INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY EDUCATIONAL RESEARCH
ISSN:2277-7881; IMPACT FACTOR :6.514(2021); IC VALUE:5.16; ISI VALUE:2.286
Peer Reviewed and Refereed Journal: VOLUME:10, ISSUE:4(7), April :2021
Online Copy Available: www.ijmer.in
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A STUDY OF RELATION BETWEEN SOCIAL CONDITIONS OF EMPLOYEES AND JOB SATISFACTION WITH SPECIAL REFERENCE TO SMALL-SCALE INDUSTRIAL UNITS IN SATARA DISTRICT

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Abstract
The term job satisfaction refers to an individual‘s general attitudes towards her/his job. A person with a high level of job satisfaction holds positive attitude towards the job. While a person is dissatisfied with his job holds negative attitudes about the job. Job satisfaction is supposed to be an important key to employee‘s performance. Job satisfaction is an individual‘s emotional reaction to the job itself. It is his attitude towards his job.This research paper mainly focuses on the relation between social conditions of the employee and the job satisfaction. The researcher has selected Small Scale Industrial Units (SSI) from Satara district for their research work. He has set out the well-defined questionnaire and collected the data through it.

Key Words: Relation, Satisfaction, Attitude Social Conditions

Introduction

The welfare measures need not be in monetary terms only but in any kind/form. Employee welfare includes monitoring of Social conditions, creation of industrial harmony through infrastructure for health, insurance against disease accident, leaving standards and unemployment for the workers and their families. Employee welfare is an important facet of industrial relations, the extra dimension gives satisfaction to the workers in a way, which even a good wage cannot. With growth of industrialization, it has acquired added importance. The small-scale industrial sector in India has a very important and vital role to play in the economic development of the country.

Objectives of the Study:

This study has the following objectives:

1. To study the Social conditions in the selected small scale industries.
2. To examine the welfare facilities provided by the management of SSI unit.
3. To study the relation between Social conditions of Employees and Job Satisfaction.

Methodology

This research is descriptive in nature and it will utilize both quantitative and qualitative data collection tools to collect relevant data. The survey method was adopted for collection of primary data. The relevant information pertaining to the welfare facilities provided to the employees of the small-scale industrial unit has been collected with the help of

i) Well-structured questionnaire and
ii) Interview schedule to be administered to the managers and CEOs of the selected SSI units in the Satara district.

For the present study 342 employees from various Taluks from Satara District has been selected.

Selection of Sample Size and sampling method

Simple Random sampling method has used for selecting sample of the SSI units in Satara district using the following formula.

$$n=N/1+Ne^2.$$

Sample selection of Employees: Quota sampling method has used for selecting the sample of employees from each of the selected SSI unit for administering the questionnaire and interviews. Therefore 25 employees have been selected by using Quota Sampling Method.

Any one of the CEO or Managing Director or Managing Partner and any one of the HR head, HR manager or Administrative Manager or HR officer has been selected.

Method of Data Analysis

The statistical primary data have been processed on a Personal Computer (PC) with the help of spreadsheet application software like MS Excel to generate tables, charts and graphs.

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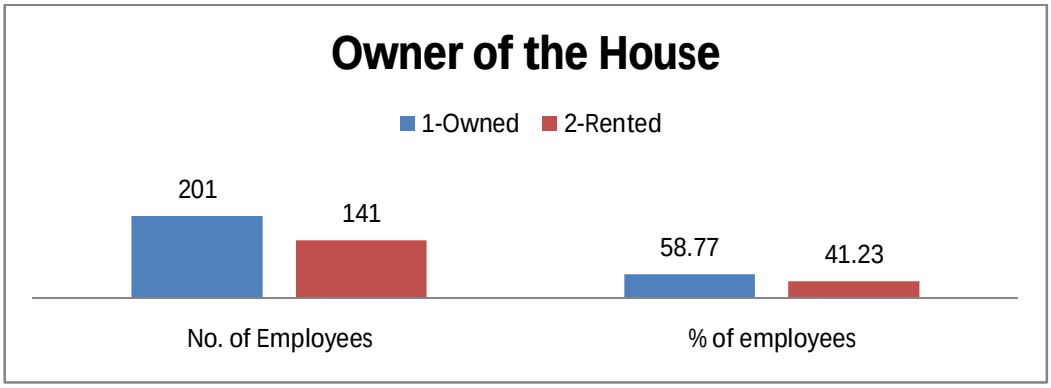
Result and Discussion

Table No.1 Owner of the house

Owner of the House	No. of Employees	% of employees
1-Owned	201	58.77
2-Rented	141	41.23
Total	342	100

