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# IMPORTANCE OF JOB SATISFACTION IN STEEL PLANT

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Workers who are fulfilled are the greatest resources for an association though the dis fulfilled representatives are the greatest liabilities. Actually no association can effectively accomplish its objective and mission unless and until the individuals who constitute the association are fulfilled in their occupations. Today human asset supervisors need to know how to have fulfilled workers, not why representatives ought to be fulfilled. In truth, representatives and administrators may have “day by day significance and in addition day by day bread.” Yet work is not generally a spot where specialists feel fulfilled. The research problem cited here that employees get job satisfaction varies industry to industry and many other factors, which are not measured directly. Research objectives set are to identify the employee’s level of satisfaction with their job, to identify the factors that can improve the employee’s level of satisfaction and to investigate level of variance in level of satisfaction among employees. Findings of the study based on the examination of the information utilizing SPSS, out of 29 modest of variables demonstrates that there is measurably no importance exist taking into account the diverse gatherings of sexual orientation. In spite of the fact that out of 20, one of variables demonstrates that there is measurably criticalness exists in light of the distinctive gatherings of sexual orientation.

Keywords: Job satisfaction, Performance, Productivity, Work fulfillment, Human asset, Dissatisfaction

## INTRODUCTION

The theme of employment fulfillment at work is getting more extensive consideration as of now. Work fulfillment is the fulfillment one feels while doing the occupation. Work fulfillment is one of the critical components, which influence the effectiveness of the workers as well as such employment conduct as non-appearance, mishaps, and so forth. Work fulfillment is the after effect of representative impression of how well

the employment gives those things that are seen essential. For the achievement of any association, work fulfillment has indispensable significance. The workers who are fulfilled are the greatest resources for an association though the dis fulfilled representatives are the greatest liabilities. Actually no association can effectively accomplish its objective and mission unless and until the individuals who constitute the association are fulfilled in their occupations. Disappointment

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prompts dissatisfaction and dissatisfaction prompts animosity. It is trusted that workers disappointed with their occupation may be aggressor in their demeanor towards the administration. Disappointment is irresistible and rapidly spreads to different representatives and is liable to influence the spirit and working of different workers and picture of association. A disfulfilled specialist might genuinely make harm the notoriety and property of the association and damage its business interest. Work fulfillment/disappointment is the after effect of different elements which are identified with the present employment circumstances. These different variables are open doors for professional success, measure of strain at work, work association, relations with partners and administrators, due acknowledgment of legitimacy, adequate remittances and great working conditions, grievances evacuation, sentiment exhaustion and dejection and glory of the association. Work fulfillment is an unpredictable and vital idea for human asset chiefs to see most representatives don't trust their work is as a rule appropriately remunerated. Nor do they trust that their organizations are doing what's needed to pull in fantastic entertainers, train them, or oversee them successfully.

Presently the specialist cites couple of meanings of employment fulfillment: According to E A Locke: Job fulfillment is as a pleasurable or positive passionate state coming about because of the examination of one's employment or occupation experience. As characterized by Feldman and Arnold Job fulfillment as the measure of general positive influence (or sentiments) that people has towards their employments. Kaminski (2001) depicted, Job fulfillment is a full of feeling or enthusiastic reaction

toward different aspects of one's occupation. This definition means work fulfillment is not a unitary idea. Douglas and Judge (2001) clarified Job fulfillment is an arrangement of ideal or unfavorable emotions with which representatives see their work." Arthur (1994) expressed that occupation fulfillment is the measure of delight or happiness connected with a vocation. The investigation of occupation fulfillment enhances administration with a scope of data relating to employment, worker, environment and so forth which encouraged it in choice making and revising the way of authoritative arrangements and conduct. It shows the general level of fulfillment in the association about its projects, arrangements and so forth. Furthermore, it is a symptomatic instrument for knowing employees issues, affecting changes and adjusting with slightest resistance. Thirdly, It strengthens the correspondence arrangement of the association and administration can talk about the outcome for molding the future game-plan. Fourthly, it helps in enhancing the mentalities of representatives towards the occupation and encourages mix of worker with the association. It moves feeling of belongingness and feeling of investment prompting the general increment in the profitability of the association. Fifthly, it helps unions to know precisely what workers need and what administration is doing by Neal, Griffin and Hart (2000). Therefore, it encourages common settlement of grievances and other undesirable circumstances. In conclusion, it encourages in deciding the preparation and advancement needs of the both, representatives and the association. In the event that we can enhance work fulfillment and assurance, we can enhance work execution also. Before long the administration set going to exploit this recently discovered understanding

