

A Study of Employees on Academics, Job Satisfaction and its Impact on their Performance

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ABSTRACT

This research is totally about the academics like planning, decisions etc. and job satisfaction of the employees with respect to working environment, company policies, company pay scale etc. and its impact on employee performance. Better recruitment and selection strategies result in improved organizational outcomes. This is very important for an employee to have job satisfaction to face the dynamic and ever-increasing challenges of maintaining productivity of the organization by keeping their workforce constantly engaged and motivated. There are many challenges for the management like environmental pressures, rising health costs and various needs of the workforce. These challenges could be overcome by creating a good work environment where all the employees can work peacefully that maintains employee job satisfaction as well as motivates people towards exceptional performance at the workplace achieving work-life balance. This research paper outlines the broad contours of various variables responsible for employee satisfaction and various ways by which one can maximize employee satisfaction. This research is all about the satisfaction of individual's employee, and policymakers must need to consider how it effect performance of employees. The main objective of this research is to find academic of the employee and job satisfaction and its impact on employee performance.

Key words: Job Satisfaction, Working Environment, Academics, Employee Performance.

Introduction

HRM stands for Human Resource Management which is a term used to refer the policies, philosophy, practices and procedures related to the management of people begin an organization. Now the day mostly organization facing one challenges that is competition. Therefore it is necessary for each and every organizations try to do right thing at the right time. In this worst situation there is only HRM plays major roll to achieve organizational goals. There is only on thing that is Satisfaction which is one of the major concept in Human Resource Management.

We can say that employee satisfaction is the only a measure of how happy workers are with their job and working environment. The tremendous benefit to any company, as happy workers will be more likely to produce more, take fewer days off, and stay loyal to the company can be keeping morale high among workers. There are many factors available to improve or maintain high employee satisfaction, which wise employers would do well to implement.

Motivation is not the same as Job satisfaction, although it is clearly linked. The main aim of Job design is to enhance job satisfaction and performance; methods include job rotation, job enlargement and job enrichment. There are also some other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous work groups, pay, work responsibilities, variety of tasks, promotional opportunities the work itself and co-workers.

Job satisfaction with respect to the appraisal of one's job can be defined as a pleasurable emotional state resulting; an affective reaction to one's job; and an attitude towards one's job. In 2002 Weiss argued after the research that job satisfaction is an attitude but points out that researchers should clearly distinguish the objects of cognitive evaluation which are affect (emotion), beliefs and behaviors. This definition explains that we create attitudes towards our jobs by taking into account our feelings, our beliefs, and our behaviors. This research report is the documentation of completed based on analyzing the impact of physical, psychological and environmental factors on the job satisfaction of non- managerial members who are working at Politex garments. There are so many data will be gathered with an intensive study of those factors with use of questionnaires which will be analyzed for the impact of each factor. Finally, in assisting and improving the three factor impact on job satisfaction positively, recommendations are further suggested.

Politex Garment Ltd's reports show that 7% absenteeism value per month. This value is higher than the company standard value. Expected absenteeism rate of the company is 1.5% per month. On the behalf that situation is not good for the company so researcher can formulate following problem statement; How do physical, psychological & environmental factors impact on job satisfaction of non- managerial employees?

One of the most key challenges faced by the managers today when it comes to managing their employees is job satisfaction and employee loyalty. There are only employees who are valuable resources for an organization. The longer work for a company of employee makes him valuable for organization. Employee loyalty is only committed with the success of the organization. Employees have one thing attitudes or viewpoints about many aspects for their jobs, their careers, and their organizations. However, so from the perspective of research and practice, the most focal employee attitude is job satisfaction. We are discussing about the impact of working environment, although much of our specific focus will concern job satisfaction. The most-useful research definition of job satisfaction is by Locke (1976) he explained it as a positive emotional state resulting from the appraisal of one's job or job experiences" (p. 1304). Implicit in Locke's definition is the importance of both affect, or feeling, and cognition, or thinking. When we think about it that we have feelings about what we think. Conversely, when we have feelings, we think about what we feel. Cognition and affect are thus inextricably linked, in our psychology and even in our biology. Thus, when evaluating our jobs, as when we assess most anything important to us, both thinking and feeling are involved.