Graph No.1 Owner of the house

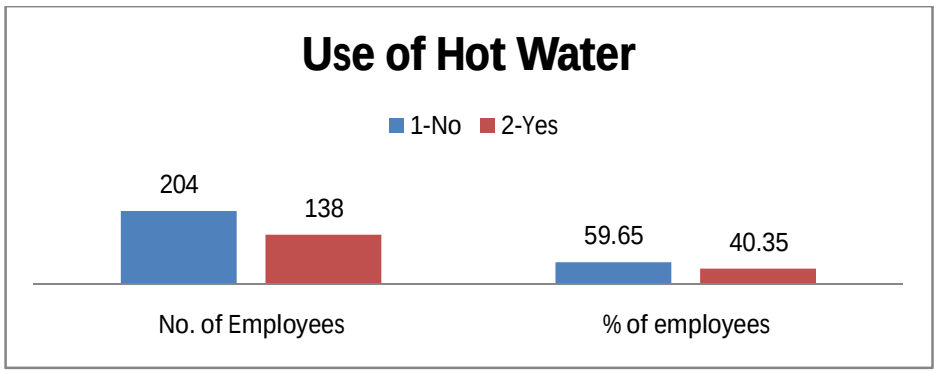


Interpretation: From above table and graph it is observed that 58.77% of the employees have their owned house, and 41.23 % of employees have living in rented house.
Hence it is concluded that, most of the workers are living in their owned house

Table No.2 Use of hot water

Use of Hot Water	No. of Employees	% of employees
No	204	59.65
Yes	138	40.35
Total	342	100

Graph No.2 Use of hot waterin bathroom



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Interpretation:

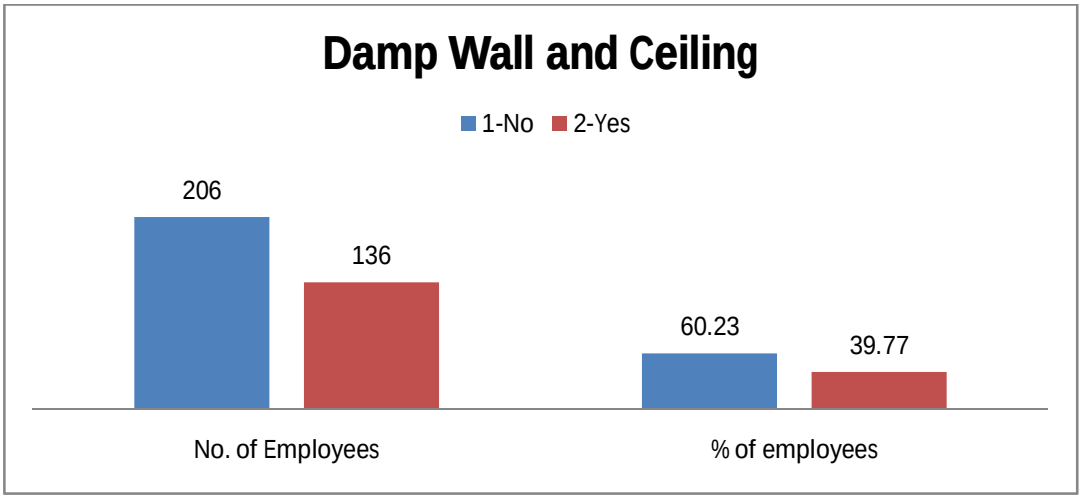
From above table and graph it is observed that 59.65% of the employees have using hot water, and 40.35 % of employees have did not use hot water in bathroom

Hence it is concluded that, most of the workers are usinghot waterin bathroom

Table No. 3Damp wall and ceiling

Damp wall and ceiling	No. of Employees	% of employees
No	206	60.23
Yes	136	39.77
Total	342	100

Graph No.3 Damp wall and Ceiling



Interpretation:

From above table and graph it is observed that 60.23 % of the employees have no damp wall and ceiling in house , and 39.77 % of employees have damp wall and ceiling in house

Hence it is concluded that, most of the employees have damp wall and ceiling in house

Table No. 4Rooms in house

Rooms in House	No. of Employees	% of employees
1-One	167	48.84
2-Two	167	48.83
3-Three	6	1.75
4-Four	2	0.58
5-More than Four	0	0
Total	342	100

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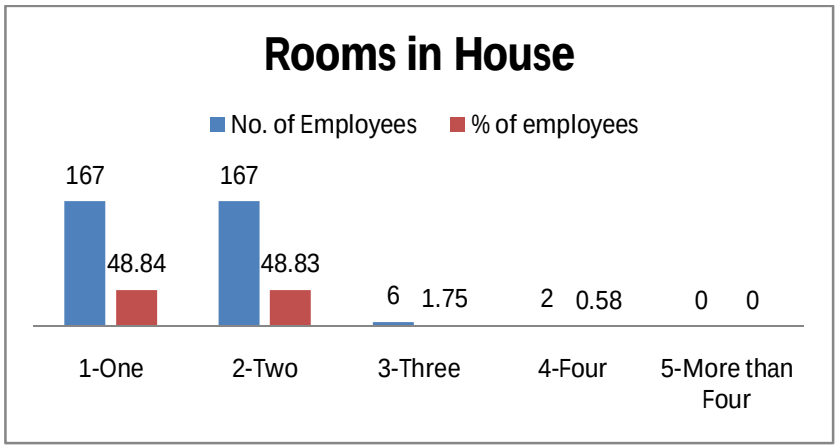
Graph No. 4 Rooms in house



