

Effects of physical and psychological factors on job satisfaction at politex garm...

[Business](#), [Management](#)



Introduction

HRM is a term used to elude the reasoning, strategies, methodology and practices identified with the administration of individuals start an association. Today each institution needs to face profoundly rivalry. In this way institutions attempt to do right thing at the ideal time. In that circumstance HRM plays significant move to realize organizational objectives. Satisfaction is the one of real thought in human Resource Management. Worker satisfaction is a measure of how joyful employees are with their occupation and nature's domain. Keeping confidence high around laborers might be of gigantic profit to any organization, as joyful employees will be less averse to produce more, take fewer days off, and stay unwavering to the organization.

Problem Identification & Formulation

Politex Garment Ltd.'s Reports show that 7% non-appearance esteem for every month. This esteem is higher than the organization standard worth. Needed truancy rate of the organization is 1. 5% for every month. Along these lines that circumstance is bad for the organization. Accordingly analyst can figure taking after issue explanation; how do physical and psychological variables have effect on job satisfaction of non-managerial workers?

Objective of the Study

Literature Review

A Hawthorne study was the one of greatest study of job satisfaction. This study (1924 -1933) was directed by the Elton Mayo of the Harvard Business

School to discover the impact of different states of worker's productivity. These studies eventually indicated that noble changes in work conditions briefly build productivity. It is known as the Hawthorne Effects. This finding furnished solid proof that individuals work for purposes other than pay, which prepared for analysts to explore different considers in job satisfaction. Logical administration likewise had a huge effect on the study of job satisfaction. Standards of Scientific Management book (Taylor, 1911) was contended that there was a solitary most ideal approach to perform any given work undertaking. This book helped a change in streamlined creation methods of insight, making a movement from skilled work and piecework towards the more current approach of sequential construction systems and compensations. Thusly commercial enterprises extraordinarily expanded gainfulness since workers were compelled to work at a speedier pace. In any case, specialists got debilitated and disappointed, along these lines leaving analysts with new inquiries to answer in regards to job satisfaction. It might as well additionally be noted that the work of W. I. Bryan, Walter Dill Scott, and Hugo Munsterberg set the tone for Taylor's work. Some contend that Maslow's order of necessities hypothesis, an inspiration hypothesis, established the framework for job satisfaction hypothesis. This hypothesis illustrates that individuals try to fulfill five particular needs in life; physiological requirements, wellbeing require, social necessities, self-regard needs, and self-realization. This model served as a great support from which unanticipated scientists could advance job satisfaction theories.

Research Methodology

Sampling method was used for collection of data. The population from where examples were taken from constituted all non- managerial employees at Politex Garments at the generation level who had a numbering of 1200 heads.

In getting samples of individuals for the assessment, non- managerial employees were characterized into strata, for example Machine Operators, Cutters, Qc Checkers, Printing Operators and Helpers. For this, the stratified testing technique was utilized. When the aggregate of 1200 non-managerial employees were partitioned into strata, irregular testing system was utilized as a part of selecting a parcel of employees from every strata for further breaking down.

As a measure of data gathering, structured questionnaire which incorporated closed inquiries in recovering data and current status of elements influencing job satisfaction at Politex Garments were used. The questionnaires were conveyed directly around 50 employees chose from the aggregate of 1200 where they were given a span of 1 day to fill in the surveys. None from the 50questionnaires were disposed of for disentitled responses where every one of the 50 polls were utilized as a part of the examination.

All demographic factors were investigated with utilization of percentages in investigating the general dissemination of gender, age, common status, education, administration and compensation.

Findings

Physical factors

1. The sample comprised with 50 of non-managerial level employees. Out of the specimen 14 of them were male, and they made to 28% of the sample. Rests of 36 employees were female and they formed 72% of the sum test. Concurring that, female population was the dominating portion of the specimen.

2. At the start of the study, all employees were arranged age wise. Along these lines the total sample was characterized into four classes. To begin with classification is 16-20 age range. 02 of employees were fitting in with that classification and made 4% of aggregate sample. Second classification is 21-30 age range. There were 38 employees in that class and they constituted 76% of sum specimen. Third classification was 31-40 age range. 9 of employees were there and formed 18% of aggregate specimen. In spite of the fact that there was one representative in above 40 age range and it formed 2%. Agreeing that 21-30 reach was the biggest of the specimen.

3. There were 20 wedded employees, 29 unmarried employees and 01 separated representative. Wedded employees formed 40% of the sum test. Unmarried employees formed 58% and separated representative formed as 02% of aggregate sample.