and they made a move on two fronts. To begin with, they started endeavors to gauge the condition of worker feeling so as to know where to pack their endeavors in enhancing representative fulfillment. Besides, they set going to prepare their administrators, particularly first-level chiefs, to pay consideration on the states of mind and sentiments of their subordinates so execution could along these lines be progressed. This study has been conducted in "Jindal steel plant", Angul, Odisha in India. The survey was not done inside the plant rather employees surveyed outside of the plant, in their leisure time.

## LITERATURE REVIEW

Hofmann, Jacobs and Landy (1995) work on satisfiers and disappoints in the work spot, work fulfillment has every now and again been held up as method for enhancing worker inspiration. With the change come expanding singular profitability, work life span and hierarchical productivity. The remarkable quality of the idea of occupation fulfillment has turned out to be so instilled in pondering employments and workers that its significance is currently underestimated, just as it is an inhabitant of administrative confidence. Today human asset supervisors need to know how to have fulfilled workers, not why representatives ought to be fulfilled. In truth, representatives and administrators may have "day by day significance and in addition day by day bread." Yet work is not generally a spot where specialists feel fulfilled. Human asset supervisor may be worried about employees work fulfillment for diverse reasons than their representatives. Unselfish chiefs need fulfilled workers in light of the fact that they think about their representatives. Result-arranged directors need fulfilled representatives in light of the fact that fulfilled

workers may perform better and have less truancy and more prominent life span. Fulfilled representatives additionally tend to create higher-quality work than their disappointed accomplices. Indeed, contemplates on acculturating the work environment demonstrates that fulfilled representatives are more beneficial and that associations with fulfilled workers are more productive. Fulfilled representatives will probably encounter high interior work inspiration, to give amazing work execution and to have less truancy and turnover.

Work fulfillment relies on upon the levels of inherent and outward results and how the occupation holder sees those results by Kanfer and Ackerman (1989). These results have distinctive qualities for diverse individuals. For a few individuals, dependable and testing work may have impartial or even negative qualities. For other individuals, such work results may have high positive qualities. Individuals contrast in the significance they join to occupation results. Those distinctions alone would represent diverse levels of occupation fulfillment for basically the same employment assignments. Another vital individual contrast is employment contribution. Individuals vary in the degree that: (1) Work is a focal life interest; (2) they effectively take an interest in work; (3) they see fill in as a key to self-regard; and (4) they see function as predictable with self-idea. Persons who are not included in their work can't be required to understand the same fulfillment as the individuals who may be. These variables represent the way that two workers could report diverse levels of fulfillment for the same execution levels by Lawler (1992). A last individual distinction is the apparent value of the result regarding what work holder considers reasonable prize. The measure of the

middle person was by need extremely expansive. This is suitable in the starting phases of examination; Campbell and Stanley (1966) at first noticed that the advancement of science normally requires the persistent refinement of the exploratory variable. It now stays for future examination around there to survey all the more particularly whether and how different variables, additionally security particular variables, for example, saw wellbeing atmosphere and wellbeing practices (Barling, Loughlin, and Kelloway, 2002; Zohar, 2000), intercede the connections revealed in this exploration. This could be accomplished by concentrating on behavioral (Barling *et al.*, 2002) and attitudinal (Zohar, 2000) variables, and additionally occasions, for example, close misses (Sanders and Baron, 1975).

The term work fulfillment figures noticeably in any exchanges on administration of HR. Work fulfillment eludes to a man's sentiment fulfillment at work, which goes about as an inspiration to work. It is not the smugness, bliss or self-happiness but rather the fulfillment at work. Work fulfillment is an individual's felling with respect to his or her work. It can be impacted by a huge number of variables by Iverson and Erwin (1997). The term identifies with the aggregate relationship between an individual and the business for which he is paid. Fulfillment means the straightforward feeling state going with the accomplishment of any objective; the end state is feeling join the achievement by a motivation of its goal. The term Job fulfillment was conveyed to spotlight by Huselid (1995). Johns (1994) mark portrays work fulfillment as, "any blend of mental, physiological and ecological circumstances that cause and individual honestly to say I am fulfilled by my occupation." Job fulfillment has numerous

