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A STUDY ON EMPLOYEE'S PERCEPTION TOWARDS ORGANISATIONAL COMMITMENT AND JOB SATISFACTION IN TAMILNADU NEWSPRINT AND PAPERS LIMITED KAGITHAPURAM – KARUR- TAMILNADU.

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Abstract

Organization depends on 4 M (men, material, money and machine) for their survival, without this organization cannot move ahead for the growth and development. In any organization man power plays pivotal role without their involvement organization cannot attain their objectives. In this respect researcher has taken TNPL Company to analyze the impact of employees on the job perception is based on their organizational climate and commitment which gives ultimate outcome of employee's satisfaction. Researcher has taken 120 samples to analyze the factors influencing the organizational commitment and its impact on job satisfaction using structured questionnaire and statistical tools of factor analysis, chi-square test and correlation. findings states that Perception of employees on the job based on motivation , monetary benefits, advancements and working environment as an

Attributes influences lot rather than peer groups. And other factors such as administrative practices, Welfare facilities and Social security benefits communication and superior subordinate relationship. Factors in organizational commitment or climate depends on size of the efficient business with a co-operative environment to gain individual and organizational growth and development

Keywords: organizational commitment, factors of organizational commitment, job satisfaction and factors of job satisfaction.

I. INTRODUCTION

Organizational commitment states involvement of an Employee in an organizational task with self interest and induced interest through certain inducement factors. Without employees involvement neither an employee nor an organization can attain the required target.

Meaning:

Organizational commitment is the individual's psychological attachment to an organization.

Usually organizational commitment and job satisfaction are closely correlated together with lower levels of intention to leave the organization. Researchers have identified three types of organizational commitment are there – affective, normative and continuance.

Affective commitment – where the employee has an emotional bond with the organization.

Continuance commitment refers to the situation where an individual feels that they will lose more by leaving than they will gain. In effect, continuance commitment is a fear of loss if they left. The loss can be in any domain such as prestige, income, friendships or social loss.

Normative commitment – This is where an individual feels they should stay for some reason. Usually this is because of a sense of obligation to the organization. This sense of obligation can stem from the moral (working for a charity that is doing important work,) ethical.

Job Satisfaction

Meaning

Job satisfaction describes how content of an individual is with his or her job. The happier people are, within dictation, that the most satisfied workers should be the best performers and vice versa. This is called the "happy worker" hypothesis.

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 the employer.

Factors Influencing Job Satisfaction

The major factors influencing job satisfaction are presented below:

Supervision

To a worker, Supervision is equally a strong contributor to the job satisfaction as well as to the job dissatisfaction. The feelings of workers towards his supervisors are usually similar to his feeling towards the company. The role of supervisor is a focal point for attitude formation. Bad supervision results in absenteeism and labor turnover. Good supervision results in higher production and good industrial relations.

Co-Workers

Various studies had traced this factor as a factor of intermediate importance. One's associates with others had frequently been motivated as a factor in job satisfaction. Certainly, this seems reasonable because people like to be near their friends. The workers derive satisfaction when the co-workers are helpful, friendly and co-operative. Studies also show that most of the workers felt satisfied when they are paid more adequately to the work performed by them. The relative importance of pay would probably change as a factor in job satisfaction or dissatisfaction.

Age

Age has also been found to have a direct relationship to the level of job satisfaction of employees. In some groups job satisfaction is higher with increasing age, in other groups job satisfaction is lower and in other there is no difference at all.

Marital Status

Marital status has an important role in deciding the job satisfaction. Most of the studies have revealed that the married person finds dissatisfaction in his job than his unmarried counterpart. The reasons stated to be are that wages

were insufficient due to the increased cost of living, educations to children etc.

Education

Studies conducted among various workers revealed that most of workers who had not completed their school education showed higher satisfaction level. However, educated workers felt less satisfied in their job.

Working Condition

The result of various studies shows that working condition is an important factor. Good working atmosphere and pleasant surroundings help increasing the production of industry. Working conditions are more important to women workers than men worker.

Superior-Subordinate Communication

Superior- subordinate communication is an important influence on job satisfaction in the workplace. The way in which subordinates perceive a supervisor's behavior can positively or negatively influence job satisfaction.

Communication behavior such as facial expression, eye contact, vocal expression, and body movement is crucial to the superior-subordinate relationship.

Need of the Study

-) To know the history of the Tamilnadu Newsprints & Paper limited.
-) To identify the factors constituting the organizational commitment.
-) To probe into the factors resulting in job satisfaction to measure the extent of job satisfaction of employees is Tamilnadu Newsprints & Paper Limited
-) To identify the relationship between the factors of organizational commitment and the socio-demographic aspects of the workers.

II. SCOPE

-) To analyze the findings of the stated objective and to suggest methods to improve job satisfaction.
-) The present study aims to access the job satisfaction of employees in the organization.
-) The study helps to identify the various factors and their level of satisfaction of employees towards their jobs.
-) Job satisfaction is as important as employee's competence for the organization to achieve its goals

III. OBJECTIVES

This study has been carried out with the following objectives:

1. To identify the factors constituting the organizational commitment.
2. To probe into the factors resulting in job satisfaction to measure the extent of job satisfaction of employees is Tamilnadu Newsprints & Paper Limited

Research Design

The researcher has used Descriptive Research in this study

Descriptive research includes the surveys and fact-findings enquiries of different kinds. The major purpose of the descriptive research is the description of the state of affairs as it exists at present.

