



A STUDY ON JOB SATISFACTION AMONG THE EMPLOYEES IN THE ORGANISATION AT HIMALAYA PVT LTD

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Abstract

Job satisfaction is a critical factor influencing the efficiency, productivity, and overall well-being of employees within any organization. This study aims to investigate the various elements that contribute to job satisfaction among employees and how these factors impact organizational performance. The primary objective is to explore the relationship between employee satisfaction and organizational outcomes such as motivation, employee retention, and productivity. It also seeks to identify the key determinants of job satisfaction including work environment, salary, promotion opportunities, job security, and interpersonal relationships within the workplace.

Initial findings reveal that job satisfaction is highly correlated with a positive work environment and effective communication between management and staff. Salary and financial benefits, while important, are not the sole contributors to satisfaction; non-monetary factors such as recognition, respect, and work-life balance also play a significant role. Further more, the research indicates that satisfied employees are more likely to exhibit higher levels of motivation and loyalty, leading to lower turnover rates and improved organizational performance.

In conclusion, job satisfaction is a multi faceted construct influenced by a combination of financial, social, and organizational factors. Its significance extends beyond individual well-being, affecting the overall success and sustainability of the organization. This study under scores the importance of strategic HR policies and practices aimed at improving employee satisfaction as a means to achieve long-term organizational goals.

Methodology: *Data gathered through surveys and interviews with employees across various departments.*

Key Factors Studied: *Work Environment Salary And Benefits Management Support Career Growth Opportunities.*

Introduction

Job Satisfaction Job satisfaction is fundamentally defined as the degree to which an individual feels positively or negatively about their job. It is a multifaceted psychological response that encompasses various dimensions including emotional reactions, cognitive assessments, and behavioral intentions toward one's work. This satisfaction is influenced by personal expectations, job roles, and organizational climate. Employees may view their work through lenses of purpose, alignment with personal values, and potential for growth. A high level of job satisfaction not only reflects contentment with one's current position but also indicates overall happiness within the professional realm. On the contrary, dissatisfaction can lead to disengagement and even mental health challenges. When employees experience job satisfaction, they often exhibit greater enthusiasm, ownership, and commitment to their responsibilities. Their work becomes a source of fulfillment rather than obligation, promoting long-term loyalty. Further

more, satisfied employees serve as positive brand ambassadors for the organization, enhancing its image and attracting new talent. Therefore, understanding job satisfaction is not just about tracking morale—it's about comprehending how the emotional connection to work influences the broader operational and cultural environment of an organization.

Objectives of The Study

1. To assess the level of job satisfaction among employees at Himalaya Wellness Company.
2. To identify the factors that contribute to job satisfaction and dissatisfaction in the organization.
3. To analyze the impact of job satisfaction on employee performance and productivity within the company.
4. To explore the relationship between employee engagement, motivation, and job satisfaction at Himalaya Wellness Company.
5. To provide commendations for enhancing job satisfaction and improving overall employee well-being within the organization.

Need For The Study

1. Understanding job satisfaction is crucial for improving employee retention and reducing turnover in the company.
2. Job satisfaction directly influences employee performance, which impacts the overall success and growth of the organization.
3. Assessing employee satisfaction helps in identifying potential areas of improvement for management practices and work culture.
4. The study will provide insights into the factors that contribute to employee morale and how they can be optimized for better results.
5. By identifying dissatisfaction sources, the company can create a more supportive and motivating environment for its workforce.

Scope of Study

The scope of this study is to examine job satisfaction among the employees of Himalaya Wellness Company, focusing on various factors such as work environment, compensation, growth opportunities, leadership, and work-life balance. The study aims to analyze how these factors influence overall employee satisfaction and performance. It will cover employees across different departments and job roles within the organization, providing a comprehensive understanding of the current job satisfaction levels. Additionally, the study will explore potential strategies to improve employee well-being and enhance organizational effectiveness, contributing to the development of HR policies and practices.

Review of Literature

Agarwal and Bhakuni (2024) examined the influence of work-life balance on job satisfaction and employee performance. Their study revealed that employees who experience a better work-life balance tend to be more satisfied with their jobs, leading to increased productivity and lower turnover rates. The research emphasized that flexible work arrangements, remote work opportunities, and supportive organizational policies contribute significantly to job satisfaction. Moreover, employees who perceive their organization as accommodating to personal needs exhibit greater motivation and commitment. The study suggested that businesses should focus on developing policies that enhance work-life integration to improve overall employee well-being. **Arul senthilkumar and Punitha (2024)** explored the mediating role of employee engagement in the relationship between job involvement.

