

A STUDY ON EMPLOYEE ENGAGEMENT THROUGH JOB SATISFACTION OF EMPLOYEE IN SELECTED COMPANY

G. PURUSHOTHAMAN¹, K. KRISHNAMURTHY² & M. SAKTHIVEL MURUGAN³

¹Research Scholar Thiruvalluvar University, Serkkadu, Vellore, India

²Research Supervisor & Guide Department of Commerce Rajeswari Vedachalam
Govt. Arts College Chengalpattu, India

³Joint Supervisor cum Dc Member Department of Commerce Retired Principal D. B. Jain
College, Thorapakkam, Chennai, India

ABSTRACT

Human resources are the most valuable and unique assets of an organization. The successful management of an organization's human resources is an exciting, dynamic and challenging task, especially at a time when the world has become a global village and economics are in a state of flux. The scarcity of talented resources and the growing expectations of the modern day worker have further increased the complexity of the human resource function. Even though specific human resource functions/activities are the responsibility of the human resource department, the actual management of human resources is the responsibility of all the managers in an organization.

Human Resource Management outlines the importance of HRM and its different functions in an organization. It examines the various HR processes that are concerned with attracting, managing, motivating and developing employees for the benefit of the organization. It is one of the most complex and challenging fields of management. It deals with the people dimension in management have been adopted by companies. The human resource approach is currently in vogue, has redefined the way people are treated and managed in the organizational context.

KEYWORDS: Employee Engagement through Job Satisfaction, Employee in Selected Company

INTRODUCTION

Job satisfaction is the favorableness or un-favorableness with which the employee views his work. It expresses the amount of agreement between one's expectation of the job and the rewards that the job provides. Job satisfaction is a part of life satisfaction. The nature of one's environment of job is an important part of life as job satisfaction influences one's general life satisfaction. Job satisfaction thus is the result of various attitudes possessed by an employee. In a narrow sense, these attitudes are related to the job under condition with such specific factors such as wages. Supervisors of employment, conditions of work, social relation on the job, prompt settlement of grievances and fair treatment by employer.

However, more comprehensive approach requires that many factors are to be included before a complete understanding of job satisfaction can be obtained. Such factors as employee's age, health temperature, desire and level of aspiration should be considered. Further his family relationship, social status, recreational outlets, activity in the organizations etc. contribute ultimately to job satisfaction.

Objectives of the Study

- To understand the process of recruitment and selection in various telecom companies.
- To know the effective method of recruitment and selection in selected telecom companies
- To know the process of recruitment in Adecco Flexione Staffing Solutions.
- To know the yield ratio
- To know the sources used for recruiting at various levels and various jobs

Scope of the Study

- The study's emphasis is on recruitment and selection process of only three telecom companies TATA, IDEA and AIRTEL.
- The study aims at understanding various issues involved in managerial recruitment process.
- The study does not look into financial aspects of recruitment cost analysis
- The study was done only to know the various sources of recruitment

Methodology of Study

This study is conducted by collecting and analyzing the data from primary and secondary sources.

Primary Data

Primary data was collected by administering the questionnaire to the recruiters working at ADECCO Flexione staffing solutions

Secondary Data

Secondary data was collected from the books, journals, and websites and through the interaction with the individuals in the organization.

Data Analysis

The data, which is collected, is analyzed and is represented through pie graphs and bar diagrams using percentages for analyzing and interpreting.

Sample Size

The sample size of the recruiters were 8 recruitment consultants, and 1 Group Accounting managers (GAM')

Data Analysis & Interpretation

Table 1: Classification According to the Superior Sub – Ordinate of an Employee

S. No	Age	Number of Respondents	Percentage
1.	18 TO 20 YEARS	2	4%
2.	21 TO 30 YEARS	29	58%
3.	31 TO 40 YEARS	13	26%
4.	ABOVE 41 YEARS	6	12%
	Total	50	100%

Interpretation

The Age of Employee 18 To 20 Years 4%, 21 to 30 Years Is 58%, 31 to 40 Years Is 26% and Remaining 12% is above 41 Years

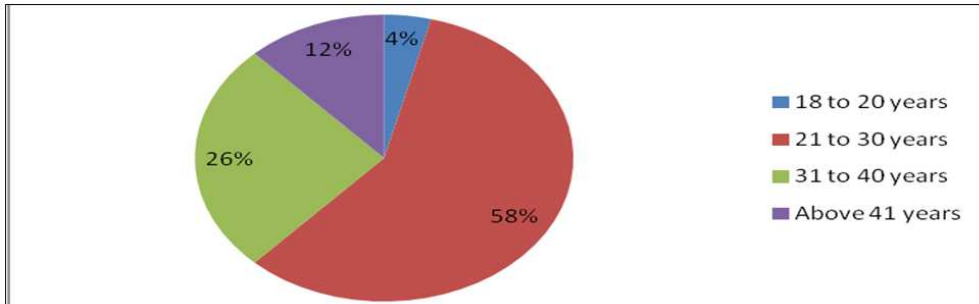


Figure 1

Table 2: Clasification According to the Leave Facilities Giben to You by Your Organization of an Employee

S. No	Superior & Subordinate	Number of Respondents	Percentage
1.	GOOD	50	100%
2.	BAD	0	0%
3.	AVERAGE	0	0%
	Total	50	100%

Interpretation

The Superior Subordinate of an Employee to Respondents Good Is 100%.