Data Sources

Primary Data

The primary data are those which are collected fresh and for the first time and thus happen to be original in character. The primary data is collected mainly through questionnaire.

Secondary Data

The secondary data was collected from periodicals, books and documents of the organization. The secondary data, on the other hand, are those which have already been collected

by someone else and which have been passed through the statistical process.

Sampling Design

A Sample design is a definite plan for obtaining a sample from a given population. Is the method of selecting items to be observed for the given study.

S. No	Group of employees	Number of units	
		In universe	In sample
1.	High level	555	27
2.	Middle level	95	22
3.	Low level	1149	71
	Total	1799	120

Sampling Unit

) The sample unit is the employees in Tamilnadu News Print and Paper Limited- Karur.

Sampling Size

) The sample of 120 was taken from the employee.

Sampling Techniques

) The population numbers had an unknown chance of being included in the sample. Under the non-probability sampling, the convenience sampling technique was chosen.

Data Collection Method

The questionnaire method was adopted for this research study as the respondents are questioned directly about his/her opinions and attitudes

The questionnaire is designed in a structured form to get unbiased information from the respondents. The questionnaire used for the survey is attached in annexure.

Hypothesis Formation

For testing the variables, the researcher frames all are Null Hypothesis:

) To test the relationship between the age of employees and employees satisfaction with the company overall growth.

) To test the relationship between the experience of the employees and the role assigned in our organization.

) To test the relationship between the gender of the employees and the superior subordinate relationship.

) To test the relationship between the experience of the employees and the welfare facilities and social security benefits.

Limitations of the Study

The study suffers from the following limitation:

) The researcher study restricted only to the perceived organizational commitment of the employees in the Tamilnadu Newsprint & Paper Limited.

) The study was concluded during a short span of time, so the observer cannot go in details.

Components Wise Analysis/ Factor Rating

The overall impact of 8 components and their total scores depending upon their significant in TNPL, with a view to find out the relative importance of each component to level of satisfaction a component wise analysis has been attempted.

Overall Impact of the Components in TNPL

S. No	Components	Total Score
1	Working Environment	492
2	Monetary Benefits	494
3	Communication	480
4	Welfare Facilities & Social Security Benefits	483
5	Superior Subordinate Relationship	465
6	Motivation	495
7	Advancement	492
8	Administrative Practices	487

From the above table (4.18) it is clear that the employees of TNPL perceive the components of organization climate in the following order.

-) Motivation
-) Monetary Benefits
-) Advancement
-) Working environment

-) Administrative Practices
-) Welfare Facilities & Social Security Benefits
-) communication
-) Superior Subordinate Relationship

Correlation between the Working Environment & Motivation

S.No	PARTICULARS	X	Y	X ²	Y ²	XY
1	H. Satisfied	19	30	361	900	570
2	Satisfied	95	75	9025	5625	7125
3	Undecided	4	9	16	81	36
4	Dissatisfied	1	4	1	16	4
5	H. Dissatisfied	1	2	1	4	2
Total		120	120	9404	6626	7737

xy

$$r = \frac{7737}{\sqrt{9404^2 * 6626^2}}$$

$$r = \frac{7737}{9404^2 * 6626^2}$$

r= 0.000124

The correlation between working environment and motivation, which shows Positive Relationship of (0.000124)

IV. HYPOTHESIS FINDINGS

All null hypotheses have been accepted expect one, which is there is no relationship between the factors to be selected for the hypothesis testing.

-) There is no relationship between age group of employees and overall growth the organization.
-) There is no relationship between experience of employees and role assigning of our organization.
-) There is relationship between gender of employees and superior subordinates relationship.
-) There is no relationship between experience of employees and welfare facilities & social security benefits.

V. SUGGESTIONS

The Tamil Nadu Newsprint & Papers Limited Provides plenty of welfare facilities and monetary benefits in spite of all these majority of the workers belong to medium satisfactory groups,

to improve the levels of satisfaction of the workers the following suggestions one offered by the researcher.

-) Reasonable wages and allowances should be given to the workers which will help to increase the level of job satisfaction and improve the standard of living of the workers.
-) Supervisors should be given proper training to deal with workers to create a good atmosphere and thereby willing co-operation will exists between them and work force. So that workers would freely discuss their problems with their supervisors.
-) The management should provide subsidized food, free medical transportation facilities for the workers.
-) At time communication gap exists between management and workers. The management must find ways and means for satisfactory level of communication.
-) The management should make efforts to improve the canteen facilities to provide good food at reasonable prices.
-) The management should have cordial relationship with trade unions.
-) The management could concentrate in appointing more of fresh hand for the sake of infusion of new blood in the factory.
-) The employees should be given more training to gain specialization in their job.

-) The employees should be given self motivation to make them take initiative of self inducement.

VI. CONCLUSION

The study depicts the perception of an employee's organizational Commitment & job satisfaction is subjective in nature. It is quite natural that any human being wants satisfaction on everything ,where as in this industry due to certain factors commitment and job satisfaction is in positive trend such as motivation ,monetary benefits, advancement in working environment and administrative practices which has been found based factor analysis .Few factors such as welfare facilities and social security, communication and superior subordinate relationship requires top management concentration to improve by which employees commitment can grow in turn organizational objectives can be attained fully. As for as TNPL is concerned the organizational climate is favorable to the workers and they have job satisfaction in their jobs.

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