



## SUMMARY

### **Chapter 1: Introduction**

Beyond the research literature and studies, job satisfaction is also important in everyday life. Organizations have significant effects on the people who work for them and some of those effects are reflected in how people feel about their work. This makes job satisfaction an issue of substantial importance for both employers and employees. As many studies suggest, employers benefit from satisfied employees as they are more likely to profit from lower staff turnover and higher productivity if their employees experience a high level of job satisfaction. This chapter presented history and meaning/definition, importance of job satisfaction. It also describes the relation between job satisfaction and productivity. The various job satisfaction theories have also been studied in this chapter viz. Maslow's hierarchy of needs theory, Herzberg's two-factor theory, Alderfer's erg theory, McClelland's theory of needs. The Dimensions of job satisfaction have also been presented. The personal determinants of job satisfaction are been described. This chapter includes the process of measuring job satisfaction and its variables.

### **Chapter 2: Literature Review**

The process of reviewing the literature helps the researcher to understand the subject area better and thus helps him to conceptualize his research problem clearly and precisely. It also helps to understand the relationship between their research problem and the body of knowledge in the area.

Through the process of literature review the researcher found the gap in the body of knowledge. No work had been done earlier on the selected topic. So the researcher had formulated the researcher problem as:

**“A Comparative Study Of Job Satisfaction Level Of Employees  
Working In Cement Industries In  
Saurashtra Region”**

### **Chapter 3: Research Methodology**

To study on this research problem, first of all the objectives had been set. The research design was explorative and analytical one. The data had been collected and purchased from the related websites. For analyzing the data statistical and accounting tools were fixed and hypotheses were formulated. The **objectives** of the study are:

- To study the job satisfaction level of the different categories of employees working in cement industry in Saurashtra region in Gujarat State.
- To prepare a tool to measure the job satisfaction level of the different categories of employees working in cement industry in Saurashtra region.
- To study the impact of salary, job security, working environment, welfare facility and co-operation from superiors and subordinates on job satisfaction level of the employees working in cement industry in Saurashtra region.
- To find the remedies to improve the job satisfaction level of the employees working in cement industry in Saurashtra region.

### **Chapter 4: Overview of Cement Industry**

Cement is a powdered material with water forms a paste that hardens slowly. It is made by sintering a mixture of various raw materials. The main raw material composed in the mixture is calcium carbonates as limestone and other alumina, silicates as clay or shale. During the sintering process chemical reaction takes place, produces nodules, called a clinkers which consists of calcium silicates and aluminates when the clinker is pulverized with a small amount of gypsum as a reader the resulting powder is called Portland cement. This chapter includes the types and grade of cement, the process of manufacturing cement and its characteristics. The history of cement and profile of cement industry in India are included in this chapter.

### **Chapter 5: Company Profile**

The five prominent cement companies in Saurashtra region covered under the study are namely:

- (1) Gujarat Ambuja Cement Ltd. (Kodinar)
- (2) L & T Cement Ltd. (Amareli)
- (3) Gujarat Siddhi Cement Ltd. (Junagadh)
- (4) Hathi Cement- Saurashtra Cement Ltd. (Porbandar)
- (5) Digvijay Cement- Digvijay Cement Co. Ltd. (Jamnagar).

The brief profiles of these five companies are presented in this chapter to get the exact idea about the company and its working.

### **Chapter 6: Data Analysis And Interpretations**

The researcher has formulated a questionnaire to collect data from the samples. Because it is a method in which the information is collected at limited cost in limited time from a very large field of work.

The statistical hypothesis have also been tested by Z-test and Anova tables. The statistical tools and techniques have been applied manually as well as S.P.P.S..

### **Chapter 7: Findings, Suggestions Area Of Further Research And Conclusion**

The present study was aimed to study the financial performance of cement industry in Saurashtra Region. The study reveals interesting and useful findings regarding its performance.

#### **Findings of the Study:**

- There is no significant difference in the Job Satisfaction of Male and Female employees of selected Cement Companies of Saurashtra Region That means the scores of Job satisfaction of Male and Female employees of selected Cement Companies were almost equal.
- The mean score of job satisfaction of Unmarried employees is higher than that of Married employees of selected Cement Companies of Saurashtra Region. That means Unmarried Employees of selected Cement Companies have higher Job satisfaction than the Married Employees of selected Cement Companies.
- The mean score of job satisfaction of the employees, living in joint family is higher than that of living in separate family, of selected Cement Companies of Saurashtra Region. That means Employees of selected Cement Companies who were living in Joint family have higher Job satisfaction than the Employees of selected Cement Companies who were living in Separate family.
- The mean score of job satisfaction of Reserve Category employees is higher than that of General category employees of selected Cement Companies of

Saurashtra Region. That means Employees of Reserve category have higher Job satisfaction than General category Employees of selected Cement Companies of Saurashtra Region.