There is only one of the most important facts about which all HRM knows very well and which has unpleasant impact on organization and also unacceptable to the management is the wrong decision of selection (Nadler, 1984). These advances evolved Selection and recruitment and has also been strongly influenced by legislation passed from the 1960's – 1990's. There is much and more legality was taken into consideration for a job description and asking appropriate questions in the interview. The evaluation of candidates is based on their bio data, personal, attributes, and performance on cognitive tests. They can also be evaluated by giving them task in a simulated work environment to evaluate their capabilities. Phone interviews, one-on-one or even panel interviews are also in practice by the recruiters. The hiring process is very difficult, lengthy and hectic for perfect candidate, the "right-fit". The information on the environment and its impact on employee performance will help guide you through research (Nadler, 1984). Or the exact words are, right „people for the right job are not easily available and is the most crucial phase(Ilyn, 2008). Human resources is a term used to who finds out the perfect candidate for the vacancies in an organization, although it is also applied in labor economics. Human resources can also be explained as the department of an organization which implements recruitment and selection strategies and policies and possess complete authority and responsibility in this regard. "HR" initials are used to abbreviate this function (Nadler, 1984).The different style of management of Multinational business tycoons like Microsoft and (GMC) General Motor Company which belongs to United States, and Honda and Samsung which are from Japan both situated at extreme opposite geographic locations of the world, one in the east and other is in the west, made themselves successful(July, 2008).

Environment Factor

There should be good working environment and management should systematic so employee can easily work there without any interruption. Good environment also brings interest in work for the employees.

Health & Safety

There should be medical services like medical claim insurance and instant medical facility for any accident in organization for the employee

Physical Factor

There should be use of skills and abilities of employee in working profile that helps to employee in job satisfaction. All the given tasks should be related to employee interest so employee can work on that with full of efforts.

Safety

There should be job safety for employee so employee can work in office easily without any doubt because if there is no job safety then employee work with doubts which reduce the interest in work and with job also so this is very compulsory for each and every employee to have job safety which boost the employee to do hard work towards the organization growth.

Belongingness

The working profile of employee should belong to their interest so employee can put all their efforts to bring better output which helps in company growth. Perhaps the work belongs to employee's interest than employees can showcase their skills and abilities in organization growth.

Love

The employees should love their jobs and organization which make employees able to stay in same organization for long period so employees can put the organization at the top in the market after hard working for long period.

Objective

- 1) The primary objective of the study is to analyze the impact of work environment on employee.
- 2) To observe the academics of employee in job performance.
- 3) To find out the various factors behind the job satisfaction.

Review Of Literature

Santhapparaj (2005) researched on “**Job Satisfaction Among Woman In Managers Malaysian Automobile Manufacturing Sector**”. This researched was only primary survey only on 200 women managers. On the behalf of this study he found that there is a relationship between specific aspects of Job Satisfaction and the personal characteristics of women managers. This research was also aimed to retest the Herzberg’s Two-Factors theory about the Job Satisfaction. This research on women managers showed only that that there was a significant negative correlation between education level and pay, promotion people on present job and job in general. Than we found that the percentage of overall satisfaction of women managers was 75.59%. So this result do not support the Hezberg’s theory and this is also concluded that there is no separate and distinct factors lead to job satisfaction or dissatisfaction when they were together contributed to job satisfaction or dissatisfaction. So we found the gap in this research paper or we can say that this study reveals that there was a need for change in the Organisational culture and the management should create the environment for social and organisational network. This factor the gap of this research paper can be improved only through dialogue which involve cost to the organisation and the less level of satisfaction on present job can easily improved by changing the job with job rotation, providing challenging job and so on.

Santhapparaj,et.al. (2005) researched on “**Job Satisfaction Among Woman In Managers Malaysian Automobile Manufacturing Sector**” based on primary survey from 200 woman managers. It was found there in the research that female managers were generally satisfied with their job. Hence Finally this was seen there in this research that highest level of satisfaction occurs in job in general, the areas of supervision, and present job and present pay. However, the gap in this research was calculated that relatively more number of women managers was dissatisfied with their co-workers, pay and present job. On the behalf of this research this is examined that the correlation analysis showed that there was a significant negative correlation between age, education and various job factors that determine the job satisfaction.

Ashwini J, Dr. D. Anand(2007) researched on “**Quality of Work Life Evaluation among Service Sector Employees**” then they found that the Quality of Work life and Job satisfaction in 10 IT Companies professionals from 3 cities i.e. Hyderabad, Bangalore and Chennai. On the behalf of this research the main objectives of the study were to explore the levels of Job Satisfaction and relationship between demographic characteristics and satisfaction, to find all the possible differences which exists between demographic characteristics with overall Job Satisfaction, to identify specific Indicators that causes dissatisfaction and to examine the hierarchy of needs among IT Professionals. To collect the primary data there was questionnaire administered. The conclusion of the study on this research is that or revealed that higher income groups and higher experienced were the most dissatisfied with Job Security. During the research on this It was also showed there in the research that the most satisfied employees in IT Industry were of Hyderabad, followed by Chennai and Bangalore respectively.

