

A Study on Employees Opinion on Organization Culture and Factors Influencing On Job Satisfaction

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ABSTRACT: In any organization if they want to get best production and retain their employees, they have to provide best organization culture to their employees. That culture should be satisfied by the employees to retain them. The purpose of the present study is to analyze the organization culture factors influencing the job satisfaction. This paper deals with how the organization culture factor influencing the job satisfaction. Not only factors in addition to that this paper gives details of how the employees demographic characteristics, especially influencing on the factors we have noticed. This valuable analysis leads to the job satisfaction. This study is done by taking a government sector.

Key Words: Organization Culture Factors, Job Satisfaction Factors, Employees Opinion.

OBJECTIVES:

- To analyze the factors influencing the organization culture.
 - To study the factors of job satisfaction.
 - To know the influence of organization culture on job satisfaction
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I. Introduction

Organizational culture is the collective behavior of people that are part of an organization. It is also formed by the organization values, visions, norms, working languages, systems, and symbols, it includes beliefs and habits. It is also the pattern of such collective behaviors and assumptions that are taught to new organization members on a way of perceiving, and thinking. Organizational culture refers to a system of shared assumptions, values, and beliefs that show employees what is appropriate and inappropriate behavior. These values have a strong influence on employee behavior as well as employee performance.

In fact, the term Organizational culture was made popular in the 1980s when Peters and Waterman's best-selling book "In Search of Excellence" made the argument that company success could be attributed to an organizational culture that was decisive, customer oriented and people oriented. Since then, organizational culture has become the subject of numerous research studies, books, and articles. However, organizational culture is still a relatively new concept. It is a young but fast-growing area within organizational behavior.

Culture is by and large invisible to individuals, even though it affects all employee behaviors, thinking and behavioural patterns, individuals tend to become more aware of their organization's cultures when they have the opportunity to compare it with other organizations.

When people join an organization, they bring with them the values and beliefs that they have been taught quite often. However these values and beliefs are insufficient for helping the individual succeed in the organization. The person needs to learn how the particular enterprise does things.

A common misconception is that an organization has a uniform culture. However, at least as anthropology uses the concept: it is probably more accurate to treat organization "as if" they had a uniform culture. "All organizations have culture, in the sense that they are embedded in specific societal cultures and are part of them." According to this view, organization culture is a common perception held by an organization's members. Everyone in the organization would have to share this perception.

Changing the attitude about the organization is one of the basic changes of today's world. Human being is the founder of all the organizations. This means that human is the most valuable source of the organization. Organization culture means all common beliefs in an organization.

While organizational cultures developed in different ways, the process usually involves some version of the following steps:

- A single person (founder) has an idea for a new enterprise.
- The founder brings in one or more other key people and creates a core group that shares a common vision with the founder.
- The founding core group begins to act in concert to create an organization by raising funds, obtaining patents, incorporating, locating space, building and so on.
- At this point, others are brought into the organization and a common history begins to be built.

II. Factors Of Organization Culture

1. Leadership

How important is status in the organization? How close or removed are top management from the shop floor? What gets rewarded and recognized by leaders? How do leaders communicate with their employees? How trusted are leaders?

2. Workload

To be clear, this is not an observation of the work itself, but of the expectations of how much of a load employees are expected to carry. Is the workload distribution equitable? Is it predictable? When an employee arrives for work today, will she know what lies ahead during the day? Is the workload shared and what happens to the work when they take leave?

3. Capability

How well are people trained to do their jobs? How long does it take for an employee to reach a level of job mastery? Is the approach to learning and to training structured so that employees can expect to reach a level where they can function in an autonomous way?

4. Relationships

Does the workplace support and encourage relationship building? What are the social norms of the workplace? What happens if somebody steps outside the social norms? Do employees trust the organisational complaint or grievance systems? How dependent are employees on one another in being able to achieve success?

5. Controls

What job controls exist to guide the work? How closely are people supervised? Is their work checked, approved or randomly sampled? Can an employee expect to receive regular feedback on their performance from a line supervisor?

III. Factors Of Job Satisfaction

1. Working Environment

It is essential to provide employees with a work environment which is conducive to their overall development. They need an environment which is healthy and safe and which caters for both personal comforts and facilitates doing a good job. If the working conditions are good (clean, attractive surrounding), the personnel will find it easier to carry out their jobs.

2. Fair Policies and Practice

Individuals who perceive that promotion decisions are made in a fair and just manner are likely to experience satisfaction from their jobs.

