

A Study on Job Stastification of Cognizant Employee's in Chennai

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Abstract

Job satisfaction is the primary pillar of any organisation, job satisfaction of well means the company production to profit also in the organisation. This study confined to produce the satisfaction levels of the Cognizant private¹. They were limited during the study. Problem Statement one of the main roles of Human Resources (HR) departments is to ensure that employees are sufficiently satisfied with their jobs. The data requirements for this study were mainly. Primary data from cognizant employee's in Chennai. The study is based on primary, secondary data. This study made of percentage analysis.

Keywords: Human resources, Employee, Psychology, Organisation, Private

Introduction

Job satisfaction is related to the psychology of an employee. A happy & content employee at a job is always motivated to contribute more. On the other hand, a dissatisfied employee is lethargic, makes mistakes & becomes a burden to the company². The elements & factors which contribute to job satisfaction are Compensation & Working conditions. One of the biggest factors of job satisfaction is the compensation and benefits given to an employee. An employee with a good salary, incentives, bonuses, healthcare options etc., is happier with their job than someone who doesn't have the same. A healthy workplace environment also adds value to an employee. Work-life balance: Every individual wants to have good workplaces which allow them time to spend with their family & friends. Job satisfaction for employees is often due to a good work-life balance policy, which ensures that an employee spends quality time with their family and doing their work. This improves the employee's quality of work life. Respect & Recognition: Any individual appreciates and feels motivated if they are respected at their workplace. Also, if they are awarded for their hard work, it further motivates employees. Hence recognition is one of the job satisfaction factors. Job securities: If an employee is assured that the company would retain them even if the market is turbulent, it gives them immense confidence. Job security is one of the main reasons for job satisfaction for employees. Challenges: Monotonous work activities can lead to dissatisfied employees. Hence, things like job rotation, job enrichment etc., can help in the job satisfaction of employees. Career Growth: Employees always keep their career growth part as a high priority in their life.

1 <https://www.coursehero.com/file/9254183/Job-Satisfaction>.

2 Lise M. Saari and Timothy A. Judge, "Employee Attitudes And Job Satisfaction", *Human Resource Management*, Winter 2004, Vol. 43, No. 4, Pp. 395–407 © 2004 Wiley Periodicals, Inc. Published online in Wiley InterScience (www.interscience.wiley.com). DOI: 10.1002/hrm.20032.

Hence, if a company helps groom employees and gives them newer job roles, it enhances job satisfaction as they know they would get a boost in their career.

Statement of the Problem

Job satisfaction is the primary pillar of any organisation, job satisfaction of well means the company production to profit also in the organisation. This study confined to produce the satisfaction levels of the Cognizant private³ limited during the study. Problem Statement One of the main roles of Human Resources (HR) departments is to ensure that employees are sufficiently satisfied with their jobs. Typically research has shown that satisfied employees or corporations are thought to be more productive. On the other hand, if workers are dissatisfied with their jobs, they are less productive and more prone to absenteeism and turnover. So HR departments need to measure employee job satisfaction and examine the correlations between these three variables (productivity, absenteeism, and turnover) about possible extraneous variables. Human Resources Consulting, Inc. is hired by a medium-sized financial firm to conduct a survey address.

Objective

- To find the job satisfaction level of Cognizant Employee’s In Chennai
- To find out the findings regarding the study.

Data Collection and Analysis

The data requirements for this study were mainly. Primary data from cognizant employee’s in Chennai. The study is based on primary, secondary data, in this study made of percentage analysis.

Table 1: How Long you have been Working in the Industry

Particulars	No .of. Respondent	%
less than 3	45	45
3-5 years	30	30
more than 5 years	25	25
Total	100	100

Source: Computed from primary data

³ <https://www.coursehero.com/file/9254183/Job-Satisfaction.>

To job satisfaction of cognizant company the calculate data value of 25 per cent, it shows that more than 5 of despondence with respective number respondent was 25 per cent. It is the lower chapter value of the table the calculate value of 45 per cent was who those less than 3years of the respondent with respective numbers 45 per cent it is the highest value of the table.

Table 2: How do you Feel the Working Environment

Option	Respondent	%
Excellent	50	50
Good	35	35
satisfactory not satisfactory	15	15
Total	100	100

Source: Computed from primary data

To job satisfaction of cognizant company the calculate data value of 50 per cent, it shows that more than 15 of despondence with respective number respondent was 50 per cent. It is the lower chapter value of the table the calculate value of 50 per cent was who those less than respondent with respective numbers 50 per cent it is the highest value of the table.