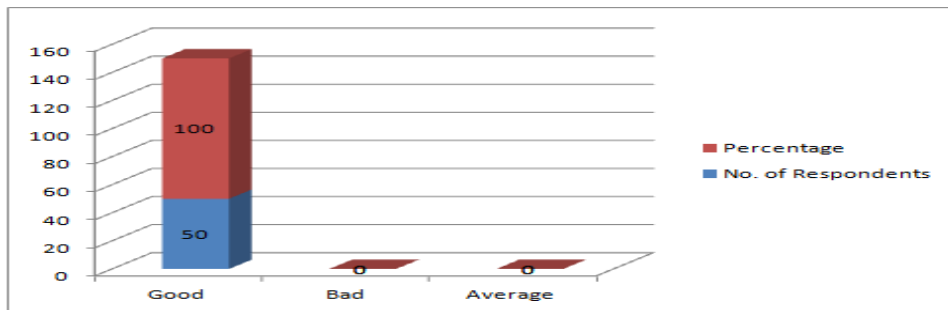


Figure 2

Table 3: Clasification According to this Organization of an Employee

S. No	Leave Facillities	Number of Respondents	Percentages
1.	SATISFIED	37	74%
2.	DISSATISFED	13	26%
	Total	50	100%

Interpretation

The Leave Facilities Given To You by Your Organization of an Employee to Respondents Satisfied 74% and Dissatisfied 26%

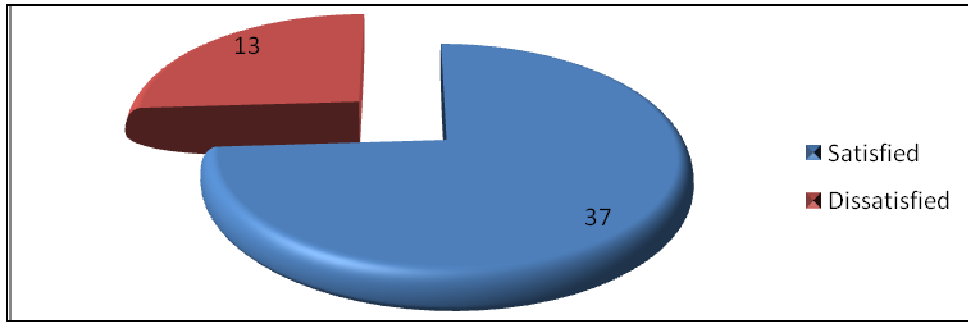


Figure 3

Table 4: Classification According to this Organization of an Employee Years

S.No	This Organization	Number of Respondents	Percentage
1.	LESS THAN A YEAR	10	20%
2.	1 TO 2 YEARS	20	40%
3.	2 TO 4 YEARS	13	26%
4.	ABOVE	7	14%
	Total	50	100%

Interpretation

The Organization of an Employee Less than a Year is 20%, 1 to 2 Years is 40%, 2 to 4 Years 26% and above 5 Years is 14%.

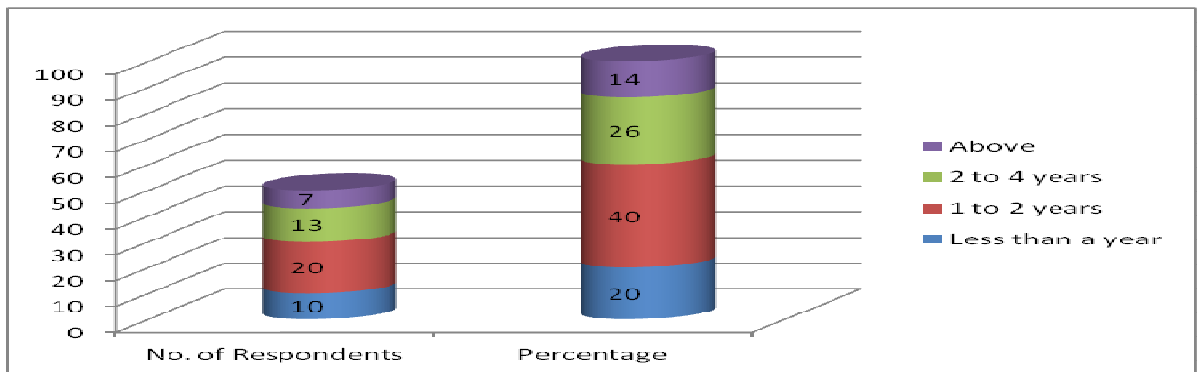


Figure 4

Statistical Methods

$$E(R_s | X_1, \dots, X_p) = \alpha + \sum_{j=1}^p f_j(X_j) + \epsilon$$

The Generalized Additive Model (GAM) can be written as (3) which is the expectation that the response variable (R_s) is related to the covariates (X_1, \dots, X_p) by the additive predictor, $\alpha + \sum f_j(X_j)$. The amount of smoothing is determined by the number of degrees of freedom applied to the smoothing spline function applied to each covariate.

