ABSTRACT

This article presents a study on the job satisfaction of employees in brass part units. It analyses the expectation, factors of job satisfaction, motivation factors, job stress and support from family and society among employees in brass part units – Jamnagar city. Several factors which affect the job satisfaction of employees in brass part units have been investigated in detail by using 100 respondents as a sample. Data collected through questionnaire. Various tools percentage analysis was used. The factors which were given importance by the employees in the workplace like service condition, nature of work, compensation, benefits, and relationship owners and opportunities for promotion were investigated in depth. Certain demographic variables were found to be related to the service condition, nature of work, compensation, benefits, relationship with owners and opportunities for promotion.

Keywords: Job satisfaction, Brass Part Industry

INTRODUCTION

Now a day, almost in all sectors the services of employees are being utilized in the greatest way to win powerful tasks, there is no sector in which services of employees are taken. When their work is so significant, their job satisfaction is too extremely important. Therefore, the researcher wants to look inside the job satisfaction level of employees of brass parts factories.

Brass parts sectors reside in a key place in the Indian economy in terms of employment. Over the years, brass parts sectors have full-mature both in number and amount and extend to most of the fundamental sectors of the economy. They have been conceiving as prevailing tools in the process of economic development.

Brass parts sectors are expected to complete the social as well as economic obligations to make sure all round development of the economy. But regrettably, due to many reason, most of the times the promises of many brass part factories have not been satisfied for which these brass parts sectors have been established.

MEANING

Smith et al. (1969) state that those feelings are caused by the difference between what is expected from the job and what is actually experienced, and comparing this difference to alternative jobs.

Brass is a metallic mixture that is made of copper and zinc. The proportions of zinc and copper can vary to create different types of brass mixtures with varying mechanical and electrical properties.

REVIEW OF LITRETURE

Morge (1953) in his study on the Job satisfaction of the employees of white collar jobs found that fifty five male teachers were satisfied with their job with oppose to thirty five percent female employees.
who were not satisfied with their job. This study highlighted the relationship between gender and job satisfaction and concluded that satisfaction is affected by gender.

N. Dave and D. Raval (2015) have study of job satisfaction of the teacher of higher education institutions. The neutral of this paper is to review the research previously carried out by various researchers on the wide area of job satisfaction of the teachers of advanced education institutions. The researchers have reviewed research articles, journals, reports, theses, and literature available in net for this aim. In this paper discussion on different perspectives regarding job satisfaction of teachers of higher education institutes.

P. Bhaskar (2015) has analyzed the emotional intelligence and job performance in service industry. The researcher main objectives are to identify the factors contributing to emotional intelligence in service sector. The researcher has using descriptive work on their study and concluded that the create good employee customers interface, organization, need to improve the emotional intelligence of their frontline employees.

Prasad (1964) calculated the personality and the relative elements of Job satisfaction namely age and experience. In his study he completed that the age of professionals had no outcome on job satisfaction, while job satisfaction increase with the frequencies of experience thereby showing significant relation with the Job satisfaction.

WK Lau (2012) has analyzed the employee’s job satisfaction of personality traits and goal commitment in southwest United States. Using questionnaire survey of 219 students in a university of southwest United States. Main purpose of this study is to find the effect of personality traits and goal commitment on the job satisfaction. The researcher is analyzed the data from percentage and chi square and concluded that the self affiance and locus of control are positively related to goal commitment. Goal commitment is positively associated with job satisfaction.

**RESEARCH METHODOLOGY**

**Objective**

1. To know about all other factors related to job like, tension or stress level, satisfaction of top management, working environment of organization and work life balance of brass part units – Jamnagar city.

2. To get the information about working hours of employee in brass part units Jamnagar city.

**Source of data**

To cater the need of the research we have used primary (self-constructed Questionnaire)

**Data Collection Tool**

Questionnaire was prepared to interview the employees of the organization on distinct parameters like: tension or stress level, satisfaction of top management, working environment of organization and work life balance and working hours of employee in brass part units Jamnagar city.