measurements. Generally noted aspects are fulfillment with the work itself, wages, and acknowledgment, compatibility with directors and colleagues, and chance for headway by Johns (1994). Every measurement adds to a singular's general sentiment fulfillment with the occupation itself, yet distinctive individuals characterize the "employment" in an unexpected way. There are three essential measurements to occupation fulfillment: 1) Job-fulfillment alludes to one's inclination towards one's employment. It must be surmised yet not seen. 2) Job fulfillment is frequently controlled by how well results meet or surpasses desires. Fulfillment in one's occupation means expanded responsibility in the satisfaction of formal prerequisites. There is more noteworthy eagerness to put individual vitality and time in employment execution. 3) The terms work fulfillment and occupation states of mind are regularly utilized conversely. Both allude to compelling introductions with respect to people towards their work parts, which they are without further ado possessing by Kaminski (2001). Despite the fact that the terms work fulfillment and states of mind are utilized conversely, there are contrasts between the two. State of mind alludes to inclination to react. Work fulfillment, then again, identifies with execution elements. Dispositions mirror one's emotions towards people, associations, and items. Yet, fulfillment Refers to one's demeanor to a vocation. Work fulfillment is, along these lines, a particular subset of states of mind. States of mind persist by and large. In any case, work fulfillment is rapid; it can decrease considerably more rapidly than it created. Supervisors, hence, can't set up the conditions prompting high fulfillment every so often disregard it, for worker needs may change abruptly. Administrators need to pay consideration on employment fulfillment always.

## RESEARCH PROBLEM

Workers performance and satisfaction on the job is studied by different lines of inquiry and in different disciplines. However, cross-referencing is occasional, and the results are not always consistent. In particular, empirical studies on job performance and satisfaction produce results puzzling for economic theory, which instead concentrates on workers' job effort and utility by Hackman and Oldham (1980). In fact, job satisfaction has recently attracted increasing attention from applied economists, mainly because the self-reported data have been validated by a number of tests, whereas interest in the job does so. In time-series analysis, job satisfaction does not increase; or it even decreases in some developed countries, despite their overall economic growth. So in the light of above discussion the research problem cited here that employees get job satisfaction varies industry to industry and many other factors, which are not measured directly.

## RESEARCH OBJECTIVE

- To identify the employees level of satisfaction with their job.
- To identify the factors that can improve the employee's level of satisfaction.

- To investigate level of variance in level of satisfaction among employees.

## RESEARCH METHODOLOGY

The study has been descriptive research design with survey method. In this study, both the primary and the secondary data have been used. Secondary data was collected from available books, publications, research studies, articles and websites. A closed-ended survey questionnaire has been designed to collect primary data to talk informally with officials for collecting information regarding job satisfaction by Arthur (1994). After collecting all necessary data, data is analyzed and tabulated descriptively, this tabulated information will be used to measure perceived satisfaction and dissatisfaction level of the employees regarding their job. The sample size taken for study was 100 numbers of employees got surveyed selected based on convenient sampling method. For the purpose of data analysis simple variance measured using One Way ANOVA test of parametric tests on Age, Gender and Designation of employees as factors respectively by Fisher (1993).

## DATA ANALYSIS AND INTERPRETATION

On the premise for, fulfilled by the workplace, there is no factually distinction between the diverse age respondents. On the premise for, fulfilled by

Table 1: Analysis of Variance Based on Age

ONE WAY ANOVA- AGE						
		Sum of Squares	df	Mean Square	F	Sig.
Satisfied with the working environment	Between Groups	847.750	4	211.937	1.008	.407
	Within Groups	19977.250	95	210.287		
	Total	20825.000	99			