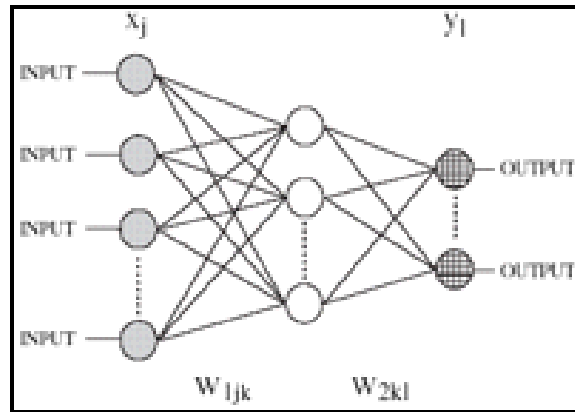


Figure 5

A schematic of a generalized neural network model showing input neurons (x_j) in grey, hidden layer neurons in white, output neurons (y_l) in cross-hatched pattern, and the input weight (W_{1jk}) and the output weight connections (W_{2kl}).

The equations describing the neural network model can be given by

$$y_l = \tilde{g} \left(\sum_{k=1}^K w_{2kl} g \left(\sum_{j=1}^J w_{1jk} x_j + \theta_{1j} \right) + \theta_{2k} \right) \quad (4)$$

$$\tilde{g}(x) = g(x) = (1 + e^{-x})^{-1}$$

where the hidden neurons are a weighted sum of the input weights (w_{1jk}) and the input neurons (x_j), the output neurons (y_l) are a weighted sum of the hidden neurons, and the output weights (w_{2kl}) and θ_{1j} and θ_{2k} are constant terms often referred to as the bias terms. The response, y_l , is a transformed linear combination of transformed linear combinations of the predictors using the logistic transformation $g(x)$. It is this flexible form, with many parameters, that gives the network its universal approximation property, i.e. the ability to fit a wide variety of functions.

The input and output weights are adjusted by an iterative scheme to minimize the residual sum of squares (RSS) using the objective function

$$RSS = \sum_i \sum_j (y_{ij} - \hat{y}_{ij})^2 \quad (5)$$

where y_{ij} are the observed data, and \hat{y}_{ij} are the data predicted from the neural network. Relative weights for each of the input variables can be used to judge the relative importance of the input variables similar to the use of estimated coefficients in a linear regression. Often neural networks have more than one output neuron, indexed by l . We have only one output neuron (recruitment, R_s) in our analysis so, in our application, Equation (5) is evaluated over only one summation (year, i).

TESTING AND EVALUATION PROCEDURES RESULTS

TABLE 1

Descriptive statistics comparing simulated data and actual recruitment time-series data

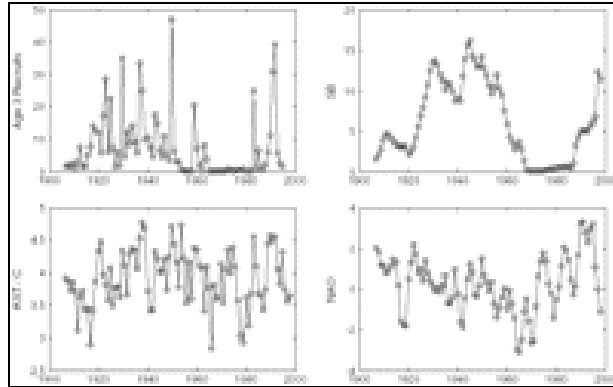


Figure 6

CONCLUTIONS

We can deduce from the study on JOB SATISFACTION that in a company like T.V.S TREAD

The organization seemed to look into the various aspects that concerned their employees. Right from pay package to welfare measures, other aspect like leave facilities and other fringe benefits are given due important. The possibility of the existence of JOB SATISFACTION amongst the employees is very high.

The study clearly states that there is JOB SATISFACTION in T.V.S TREAD. However, it should be stressed here that company of this kind of environment alone exhibit that their employees are satisfied and we cannot attribute the same conclusion to all companies as a whole. The company always follows the leading technology, process and global leadership mindset; it could achieve nearly a 20% of growth by following the modern methods.

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