



EMPLOYEE CAREER DEVELOPMENT & JOB SATISFACTION TOWARDS PERCEPTION

Anukriti Mishra

Research Scholar and Assistant Professor, School of Management, Babu Banarasi Das University, Lucknow. U.P. (226028)

Corresponding Author- Anukriti Mishra

Email ID-Anukritimball@gmail.com

Abstract: -

Job satisfaction has a significant influence on how an individual executives perform his or her duties. Both of these characteristics have an impact on workplace safety and employee perceptions of it. A satisfied employee is more effective on his work, completes instructions more quickly, and looks out for others as well as himself. In the company, he feels at ease. The objective of this article is to use a basic assessment to determine whether or not employees are satisfied with their jobs. To do so, a survey of employees from a specific metallurgical firm was conducted, in which they were asked to rate their level of job satisfaction. Employees rated their job satisfaction using three characteristics that were used to create the satisfaction index, as well as 20 statements that represented their job contentment. The survey revealed some information on the situation. Society may benefit people's personal development and development by encouraging them to contribute more to their employment. According to the findings, there is a positive relationship between working environment and employee job satisfaction. Hence, it is vital for an organisation to motivate their employees to work hard in order to achieve the company's goals and objectives.

Keywords: *Job satisfaction, management, efficiency, work performance, and work safety are among the terms used in this article.*

Introduction

Employees are a crucial component of the process of accomplishing the company's goals and vision, especially in the manufacturing business. To ensure the quantity and quality their job, employees should achieve performance requirements specified by the firm. Employees require work environment that allows them to work freely without being hindered from achieving in order to satisfy norms. (Raziq and Maulabakhsh, 2015). They also require a suitable superior who will not only supply them with this environment, but will also push them to perform properly and make them content with their work. Job satisfaction is determined by a number of criteria that is unique to each individual. The managerial style, as well as remuneration, have an impact. Is it important to evaluate not just the management style, but also payments, working hours, scheduling, perks, stress level, and flexibility. Job satisfaction affects employees' personal lives because it is linked to productivity, motivation, work performance and life satisfaction (Abuhashesh et al.,2019). It's important to note that job satisfaction has an impact on an employee's sense of safety in the

workplace. A happy employee is more productive and contributes more to the company. That is why job happiness is such a crucial aspect of workplace security (Wolniak and Olkiewicz, 2019; Niciejewska, 2017). It is observed that the level of job satisfaction is determined by four main groups of factors pay, working hours, working conditions, Human Resource department, job design, stress, and various demographic factors. The purpose of the article was to use a simple poll to evaluate employee quality of work-life. To do so, a survey of individuals from a specific metallic materials firm was conducted, in which they were asked to rate their level of job satisfaction. The survey yielded a general assessment of employee satisfaction. The research was carried out as a case study.

Career Development

Career development consists of personnel improvement undertaken by the individual employee through the training, education and development programme arrange by the organization.

Definitions of Career Development

Different authors have given various definitions of Career development. Some of them are taken from the book of which are given below:

“Career development is an ongoing process that occurs over the lifespan and includes home, school and community experiences related to an individual’s self-concept and its implementation in lifestyle as one lives life and makes a living.”

Pietrofesa& Splete (1975)

Career development as “a means by which an organization can sustain or increase its employees’ current productivity, while at the same time preparing them for a changing world,” thus supporting an organizational role that is consistent with HRD

Robbins (1993)

Career development is a process of planning the series of possible jobs one may hold in an organization over time and development strategies designed to provide necessary job skills as the opportunities arise" Middle mist, Hill and Greer, While acknowledging an employee’s responsibility for career development, see the organization’s human resource professionals who “define and implement career management programs within organizations, including succession and retirement planning facing all organizations.”

Shapiro (2002)

Objectives of the study

The main objective of the study is to investigate the impact of respondents on their respective performance evaluation results. Also, the study tries to find out the relationship between the JS factors and the performance evaluation results of the respondents. The study sought to answers to the following research questions.

1. What is the impact of JS and its dimension on job performance of the employee?
2. What is the relationship between level and the outcomes of their performance evaluation?

Literature Review

Aziri & Kaliski-(2011)- A sense of employee accomplishments and accomplishments can be defined as job satisfaction. It is widely assumed to be linked both to productivity and work performance, as well as personal well-being. Job satisfaction means doing the work one likes doing it well and being rewarded for own efforts. (Kaliski, 2007) People can also have different approach aspects of their work, such type of work they are doing, colleagues, superiors, or and their salary (George and Jones, 2008). Different motivational styles and leadership can

affect each employee in different ways, leading to improved work performance and job satisfaction. Therefore, job satisfaction is an essential elements motivation employee and encouraging them to achieve better results. (Raziq and Maulabakhsh, 2015).

