

FACTORS AFFECTING JOB SATISFACTION OF TEXTILE INDUSTRY EMPLOYEES IN JAIPUR

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ABSTRACT

The main objective of this research paper is to find the level of satisfaction among the employees of a textile industry. The purpose of this research is to elaborate the key factors which are useful for the satisfaction of the employees i.e. workplace environment, reward and recognition, training and development and team work. The identified variables help to make the management working smoother and employees more loyal towards the organization. The statistical techniques used to prove the hypothesis are: one sample t-test and factor analysis.

KEYWORDS: Job Satisfaction, considerate leadership, training, occupational level.

1. Introduction

Job satisfaction refers to person's feeling towards job. It is a willingness to put in energy and time in job performance. The constructive attitude towards the job is conceptually correspondent to job satisfaction and off-putting attitude toward the job indicates jobs dissatisfaction. There are number of factors that can persuade a person's level of job satisfaction. Some of these factors include occupational level, training, the quality of the working conditions, considerate leadership and social relationships, respect from co-workers and promotional opportunities. Job design aims to enhance job satisfaction and performance methods include job rotation, job enlargement and job enrichment.

2. Objective of the study

- (a) To study the level of job satisfaction of workers employed in textile industry.
- (b) To assess the effect of related factors on the satisfaction level of Employees in textile industry.
- (c) To find out implications of job satisfaction on employees' performance and Employee's turnover.

3. Hypothesis

H₀: There is no significance of difference between the satisfaction levels of employees in respect to selected independent variables in textile industry.

H_a: There is a significance of difference between the satisfaction levels of employees in respect to selected independent variables in textile industry.

4. Sampling Distribution and Data Collection

Total 500 employees of textile industry from Jaipur region have been taken. The respondent employees include Designers, Supervisors, Managers and Executives working with textile firms. Simple random sampling has been used to collect the data. Both primary and secondary data has been used.

5. Research Instrument: Structured Questionnaires have been used for primary data collection. Questions have been framed on 12 variables and five point Likert scale has been used for measuring level of job satisfaction of employees. To find the satisfaction level of employees, they were asked to rank their satisfaction level on the scale of 1-5, where 1 means highly dissatisfied & 5 means highly satisfied. The internal consistency has been checked with the help of Cronbach's Alpha and value obtained by using SPSS (student version 17.0) is **0.747** which is usually considered as good.

6. Research Tools: One sample t test, weighted arithmetic mean and factor analysis has been used with the help of SPSS (Student version 17) to test the hypothesis, identification of factors and analysis of the data.

Table: 1
Rank Analysis of Variables affecting Job Satisfaction

S. No.	Weight	1	2	3	4	5	Total	Weighted Total	Weighted Mean	Rank
	Factor Selected	Highly Dissatisfied	Dissatisfied	Neutral	Satisfied	Strongly Satisfied				
1	Occupational Level	1	9	39	402	49	500	1989	132.60	1
2	Training	0	9	73	381	37	500	1946	129.73	6
3	Considerate Leadership	1	11	63	371	54	500	1966	131.07	2
4	Promotional Opportunities	0	7	73	381	39	500	1952	130.13	5
5	Relationship with Supervisors	2	6	87	370	35	500	1930	128.67	11
6	Working Conditions	2	5	84	372	37	500	1937	129.13	8
7	Respect from Co-Workers	2	10	86	372	30	500	1918	127.87	12
8	Personality Development	2	3	86	375	34	500	1936	129.07	9
9	Workload and Stress Level	0	4	74	385	37	500	1955	130.33	3
10	Participation in decision making	1	11	71	385	32	500	1936	129.07	10
11	Work recognition	1	9	74	378	38	500	1943	129.53	7
12	Financial Rewards	3	8	65	380	44	500	1954	130.27	4

Analysis of Variables affecting Job Satisfaction: As we can see in above mentioned table that occupational level is the major factor which affects job satisfaction among employees and it is ranked first by respondents. The next major factor is Considerate Leadership which is followed by Workload and Stress Level. The factor which is ranked as fourth and fifth is financial rewards and promotional opportunities respectively. The sixth and seventh factors are training and work recognition respectively. The working conditions and personality development are ranked as eighth and ninth positions which are followed by participation in decision making, relationship with supervisors and respect from co-workers at tenth, eleventh and twelfth place respectively.

