



A Study on Factors Influencing Job Satisfaction on Self-Esteem in Automobile Industry

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Abstract

The feeling of fulfillment and enjoying the work at the workplace is significant, the pleasure one derives from the job leads to high self-esteem and satisfaction. The automotive industry provides high customer satisfaction and excellent service to its customer base, every employee is well-trained and skilled. When the employee does their job to the fullest potential that leads to job satisfaction and increases their self-esteem. Due to the high competition and intense market, the industry is coming up with creative marketing tactics that make employees motivated to take up the job and raise their self-esteem. This article researches the relativity of self-esteem and satisfaction, satisfaction is derived from the nature of work, and satisfaction is from the manager's administration skills. Satisfaction from the co-workers, Satisfaction from the promotions, salary, wages, incentives, and various other benefits. We have chosen the industry area near our vicinity with descriptive study being the mode of research and convenience sampling as the sampling technique. We could collect around 100 odd responses and use chi-square as the interpretation technique. Data collection was done by survey, questionnaire, and interviews, however, we have referred few journals and print content for further reference. This study examines the impact of job satisfaction on self-esteem which could help understand if an employee's work-life balance is considered for the betterment of the organization and employees mental health.

Keywords: job satisfaction, self-esteem, job description, employee engagement.

1. Introduction

A positive attitude toward one's work and a sense of fulfillment are regarded as indicators of employment satisfaction. The reaction to their feelings over their line of work. Job happiness and feelings of connection to the staff member in position in the organization are increased by better work experiences. Organizational psychology is a field that is very interested in job happiness. A happy ambiance is the effect of happy employees. Numerous factors, such as improved working environment, positive relationships with co-workers, supervisor support, opportunities for growth, and fair compensation for the role, add to the crown of happiness and contentment. A company's eudaemonia is the right influence from having its employees stay on board. A

firm's progression is impacted by turnover, and on boarding new hands costs abundant time, money, and resources. Numerous issues are brought on by employee turnover, such as higher expenses, knowledge loss, and lower output. When companies adopt policies that promote positive working relationships, employee happiness increases because workers feel their skills are being used and that the organization values their commitment and service. Consequently, increased job satisfaction frequently results in increased employee retention. The technique of engaging employees productively within a company is known as employee relationship management (ERM). This coordination is from both ends of employee and employer. [1-5]

2. Literature Review

2.1. Mosamod Mahamud Parvin and M Nurul Kabir (2013)

Both administration quality and representative fulfilment can be enhanced by representative work fulfilment. The top management has shifted their focus to assigning the representatives to varied situations. This study examined the factors influencing job contentment. The findings show that the determinants adequately explained occupation contentment and administrators and policymakers should focus on the components that influence representational work fulfilment to upscale their companies. The findings about the true attributes demonstrate how important advancement, pay, and work environment are.

2.2. Bidyut Bijoya Neog & Dr. Mukesh Bara, 2014

The topic of career fulfilment has received a lot of attention in the past. The definition of occupation fulfilment, according to Stephen P. Robbins (2005), is "the contrast between the prizes laborers get and the sum they accept they ought to get." The significance of the task and the viability of management have an impact on work fulfilment, according to a paper by Lodahl and Kejner (1965). According to Rain et al., there is a connection between life and work fulfilment (1991). Therefore, those who are content with their lives will inevitably be content with their jobs, and those who are content with their jobs are more. [6,7]

2.3. Szymon T. Dziuba, Manuela Ingaldi2, and Marina Z

How happy one is at work has a significant influence on how well a worker does their tasks. A representative that is sketched in puts all into their work, adheres to the rules more precisely and interacts with people. He feels very secure working for the company. The research was to examine employees' job happiness and productivity using a transparent study. To do this, workers at a particular metallurgical organization were reviewed, and they were asked to rate how fulfilled their occupation was. The workers distinguished their jobs.

2.4. Pradip Kumar and Puja Pandey, 2017

The purpose of this study was to identify the factors that affect employee satisfaction and impact of

compensation, work pressure, organizational programs, and environments. The findings show that the criteria taken into account have helped to explain employment excitement, and legislators should think about incorporating elements connected to job satisfaction to enhance their businesses.