Table 1 (Cont.)						
		Sum of Squares	df	Mean Square	F	Sig.
Satisfied with job location	Between Groups	16.910	4	4.228	2.969	.023
	Within Groups	135.250	95	1.424		
	Total	152.160	99			
Satisfied with the present working hour	Between Groups	15.340	4	3.835	3.279	.015
	Within Groups	111.100	95	1.169		
	Total	126.440	99			
Satisfied with the existing salary structure	Between Groups	7.227	4	1.807	1.204	.314
	Within Groups	142.533	95	1.500		
	Total	149.760	99			
Satisfied with the compensation	Between Groups	12.760	4	3.190	1.892	.118
	Within Groups	160.200	95	1.686		
	Total	172.960	99			
Happy with my work responsibilities	Between Groups	17.343	4	4.336	2.409	.055
	Within Groups	171.017	95	1.800		
	Total	188.360	99			
Carrying out my responsibilities	Between Groups	12.690	4	3.173	1.856	.125
	Within Groups	162.350	95	1.709		
	Total	175.040	99			
Work relationship with the people	Between Groups	8.860	4	2.215	1.376	.248
	Within Groups	152.900	95	1.609		
	Total	161.760	99			
Various activities in the firm	Between Groups	7.827	4	1.957	1.177	.326
	Within Groups	157.933	95	1.662		
	Total	165.760	99			
Happy with your overall job security	Between Groups	10.273	4	2.568	1.956	.108
	Within Groups	124.767	95	1.313		
	Total	135.040	99			
Given right to put forward my opinions	Between Groups	14.960	4	3.740	2.090	.088
	Within Groups	170.000	95	1.789		
	Total	184.960	99			

Table 1 (Cont.)						
		Sum of Squares	df	Mean Square	F	Sig.
Leaders in my workplace as positive role models	Between Groups	9.090	4	2.272	1.782	.139
	Within Groups	121.150	95	1.275		
	Total	130.240	99			
Present performance appraisal policy	Between Groups	20.110	4	5.028	3.279	.015
	Within Groups	145.650	95	1.533		
	Total	165.760	99			
Recognition and rewards for my outstanding works	Between Groups	28.067	4	7.017	4.868	.001
	Within Groups	136.933	95	1.441		
	Total	165.000	99			
Awarded right set of duties	Between Groups	2.860	4	.715	.625	.646
	Within Groups	108.700	95	1.144		
	Total	111.560	99			
Healthy balance between work and family life	Between Groups	7.250	4	1.812	1.150	.338
	Within Groups	149.750	95	1.576		
	Total	157.000	99			
Feeling of satisfaction & personal achievement	Between Groups	15.190	4	3.798	2.716	.034
	Within Groups	132.850	95	1.398		
	Total	148.040	99			
Satisfied with the leave policy	Between Groups	1.579	4	.395	.258	.904
	Within Groups	142.421	93	1.531		
	Total	144.000	97			
Satisfied employee assistance policy	Between Groups	4.992	4	1.248	.871	.484
	Within Groups	133.212	93	1.432		
	Total	138.204	97			
With long term benefit & insurance policies	Between Groups	8.380	4	2.095	2.303	.064
	Within Groups	84.600	93	.910		
	Total	92.980	97			

occupation area, there is no measurably distinction between the diverse age respondents. On the premise for, fulfilled by the present working

hour, there is no measurably distinction between the diverse age respondents. On the premise for, fulfilled by the current pay structure, there is no



factually contrast between the diverse age respondents by Bailey, Berg and Sandy (2001). On the premise for, fulfilled by the remuneration, there is no measurably distinction between the diverse age respondents. On the premise for, content with my work obligations, there is no factually contrast between the distinctive age respondents. On the premise for, doing my obligations, there is no measurably contrast between the diverse age respondents. On the premise for, work association with the general population, there is no factually contrast between the diverse age respondents. On the premise for, different exercises in the firm, there is no factually contrast between the distinctive age respondents. On the premise for, content with your general professional stability, there is no measurably contrast between the diverse age respondents. On the premise for, offered right to advance my assessment, there is no factually contrast between the diverse age respondents. On the premise for, pioneers in my work environment as positive good examples, there is no measurably contrast between the diverse age respondents. On the premise for, present execution evaluation strategy, there is no measurably contrast between

the diverse age respondents. On the premise for, acknowledgment and prizes for my exceptional works, there is measurably contrasting between the diverse age respondents. On the premise for, granted right arrangement of obligations, there is no factually distinction between the diverse age respondents. On the premise for, sound harmony in the middle of work and family life, there is no measurably distinction between the diverse age respondents. On the premise for, sentiment fulfillment and individual accomplishment, there is no factually distinction between the diverse age respondents. On the premise for, fulfilled by the leave approach, there is no measurably distinction between the diverse age respondents. On the premise for, fulfilled worker help arrangement; there is no factually distinction between the diverse age respondents Farrell and Rusbult (1981). On the premise for, with long haul advantage and protection approaches, there is no factually distinction between the diverse age respondents.

