis of data. The present study is exploratory in nature, as it seeks to discover ideas and insight to bring out new relationship. Research design is flexible enough to provide opportunity for considering different aspects of problem under study. It helps in bringing into focus some inherent weakness in enterprise regarding which in depth study can be conducted by management.

#### DATA COLLECTION

Primary Data

- Personal Investigation
- Observation Method
- Information from correspondents
- Information from superiors of the organization

#### SAMPLE SIZE AND TECHNIQUE

Size of the sample:

It refers to the number of item to be selected from the universe to constitute as a sample study 50 Employees of POPPY’S KNIT WEAR PVT. Ltd, in THIRUPUR was selected as size of sample.

Sample Design:

The sampling technique used in this study is simple random sampling method. This method is also called as the method of

chance selection. Each and every item of population has equal chance to be included in the sample.

#### QUESTIONNAIRE:

The questions are arranged logical sequence. The questionnaire consists of a variety of questions presented to the employees for the response. Multiple choice question, rating scale question were used in constructing the questionnaire.

#### STATISTICAL TOOLS USED:

To analyse and interpret collected data the following statistical tools were used.

Percentage method:

The percentage is used for making comparison between two or more series of data. It is used to classify the opinion of the respondent for different factors. It is calculated as

$$\frac{\text{NO. of respondents}}{\text{Total NO. of respondents}}$$

$$\text{Percentage of respondents} = \frac{\text{NO. of respondents}}{\text{Total NO. of respondents}} \times 100$$

### 5. DATA ANALYSIS

Respondents view on employee’s job satisfaction

S.No	Particulars	HS	S	DS	HDS
1	Safety&health standard	64	24	10	2
2	Relationship with superior	22	32	28	18
3	Refreshment facilities	46	26	24	4
4	Parking facilities	50	32	14	4
5	Salary	48	22	8	22
6	Support from co workers	66	16	14	4
7	Happy with work place	90	10	0	0

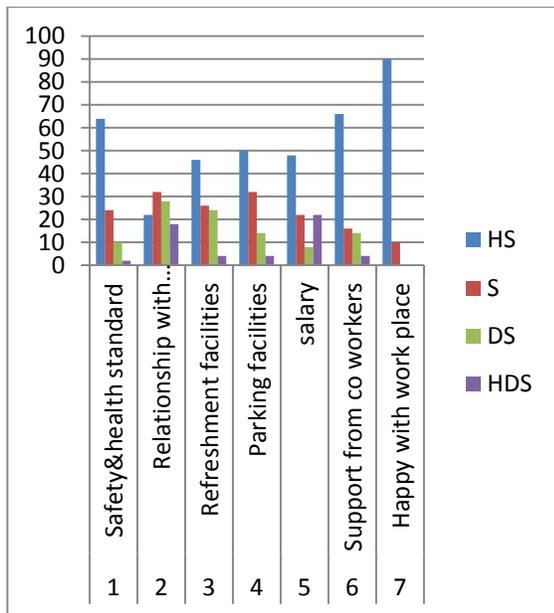
HS - HIGHLY SATISFIED

S - SATISFIED

N - NEUTRAL

DS - DISSATISFIED

HDS- HIGHLY DISSATISFIED



### 6. FINDINGS

In this study male respondents are high in the age group of 25 to 30 years and this marital status show that they are married. Most of the respondents are educated and they can satisfied with the perfect working hours. 90% of respondents are satisfied with the work place. 64% of respondents are highly satisfied with the health and safety measures. 32% of respondents are satisfied with the relationship with superior officers. 46% of respondents are very satisfied with the refreshment facility. 50% of respondents are very satisfied with the parking facility. 48% of respondents are very satisfied with the salary paid by the company. 66% of respondents are very satisfied with the coworkers.

### 7. SUGGESTION

- Job satisfaction of the employees is the key element of success for the business people. With the help of that the business people can do wonders as the employees are their backbones.

- There are several ways to make the employees satisfied. Firstly relationship among the fellow workers in the company is very necessary. Most of them are slightly satisfied with the relationship.
- The company has to improve harmony among the employees. So certain games can be conducted to improve relationship every week for an hour. This will also boost the interest among the employees.
- Some employees have mentioned that there is stress in their working environment, so proper care has to be taken as stress will ruin the performance of the employee. Relaxation time can be allotted.
- The employees must be informed about the work allotted to them in prior, so they can have an ample of time to do their work.
- Reasonable compensation has to be given for people those who are not satisfied.
- Meetings can be conducted to know what actually the employees expect.

### 8. CONCLUSION

Job satisfaction is an interesting topic which is very essential to emboss the performance of an organization. Peoples mind are like puzzles, understanding it and performing is a big deal. To make the employees satisfied there is only one strategy, to compensate them reasonably. Basic facilities have to be done to them. Harmony in the company avoids absenteeism.

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