4. At the start of the study, education level is likewise sorted into four classifications. Firstly, employees who are knowledgeable up to year 8 (2 employees) formed 4% of the sum test. Besides, employees who are well versed up to year 10 (08 of employees) represented 16% of the aggregate test. Thirdly, 27 of employees had passed conventional level and

represented 57% of the aggregate test. Progressed level passed employees were 26% of the sum test and 13 of employees have a place with that class. In spite of the fact that a classification for high training was inserted, none were incorporated.

5. Service distribution. This segment forms the amount of years of a worker service with the organization. 08 of employees have worked not exactly one year and they spoke to 16% of the example. The employees, who are employed more than one year and less than three years, were 13 of the specimen and formed 26% of the sum test. 18 of employees, who worked more stupendous than four years and not exactly seven years, were 36% of the sample. 11 of employees have a place with higher administration class. That is the class past seven years. They formed 22% of the sum test.

6. Salary dispersion. As per gathered data, 10 employees fit in with Rs. 6500-7500 reach which is 20% of the sample. 14 employees earned past Rs. 7500 - 8500 extent which formed 28% of the totalsample. 13 employees fit in with Rs. 8501-9500 reach were they formed 26% of the sample. Likewise 13 of employees have earned more than Rs. 9500 which formed 26% of the sum test.

Psychological Factors

7. Employee Attitudes towards Health & Safety. Consistent with the gathered data, 48 employees had high state of mind towards health and wellbeing and they formed 96% of the aggregate test. There are two employees who had direct disposition and spoken to 4% of the sum test. No employees appear to have low mentality on health & safety of the institution.

8. Employee Attitudes towards the Working Responsibility. Work avocation indicates worker mentality towards work performed. As per condensed data, 42 employees had elevated amount disposition with work authority and they form 84% of the sum test. There are 3 employees who were moderate level and 5 employees were low level state of mind towards the working avocation. They were 6% and 10% accordingly of the sum test.

9. According to gathered data, 31 employees had high disposition with the job security and they formed up to 62% of the aggregate test. 7 employees were moderate and it forms 14% of the aggregate test. Out of the specimen, 12 employees had low state of mind with job security and they formed 24% of the aggregate test.

10. According to gathered data, 30 employees had high disposition towards advancements and they made 60% of the aggregate test. There are 6 direct worker mentalities about advancements and where they make 12% of the specimen. 14 employees had low state of mind about advancements and totaling to 28% of the total test.

Conclusion

Above is a research done based after dissecting the effect of physical and psychological variables on job satisfactions of non- managerial employees of Politex Garments (Pvt) Ltd.

A random sample of 50 employees was chosen from five strata which were chosen through stratified examining procedure. Surveys were dispersed around these employees in assembling information with dependent upon physical and psychological elements influencing their job satisfaction. Survey

comprised of two segments where segment A comprised of assembling information on demographic components and area B included assembling information on two free elements. When information was chosen, pie graphs and information matrices were used in presenting the gathered information. After the information presentation, qualitative information examination routines were utilized within dissecting and making determinations upon gathered information in spite of the fact that the gathered information are of qualitative nature. As the discoveries record, above mention analysis of physical variables connection coefficient is 0. 0192. This value is a positive one yet it is not solid. Accordingly it is a powerless positive relationship between physical elements and job satisfaction. As per that, circumstance hypothesis might be acknowledged.

Psychological variable analysis, correspondence coefficient denoted a 0. 015. This value is certain yet it is not yet solid. Hence it could be said that there is a powerless positive relationship between psychological variables and job satisfaction. Consistent with that circumstance hypothesis might be acknowledged and options could be dismissed. With utilization of information analysis, it is justifiable that employees" individual matters influence their job satisfaction and that employees are anticipating that the administration will make therapeutic movements on components, for example psychological and physical so as to administer those them in ideal way.

The discoveries of this study show that psychological and physical variables are influenced to the job satisfaction of non-managerial level employees of Politex Garments Limited in Yakkala. In any case those variables are not emphatically influenced to their job satisfaction. This is due to the fact that,

every variable value of correspondence coefficient is frail. At long last Researcher can say, once in a while those elements are influenced to the job satisfaction of non-managerial level employees. Yet some different components may be influenced to their job satisfaction.

Some employees are intrigued by having exceptional collaboration with associates and so the administration may make a point to have a working environment where great participation and shared appreciation exist.

Appendices

The report uses raw data that was collected and critically analysed by experts.

There was no new computer programmes applicable in the analysis of the data since it wasn't a data intensive research.

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