Adeyinka Tella, et, al.(2007) researched on “**Work Motivation, Job Satisfaction, and Organisational Commitment of Library Personnel in Academic and Research Libraries in Oyo State, Nigeria**” and then they found that the work motivation, job satisfaction and organizational commitment of library personnel in Academic and Research libraries in Oyo State, Nigeria. In this research they also examined the 200 Library Personnel (41% female, 59% male) through questionnaire from five research libraries and four academic libraries. In the study of this research paper this study reveals that a correlation exists between perceived motivation, job satisfaction and commitment, although correlation between motivation and commitment was negative. This is also examined there that there is no difference in the perceived motivation of professional and non-professional library personnel. This research also showed that differences exist in the job satisfaction of library personnel in academic and research libraries and that no relationship exists in the organisational commitment of library personnel based on their years of

experience. It was imperative for library management to meet the demands of their personnel to strengthen their motivation, satisfaction and commitment. The study on this research explained that there was a need for strong and effective motivation at various levels, departments and sections of the library.

Chileshe and Haupt(2009) researched on “**The effect of age on the job satisfaction of construction workers**” than he found that the perceived age differences in Job Satisfaction of construction workers in South Africa. In this research he found the main objectives of the study were to identify the major variables affecting the relative aspects of work within the South African Construction industry and it was also seen there the impact of age on the satisfaction derived from work. We found that a total of 300 questionnaires were sent to potential respondents among them total of 65 usable questionnaires were returned. On the behalf of this study we noticed that Job Satisfaction differential does not exist between younger and older workers. Although both younger and older workers ranked the relationship with workmates as being poor, age does not have an influence on the effects of the aspects of work. If we see it in simple terms of the effects of Job Satisfaction younger workers reported higher scores than older workers on ‘indifference’, whereas the younger workers ranked poor recognition of abilities as the most effect in comparison to the older workers who reported suffering from a “lack of alertness” as the most ranked effect.

Nilufar Ahsan(2009)after the researched on “**A Study of Job Stress on Job Satisfaction among University Staff in Malaysia: Empirical Study**” found the relationship between Job stress and Job Satisfaction. On the behalf of this research he conducted in a Public University in Klang Valley area in Malaysia and 300 respondents were selected as a sample of the study. Than he found in this research that the determination of job stress that have been examined under this study include management role, relationship with others, work load pressure, homework interface, role ambiguity and performance pressure. Than we found the gap in this research paper that this study revealed that the association between relationship with others and job stress is not significant. The relationship between workload pressure and job stress, role ambiguity and job stress is significant. This study also examined that the motivation is a key factor as well in affecting job stress among employees. At the end this study explains that the employees who were highly motivated will feel happier and were more willing to work for the organisation.

Salman Khalid(2010)after the researched on “**Job Satisfaction among Bank Employees in Punjab, Pakistan: A Comparative Study**” he examined that the Job Satisfaction level of Bank Employees in Punjab Province. Than all the required information were collected from 144 respondents from four Banks employees. They all were randomly selected from both public and private sector banks. There are major five components of Job Satisfaction such as work, pay, promotion, salary and recognition were examined besides overall Job Satisfaction. On the behalf of this research we found that the study indicated that the sectoral differences in terms of salary, promotions, job security, recognition and benefits play a significant role in influencing one’s perception of job satisfaction. The major thing we noticed in this research that private sector bank employees reported dissatisfaction in terms of Job Security which directly impact on job satisfaction and it also represent the interest of employee in his job, thus we can say that this is the major gap in this research so to overcome this problem or gap and to fill this gap private sector banks need to introduce special schemes related retirement, pension, gratuity and other benefits to enhance the employee’s sense regarding job security in effort to increase organisational commitment which in turn will lead to employee’s commitment and high degree of satisfaction.