Very often employees are demotivated and dissatisfied with their jobs because unfair policies and practices prevail at their place of work.

It is therefore of utmost importance for an organization to have a fair and equal system regarding practices and policies so that there is no discrimination and frustration.

3. Appreciation

Human race loves to be appreciated. Even for the smaller job that does one seek to have an appreciation, from colleagues, boss, and seniors. When one gets acknowledged in front of everyone, it gives up a boost to their morale.

When appreciation leads to encouragement, the ultimate result is reflected in the efficiency of work automatically.

Therefore, the level of job satisfaction is always higher wherever appreciation is higher.

4. Pay

Wages and salaries are recognized to be a significant but cognitively complex (Carragher, & Buckley, 1996) and multidimensional factor in job satisfaction. Money not only helps people attain their basic needs but is also instrumental in providing upper-level need satisfaction.

Employees often see pay as a reflection of how management views their contribution to the organization. Fringe benefits are also significant, but they are not as influential.

One reason undoubtedly is that most employees do not even know how much they are receiving in benefits. Moreover, most tend to undervalue these benefits because they do not realize their significant monetary value.

5. Safety and Security

These days companies are taking endless measures in order to see that an employee is catered to a different kind of facilities like health care and medical checkups.

There are a few institutions that also provide insurance policies at a lower rate.

Hence, this aspect of safety and security plays a major role. If an employee didn't feel safe and secured at the organization that he or she works in, the level of job satisfaction is ultimately going to fall.

6. Relationship with Supervisors

One of the major reasons employees think about quitting a company is that their supervisor does not care about them.

A participative climate created by the supervisor seems to have a more substantial effect on workers' satisfaction than does participation in a specific decision.

Effective managers know their employees need recognition and praise for their efforts and accomplishments.

Employees also need to know their supervisor's door is always open for them to discuss any concerns they have that are affecting their ability to do their jobs. It will lead to their satisfaction in the office.

7. Feedback

Not receiving feedback on their work can be quite discouraging for most people. Effective feedback will help the team members know where they are and how they can improve.

Authority also needs to know what kind of feedback the team members respond to best. Research shows that learners seek and respond to positive feedback, while experts respond to negative feedback.

In the case of negative feedback, it's not enough to simply point out what is wrong. One should explain the reason something they did isn't working, and how it might be corrected.

IV. METHODOLOGY

RESEARCH DESIGN:

Research design spells out how we are going to achieve the stated research objectives. The data collection methods, the specific research instruments and the sampling plan that has to be used for collecting data are the elements that constitute the research design.

We have used Annova tool for comparing the demographic information with the factors of Organization culture and Job satisfaction.

Sample size: 92 no. of respondents out of 125 employees.

Data Analysis

The following were identified as influencing factors of organization culture and job satisfaction in an organization. These factors were tested against the demographic profile of the employees which include their Age, Gender, Education, Cadre, Experience and annual salary using one way Anova. Hypothesis is framed as below

H0: There is no significant relation between employees' demographic variable and factors influencing organization culture and job satisfaction

H1: There is a significant relation between employees' demographic variable and factors influencing organization culture and job satisfaction.

If the Significant value is less than .005 then we reject null hypothesis.

POSD	Policies and organization structure clearly defined	Defining policies
AFBC	Assistance from boss and colleagues	Coordination from peers
LTAS	Leader plan task assign and supervise	Role of leadership
SGCS	Supervisor good relationship concerned with their subordinates	Superior-subordinate relationship
WESW	Work place equipped and satisfied with the working conditions	Working conditions
OCFE	Organization cares for financial eminities	Financial stability
OPWA	Organization provides welfare amenities	Welfare amenities
RBAE	Retirements , bonus and allowances for employee	Fringe benefits
ATPA	Agree traditional methods are enough during performance appraisal	Performance appraisal
OVJS	Overall job satisfaction	Job satisfaction

Reliability Statistics

Cronbach's Alpha	No of Items
.805	10

- As Cronbach’s Alpha is greater than 0.5 so that the data is reliable, So the analysis done by me is accurate.
- Here I have taken 92 responses from the government petroleum sector.
- The anova test is done to see the reliability between demographic information of the and the factors affecting the job satisfaction
- Here the common factors are taken from organizational culture and job satisfaction.
- The anova test is done between gender, education, cadre ,experience and annual salary .