On the premise for, fulfilled by the workplace, there is no factually contrast between the diverse sex respondents. On the premise for, fulfilled by occupation area, there is no measurably contrast between the diverse sexual orientation

Table 2: Analysis of Variance Based on Gender						
ONE WAY ANOVA- AGE						
		Sum of Squares	df	Mean Square	F	Sig.
Satisfied with the working environment	Between Groups	234.416	1	234.416	1.116	.293
	Within Groups	20590.584	98	210.108		
	Total	20825.000	99			
Satisfied with job location	Between Groups	3.803	1	3.803	2.512	.116
	Within Groups	148.357	98	1.514		
	Total	152.160	99			

Table 2 (Cont.)						
		Sum of Squares	df	Mean Square	F	Sig.
Satisfied with the present working hour	Between Groups	4.875	1	4.875	3.930	.050
	Within Groups	121.565	98	1.240		
	Total	126.440	99			
Satisfied with the existing salary structure	Between Groups	8.046	1	8.046	5.564	.020
	Within Groups	141.714	98	1.446		
	Total	149.760	99			
Satisfied with the compensation	Between Groups	.031	1	.031	.018	.894
	Within Groups	172.929	98	1.765		
	Total	172.960	99			
Happy with my work responsibilities	Between Groups	3.678	1	3.678	1.952	.166
	Within Groups	184.682	98	1.885		
	Total	188.360	99			
Carrying out my responsibilities	Between Groups	.189	1	.189	.106	.745
	Within Groups	174.851	98	1.784		
	Total	175.040	99			
Work relationship with the people	Between Groups	.624	1	.624	.379	.539
	Within Groups	161.136	98	1.644		
	Total	161.760	99			
Various activities in the firm	Between Groups	19.500	1	19.500	13.066	.000
	Within Groups	146.260	98	1.492		
	Total	165.760	99			
Happy with your overall job security	Between Groups	.189	1	.189	.138	.711
	Within Groups	134.851	98	1.376		
	Total	135.040	99			
Given right to put forward my opinions	Between Groups	8.986	1	8.986	5.004	.028
	Within Groups	175.974	98	1.796		
	Total	184.960	99			
Leaders in my workplace as positive role models	Between Groups	.480	1	.480	.363	.548
	Within Groups	129.760	98	1.324		
	Total	130.240	99			

Table 2 (Cont.)						
		Sum of Squares	df	Mean Square	F	Sig.
Present performance appraisal policy	Between Groups	.150	1	.150	.089	.767
	Within Groups	165.610	98	1.690		
	Total	165.760	99			
Recognition and rewards for my outstanding works	Between Groups	.318	1	.318	.189	.664
	Within Groups	164.682	98	1.680		
	Total	165.000	99			
Awarded right set of duties	Between Groups	.904	1	.904	.801	.373
	Within Groups	110.656	98	1.129		
	Total	111.560	99			
Healthy balance between work and family life	Between Groups	.026	1	.026	.016	.899
	Within Groups	156.974	98	1.602		
	Total	157.000	99			
Feeling of satisfaction & personal achievement	Between Groups	4.189	1	4.189	2.854	.094
	Within Groups	143.851	98	1.468		
	Total	148.040	99			
Satisfied with the leave policy	Between Groups	1.500	1	1.500	1.011	.317
	Within Groups	142.500	96	1.484		
	Total	144.000	97			
Satisfied employee assistance policy	Between Groups	3.061	1	3.061	2.175	.144
	Within Groups	135.143	96	1.408		
	Total	138.204	97			
With long term benefit & insurance policies	Between Groups	3.932	1	3.932	4.239	.042
	Within Groups	89.048	96	.928		
	Total	92.980	97			

respondents. On the premise for, fulfilled by the present working hour, there is no factually distinction between the diverse sex respondents. On the premise for, fulfilled by the current compensation structure, there is no factually distinction between the diverse sex respondents. On the premise for, fulfilled by the remuneration,