Table 3: How Secure do you Feel in your Job

Option	Respondent	%
High secure	65	65
Secure	25	25
Insecure	10	10
Total	100	100

Source: Computed from primary data

To job satisfaction of the cognizant company, the calculated data value of 65 per cent high secure shows that more than 15 per cent of insecure despondence with respective number respondent was 50 per cent. It is the lower chapter value of the table the calculate value of 50 per cent was who those less than respondent with respective numbers 50 per cent it is the highest value of the table.

Table 4: How do you Feel the Smooth Relationship with your Employers and Co-workers

Option	Respondent	%
very high	40	40
High	30	30
medium	25	25
Low	05	05
Total	100	100

Source: Computed from primary data

To job satisfaction of cognizant company employee's smooth relationship of 40 per cent very high secure, it shows that more than 05 per cent of low despondence with respective number respondent was 40 per cent. It is the lower chapter value of the table the calculate value of 40 per cent was who those less than respondent with respective numbers 40 per cent it is the highest value of the table.

Table 5: Opinion about your Job

Option	Respondent	%
Highly satisfied	40	40
Satisfied	35	35
Others (specify)	20	20
Not satisfied	05	05
Total	100	100

Source: Computed from primary data

To job satisfaction of cognizant company employee's opinion in our job 40 per cent highly satisfied it shows that more than 05 per cent of not satisfied despondence with respective number respondent was 40 per cent. It is the lower chapter value of the table the calculate value of 40 per cent was who those less than respondent with respective numbers 40 per cent it is the highly satisfying value of the table.

Table 6: Are you Satisfied with the Appreciation or Reward System provided by your Management

Particular	Respondent	%
Highly satisfied	65	65

Satisfied	25	25
Needs improvement	10	10
Total	100	100

Source: Computed from primary data

To job satisfaction of cognizant company employee's appreciation or reward of 65 per cent highly satisfied it shows that more than 10 per cent of needs improvement despondence with respective number respondent was 65 per cent. It is the lower chapter value of the table the calculate value of 65 per cent was who those less than respondent with respective numbers 65 per cent it is the highly satisfying value of the table.

Table 7: Are you Satisfied with the Bonus and Incentives Given

Option	Respondent	%
Highly satisfied	55	55
Satisfied	35	35
Needs improvement	10	10
Total	100	100

Source: Computed from primary data

To job satisfaction of the cognizant company, employee's satisfied with the bonus and incentives are given of 55 per cent highly satisfied. It shows that more than 10percent of needs improvement despondence with respective number respondent was 65 per cent. It is the lower chapter value of the table the calculate value of 65 per cent was who those less than respondent with respective numbers 65 per cent it is the highly satisfying value of the table.

Table 8: Are you Satisfied with the Overall Compensation Package

Option	Respondent	%
Highly satisfied	50	50
Satisfied	35	35
Needs improvement	15	15
Total	100	100

Source: Computed from primary data

To job satisfaction of the cognizant company, employee's satisfied with the overall compensation

package of 50 per cent highly satisfied it shows that more than 15percent of needs improvement despondence with respective number respondent was 65 per cent. It is the lower chapter value of the table the calculate value of 65 per cent was who those less than respondent with respective numbers 65 per cent it is the highly satisfying value of the table.

Table 9: How do you Feel about the Welfare Scheme of your Showroom

Particular	Respondent	%
Highly satisfied	65	65
Satisfied	25	25
Needs improvement	10	10
Total	100	100

Source: Computed from primary data

To job satisfaction of cognizant company employee's feel about the welfare scheme of your showroom of 65 per cent highly satisfied it shows that more than 10percent of needs improvement despondence with respective number respondent was 65 per cent. It is the lower chapter value of the table the calculate value of 65 per cent was who those less than respondent with respective numbers 65 per cent it is the highly satisfying value of the table.