According to Brenninger, (Brenninger, 2011) for getting satisfied employee and good result supervisors have to adapt their leadership in a way that employees get more involved in the decision-making processes and have a better level of dedication to the enterprise's goals in order to achieve satisfied employees and good results. Supervisors must enlist the assistance of as many employees as feasible. In order to motivate employees, they must promote individual and team efforts and disseminate knowledge throughout the firm. Good supervisors operate horizontally as well as vertically, which means managers must manage cross-functional procedures, projects, time, and resources. Bakker, Albrecht, and Leiter, (Bakker, Albrecht, and Leiter (2011)) points out that our emotional experiences can be characterised by a continuum of : low excitement - high excitement, and sadness - pleasure. It is possible to inscribe majority of human experiences can be encoded in this two-dimensional grid. As a result of this paradigm, engagement can be described as a happy frame of consciousness with a moderate level of excitement, somewhere between enthusiasm and happiness.

Exley and Youkl (1984) Job satisfaction is described as an employee's feelings and attitudes toward their employment. In order to create employee happiness, specific parameters must be controlled. Herzberg referred to the components that lead to hard satisfaction as "motivators." This sense of accomplishment can lead to recognition, work itself and responsibility (Herzberg et al., 1959).

Methodology Of the Research

The questionnaire was used to conduct the study. It was completed by 47 personnel of the selected metallurgical company. The iron sector employed the research firm. It is important to keep in mind that this is a very specialized sector (heavy industry). Males are much more advanced in techniques in such businesses, whereas women are still mostly engaged in the office and administrative tasks. As a result, the consequences may reflect such. Assessments are treated differently by men and women. Not only that, but they form distinct ties and make a different culture (worker and advisor) then females (Feelings and disputes play a role). They frequently have various working conditions

needs. Employee work satisfaction was the subject of the poll. Employees were asked to refer to 20 statements that described their job satisfaction at the company under study.

The list of this statement was presented available in Figure 1 provides a list of these statements.

Employees were asked to rate these assertions on a scale of 1 to 10, with 1 indicating "total denial" & 10 showing "full agreement," comparable to a Parker measure used for the Seroquel technique 1992 (Babakus and Boller).

Statement of survey on job satisfaction: -

No	Statement
1	The type of work is enjoyable
2	The current pay rate is satisfactory.
3	The company offers is satisfactory
4	The company information work environment is satisfactory
5	The job description is suitable.
6	I am aware of who my boss is
7	In my work, I make use of my previous qualification
8	I believe my working relationship with my immediate boss is appropriate.
9	My immediate supervisor is well-versed in my duties.
10	The company's degree of employment stability is satisfactory.
11	The method of employee advancement is suitable.
12	The method through which the corporation terminates the employee is suitable.
13	The company's training programmed are excellent.
14	My family's duties are respected and understood by the organization.
15	I have not witnessed or been subjected to discrimination.
16	My immediate boss acknowledges and appreciates my work and sacrifice.
17	I get the perception as I was a member of the system.
18	Inequality was not observed or observed by me.
19	My immediate superior values my hard work and dedication.
20	I feel like I'm a part of an organization.

Source:(Dziuba and Ingaldi, 2016)

The findings of this section of the poll are displayed as bar charts, with each bars representing average ratings of particular statements. Furthermore, same respondents were requested the same questions in the final section of the survey and asked to rate three factors that help determine job satisfaction:

1. Overall, I am happy with my working conditions.
2. Relationships with superiors.
3. Satisfaction with one's pay.

On a scale of 1 to 10, employees were asked to rate the above-mentioned elements. 1 was complete displeasure, whereas 10" indicated entire satisfaction. The Each survey's answers are displayed in the form of a bar chart, without bars indicating in the number are respondents. In

overall score about an aspect in respect to the largest achievable rating. get hold of (satisfaction index).

Results:

The average of the scores given to the statements that define employee satisfaction. Employees gave a 3.88 average rating to comments impacting their job happiness. This indicates that they were moderately satisfied with their work. However, a close examination of Figure 1 demonstrates that individual statements were evaluated differently and frequently departed from the standard deviation The most crucial factor, according to employees, is components in job satisfaction, such as "the company's trainings are properly done," were the most essential factors of their job satisfaction

(statement 14). This is critical someone who is just starting out at the company. Such training not only teaches what to do and you accomplish it, but it also raises employee knowledge of the scenario company is conducting. As a result, it can be stated that the company's executives are aware of the significance of so many types of training, and they are willing to invest in it. This is also important in terms to creating an efficient workplace network infrastructure. Employees are more interactive to come to work in a positive atmosphere, may be less fearful of a condition they must fulfil, are more willing to complete their responsibilities, and are inspired to develop and act inside the business's greatest advantage, Because of something like the effort they must put in. This could be linked to the supervisor's above-mentioned characteristics, as employees have stated that their boss does not ask for guidance on correct practises and does not permit them to enhance their work independently. Employees would not have any privileges. opportunity to contribute to the company's improvement, which has an impact on their morale and happiness, as well as their motivation. Nine of the nineteen sentences were scored above mediocre. These were assertions that needed to be examined further in order to increase employee job satisfaction and, as a result, their work performance because happy employees are more productive and motivated to work.