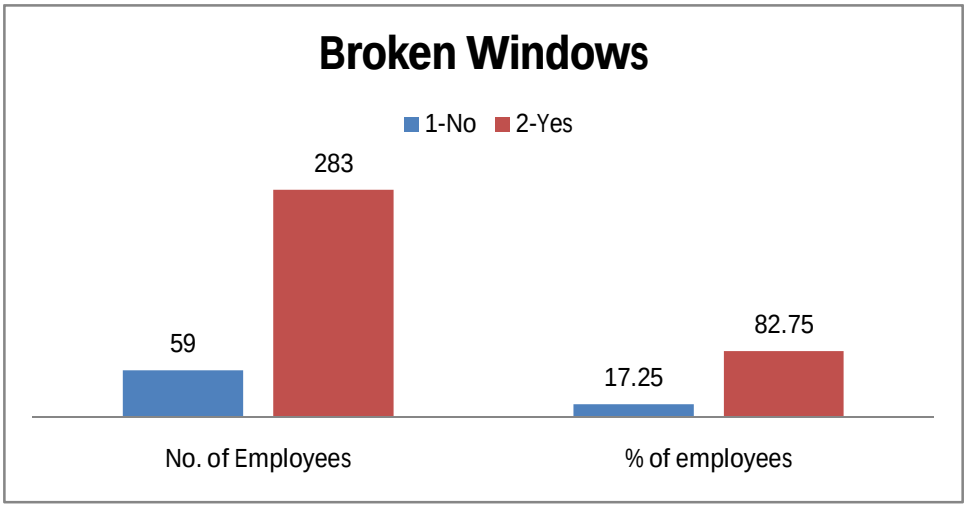
Interpretation: From above table and graph it is observed that 48.84 % of the employees have one room in house, 48.83 % of employees have two rooms in house, 1.75% of employees have three rooms in house and 058 % of employees have four rooms in house

Hence it is concluded that, most of the employee have one and two rooms in house

Table No. 5Broken windows

Broken Windows	No. of Employees	% of employees
1-No	59	17.25
2-Yes	283	82.75
Total	342	100

Table No. 5 Broken windows



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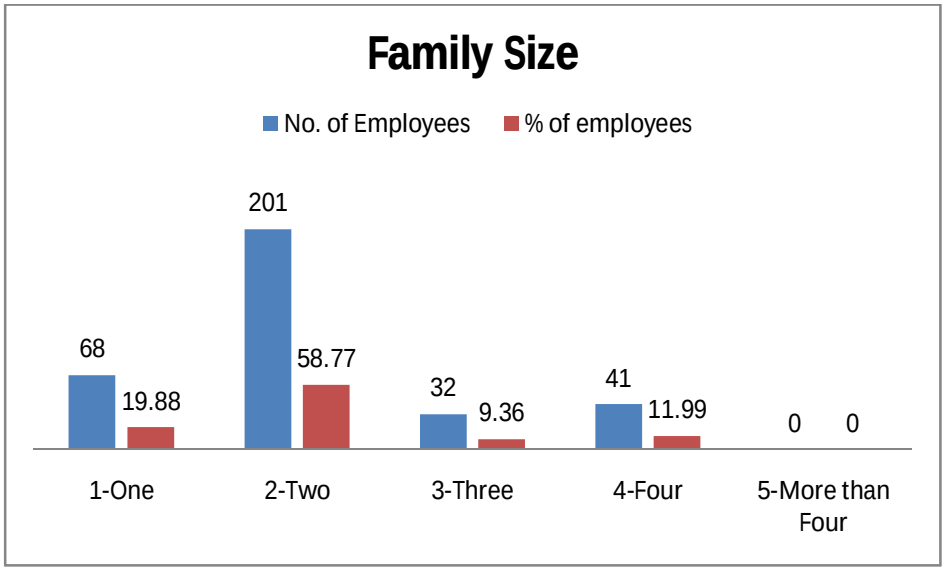
Interpretation: From above table and graph it is observed that 17.25 % of the employees have not broken windows in their house , and 82.75 % of employees have broken windows in their house

Hence it is concluded that, most of the employee have broken windows in house

Table No. 6 Family size

Family Size	No. of Employees	% of employees
1-One	68	19.88
2-Two	201	58.77
3-Three	32	9.36
4-Four	41	11.99
5-More than Four	0	0
Total	342	100

Graph No. 6 Family size



Interpretation: From above table and graph it is observed that 19.88 % of the employees have one family in house, 58.77 % of employees have two families in house, 9.36 % of employees have three families in house and 11.99 % of employees have four families in house

Hence it is concluded that, most of the employees have two families in the house

Suggestion:

It is suggested that Employees should increase their Social condition. It is better to him to get satisfaction which will be helpful to get job satisfaction.

It is suggested that employees should try to increase the way of money that will be helpful to fulfill at least the basic needs properly.

There is significant relation between social condition and the Job satisfaction therefore it is suggested that employees should enhance the social condition which will be automatically effect on the job satisfaction.

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Last Saved By: Windows User
Total Editing Time: 65 Minutes
Last Printed On: 5/1/2021 12:54:00 PM
As of Last Complete Printing
Number of Pages: 6
Number of Words: 1,222 (approx.)
Number of Characters: 6,972 (approx.)