

**INFLUENCE OF JOB CHARACTERISTICS ON JOB SATISFACTION MEDIUM-
SIZED METAL MANUFACTURING COMPANIES IN SALEM**

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ABSTRACT

The aim of this research is to explore the impacts of job characteristics on the performance of the employees. The study is being conducted among the medium sized manufacturing industries of metal of Salem. The data was collected from the respondents by giving them the assurance that their details will be kept confidential. The questionnaires for rating the job satisfaction and job characteristics is filled in by the supervisors. The sample size of the study is fixed at 100. The association amidst job satisfaction and job characteristics was analyzed with the help of regression. the participants of the study were selected with the help of simple random sampling. The findings of the regression analysis reveal that job satisfaction is predicted in a better way by the constructs of job characteristics.

KEYWORDS:Job Characteristics, Job Satisfaction

INTRODUCTION

One of the significant job designing models is the model of job characteristics. The model of job characteristics has categorized the dimensions of job characteristics into six elements; opportunities of friendship, feedback, variety, autonomy, dealing with others and task identity. In the words of Sadler smith et al., (2003), one among these constructs of job design affects the feeling, attitude and beliefs of the employees working in the organization.

In the words of Landy (1989), many theories were reviewed regarding the dissatisfaction or satisfaction related with job characteristics. According to the need theory, behavior of the employees is affected directly by the need satisfaction. According to the instrumentality theory, it was proposed that the satisfaction of the employees will enhance the value of the reward which will be provided in the future and to the contrary, this value will be reduced by dissatisfaction. According to the self-efficacy theory, the employees derive their satisfaction from positive comparison of their own behavior with the pre-set standards. According to the equity theory, the dissatisfaction of the employees is the result of difference between the reality and expectations regarding the needs of the individual (Balathandayutham, P., Anandanatarajan, K., 2019).

OBJECTIVE

The purpose of this research paper is to explore the impacts of job characteristics on the performance of the employees.

REVIEW OF LITERATURE

Richard and Seog (2000) had explored the relationship amidst the perceptions of self-reported feelings and 5 constructs of job characteristics. The authors had utilized two models for the measurement of the constructs. The first model was on the basis of the old model for measuring the optimistic and pessimistic effects. The second one uses comprised of four scores of unipolar mood. The sample size of the study was determined to be 370 managers from 26 concerns. The analysis was done using regression. findings showed that job characteristics had described about 19% of variance in the positive effect and 11% variance in the negative effect. The positive effect was related with the task autonomy and task significance. The negative

outcomes were positively related with skill variety and negatively related with feedback and task identity.

Nancy et al., (2009) had performed a study on the private sector prisons which was operated by the business people of corporate security. The effectiveness and efficiency of the public and private prisons had also been reviewed by a lot of scholars. But the staffs of the private sector prisons were not reviewed a lot. The current study had performed an OLS regression among the data collected from 160 staffs of the private prison in the midwestern area. The outcomes showed that supervision, job stress and variety in job were considered to be significant when compared with the personal features of ethnicity, age, gender, education, tenure and the position for impacting the organizational commitment and job satisfaction of the employees. To be specific, job satisfaction was influenced more by the stress in job and the organizational commitment was affected more by the supervision quality.

RESEARCH METHODOLOGY

The research presented here is done in the medium sized companies manufacturing metal. the study is performed in Salem. The participants requested to furnish details for the study by assuring that their details will be kept purely confidential. The respondents of the study were the supervisors of the manufacturing company. The sample size of the research was fixed to be 100. The data collected is analyzed through regression analysis. The respondents for the purposes of the study were selected using simple random sampling method.

ANALYSIS AND INTERPRETATION

R	R Square	Adjusted R Square	F	Sig.
.786(a)	.618	.602	37.278	.000(a)

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.231	.209		5.897	.000
Skill Variety	.155	.034	.285	4.569	.000
Feedback,	.345	.041	.581	8.338	.000
Task Identity,	.068	.032	.131	2.155	.033
Task Significance	-.006	.036	-.012	-.157	.875
Autonomy.	.107	.049	.153	2.193	.030

a Dependent Variable: Job Satisfaction

The multiple regression analysis explores that the performance of employees is influenced by the emotional intelligence. In order to find out the significance of R^2 , ANOVA is presented. The score of F is 37.278 ($P < 0.000$) which further reveals that the factors of Job characteristics affects the job satisfaction of the employees. Additionally, the regression analysis also provides evidence that all the five statements of Job characteristics influence the job satisfaction. The positive coefficient also shows that the antecedents are impact over the job satisfaction of employees.

CONCLUSION

The organizational outcomes and revenues will be achieved to the maximum only when its employees perform their best and this performance is the result of satisfaction which they experience in job. It is explored from the study that the job constructs play a significant role in influencing the satisfaction of the employees in job. These include; job autonomy, identity with the organization, opportunities to progress and deal with others in a friendly manner.

REFERENCE

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