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DOI: <http://ijmer.in.doi./2022/11.06.50>

EMPLOYEES SATISFACTION

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Employees satisfaction refers to how happy or contented an employee is with his or her employment. Employees satisfaction is critical to the success of any company or organisation.

Employees who are pleased and satisfied with their bosses and work environment are more likely to put up their best effort to help the company succeed.

When employees are unhappy and dissatisfied, it has a direct influence on the company's bottom line. People have a remarkable capacity for adapting to adversity. If employees are dissatisfied, they will most likely seek another employment. Some employees may adapt by hindering development or even committing fraud in extreme circumstances. When a big number of employees are dissatisfied, they may organise a labour union or leave at the same time to start their own business.

Although drastic measures in response to extreme dissatisfaction are uncommon, even moderate levels of dissatisfaction might result in considerable losses for firm. Employees that are dissatisfied with their jobs will put less effort into their duties. Most significantly, disgruntled employees are almost never the ones to come up with new ideas.

Employees create a good attitude toward the organisation and its aims when their needs are addressed. Employees lose motivation and tend to underperform when they are dissatisfied and unhappy with their jobs. The main reasons of employees' dissatisfaction are low pay, no room for advancement, bad management, poor relationships with co-workers and managers, lack of appreciation and recognition, poor work-life balance etc.

There are various ways by which employees' satisfaction can be kept high.

Employees' feelings are greatly influenced by a nice work environment. The work environment has a significant impact on employee motivation. It has a huge impact on his or her professional life. It shows in their work and helps them stay positive throughout the day.

A positive work environment encompasses more than just the structure of the company. It is an employee's entire experience with his or her co-workers, immediate superiors, and business culture. Open communication, building trust, building healthy work relationships, listening and encouraging equal opportunity are all ways to create a happy working environment. Employees, like everyone else, require and crave feedback.

Employee satisfaction depends on feedback, but most managers are hesitant to provide it. Employees are unclear about the labour and effort they are putting in due to a lack of feedback. People's psychology is complex, and they can interpret the same message or discussion in different ways.

As a result, managers must learn the art of giving feedback. In the workplace, feedback has a huge positive impact. It can help to establish trust, increase employee happiness, keep staff motivated, and lower turnover.

We all have unique skill sets that we use at work, whether consciously or subconsciously. As a result, it is gratifying for anyone to be recognised for their ability to apply these skills. Employee morale, productivity, and general job satisfaction all improve when employees are rewarded and recognised for their efforts.

This psychological factor is frequently overlooked by businesses. Employees are kept engaged when they are appreciated and recognised on a regular basis. This motivates people to strive to improve and outperform themselves. Organisation can also enhance employees' morale and job satisfaction by providing valuable rewards and bonuses.

Employees can achieve work-life balance by balancing their professional and personal lives. Balancing work and life in today's society is difficult, and it may be exhausting at times.



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Employees occupy their time with many parts of their personal and professional lives. And this has a significant impact on their contentment as well as the happiness of their employees. Long, tight work schedules and an excessive workload make it difficult for them to strike a balance. As a result, management may assist its people in achieving work-life balance. It can be done by taking some concrete steps like starting work-life balance programmes, having one-on-one interactions, offering flexible work hours, enabling them to relax and enjoy themselves.

Employee satisfaction rises when firm includes and engage workforce. Teams that collaborate with participation are happier and more pleased. Making staff completely involved is the best approach to motivate them. To listen to them when they are in need. To teach kids that they are equally valuable, and that their contributions and hard work are always valued.

Work can be stressful and draining at times. Employee turnover is reduced and employee satisfaction is increased when you intentionally include and engage your employees.

One of the characteristics of employee happiness is assisting employees in developing their skill sets. Giving your employees the opportunity to grow their skills improves their job happiness and productivity. This also shows that, in addition to your company's success, you care about their professional development.