Genderand factors influencing organization culture and job satisfaction

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Policies	Between Groups	.051	1	.051	.090	.765
	Within Groups	51.199	90	.569		
	Total	51.250	91			
AFBC	Between Groups	.385	1	.385	.335	.044
	Within Groups	103.484	90	1.150		
	Total	103.870	91			
LTAS	Between Groups	.294	1	.294	.602	.440
	Within Groups	43.913	90	.488		
	Total	44.207	91			
SCGS	Between Groups	.008	1	.008	.008	.930
	Within Groups	90.199	90	1.002		
	Total	90.207	91			
WESW	Between Groups	.188	1	.188	.175	.047
	Within Groups	96.464	90	1.072		
	Total	96.652	91			
OCFE	Between Groups	.126	1	.126	.085	.771

	Within Groups	133.179	90	1.480		
	Total	133.304	91			
	Between Groups	.010	1	.010	.007	.934
OPWA	Within Groups	125.295	90	1.392		
	Total	125.304	91			
	Between Groups	4.486	1	4.486	3.125	.040
RBAE	Within Groups	129.199	90	1.436		
	Total	133.685	91			
	Between Groups	.002	1	.002	.002	.969
ATPA	Within Groups	89.857	90	.998		
	Total	89.859	91			
	Between Groups	.155	1	.155	.137	.712
OVJS	Within Groups	101.964	90	1.133		
	Total	102.120	91			

		N	Mean	Std. Deviation
Policies	Male	28	1.7857	.83254
	Female	64	1.7344	.71807
	Total	92	1.7500	.75046
AFBC	Male	28	1.7500	.75154
	Female	64	1.8906	1.18345
	Total	92	1.8478	1.06837
LTAS	Male	28	1.6429	.62148
	Female	64	1.7656	.72904
	Total	92	1.7283	.69698
SCGS	Male	28	1.7857	.99469
	Female	64	1.7656	1.00384
	Total	92	1.7717	.99563
WESW	Male	28	1.7857	.95674
	Female	64	1.6875	1.06719
	Total	92	1.7174	1.03059
OCFE	Male	28	2.1429	1.17739
	Female	64	2.0625	1.23282
	Total	92	2.0870	1.21032
OPWA	Male	28	2.0714	1.15241
	Female	64	2.0938	1.19149
	Total	92	2.0870	1.17344
RBAE	Male	28	2.2143	1.25778
	Female	64	1.7344	1.17165
	Total	92	1.8804	1.21205
ATPA	Male	28	1.8214	1.12393
	Female	64	1.8125	.94070
	Total	92	1.8152	.99371
OVJS	Male	28	2.0357	1.07090
	Female	64	2.1250	1.06160
	Total	92	2.0978	1.05934

Education and factors influencing organization culture and job satisfaction

ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
Policies	Between Groups	1.046	2	.523	.927	.399
	Within Groups	50.204	89	.564		

	Total	51.250	91			
AFBC	Between Groups	2.874	2	1.437	1.266	.028
	Within Groups	100.996	89	1.135		
	Total	103.870	91			
LTAS	Between Groups	.310	2	.155	.314	.731
	Within Groups	43.896	89	.493		
	Total	44.207	91			
SCGS	Between Groups	3.444	2	1.722	1.766	.177
	Within Groups	86.762	89	.975		
	Total	90.207	91			
WESW	Between Groups	2.168	2	1.084	1.021	.364
	Within Groups	94.484	89	1.062		
	Total	96.652	91			
OCFE	Between Groups	1.403	2	.701	.473	.625
	Within Groups	131.902	89	1.482		
	Total	133.304	91			
OPWA	Between Groups	5.999	2	2.999	2.237	.013
	Within Groups	119.306	89	1.341		
	Total	125.304	91			
RBAE	Between Groups	2.092	2	1.046	.708	.496
	Within Groups	131.593	89	1.479		
	Total	133.685	91			
ATPA	Between Groups	.965	2	.482	.483	.619
	Within Groups	88.894	89	.999		
	Total	89.859	91			
OVJS	Between Groups	2.694	2	1.347	1.206	.043
	Within Groups	99.426	89	1.117		
	Total	102.120	91			

