

**An Assessment Of The Impact Of Job Analysis On Job Satisfaction:
Special Reference With Employees Of Manufacturing Company**

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ABSTRACT

The main purpose of this study is to examine the association between job analysis and job satisfaction. The sample population consisted of employees of private chemical companies in Cuddalore district who were selected through simple random sampling. The sample size of the population was 100. Data was analyzed with the help of regression analysis and the results showed that the factors of job analysis considerably have an influence on the job satisfaction. Overall job analysis have positive relationship and three statements were highly influenced the job satisfaction.

KEYWORDS: Job analysis, Job Satisfaction

INTRODUCTION

An organization's most valuable asset is the human resource. Human resource is considered as the sum of all the skills, abilities and knowledge which are innate in and acquired by individuals and groups of persons. This human resource consists of supervisors, executives and the other employees in the organization. Any organization should make use of this human resource to the maximum for accomplishing the organizational as well as the individual goal.

JOB ANALYSIS

Performing a job analysis and recognizing the right skill of the individuals' results in a good coordination of the person who applied for the job with the job itself. There has been a general statement that the employees who are below the qualification as needed for the job,

may not be able to perform effectively because of the lack of required knowledge and skills and hence experience low level of job satisfaction. To the contrary, the employees who are over qualified also feel less job satisfaction due to the possession of extreme skill than as needed for the job.

Armstrong (2006) had stated that for all forms of job, there are a few stages which facilitates a full-fledged job analysis to accomplish the definition of the job requirements, preparation of the job descriptions, determining the terms & conditions for the employment process, attracting individuals to apply for the job and evaluating & reviewing other sources of applicants for a job. The process of job analysis provides the information that is changed as tangible outcomes for a person's specification for a job. In other words, job analysis describes what is to be done and who has to do it prior to recruitment for a position in the organization. Pilbeam and Corbridge (2006) had said that it is very essential for an organization to spend time to gather information regarding the nature of work as it tells the required qualities, attitudes, knowledge and skill which is needed for the job.

JOB SATISFACTION

Job satisfaction is a very wide term and the concept had been used widely for research in scientific areas. But is a fact that there is still no concrete meaning for what is job satisfaction. to be specific, there is no particular definition for what a job signifies. Hence it is essential to consider the nature and significance of a job as a human activity which is universal, prior to designing a definition for job satisfaction. Job satisfaction has been defined by various authors in different perspectives.

Hoppock (1935) had defined this job satisfaction as the mixture of environmental, psychological and physiological environmental situations which gives the person the feeling of being satisfied in the job. Vroom (1964) had given importance to the employees in the

work area while defining the term job satisfaction. He had defined job satisfaction to be the affective orientations by the employees toward the work roles in which they are at present working.

STATEMENT OF PROBLEM

While filling a post in the organization which is vacant, through recruitment, job analysis is the initial stage. Through job analysis, the organizations get a clear view of the job needs for starting the procedure of attracting potential candidates for a vacancy. Bratton & Gold, 2003 had stated that in certain circumstances, the abilities needed by the organizations are obtained through the procedure of recruitment.

NEED FOR THE STUDY

Many studies exist to study the relation between the employees and the job they are placed in. But it is far too essential to explore the relation between job satisfaction and job analysis in order to make the employees more productive.

OBJECTIVES OF THE STUDY

The main purpose of this study is to examine the association between job analysis and job satisfaction.

REVIEW OF LITERATURE

Brikend Aziri (2011) had done a review of literature regarding job satisfaction. The term job satisfaction is a multifaceted concept confronted by the managers for the management of their employees. Several researches have shown that satisfaction of employees regarding their job has a large influence on their motivation. This level of motivation in turn influences their efficiency and consequently the performance of the business is also affected. But the author had expressed the regret that job satisfaction had not

yet been given more attention by the managers and the scholars too as a tool for organizational performance in his area.