Effects of Job Satisfaction

Job satisfaction has a variety of effects on numerous parts of the workplace. Some of them are discussed in this work, such as the effect of reward systems on employee productivity, loyalty, and absenteeism. The overwhelming body of evidence suggests that there is no meaningful link between job happiness and productivity. A thorough meta-analysis of both the scientific literature, for example, finds only a.17 best estimate correlation between job satisfaction and productivity. Satisfied workers will not necessarily be the highest producers. There are many possible moderating variables, with rewards appearing to be the most significant. People will be pleased if they receive rewards that they believe are fair, and this will likely lead to increased performance effort. Furthermore, recent scientific findings suggests that satisfaction is a good thing.

Employee loyalty is usually divided into three categories:

1. Affective loyalty,
2. normative Loyalty

3. as well as consistency loyalty

Affective loyalty refers to circumstances in which an employee has an attachment to the company.

Normative loyalty is a sort of loyalty that appears when an employee feels like he owes something to the company and continuity loyalty comes as a result of the fact that the employee does not have to work for the company.

Conclusion:

Employees of a specific metallurgical firm were polled on how satisfied they were with their jobs as part of the study. Their safety is a factor of your theme. Employees that are happy and pleased perform better in their jobs, become more accountable, and feel like they are a part of the company. Employees evaluated job satisfaction by evaluating three parameters that would be used to build their level of satisfaction and referencing to 20 comments who represented their job happiness. Of course, the study has some limits. The poll was developed based on the writers' own experience and research. Because of the partiality of writers who look at the topic from the architect's perspective, certain key variables may have been overlooked. Because the survey was fairly lengthy, some respondents may have become bored and filled it out.

References

1. Abuhashesh, M., Al-Dmour, R., Masa'deh, R., 2019. Factors that affect Employees Job Satisfaction and Performance to Increase Customers' Satisfactions, *Journal of Human Resources Management Research*, 23, Article ID 354277, DOI: 10.5171/2019.354277.
2. Aziri, B., 2011. Job satisfaction: a literature review, *Management Research and Practice*, 3(4), 77-86.
3. Babakus, E., Boller, G.W., 1992. An Empirical Assessment of the Servqual Scale. *Journal of Business Research*, 24(3), 253-68.
4. Bakker, A.B., Albrecht, S.L., Leiter, M.P., 2011. Work engagement: Further reflections on the state of play, *European Journal of Work and Organizational Psychology*, 20(1), 74-88
5. Dziuba, S.T., Ingaldi, M., 2016. Employees Satisfaction in Chosen Metallurgical Company as an Element Influencing Quality of Finished Products, 25th Anniversary International Conference on Metallurgy and Materials, Tangerang, Ostra
6. Brenninger, H-J., 2015. Employee satisfaction and its impact on company value, Doctoral thesis. University Of Latvia,

Faculty of Economics and Management,
Riga Latvia

7. Bin Shmailan, A.S., 2016. The relationship between job satisfaction, job performance and employee engagement: An explorative study, *Issues in Business Management and Economics*, 4(1), 1-8, DOI:10.15739/IBME.16.001.
8. Judge, T. A., Thoresen, C. J., Bono, J. E., Patton, G.K., 2001. The job satisfaction–job performance relationship: A qualitative and quantitative review, *Psychological Bulletin*, 127(3), 376-407, DOI: 10.1037/0033-2909.127.3.376.
9. Ostroff, C., 1992. The relationship between satisfaction, attitudes, and performance: An organizational level analysis, *Journal of Applied Psychology*, 77(6), 963-974, DOI:10.1037/0021-9010.77.6.963.
10. Soonhee, K., 2002. Participative Management and Job Satisfaction: Lessons for Management Leadership, *Public Administration Review*, 62(2), 231-241, DOI: 0.1111/0033-3352.00173
11. Raziq, A., Maulabakhsh, R. 2015. Impact of Working Environment on Job Satisfac_tion. *Procedia Economics and Finance*, 23, 717-725, DOI: 10.1016/S2212- 5671(15)00524-9