there is no measurably contrast between the diverse sex respondents. On the premise for, content with my work obligations, there is no factually contrast between the distinctive sex respondents. On the premise for, doing my obligations, there is no measurably distinction between the diverse sex respondents Eisenberg

and MacDonald (1988). On the premise for, work association with the general population, there is no measurably contrast between the diverse sex respondents. On the premise for, different exercises in the firm, there are measurably contrast between the distinctive sex respondents. On the premise for, content with your general professional stability, there is no factually contrast between the diverse sex respondents. On the premise for, offered right to advance my conclusions, there is no measurably contrast between the diverse sex respondents. On the premise for, pioneers in my work environment as positive good examples, there is no factually distinction between the diverse sexual orientation respondents. On the premise for, present execution evaluation arrangement, there is no measurably contrast between the diverse sexual orientation respondents. On the premise for, acknowledgment and prizes for my remarkable works, there is no measurably contrast between the diverse sexual orientation respondents. On the premise for, granted right arrangement of obligations, there is no measurably contrast

between the distinctive sexual orientation respondents. On the premise for, sound harmony in the middle of work and family life, there is no factually distinction between the diverse sex respondents by Becker and Huselid (1998). On the premise for, sentiment fulfillment and individual accomplishment, there is no measurably contrast between the diverse sexual orientation respondents. On the premise for, fulfilled by the leave arrangement, there is no factually contrast between the diverse sex respondents by Douglas and Judge (2001). On the premise for, fulfilled worker help arrangement, there is no measurably contrast between the diverse sex respondents. On the premise for, with long haul advantage and protection approaches, there is no factually distinction between the diverse sexual orientation respondents.

On the premise for, fulfilled by the workplace, there is no factually distinction between the diverse assignment respondents. On the premise for, fulfilled by occupation area, there is no factually distinction between the diverse assignment

Table 3: Analysis of Variance Based on Designation

ONE WAY ANOVA- AGE						
		Sum of Squares	df	Mean Square	F	Sig.
Satisfied with the working environment	Between Groups	474.288	3	158.096	.746	.527
	Within Groups	20350.712	96	211.987		
	Total	20825.000	99			
Satisfied with job location	Between Groups	7.221	3	2.407	1.594	.196
	Within Groups	144.939	96	1.510		
	Total	152.160	99			
Satisfied with the present working hour	Between Groups	15.821	3	5.274	4.577	.005
	Within Groups	110.619	96	1.152		
	Total	126.440	99			

Table 3 (Cont.)						
		Sum of Squares	df	Mean Square	F	Sig.
Satisfied with the existing salary structure	Between Groups	3.666	3	1.222	.803	.495
	Within Groups	146.094	96	1.522		
	Total	149.760	99			
Satisfied with the compensation	Between Groups	5.110	3	1.703	.974	.408
	Within Groups	167.850	96	1.748		
	Total	172.960	99			
Happy with my work responsibilities	Between Groups	27.719	3	9.240	5.522	.002
	Within Groups	160.641	96	1.673		
	Total	188.360	99			
Carrying out my responsibilities	Between Groups	16.563	3	5.521	3.344	.022
	Within Groups	158.477	96	1.651		
	Total	175.040	99			
Work relationship with the people	Between Groups	5.525	3	1.842	1.132	.340
	Within Groups	156.235	96	1.627		
	Total	161.760	99			
Various activities in the firm	Between Groups	7.932	3	2.644	1.608	.193
	Within Groups	157.828	96	1.644		
	Total	165.760	99			
Happy with your overall job security	Between Groups	3.948	3	1.316	.964	.413
	Within Groups	131.092	96	1.366		
	Total	135.040	99			
Given right to put forward my opinions	Between Groups	22.491	3	7.497	4.430	.006
	Within Groups	162.469	96	1.692		
	Total	184.960	99			
Leaders in my workplace as positive role models	Between Groups	7.727	3	2.576	2.018	.116
	Within Groups	122.513	96	1.276		
	Total	130.240	99			
Present performance appraisal policy	Between Groups	12.855	3	4.285	2.690	.051
	Within Groups	152.905	96	1.593		
	Total	165.760	99			