		N	Mean	Std. Deviation
Policies	Graduation	53	1.7736	.75042
	Post-Graduation	18	1.8889	.83235
	Professional	21	1.5714	.67612
	Total	92	1.7500	.75046
AFBC	Graduation	53	1.9623	1.22415
	Post-Graduation	18	1.5000	.61835
	Professional	21	1.8571	.91026
	Total	92	1.8478	1.06837
LTAS	Graduation	53	1.6792	.77889
	Post-Graduation	18	1.7778	.54832
	Professional	21	1.8095	.60159
	Total	92	1.7283	.69698
SCGS	Graduation	53	1.6226	.88201
	Post-Graduation	18	1.8333	1.04319
	Professional	21	2.0952	1.17918
	Total	92	1.7717	.99563
WESW	Graduation	53	1.7358	1.09458
	Post-Graduation	18	1.9444	1.21133
	Professional	21	1.4762	.60159
	Total	92	1.7174	1.03059
OCFE	Graduation	53	1.9811	1.24793
	Post-Graduation	18	2.2222	1.30859
	Professional	21	2.2381	1.04426

	Total	92	2.0870	1.21032
OPWA	Graduation	53	1.8679	1.07485
	Post-Graduation	18	2.3889	1.33456
	Professional	21	2.3810	1.20317
	Total	92	2.0870	1.17344
RBAE	Graduation	53	1.7736	1.13750
	Post-Graduation	18	2.1667	1.33945
	Professional	21	1.9048	1.30018
	Total	92	1.8804	1.21205
ATPA	Graduation	53	1.7736	1.04957
	Post-Graduation	18	1.7222	.82644
	Professional	21	2.0000	1.00000
	Total	92	1.8152	.99371
OVJS	Graduation	53	2.0189	1.13494
	Post-Graduation	18	2.4444	1.19913
	Professional	21	2.0000	.63246
	Total	92	2.0978	1.05934

Cadre and factors influencing organization culture and job satisfaction

ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
Policies	Between Groups	.183	1	.183	.322	.572
	Within Groups	51.067	90	.567		
	Total	51.250	91			
AFBC	Between Groups	9.624	1	9.624	9.190	.003
	Within Groups	94.246	90	1.047		
	Total	103.870	91			
LTAS	Between Groups	1.242	1	1.242	2.602	.010
	Within Groups	42.964	90	.477		
	Total	44.207	91			
SCGS	Between Groups	1.044	1	1.044	1.054	.307
	Within Groups	89.163	90	.991		
	Total	90.207	91			
WESW	Between Groups	.216	1	.216	.201	.655
	Within Groups	96.437	90	1.072		
	Total	96.652	91			
OCFE	Between Groups	.447	1	.447	.303	.583
	Within Groups	132.857	90	1.476		
	Total	133.304	91			
OPWA	Between Groups	.207	1	.207	.149	.700
	Within Groups	125.097	90	1.390		
	Total	125.304	91			
RBAE	Between Groups	.078	1	.078	.052	.820
	Within Groups	133.607	90	1.485		
	Total	133.685	91			
ATPA	Between Groups	3.988	1	3.988	4.179	.044
	Within Groups	85.871	90	.954		
	Total	89.859	91			
OVJS	Between Groups	.280	1	.280	.248	.620
	Within Groups	101.839	90	1.132		
	Total	102.120	91			

		N	Mean	Std. Deviation
Policies	Managerial	36	1.8056	.85589

	Technical	56	1.7143	.67995
	Total	92	1.7500	.75046
AFBC	Managerial	36	1.4444	.65222
	Technical	56	2.1071	1.20119
	Total	92	1.8478	1.06837
LTAS	Managerial	36	1.5833	.55420
	Technical	56	1.8214	.76532
	Total	92	1.7283	.69698
SCGS	Managerial	36	1.6389	.89929
	Technical	56	1.8571	1.05190
	Total	92	1.7717	.99563
WESW	Managerial	36	1.7778	1.12405
	Technical	56	1.6786	.97435
	Total	92	1.7174	1.03059
OCFE	Managerial	36	2.0000	1.24212
	Technical	56	2.1429	1.19740
	Total	92	2.0870	1.21032
OPWA	Managerial	36	2.0278	1.20679
	Technical	56	2.1250	1.16092
	Total	92	2.0870	1.17344
RBAE	Managerial	36	1.9167	1.22766
	Technical	56	1.8571	1.21249
	Total	92	1.8804	1.21205
ATPA	Managerial	36	1.5556	.77254
	Technical	56	1.9821	1.08697
	Total	92	1.8152	.99371
OVJS	Managerial	36	2.1667	1.08233
	Technical	56	2.0536	1.05175
	Total	92	2.0978	1.05934