2.5. Sharra nor Atikah Shams Uddin, 2015

Organizational justice and organizational learning culture are two elements that affect employee happiness as per the analysis. A questionnaire was distributed to the staff members as part of the research. Employee work satisfaction and organizational justice are positively correlated, and member containment and organizational learning culture are positively correlated as well. [8,9]

3. Objectives of the Study

- To identify the factors that affect employee's work satisfaction
- To study the impact of job satisfaction on self-esteem

4. Research Methodology

- **Type of research:** descriptive study
- **Type of sampling:** convenience sampling
- **Sample frame:** employees from automobile industrial areas Harohali, Bangalore
- **Data collection:** Primary data: Data collection was carried out by survey, interview, and questionnaire. Secondary data: Data collection was carried out through articles, papers, and journals.

4.1. Hypothesis

- **H0:** Job satisfaction has no impact on Employee self-esteem.
- **H1:** Job satisfaction has an impact on Esteem self-esteem.

4.2. Chi-Square

- **H0:** Job Satisfaction has an impact on Self Esteem.
- **H1:** Job Satisfaction has no impact on Self-esteem.

4.3. Expected Frequency

As shown in Table 1,

$$(E) = 26.6+26.6+26.6+26.6+26.6=133$$

$$\text{Degrees of freedom } (v) = 5-1=4$$

$$\text{Tabulated value, } X_{20.05} = 9.49$$

$$\text{Observed frequency } (O) = 15+93+16+5+4=133$$

$$\text{Calculated Values} = \frac{((O-E)^2)}{E} = 212$$

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Table 1 Expected Frequency

<i>E</i> <i>V</i>	<i>O</i>	<i>E</i>	(<i>O-E</i>)	(<i>O-E</i>) ²	(<i>O-E</i>) ² / <i>E</i>
1	15	26.6	-11.6	134.56	5
2	93	26.6	66.4	4408.96	166
3	16	26.6	-10.6	112.36	4
4	5	26.6	-21.6	466.56	18
5	4	26.6	-22.6	510.76	19
	10	100			212
	0				

5. Inference

As per the calculation, the calculated value is more than the value of table, the null hypothesis (*H*₀) is rejected, and the alternative hypothesis (*H*₁) is accepted. “There is a significant impact of Job Satisfaction on self-esteem”

- PG graduates made up 30.86% of the respondents, degree or diploma holders made up 10.53%, education made up 2.26%, and those who are semiliterate or illiterate are classified as others. 56.39%.
- In the data collected 36.36% were men and 36.36% were women.
- The poll indicates that 1.50% of participants are of the ages of 18 and 20. Of the respondents, 56.39% are between the ages of 21 and 23, 27.07% are between the ages of 26 and 30, and 15.04% are older than 30.
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- Individuals who are satisfied with their chances of being promoted to research area Agree 71.43%, Disagree 0.75%, Neutral 6.77%, Strongly Disagree 3.01%, Strongly Agree 18.05%
- Strongly agree (35.34%), agree (51.88%), neutral (8.27%), disagree (1.50%), and strongly

disagree (3.01%) with coworkers that the organization's communication with members at all levels is good. Most employees concur.

- 9.77% of respondents strongly agree, 74.44% agree, 9.77% are neutral, 3.01% disagree, and 3.01% strongly disagree.
- The process via which reporting managers, peers, and supervisors offer constructive criticism to reporting employees is known as employee feedback. [10-14]

6. Suggestion

- The job description is clear. 9.77% of respondents strongly agree, 74.44% agree, 9.77% are neutral, 3.01% disagree, and 3.01% strongly disagree.
- The process via which reporting managers, peers, and supervisors offer constructive criticism to reporting employees is known as employee feedback.
- The internal teams to resolve problems and engage in team-building exercises to improve rapport among coworkers.
- Giving staff non-cash perks like lunches and team outings can strengthen their devotion to the business.
- Enhanced internal procedures and associate involvement in their jobs lead to higher staff productivity.
- Assisting employees in advancing their careers.
- 93.23% of employees replied yes, and 6.77% said no, as they are updated with market demands
- The operating environment is safe and excellent. Strongly (6.77%), Consistent (76.69%).
- The organization offers its workers prompt monetary and non-monetary benefits; answers were received about job security and satisfaction levels. 82.71% of respondents agree, 7.52% disagree, 9.77% disagree, and some respondents agree.

Conclusion

Every company or organization relies heavily on its workforce, which is why they are all valued assets. Ads and awareness are necessary for any task within the entity and comprehend the perspective of the

employees and their conduct. Based on this, the study comprehends businesses identify the crucial factors that impact associate's happiness. The research says, employees have faith in the company, and a major population of them consider the perks they receive. The majority of respondents are happy with their jobs. The larger population of respondents thought favorably of their working conditions.

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