It's usually a good idea to assess whether your staff wish to learn something new or require any specific training. Employees are frequently dissatisfied as a result of a lack of this managerial technique. They believe they have learned everything there is to know. Employee engagement surveys are conducted biannually or yearly by many small and large businesses. They asked questions about teamwork, feedback, information, work-life balance, work relationships, and self-evaluation, among other topics. Unless it becomes monotonous or complacent, this is a wonderful practise. Because work cultures differ from one organisation to the next, surveys can be tailored to fit their needs.

One-on-one reviews are another kind of evaluation. Knowing about employee unhappiness and its characteristics could be quite useful. This would allow management to determine whether or not they are happy with their jobs. This would allow employees to express their dissatisfaction, aspirations, and goals. This would increase employee satisfaction and engagement, as well as what they expect from the company.

The expression "health is wealth" often overused, but it stays true to its meaning. Employers who do not prioritise their employees' physical, emotional, psychological, and financial well-being create ineffective teams. It is critical to create a work culture that caters to the demands of employees' well-being. Employees who are fit and stress-free are more productive and have a stronger sense of ownership over their work. They are more involved and dedicated because they have a sense of security. To build a positive culture, employers must give them with corporate wellness programmes or sessions, as well as monitor their conduct.

Employees' level of satisfaction might be determined by a variety of things. Employees' perceptions of how they are treated are one of the most important factors of satisfaction. Employees feel respected when their accomplishments are acknowledged and their pay is commensurate with their performance. Many firms that want to improve employee satisfaction place a strong emphasis on employee empowerment. Although management must make the majority of choices, people will be happier in their jobs if they have a reasonable amount of autonomy. Additional elements that can improve job satisfaction include company activities, possibilities for growth, and a positive attitude toward management.

Businesses that want to improve customer happiness must first set measurements to determine where they are now. There are a variety of methods for determining satisfaction, but surveys have consistently proven to be the most effective. Giving out surveys on a regular basis over time will help to track progress while also proving the efficacy of new management tactics.

Before starting any survey, one needs to figure out what he wants to measure. In general, one should concentrate on variables he believes he can influence. In a satisfaction survey, one could ask about the expectations from management, co-worker relationships, empowerment attitudes, communication quality, stress level etc.

There are no elements that should be covered by all businesses, so to think about challenges that have arisen in the corporation to figure out which ones you should address.



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After compiling a list of factors, one should create a survey that's tailored to company's needs. One should take time to prepare a survey because no one wants to use the same questions to characterise performance across numerous years. There are a variety of low-cost options available for sending surveys to the entire staff at the same time. Emailed surveys are more convenient, and they allow to compile data quickly without having to manually enter data from paper sheets.

As employees complete initial satisfaction survey, a close look should be given at the data. Questions that cause confusion should be removed and emphasis should be given on adding new important questions based on employee input. One should start making improvements in the areas where one needs to improve. In many circumstances, holding a meeting with employees to discuss the results of survey is a good idea. To ensure that the changes made are effective, the progress of the employees need to be tracked over time.

Most essential, employees should recognise that employee happiness is a shared duty among all members of the organisation. Employees will naturally feel more driven and happier about their jobs if they feel empowered to increase their personal satisfaction as well as the contentment of others in the firm.

An employee's overall favourable attitude and thoughts regarding a job are referred to as their work satisfaction level. According to the Chartered Institute of Personal Development, about one-quarter of workers are considering leaving their jobs because they are dissatisfied with their work. Employers must therefore assess what steps must be taken, based on the organization's needs, to prevent job dissatisfaction-related behaviours such as frequent absenteeism and turnover, and instead raise employee morale.

Job satisfaction is not consistent across sectors, industries, or jobs, nor is it required on a high wage or status—a recent study found that third-sector workers are significantly happier than their private-sector counterparts. This can be explained by the fact that job happiness is more dependent on "job enjoyment" than on salary and advancement.

In order to keep job satisfaction high emphasis should be given on training and development, task and skill variety, autonomy, job security, workplace environment, workload and stress level, regular feedback and overall life satisfaction level.

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