Karim(2010) researched on “**The impact of work related variables on librarians’ organizational commitment and job satisfaction**” than he studied in this research paper that the impact of five work related variables such as role conflict, role clarity, job autonomy, job performance feedback and job involvement on organizational commitment and Job Satisfaction among Malaysian University librarians. He also found in this study that a proportionate stratified random sampling technique was employed and questionnaire was distributed to 222 respondents comprising mainly of professionally trained library employees and the response rate was 63%. In this study on this research revealed the major findings of the study that of the five work related variables that were employed, all were found to be correlates of organizational commitment, Of these five correlates however, only three were found to have statistically significant predictive relationship with organisational commitment and Of the five work-related variables that were employed to examine their relationship with Job Satisfaction then it was found there that only four were found to correlate significantly with Job Satisfaction: role conflict, role clarity job autonomy and job performance feedback. Then these four work correlates, only two were found to significantly predict

the variation in Job Satisfaction. Collectively these two variables (role conflict and role clarity) accounted for 16.3% of the variation in Job Satisfaction. Hence, It was concluded that the impact of work related variables was greater for organizational commitment than for Job Satisfaction. At the end there were only role clarity was found to be a significant correlate as well as a significant predictor of organizational commitment and Job Satisfaction.

Rane(2011) researched on the importance of employee Job Satisfaction. He examined after the research on this research paper that employee Job Satisfaction was essential to face the dynamic and ever increasing challenges of maintaining productivity of the organisation by keeping their work force constantly engaged and motivated. This study explained that the high Job Satisfaction correlated strongly with the feeling of having fun at work. On the behalf of this research he found that this article explained that the possible ways to enhance their performance in order to face new challenges were providing positive work environment, the appreciation of performance, personal recognition of employees by the management, and employee participation in decision making, providing training facilities to improve worker's skills and potentials. He also explained that there should be a continuous process of assessment of Job satisfaction of employees by obtaining feedback in a specially designed evaluation format before and after the training programmes. At the end after the brief study on importance of employee job satisfaction he found on his study that the Job satisfaction of an employee in any organisation was of paramount importance to achieve the targeted goals on a sustainable basis.

Dr. Mahesh C. Dabre, Pankaj K. Bharne, Sandip D. Phuse (2012) researched on “**Job Satisfaction Model for the Teaching Employees in Academic Institutes Using Expert System**” then it is found that job satisfaction is also depends on academics and the working environment and the success of educational system totally depends upon the effort, contribution and involvement of academic staff. Job satisfaction also depends on various characteristics of organization life. The main objective of this research was to investigate the level of job satisfaction of the employees in their working life. The most satisfied employees tend to be more productive, creative and committed to their other employees and the recent study also shown the direct correlation between the employees. This research also explained that there is only the manager in any organization who can create the work environment in the organization which motivate the employees towards their work and give them confidence to achieve the goal which them job satisfaction.

Baro, Fyneman and Zukemefa(2013) researched on “**Job Satisfaction among Cataloger Librarians in University Libraries in Nigeria**” then they analyzed the level of job satisfaction among cataloger librarians in University libraries in Nigeria. 86 catalogers from 29 university libraries in Nigeria participated in the survey. There was a questionnaire which was used for data collection, which was e-mailed to catalogers and among 100% overall 86% of the catalogers satisfied with their current job. Here in this research we found a gap or we can say this research revealed that catalogers in university libraries in Nigeria are dissatisfied with dimensions such as roles and responsibilities, work place culture, rewards and professionals development and on the other had there we also found an advantage that they satisfied with administration and supervision, performance evaluation and opportunities.

Conclusion

Every Organisation has HR department provides objectives to its employees, and it is using different plans for better relation between management and employees this make employees comfortable to communication with their managers and also make them satisfied with their job where they can put their perceptions. This research explains that working environment put the major impact on performance of employee. The negative environment would make employee's performance negative and it also loose the employee to achieve the goal which directly impact on company position into the market. If the employee is satisfied with working environment and architecture of organization than it would directly increase the academics of the employees then they would do more planning and would take strong decisions and would show the positive attitude towards their work and would achieve the goal in the short time. All this research gives the conclusion that good working environment must required for the good performance of employee and the good performance of a company into the market. If we manage with the work environment then it would directly effect on company's and employee's performance. Job satisfaction must required for an employee to show the positive attitude toward their work and this also helps the employee to achieve the goal of the company. An employee can be satisfied with his job if he is satisfied with working environment, if he is having job security, if he is growing in his company, if he is working in his related department in which he has interest and if he has the right to take strong decisions by own etc. These all the things make the employee satisfied with his job and then it brings the interest of employee in his job and then he starts to do

hard work to achieve the goals which is very helpful for a company to grow rapidly into the market among with other competitors.

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Pleasure in the job puts perfection in the work.

~ Aristotle