Table: 2
One Sample t test

Factor	N	Mean	Std. Deviation	Std. Error Mean	t	Sig. (2-tailed)	H0: Accept/Reject
Occupational Level	500	3.9780	.51580	.02307	42.398	.000	Rejected
Training	500	3.8920	.53000	.02370	37.634	.000	Rejected
Considerate Leadership	500	3.9320	.57970	.02592	35.950	.000	Rejected
Promotional Opportunities	500	3.9040	.52089	.02329	38.807	.000	Rejected
Relationship with Supervisors	500	3.8600	.55589	.02486	34.593	.000	Rejected
Working Conditions	500	3.8740	.55021	.02461	35.520	.000	Rejected
Respect from Co-Workers	500	3.8360	.56723	.02537	32.956	.000	Rejected
Personality Development	498	3.8675	.52933	.02372	36.572	.000	Rejected
Workload and Stress Level	500	3.9880	1.85978	.08317	11.879	.000	Rejected
Participation in decision making	500	3.8720	.54425	.02434	35.826	.000	Rejected
Work recognition	499	3.8838	.54746	.02451	36.061	.000	Rejected
Financial Rewards	500	3.9080	.57288	.02562	35.441	.000	Rejected

Source: Primary Data Calculated through SPSS (Student Version 17.0)

As the calculated value is greater than tabulated value at 5% level of significance, so null hypotheses in all the cases are rejected and hence we can conclude that there is a significant

difference between satisfaction levels of employees in the textile industry in respect to selected independent variables.

Factor Analysis: Kaiser-Meyer-Olkin measure of sampling adequacy is computed which is found to be .882. It indicates that sample is good enough for sampling. Moreover the overall significance of correlation matrices has been tested with Bartlett Test (approx. Chi-square = 1980.458 and significant at 0.000) at 66 degree of freedom which provide well support for the validity of data for factor analysis.

Table: 3

KMO and Bartlett's Test	
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.882
Bartlett's Test of Sphericity	Approx. Chi-Square
	df
	Sig.
	1980.458
	66
	.000

Source: Primary Data Calculated through SPSS (Student Version 17.0)

Factor Analysis shows that there are two key factors having Eigen values more than 1 and as per extraction sum of squared loadings, percentage variance explained by the these factors is 40.867 and 8.647 respectively. The cumulative percent is 49.205 which shows that these two factors are important enough in causing satisfaction or dissatisfaction among employees.

Table

Table: 4

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.867	40.558	40.558	4.867	40.558	40.558	3.177	26.474	26.474
2	1.038	8.647	49.205	1.038	8.647	49.205	2.728	22.730	49.205
3	.984	8.200	57.405						
4	.902	7.514	64.918						
5	.791	6.588	71.507						
6	.701	5.838	77.345						
7	.635	5.294	82.639						
8	.551	4.593	87.232						
9	.486	4.049	91.280						
10	.385	3.207	94.488						
11	.346	2.880	97.368						
12	.316	2.632	100.000						

Extraction Method: Principal Component Analysis.

Table:5**Rotated Component Matrix^a**

	Component	
	1	2
Occupational Level	.817	
Training	.775	
Considerate Leadership	.664	
Promotional Opportunities		.570
Relationship with Supervisors		.649
Working Conditions		.538
Respect from Co-Workers		.538
Personality Development		.716
Workload and Stress Level		.426
Participation in decision making		.516
Work recognition		.438
Financial Rewards	.580	

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 3 iterations.

The above table 5 shows that each statement corresponding to the highlighted factor loading which is correlated with the factors corresponding to that factor loading. Higher the factor loading, stronger is the correlation between the factors and statement.

As we can see in above table no. that the prominent factor 1 which is outcome of this factor analysis includes occupational level (0.817), training (.775), considerate leadership (0.664) and financial rewards (0.580) respectively. The second factor which is identified contributes to the factors including promotional opportunities (0.570), relationship with supervisors (.649), working conditions (.538), respect from co-workers (.538), personality development (.716), workload and stress (.426), participation in decision making(.516) and work recognition (.438) respectively.

Conclusion:

The results of the research study prove that occupational level, training and considerate leadership are important factors that affect level of satisfaction among the employees. Hence the null hypothesis is rejected and there is significant difference between satisfaction levels of employees in respect to independent selected variables in textile industry.

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