**Sample Size**

Sample sizes of 100 employees from various organizations were taken for the research purpose.
DATA ANALYSIS AND INTERPRETATION

WORKING HOURS OF JOB:

Table no. 1: Classification of working hours of job

<table>
<thead>
<tr>
<th>Working Hours</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less Than 4 Hours</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>4 - 6 Hours</td>
<td>32</td>
<td>32</td>
</tr>
<tr>
<td>6 - 8 Hours</td>
<td>45</td>
<td>45</td>
</tr>
<tr>
<td>More Than 8 Hours</td>
<td>17</td>
<td>17</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

(Source: Primary data)

Figure no. 1: Classification of working hours of job

Interpretation

Above table no. 5.3.1 displays the percentage analysis of working hours of job spent by workers in the organization. From the above table show that majority of 45% represent that 6 to 8 hours spend by workers in the organization, 32% represents 4 to 6 hours spend by workers in the organization and 17% represent the more than 8 hours spent by the worker in the organization and at last the lowest 6% shows less than 4 hours in the organization.

TENSION FEEL BY WORKERS DURING THE JOB

Table no. 2: Classification of tension feels by workers during the job

<table>
<thead>
<tr>
<th>Opinion</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>72</td>
<td>72</td>
</tr>
<tr>
<td>NO</td>
<td>28</td>
<td>28</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

(Source: Primary data)
Interpretation

Figure no. 5.3.8 describes the analysis of the tension feels by workers during the job in brass part units. Out of 100 employees, 72% employees feel tension during the job in the organization and 28% employees have relaxed i.e. no any tension during the job in the organization. So here it can be found that the most of the employees are feeling tensed during the job in the organization.

STRESSED FEEL BY WORKER FOR COMPUTING WORK IN GIVEN DEADLINE

Table no. 3: Classification as per stressed feel by worker for computing work in given deadline

<table>
<thead>
<tr>
<th>Opinion</th>
<th>No. of Respondent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>71</td>
<td>71</td>
</tr>
<tr>
<td>NO</td>
<td>29</td>
<td>29</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

(Source: Primary data)

Interpretation

Figure no. 5.3.9 give a picture of the analysis of the stressed feel by workers for computing work in given deadline. Out of 100 respondents, 71% respondents are stressed feel for them work not complete in given deadline in the organization and 29% respondents are relaxed because his works are complete in given time period so there is no stressed by completing them work in given deadline. So it conclude that the most of the employees are stressed feel for complete his work in given deadline.
STRESSED FEEL BY WORKER FOR BALANCING THE PERSONAL LIFE WITH WORKING LIFE

**Table no 4:** Classification as per stressed feel by worker balancing personal life with working life

<table>
<thead>
<tr>
<th>Opinion</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>74</td>
<td>74</td>
</tr>
<tr>
<td>NO</td>
<td>26</td>
<td>26</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

(Source: Primary data)

**Figure no. 4:** Classification as per stressed feel by worker balancing personal life with working life

**Interpretation**

Figure no. 5.3.10 shows the analysis of stressed feel by worker balancing the personal life with working life. In this research total 100 respondents are selected in the Brass part units. Out of 100 respondents, 74% respondents cannot balance that his personal life as well as working life so they will face stress and 26% respondents can easily manage with their own personal life as well as working life. So, it concluded that the most of the employees cannot balance that his personal life as well as working life.

**OPINION OF WORKING ENVIRONMENT**

**Table No. 5:** Classification of opinion of workers for working environment

<table>
<thead>
<tr>
<th>Working Environment</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Good</td>
<td>56</td>
<td>56</td>
</tr>
<tr>
<td>Good</td>
<td>38</td>
<td>38</td>
</tr>
<tr>
<td>Bad</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Very Bad</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

(Source: Primary data)
Interpretation

Above table no. 5.3.13 shows the percentage analysis of working environment of the organization. Majority of 56% represents that the working environment is very good, 38% represents the working environment is good, 4% workers say that the working environment is bad and 2% represent the very bad working environment in the organization. So, it concluded most of the employees say that the working environment of the job is very good.

FINDINGS

We found that the overall employees with special reference to were satisfied with their organization.

1. We found that the most of the respondents are working 6 to 8 hours in brass part units.
2. Researcher has found that most of the employees feel tension during the job and other are relax.
3. We found the most of the employees stress fell by worker for computing work in given deadline.
4. Investigator has found that the most of the workers (74%) are balance his personal life with working life and other (26%) are not balancing his personal life with working life.

CONCLUSION

As per the finding and suggestions of the study, researcher could derive the following conclusion. Much of the employees of brass part units were satisfied. Job satisfaction is an interesting subject because it deals directly with the human being, their psychology, emotions, amongst other things. Different authors have given their different findings from researches and different views on the topic; this study has been interesting, demanding. The study revealed that job satisfaction has a significant place in terms of employee productivity in the brass part units.

REFERENCES