Experience and factors influencing organization culture and job satisfaction

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Policies	Between Groups	.078	2	.039	.068	.934
	Within Groups	51.172	89	.575		
	Total	51.250	91			
AFBC	Between Groups	6.758	2	3.379	3.097	.050
	Within Groups	97.111	89	1.091		
	Total	103.870	91			
LTAS	Between Groups	.035	2	.017	.035	.965
	Within Groups	44.172	89	.496		
	Total	44.207	91			
SCGS	Between Groups	.003	2	.001	.001	.999
	Within Groups	90.204	89	1.014		
	Total	90.207	91			
WESW	Between Groups	.620	2	.310	.287	.751
	Within Groups	96.032	89	1.079		
	Total	96.652	91			
OCFE	Between Groups	.665	2	.333	.223	.800
	Within Groups	132.639	89	1.490		
	Total	133.304	91			
OPWA	Between Groups	1.474	2	.737	.530	.591
	Within Groups	123.830	89	1.391		
	Total	125.304	91			
RBAE	Between Groups	.831	2	.416	.278	.758
	Within Groups	132.853	89	1.493		

ATPA	Total	133.685	91			
	Between Groups	.255	2	.127	.127	.881
	Within Groups	89.604	89	1.007		
	Total	89.859	91			
OVJS	Between Groups	.083	2	.041	.036	.965
	Within Groups	102.037	89	1.146		
	Total	102.120	91			

		N	Mean	Std. Deviation
Policies	Less than 2 Years	40	1.7750	.86194
	2-3Years	31	1.7097	.69251
	above 3 Years	21	1.7619	.62488
	Total	92	1.7500	.75046
AFBC	Less than 2 Years	40	1.8250	.93060
	2-3Years	31	2.1613	1.36862
	above 3 Years	21	1.4286	.59761
	Total	92	1.8478	1.06837
LTAS	Less than 2 Years	40	1.7250	.55412
	2-3Years	31	1.7097	.73908
	above 3 Years	21	1.7619	.88909
	Total	92	1.7283	.69698
SCGS	Less than 2 Years	40	1.7750	.86194
	2-3Years	31	1.7742	1.02338
	above 3 Years	21	1.7619	1.22085
	Total	92	1.7717	.99563
WESW	Less than 2 Years	40	1.6250	1.10215
	2-3Years	31	1.7742	1.05545
	above 3 Years	21	1.8095	.87287
	Total	92	1.7174	1.03059
OCFE	Less than 2 Years	40	2.1500	1.25167
	2-3Years	31	1.9677	1.11007
	above 3 Years	21	2.1429	1.31475
	Total	92	2.0870	1.21032
OPWA	Less than 2 Years	40	2.1750	1.25856
	2-3Years	31	2.1290	1.11779
	above 3 Years	21	1.8571	1.10841
	Total	92	2.0870	1.17344
RBAE	Less than 2 Years	40	1.9000	1.15025
	2-3Years	31	1.9677	1.35361
	above 3 Years	21	1.7143	1.14642
	Total	92	1.8804	1.21205
ATPA	Less than 2 Years	40	1.8750	1.01748
	2-3Years	31	1.7742	1.02338
	above 3 Years	21	1.7619	.94365
	Total	92	1.8152	.99371
OVJS	Less than 2 Years	40	2.1250	.88252
	2-3Years	31	2.0968	1.22079
	above 3 Years	21	2.0476	1.16087
	Total	92	2.0978	1.05934

Annual Salary and factors influencing organization culture and job satisfaction

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Policies	Between Groups	.636	2	.318	.559	.573
	Within Groups	50.614	89	.569		
	Total	51.250	91			
AFBC	Between Groups	3.882	2	1.941	1.728	.184
	Within Groups	99.987	89	1.123		
	Total	103.870	91			
LTAS	Between Groups	1.395	2	.698	1.450	.024
	Within Groups	42.811	89	.481		
	Total	44.207	91			
SCGS	Between Groups	.902	2	.451	.450	.639
	Within Groups	89.304	89	1.003		
	Total	90.207	91			
WESW	Between Groups	.602	2	.301	.279	.757
	Within Groups	96.050	89	1.079		
	Total	96.652	91			
OCFE	Between Groups	2.366	2	1.183	.804	.451
	Within Groups	130.938	89	1.471		
	Total	133.304	91			
OPWA	Between Groups	2.979	2	1.489	1.084	.034
	Within Groups	122.325	89	1.374		
	Total	125.304	91			
RBAE	Between Groups	2.293	2	1.147	.777	.463
	Within Groups	131.392	89	1.476		
	Total	133.685	91			
ATPA	Between Groups	.884	2	.442	.442	.644
	Within Groups	88.975	89	1.000		
	Total	89.859	91			
OVJS	Between Groups	.276	2	.138	.121	.886
	Within Groups	101.843	89	1.144		
	Total	102.120	91			