Table 3 (Cont.)						
		Sum of Squares	df	Mean Square	F	Sig.
Recognition and rewards for my outstanding works	Between Groups	4.323	3	1.441	.861	.464
	Within Groups	160.677	96	1.674		
	Total	165.000	99			
Awarded right set of duties	Between Groups	7.940	3	2.647	2.452	.068
	Within Groups	103.620	96	1.079		
	Total	111.560	99			
Healthy balance between work and family life	Between Groups	2.815	3	.938	.584	.627
	Within Groups	154.185	96	1.606		
	Total	157.000	99			
Feeling of satisfaction & personal achievement	Between Groups	4.187	3	1.396	.931	.429
	Within Groups	143.853	96	1.498		
	Total	148.040	99			
Satisfied with the leave policy	Between Groups	40.471	3	13.490	12.248	.000
	Within Groups	103.529	94	1.101		
	Total	144.000	97			
Satisfied employee assistance policy	Between Groups	11.759	3	3.920	2.914	.038
	Within Groups	126.445	94	1.345		
	Total	138.204	97			
With long term benefit & insurance policies	Between Groups	.905	3	.302	.308	.820
	Within Groups	92.075	94	.980		
	Total	92.980	97			

respondents. On the premise for, satisfied with the present working hour, there is measurably distinction between the diverse assignment respondents. On the premise for, fulfilled by the current compensation structure, there is no measurably contrast between the distinctive assignment respondents. On the premise for, fulfilled by the remuneration, there is no factually contrast between the diverse assignment respondents. On the premise for, content with my work obligations, there is measurably

distinction between the diverse assignment respondents. On the premise for, doing my obligations, there is no factually distinction between the diverse assignment respondents. On the premise for, work association with the general population, there is no factually contrast between the diverse assignment respondents by Conway and Svenson (1998). On the premise for, different exercises in the firm, there is no factually distinction between the diverse assignment respondents. On the premise for,

content with your general professional stability, there is no measurably distinction between the diverse assignment respondents. On the premise for, offered right to advance my feelings, there is factually distinction between the diverse assignment respondents. On the premise for, pioneers in my working environment as positive good examples, there is no factually contrast between the diverse assignment respondents. On the premise for, present execution examination approach, there is no factually distinction between the diverse assignment respondents. On the premise for, acknowledgment and prizes for my exceptional works, there is no factually contrast between the distinctive assignment respondents. On the premise for, honored right arrangement of obligations, there is no factually contrast between the diverse assignment respondents. On the premise for, solid harmony in the middle of work and family life, there is no measurably contrast between the diverse assignment respondents. On the premise for, sentiment fulfillment and individual accomplishment, there is no measurably contrast between the distinctive assignment respondents by Cortina (1993). On the premise for, fulfilled by the leave arrangement, there is measurably contrasting between the diverse assignments respondents. On the premise for, fulfilled worker help arrangement, there is no factually contrast between the diverse assignment respondents. On the premise for, with long haul advantage and protection approaches, there is no measurably distinction between the diverse assignment respondents.

## CONCLUSION AND SUGGESTION

Findings of the study based on the examination

of the information utilizing SPSS, out of twenty nine modest of variables demonstrates that there is measurably no importance exist taking into account the diverse gatherings of sexual orientation. In spite of the fact that out of 20, one of variables demonstrates that there is measurably criticalness exists in light of the distinctive gatherings of sexual orientation. This can get conclude as, for all the 20, variables: satisfied with the working environment, satisfied with job location, satisfied with the present working hour, satisfied with the existing salary structure, satisfied with the compensation, happy with my work responsibilities, carrying out my responsibilities, work relationship with the people, various activities in the firm, happy with your overall job security, given right to put forward my opinions, leaders in my workplace as positive role models, present performance appraisal policy, recognition and rewards for my outstanding works, awarded right set of duties, healthy balance between work and family life, feeling of satisfaction and personal achievement, satisfied with the leave policy, satisfied employee assistance policy, with long term benefit and insurance policies or showing the same nature by the opinion of different levels of respondents of age, gender and designation.

The HR department should overcome (A) recognition and rewards for my outstanding works; (B) various activities in the firm; (C) satisfied with the present working hour; (D) happy with my work responsibilities; (E) given right to put forward my opinions; and (F) satisfied with the leave policy. This can help the management to become more efficient and can make the employees more satisfied with their jobs. They enhance understanding of the diverse range of behaviors that are influenced by high-

performance work factors, present opportunities for future research, and offer management practitioners an indication of additional ways in which occupational safety may be advanced.

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