- The mean score of job satisfaction of employees working in their Own District is higher than that of the employees working in Other District of selected Cement Companies of Saurashtra Region. That means Employees who were working in their own district have higher Job satisfaction than the Employees who were working in other district of selected Cement Companies of Saurashtra Region.
- There is a significant difference among the mean scores of Job Satisfaction of four cadres of employees of selected Cement Companies of Saurashtra Region. There was no significance difference between the mean scores of Job satisfaction of Class-I and Class-I employees, the mean score of Class-I is higher than the mean score of Class-III employees. This means that Class I employees have more job satisfaction than Class III employees of selected Cement Companies of Saurashtra Region. There is a significant difference found between Class-II employees and Class-III employees and Class III and Class IV employees. This suggests that Class II employees have more job satisfaction than Class III employees and Class III employees have more job satisfaction than Class IV employees of selected cement companies of Saurashtra Region.
- There is no significant difference among the mean scores of Job Satisfaction of three types of brought up environment of employees of selected Cement Companies of Saurashtra Region. This indicates that the job satisfaction of the employees from City, Small City and Rural Area are same. Brought up environment had not affected the job satisfaction in the present study.
- There is a significant difference among the mean scores of Job Satisfaction of three age groups of employees of selected Cement Companies of Saurashtra

Region. The job satisfaction of the employees having age below 25 years and between 25 to 50 years is same. The mean score of the employees having age below 25 years employees was higher than the employees having the age above 50 years employees. There is significant difference found in the mean scores of the employees having age 25 to 50 years and above 50 years employees. This indicates comparatively higher level of job satisfaction in the employees having the age between age 25 to 50 years than the employees having the age above 50 years of the selected cement companies of Saurashtra Region.

- There is a significant difference among the mean scores of Job Satisfaction of three experience groups of employees of selected Cement Companies of Saurashtra Region. The job satisfaction of employees having the experience below 5 years is higher than the employees having experience 5 to 15 years and also higher than the employees having experience above 15 years.
- There is a significant difference among the mean scores of Job Satisfaction of four educational qualification groups of employees of selected Cement Companies of Saurashtra Region. The job satisfaction of the employees having post graduate degree and other qualification employees were same. The job satisfaction of Post-Greduate employees was found higher than Greduate, and Below H.S.C. employees. That means there was significant difference found between employees who having education Below H.S.C. with Greduate, Post-Greduate and Other Qualification employees. There was no significant difference found between Post-Greduate and Other Qualification employees.
- There is no significant difference among the mean scores of Job Satisfaction of four groups of employees based on educational stremes of selected Cement Companies of Saurashtra Region. The job satisfaction of the employees from science stream was higher than the employees of Commerce stream, Arts Stream, and Other streams respectively. The job satisfaction of the employees from commerce stream was higher than employees from arts stream.

The job satisfaction of the employees from arts stream was higher than the job satisfaction of the employees from other stream.

- There is a significant difference among the mean scores of Job Satisfaction of three groups of employees based on annual income of selected Cement Companies of Saurashtra Region. The mean score of job satisfaction of employees having income 1,50,000 to 2,50,000 was found lower than the employees having income Above 2,50,000 and having income 1,50,000 to 2,50,000. That shows there was significant difference found between employees having income Below 1,50,000 with employees having income 1,50,000 to 2,50,000. There was a significant difference found between employees having income Below 1,50,000 and employees who having income above 2,50,000. There was a significant difference found between employees having income 1,50,000 to 2,50,000 and employees having income above 2,50,000.
- There is a significant difference among the mean scores of Job Satisfaction three groups of employees divided based on physical health of selected Cement Companies of Saurashtra Region. The mean score of job satisfaction of Good Health employees found higher than the General Health and Weak Health employees of selected cement companies of Saurashtra region respectively. That discloses there was significant difference found between Weak Health employees with General Health and Good Health employees. There was significant difference found between General Health and Good Health employees too.
- There is a significant difference among the mean scores of Job Satisfaction of three groups of employees based on social economic status of selected Cement Companies of Saurashtra Region. The mean score of job satisfaction of higher class employees found higher than the Middle Class and Lower Class employees of selected cement companies of Saurashtra region respectively. The job satisfaction of Higher class employees was higher than the middle class employees. The job satisfaction of middle class employees was higher than the lower class employees. This indicates the significant difference between Lower

Class employees with Middle Class and Higher Class employees as well as the significant difference between Middle Class and Higher Class employees.