Arul senthilkumar and Punitha (2024) explored the mediating role of employee engagement in the relationship between job involvement, job satisfaction, and organizational commitment. Their findings indicated that employees with higher engagement levels show greater satisfaction and commitment to their organizations. The study also found that job involvement, when coupled with meaningful engagement initiatives, enhances employee retention and reduces workplace stress. Organizations that invest in leadership training, career development programs, and recognition systems tend to have more engaged and satisfied employees. The research further suggests that fostering a culture of trust and inclusivity can significantly improve job satisfaction levels.

Jianchun (2024) investigated the impact of organizational climate and employee happiness at work on job satisfaction through a mediated-moderated model. The study found that a positive work climate significantly enhances job satisfaction by fostering better communication, teamwork, and psychological safety. Employees who feel valued and supported are more likely to be engaged and productive. The research emphasized that happiness at work is a crucial factor in employee retention, as it directly affects motivation and job performance. Companies that prioritize employee well-being, mental health programs, and open communication channels can improve job satisfaction and reduce workplace conflicts.

Sen et al. (2024) studied the effect of psychological capital on employee performance, work stress, job insecurity, and job satisfaction, particularly in the Indian corporate sector. Their findings suggested that employees with higher psychological capital—comprising optimism, resilience, self-efficacy, and hope—experience greater job satisfaction. The study highlighted that organizations that invest in employee well-being programs and stress management initiatives witness higher levels of motivation and performance. Further more, job insecurity was found to negatively impact employee satisfaction, leading to decreased engagement and commitment. The study recommended that companies should focus on providing job stability and growth opportunities to enhance satisfaction levels.

Subedi and Bhandari (2024) analyzed the impact of leadership support on employee job satisfaction, emphasizing the role of work-life balance as a mediating factor. Their study found that employees who receive strong managerial support, clear communication, and mentorship exhibit higher satisfaction levels. Work-life balance played a crucial role in determining job satisfaction, as employees who can manage personal and professional responsibilities effectively reported lower stress levels. The study suggested that organizations should train managers to adopt transformational leadership styles that encourage employee development and motivation. Implementing flexible work policies and fostering an inclusive work culture were recommended to enhance job satisfaction.

Fatoki (2023) explored the relationship between participative leadership and employee job satisfaction, highlighting the mediating effects of psychological empowerment and work engagement. The study found that when leaders involve employees in decision-making processes, job satisfaction levels increase significantly. Employees who feel valued and heard tend to be more motivated and engaged in their work. Additionally, psychological empowerment, characterized by a sense of autonomy and competence, was found to be a key driver of job satisfaction. The study suggested that organizations should encourage participative leadership styles and implement policies that foster employee empowerment to improve workplace satisfaction.

George and Veetil (2023) Investigated the role of work-life balance and transformational leadership in

predicting employee job satisfaction. Their findings suggested that employees who experience a healthy balance between work and personal life tend to have higher satisfaction levels. Transformational leadership, which involves inspiring and motivating employees, was found to be a crucial factor in enhancing job satisfaction. The study emphasized that leaders who provide emotional support, career guidance, and recognition create a more engaged and satisfied work force. The researcher commended that organizations adopt leadership training programs and promote work-life balance policies to improve job satisfaction.

Brown and Kim (2022) Explored the role of motivation and job satisfaction in organizational productivity. Their study found that employees who are intrinsically motivated are more likely to experience job satisfaction, which in turn enhances their performance and commitment to the organization. The research also emphasized that extrinsic factors such as salary, job security, and career advancement opportunities play a significant role in job satisfaction. Organizations that invest in employee motivation programs and offer clear career progression paths tend to have more satisfied and productive employees. The study recommended that businesses adopt personalized motivation strategies to cater to diverse employee needs.

Ahmad and Raja (2021) Examined the relationship between job satisfaction and business performance, emphasizing the mediating role of organizational commitment. Their study found that satisfied employees are more committed to their organizations, leading to increased efficiency and business success. The research also revealed that companies with higher job satisfaction levels experience lower absenteeism and turnover rates. The study suggested that fostering a supportive work environment, providing career growth opportunities, and ensuring fair compensation contribute to higher job satisfaction and organizational commitment.

Research Methodology Introduction

This study is based on Descriptive Research. Descriptive research is a type of research design that aims to systematically describe and analyze the characteristics, behaviors, or phenomena of a specific population or situation without manipulating variables. It focuses on answering questions like "what," "where," "when," and "how" rather than "why," providing a detailed snapshot of the subject under investigation.

Sampling Techniques

Simpler and om sampling is a basic and widely used sampling technique in which every individual or unit in a population has an equal chance of being selected. This method ensures fairness and reduces selection bias, making it an essential approach for collecting representative data.