Finding

1. Table 4.1 shows that to job satisfaction of cognizant company the calculate data value of 25 per cent it shows that more than 5 of despondence with respective number respondent was 25 per cent. the number of respondents 45% people who those work in the organisation of less than 3years
2. Table 4.2 shows that To job satisfaction of cognizant company the calculate data value of 50 per cent it shows that more than 15 of despondence with respective number respondent was 50 per cent. he number of respondent 50% excellent employee who those work in the organisation
3. Table 4.2 shows that to job satisfaction of cognizant company the calculate data value of 65 per cent high secure. It shows that more than 15 per cent of insecure response with respective number of respondent was 50 per cent. the number of respondents 65% high secure employee who those work in this company
4. The table shows that to jobsatisfaction of cognizant company employee's smooth relationship of 40 per cent very high secure it shows that more than 05 per cent of low correspondence with respective number respondent was 40 per cent. the number of respondents 05% not satisfied employee's work in the same organisation
5. The table shows that to job satisfaction of cognizant company employee's opinion in our job 40 per cent highly satisfied it shows that more than 05 per cent of not satisfied response with respective number respondent was 40 per cent. the number of respondent job opinion in 65% highly satisfied people work in the organisation
6. The table shows that to job satisfaction of cognizant company employee's appreciation or reward of 65 per cent highly satisfied it shows that more than 10 per cent of needs improvement response with respective number respondent was 65 per cent. the number of respondents 65% highly satisfied appreciation people work in this company
7. The table shows that to job satisfaction of cognizant company employees satisfied with the bonus and incentives given of 55 per cent highly satisfied it shows that more than 10 per cent of needs improvement response with respective number respondent was 65 per cent. the number of respondents 55% people highly satisfied with the incentive and bonus in the company
8. The table shows that to job satisfaction of cognizant company employee's satisfied with the overall compensation package of 50 per cent highly satisfied it shows that more than 15 per cent of needs improvement response with respective number respondent was 65 per cent need's improvement of overall compositions 50% highly satisfied employee.
9. The table shows that to job satisfaction of cognizant company employee's feel about the welfare scheme of your showroom of 65 per cent highly satisfied it shows that more than 10 per cent of needs improvement response with respective number respondent was 65 per cent. the number of respondents 65% of highly satisfied Employee's welfare scheme
10. The table shows that to job satisfaction of

cognizant company employee's feel about the welfare scheme of your showroom of 65 per cent highly satisfied it shows that more than 10 per cent of needs improvement response with respective number respondent was 65 per cent. Employee's observed or experienced the number of respondents 45% of age discrimination in the company.

11. The table shows that to job satisfaction of cognizant company employee's factors which motivates you most of 35 per cent salary increase it shows that more of 20 per cent promotion with respective number respondent was 30 per cent motivational talks. the number of respondents 35% salary increase most factor motivation of the company
12. The table shows that to job satisfaction of cognizant company employee's got appreciation in the form of 45 per cent promotion it shows that more than 10 per cent of any other please specify response with respective number respondent was 45 per cent. the number of respondents 45% promotion of got appreciation in the organisation
13. The table shows that to job satisfaction of cognizant company employee's participate in functional meetings of 45 per cent sometimes it shows that more than 05 per cent of never response with respective number respondent was 45 per cent. Employees participate in functional meetings the number of respondents 45% in sometimes.
14. The table shows that to job satisfaction of cognizant company employee's given a chance to express your opinion of 50 per cent sometimes it shows that more than 05 per cent of never response with respective number respondent was 50 per cent. the number of respondents 50% of given a chance to express employee's opinion
15. The table shows that to job satisfaction of cognizant company employee's feel your opinions/views are regarded 35 per cent all the time. It shows that more than 05 per cent of never response with respective number respondent was 35 per cent. The number of respondents 35% of views or regarded in your opinion
16. The table shows that to job satisfaction of cognizant company employee's given due credit

for your opinion/suggestions 45 per cent all the time it shows that more than 05percent of never response with respective number respondent was 45 per cent. The employee's opinion and suggestions in the respondent of 45% in the company

17. The table shows that to job satisfaction of cognizant company employee's feel that there are chances for your career growth in the organisation 40 per cent often it shows that more than 05percent of never response with respective number respondent was 40 per cent. The number of respondents 40% employee's career growth in the organisation

Conclusion

The study results that the majority of the employees and aware of the organisation objective and the company policy. From the study, it is clear that anchor leathers have excellent processing line, reputation, infrastructure facilities etc., organisation financial structure are highly satisfied by the employees. Certainly, this concern will yield and retain good performance in future by considering the suggestions given by the researcher. Hence the project entitled "a study on employee's job satisfaction with special reference to a-bond strands Pvt. ltd". Exhibits employees of the organisation are well satisfied with their human resource policies provided by the organisation.

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