A STUDY ON THE JOB SATISFACTION OF WOMEN EMPLOYEES OF THE MATCH FACTORIES WITH SPECIAL REFERENCE TO SATTUR TOWN

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ABSTRACT

Job satisfaction may be defined as a pleasurable positive emotional state resulting from the appraisal of one’s job or job experience. Job satisfaction is a person’s attitude towards the job. It represents a complex assemblage of cognitions (belief or knowledge), emotional feeling and behavioral tendencies. Its is a general attitude, an attitude which is the result of many specific attitude in these major areas such as

1) Situational Factors.

2) Industrial Characteristics and traits

3) Group and Social Relationship outside the job.

Job satisfaction is the ultimate function of so many individual attitudes taken together. A number of material and non material factors contribute to job satisfaction and influence this very personal experience. Some of the factors play important role while others play secondary role in giving satisfaction in job.

Traditionally job satisfaction has received emphasis because of its effect on productivity efficiency. A high level of satisfaction produces the following effects. They are, Willing co-operation among workers towards organizational objectives, Reduce labour turnover, waste and labour strike, Increasing productivity, Inverse relationship exists between job satisfaction and grievances, Loyalty to the organization, Good discipline or the voluntary conformance to rules, regulations and orders, Strong organizational stamina or the ability of the organization to take it during times of difficulty, High degree of employee interest in job and the organization, Reasonable display of employee initiative, Pride in the organization.