Data Collection Methods

Primary Data: Primary data includes information collected Google form the respondents.

Secondary Data: Data collected from annual reports, magazines, books, Journals, Company website etc formed the Secondary data. The questionnaire was prepared, keeping in mind the objectives of the study by consulting experts in the field, and reviewed various published sources of information for the preparation of the tool.

5 Statistical Tools Used For Analysis

Percentage Analysis Chi- Square Test ANOVA

Percentage Analysis It is commonly applied to compare different components of a dataset, highlight proportions, and summarize the distribution of variables, making complex data more understandable. By converting raw data into percentages, this technique provides a standardized way to analyze and interpret trends, relationships, or differences within a dataset.

Chi – Square Test The Chi-Square Test is a non-parametric statistical test used to assess whether the distribution of observed categorical data differs significantly from the expected distribution under the null hypothesis. It evaluates the relationship or independence between two categorical variables or the goodness of fit between observed and theoretical frequencies.

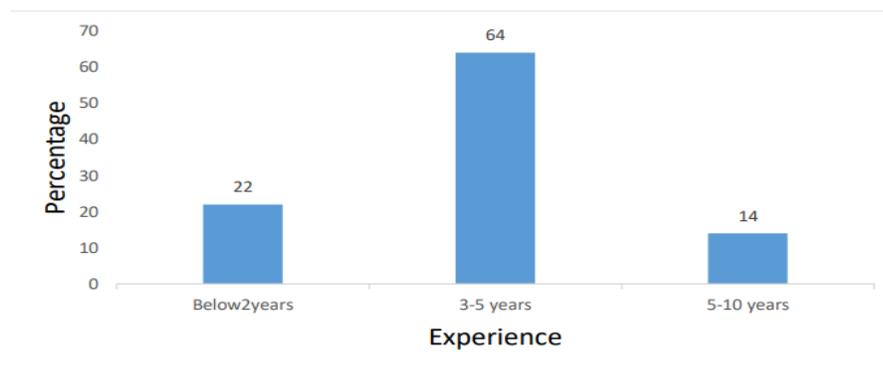
ANOVA (Analysis of Variance) is a statistical method used to analyze the differences among group means in a sample. It determines whether the variation between group means is larger than the variation within groups, indicating a significant effect of the independent variable on the dependent variable.
 $F = MST / MSE$

Correlation Correlation analysis deals with the association between two or more variables. It does not tell any thing about cause and effect relationship. Correlation is classified in two types as Positive and Negative correlation. SPEARMAN Correlation method, it also can be said as Rank Correlation. It is defined by the symbol 'r' $r = 1 - \frac{6 \sum d_i^2}{n(n^2-1)}$ Correlation value shall always lie between +1 and -1. When $r = 1$, it shows there is perfect positive correlation between variables. When $r = 0$, There is no correlation.

Data Analysis And Interpretation Table 4.1 Age

S.No	Age	No.of Respond	Percentage
1	18-25	08	08
2	26-35	36	36
3	36-45	44	44
4	ABOVE 45	12	12
	Total	100	100

EXPERIENCE



Chi Square Test

	Value	Df	A sympsig (2sides)
Pearson chi square	17.077	12	.147
Like hood ratio	19.197	12	.084
Linear by linear association	.204	1	.651
N of valid cases	100		

A 12 cell (60.0%) had expected count less than 5. The minimum expected count is 16.

Rate of satisfaction Level about salary providend	Sum of square	df	Means square	F	Sig.
Between groups	.517	4	.129	.174	.951
Within groups	70.473	.742	.742		
total		70.990	99		

Conclusion

The study on job satisfaction among the employees of Himalaya Wellness Company reveals significant insights into the factors that influence employee morale and performance. It highlights that elements such as a positive work environment, fair compensation, growth opportunities, and supportive leadership play a critical role in shaping employee satisfaction. When these factors are present and well-managed, employees tend to be more engaged, motivated, and committed to their roles, ultimately benefiting the organization through improved productivity and reduced turnover. This study emphasizes the importance of regularly assessing employee satisfaction levels to ensure that management practices align with the needs and expectations of the workforce. Furthermore, the findings underscore the need for continuous improvement in human resource policies to foster a culture of trust, recognition, and personal development. While the study acknowledges certain limitations, the results provide a valuable foundation for strategic initiatives aimed at enhancing employee satisfaction within the company. By addressing the areas of concern identified in the research and implementing the suggested improvements, Himalaya Wellness Company can create a more supportive and fulfilling work environment. This will not only enhance individual job satisfaction but also contribute to the long-term success and sustainability of the organization.

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