		N	Mean	Std. Deviation
Policies	Less Than 3 Lakhs	28	1.8214	.81892
	3.1-6	37	1.6486	.75337
	above 6 lakhs	27	1.8148	.68146
	Total	92	1.7500	.75046
AFBC	Less Than 3 Lakhs	28	1.8571	1.14550
	3.1-6	37	2.0541	1.20060
	above 6 lakhs	27	1.5556	.69798
	Total	92	1.8478	1.06837
LTAS	Less Than 3 Lakhs	28	1.5714	.50395
	3.1-6	37	1.8649	.71345
	above 6 lakhs	27	1.7037	.82345
	Total	92	1.7283	.69698
SCGS	Less Than 3 Lakhs	28	1.6786	.94491
	3.1-6	37	1.8919	.96563
	above 6 lakhs	27	1.7037	1.10296
	Total	92	1.7717	.99563
WESW	Less Than 3 Lakhs	28	1.6071	1.06595
	3.1-6	37	1.7297	1.09668
	above 6 lakhs	27	1.8148	.92141
	Total	92	1.7174	1.03059
OCFE	Less Than 3 Lakhs	28	1.8571	1.17739

	3.1-6	37	2.1351	1.18233
	above 6 lakhs	27	2.2593	1.28879
	Total	92	2.0870	1.21032
OPWA	Less Than 3 Lakhs	28	1.8214	1.09048
	3.1-6	37	2.2432	1.21118
	above 6 lakhs	27	2.1481	1.19948
	Total	92	2.0870	1.17344
RBAE	Less Than 3 Lakhs	28	1.6429	.82616
	3.1-6	37	2.0000	1.33333
	above 6 lakhs	27	1.9630	1.37229
	Total	92	1.8804	1.21205
ATPA	Less Than 3 Lakhs	28	1.7857	1.06657
	3.1-6	37	1.7297	.87078
	above 6 lakhs	27	1.9630	1.09128
	Total	92	1.8152	.99371
OVJS	Less Than 3 Lakhs	28	2.0357	.96156
	3.1-6	37	2.1622	1.11837
	above 6 lakhs	27	2.0741	1.10683
	Total	92	2.0978	1.05934

V. Interpretation

SIGNIFICANT

Comparing the demographic information of the employees with the factors. Based on the demographic information there are different factors influencing the employee job satisfaction. Based on that influencing factors the significant value determine the how much that employee is influenced by that factor.

Based on gender the factors which are significant are coordination from peers , working conditions, fringe benefits .in the coordination from peers both male and female have equal significant value. Working conditions also have same significant value and coming to fringe benefits both are significant but male have little bit more significant.

Based on education the factors which are significant are coordination from peers , welfare amenities, overall job satisfaction .

Based on cadre the factors which are significant are coordination from peers , role of leadership, performance appraisal.

Based on experience the factors which are significant are coordination from peers .

Based on annual income the factors which are significant are role of leadership , financial stability.

VI. Non-Significant

Comparing the demographic information of the employees with the factors. Based on the demographic information there are different factors which are not influencing the employee job satisfaction. Based on the significant value we concluded that some factors are not influencing the job satisfaction .

If the value is less than 0.05 that factor is significant than we can accept the null hypothesis . if it is more than 0.05 than the factors are not influencing the job satisfaction then we will accept the alternative hypothesis.

VII. Conclusion

From the above study I conclude that Employee job satisfaction is regarded as a major task for the managers which results into the achievement of whole organization goals and objectives. The organization can be get succeed in this present competitive market only when it satisfies its employees. Employees are been referred with the name calling human resources. Human resources are considered as the major asset in the organization. Organization who are involving in carrying the operations in terms of the product manufacturing, marketing, financing, etc., need human resources. One should be very careful in satisfying their human resources those who renders their services by putting their efforts. Sometimes the employees in the organization may felt dissatisfied the manger should be very attentive towards such kind of employees. At the same time hr manager should tune up such kind of dissatisfied employees towards the satisfaction by creating self belongingness in such a way, “ they think that the organization as their own”.

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