B K Suthar, T Latha Chakravarthi, Dr. Shamyal Pradhan (2014) had done a study named “Impacts of Job Analysis on Organizational Performance: An Inquiry on Indian Public Sector Enterprises”. The practices of job analysis help to recognize the factors that enhance the job satisfaction and motivation of the employees. The purpose of this paper was to explore the association between the job analysis of the employees and the performance of the organization. The study was carried out in Bharat Sanchar Nigam Limited in the Vadodara Telecom District of Gujarat. Data was collected using a questionnaire which was dispersed among the employees through mail. The sample size of this study was 417 out of the total number of employees of 1361. The data was analyzed scale validity, regression, correlation, and descriptive statistics. IBM SPSS.20 was employed for data analysis. The results showed that both the constructs of job analysis and organizational performance had a positive relationship with each other.

Julien Boulanger (2013) had made a case study regarding Job analysis and job satisfaction among the employees of “Hello Café”. This research utilized a qualitative research to explore the relation between job satisfaction and job analysis. the challenged faced b the employees of “Hello Café” was that they felt dissatisfied and stressed in work and this subsequently led to poor productivity. The main reason for such a problem was the absence of a clear explanation regarding job analysis and also the job description. The purpose of this paper was to explain the duties and responsibilities of every employee at work. Subsequent aim was to examine the influence of job analysis on the efficiency and job satisfaction of the employees. The results of the study showed that the job satisfaction is influenced and enhances by job analysis.

Abdullah Mohammad Sharif and Md. Mobarak Karim (2017) had performed a study named “Influence of Job Analysis Program on Employees: A Study on Selected Companies of Bangladesh”. The purpose of this paper was to expose the perception of employees and the significance of job analysis among the organizations like Mercantile Bank Securities Ltd., Drug international limited, OTS Limited, Liberal IT, Global Brand PVT. Ltd., Digi Jadoo, Dhaka Bank Ltd. etc. the study had used primary data for its analysis. This data was collected using a questionnaire. Secondary sources were articles, websites and journals. In these organizations mentioned above, job analysis is not given much importance and hence the employees expressed negative facts about it. But, this study created awareness among the employees about the importance of job analysis to improve their performance.

METHODOLOGY

Descriptive research was adopted for this study. The target population comprised of all the members of staff of the manufacturing companies in Chennai. Simple random sampling technique was adopted to select 100 members of staff. This study made the use of questionnaire as the research instrument. The respondents were asked to comment on the influence of the job analysis on their job satisfaction.

ANALYSIS AND INTERPRETATION

Influence of job analysis on job satisfaction

Model Summary

R	R Square	Adjusted R Square	F	Sig.
.634(a)	.402	.371	12.657	.000(a)

a. Predictors: (Constant), Job Analysis

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.062	.194		10.627	.000
1) Job rotations help me to align the skills when needed	.158	.048	.366	3.317	.001
2) Job analysis facilitates adequate communications with the team members	-.097	.053	-.204	-1.831	.070
3) The manager provides adequate information about the job	.472	.070	.814	6.792	.000
4) Sufficient delegation of responsibilities is being done	-.093	.045	-.224	-2.048	.043
5) Job analysis provides me with the desired results.	-.092	.061	-.192	-1.519	.132

a. Dependent Variable: Job Satisfaction

The above table explains the regression analysis for overall job satisfaction as the dependant variable and various factors of Job Analysis as independent variables. For identifying which factor of job analysis influences predominantly the overall job satisfaction, an analysis of multiple regression was executed and the findings are displayed in the aforesaid table.

The coefficient of Regression determination (R^2) is 0.402 which connotes that 40.2 percent of the difference on overall job satisfaction is established by the independent variables. In order to verify the significance of R^2 , ANOVA was carried out and the outcome demonstrates a significant result ($F = 12.657$; $p < 0.000$) which indicates that the factors of job analysis considerably have an influence on the job satisfaction. Overall job analysis have positive relationship and three statements were highly influenced the job satisfaction.

CONCLUSION

The term job analysis is a valuable tool for providing information for human resource management (Singh, 2014). An effective workplace is characterized by a good harmony among the employees and the management. Further, job analysis brings the people in an organization closer. An accord is brought about between the employees and the managers with the help of effective communication regarding the nature of the job. Job analysis helps to clarify job description and makes the employees conscious about their career growth. The result indicates that the factors of job analysis considerably have an influence on the job satisfaction. Overall job analysis have positive relationship and three statements were highly influenced the job satisfaction.

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