- There is a significant difference among the mean scores of Job Satisfaction of four five groups of employees based on work environment of selected Cement Companies of Saurashtra Region. The mean score of job satisfaction of employees who feel their work like fulfilling hobby higher than the employees who feel pleasure in their work, employees who satisfied with their job at present and employees who get bored frequently from their work respectively. This indicates the significant difference between employees who feel their work like fulfilling hobby with employees who feel pleasure in their work, employees who satisfied with their job at present and employees who get bored frequently from their work. There was also significant difference between employees who feel pleasure in their work with employees who satisfied with their job at present and employees who get bored frequently from their work.
- There is a significant difference among the mean scores of Job Satisfaction of five groups of employees based on family tension of selected Cement Companies of Saurashtra Region. The mean score of job satisfaction of employees who have not Family Tension was higher than the employees whose differences of family can be resolved, employees who have Family Tension, employees whose mind get disturb due to Family Tension, and employees whose Family put them always in Tension respectively. The employees who have not Family Tension had more job satisfaction than the employees who have Family Tension. The employees whose differences of family can be resolved had more job satisfaction level than the employees who had tension in family. The employees whose mind get disturb due to Family Tension had more level of job satisfaction than the Employees whose Family put them always in Tension.

- There is a significant difference among the mean scores of Job Satisfaction of five groups of employees based on family environment of selected Cement Companies of Saurashtra Region. The job satisfaction the employees who pass most of the time with friend circle was higher than the employees who pass most of the time with family, employees whose family members feel their absence, employees whose family member move with them in all the function and employees whose family members do not feel their presence respectively. This indicates the significant difference between the employees who pass most of the time with family and employees who pass most of the time with friend circle. There was a significant difference between the mean scores of the employees who pass most of the time with family with employees whose family members feel their absence, employees whose family members do not feel their presence and employees whose family member move with them in all the function. There was a significant difference between the mean scores of the employees who pass most of the time with friend circle with the mean scores of employees whose family members feel their absence, the mean score of the employees whose family members do not feel their presence and the mean score of the employees whose family member move with them in all the function. There was a significant difference between the mean score employees whose family members feel their absence and the mean score of the employees whose family members do not feel their presence. There was a significant difference between the mean scores employees whose family members feel their absence and the mean scores employees whose family member moves with them in all function. There was a significant difference between the mean score of employees whose family members do not feel their absence and the mean score of the employees whose family member moves with them in all function.



### **Suggestion:s**

1. Management should try to solve the problems of employees as well as consider their need, their expectation from the company to increase the level of job satisfaction among the employees.
2. Company should provide the facilities of child-care, play-house and school near to employees quarters so that separate family employees can live tension free and can focus on their work.
3. Company should try to decrease the work burden of aged employees of cement company as well as provide good furniture facilities so that they can do work easily.
4. Company should provide the flexible work arrangements so that employees can work efficiently and effectively at work place.
5. Company should provide the training and other professional growth opportunities to employees so that they can increase their efficiency and decrease their tension.
6. To encourage the employees and create interest towards work the company should offer the variety and challenging work which allows the worker to take opportunities by putting his or her signature on the finished product
7. The company should provide opportunities to the employees to take responsibility and authority for their own work to get the best out of them.
8. Company should provide stable, secure work environment that includes job security/continuity as well as provide safety at work place.
9. Company should provide the leadership environment in which workers are supported by an accessible supervisor who provides timely feedback as well as the proper guidance.
10. company should give the incentives in monetary and non monetary ways to boost and maintain the motivation level among the employees.
11. Company should accept new and advance technology for better and up-to-date work from the employees. This way the employees will have more interest in their work.
12. Company should try to increase the job satisfaction of employees by provide the administrative as well as personality development.

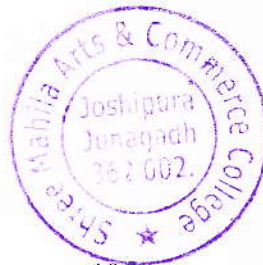
13. The employees should have the opportunities to show their talents and to be creative at the functions organized and the family members of the employees must be invited. This will have positive impact on the family tension reduction and job satisfaction increment.
14. The company management should enhance the workers satisfaction by placing the employees with similar background, work experience while creating work teams.
15. Companies should provide the competitive salary and opportunities for promotion to as an incentive to the employees.
16. Companies should give the healthy work environment to the employees and grievances should be redressed immediately.
17. As there is higher level of pollution in the cement industry, it is very dangerous for the employees and workers in it. So the cement industry should give the medical claim and organize the camp for employees check-up their better health.
18. Cement industry consists the influence of national politics. It should try to overcome from it and also try to remove the internal politics among the employees and create a healthy work environment for them.

### **Conclusion:**

As per the findings and suggestions of the study researcher derived the conclusion that much of the employees of cement industry of Saurashtra Region were not satisfied. In today's scenario the importance of human behaviour is increasing day by day. Cement industry can enhance the job satisfaction of employees by taking some step in aptly direction. Employees of the cement industry have many questions as well as they are facing problems from management. There is a need to give the attention on solution of employees questions whenever it arises.



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