Corrugated Box- Packaging Industries Workers Job Satisfaction: A Study
(Special Reference to Kaprada and Pardi Taluka’s Labour in Gujarat State)

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Abstract:
The purpose of this research is to find the key factors which are useful for the satisfaction of the workers i.e. workplace reward and recognition, environment, training and development, and Work of team. These Causes help to make the planning effective, and through this effectiveness, efficiency takes place in The management process. The study was conducted in year 2014-15 and covered 70 Respondent Small Scale Corrugated Box Packaging industries workers from the territory of Kaprada and Pardi taluk of Gujarat state. Hypothesis test For Chi-Square Applied.

Key words: Job satisfaction, Industry, work factor, Chi-Square, Degree of Freedom

Introduction of Job Satisfaction
"Job satisfaction is defined as "the extent to which people like dislike (dissatisfaction) their jobs" (Spector, 1997, p. 2). This definition suggests job satisfaction is a general or global affective reaction that individuals hold about their job. While researchers and practitioners most often measure global job satisfaction, there is also interest in measuring different "facets" or "dimensions" of satisfaction. Examination of these facet conditions is often useful for a more careful examination of employee satisfaction with critical job factors. Traditional job satisfaction facets include: co-workers, pay, job conditions, supervision, nature of the work and benefits." (Williams)

Literature of Literature:
Abuduaini Wubuli (2009) in research topic “A study on the Factors Affecting Job Satisfaction Among employees of fast food restaurants” The study showed that organizational factors such as work conditions, pay, fairness, and promotion significantly influenced employee job satisfaction in fast food restaurants. However, individual factors such as age and gender did not significantly influence employee job satisfaction in fast food restaurants.
The research provided a better understanding regarding the factors affecting job satisfaction in fast food restaurants. Thus, it emphasizes that there is still a need to conduct additional research to filling the gaps that have not been solved in the current study. In the final chapter, some recommendations were provided for future use to any researcher in this academic field. Niaz Salehi Artimany, And Leila DolatyGelogir (2013) in the research “Job Satisfaction Among employees in Small Scale Industries, Vishakhapatnam” Job satisfaction is an emotional response to the job situation. Job satisfaction is often determined by how well outcomes meet or exceed expectations; and job satisfaction represents several related attitudes. The most important characteristics of job about which employees have affective responses are the work itself, pay, promotion opportunities, co-workers, supervision, work group and working conditions. Individually, some of this dimension may produce positive and some negative feelings in the employee which collectively depict the employees over If a job cannot be designed to use an employee's full abilities, then the firm should consider automating the task or replacing the employee with one who has a lower level of skill. If a person cannot be fully utilized, then there will be a motivation problem. All feelings.

K. Rajam, Dr. D. Sivasubramanian, Dr. V.P.T. Dhevika, Dr. V.P.T. Dhevika (2013) research topic ‘A Study on Job Satisfaction of Hospital Employees in SRM Hospital at Irungalur, Tiruchirappalli District, Tamil Nadu’ Job satisfaction is very important because most of people spend a major portion of their life in the working place. Moreover a job satisfaction has its impact, on the general life of the employee, as a contented and human being. A highly satisfied worker has both better physical and mental wellbeing. Though it is a debatable point as to which one is the cause and which the effective is but they are correlated to each other. SRM Hospital is one of leading hospital, which provides highly satisfied and improved life standard. By earning a job in a well-established hospital like SRM Hospital, one will be highly satisfied with his job and the living standard can be improved.

Muhammad Rizwan
WaqasMehmood Khan (Corresponding Author)2, Hafiz Muhammad Aqeel Tariq 3, Abdul Ghaffar 4, Malik Zubair Anjum 5, Ehsan Ullah Bajwa 6 (IOSR) in the study “Empirical study of Employee job Satisfaction” The main objective of this research report is to find the crucial problems, faced by the employees while working in organizations and find the ways how we make our employees loyal with their organization. The purpose of this research is to elaborate the key factors which are useful for the satisfaction of the employees i.e. workplace environment, reward and recognition, training and development and team work. These factors help to make the policies effective and through this effectiveness, efficiency takes place in the management process. This research paper is based on theoretical considerations, a model was proposed linking the employee job satisfaction (EJS) constructs. The survey was conducted in 2012 and covered 200 employees within the territory of Punjab in Pakistan. Through this survey we find a strong positive relationship between team work and all other factors.

→ About Valsad District:

Valsad district is one of the 33 districts in the Western Indian state of Gujarat. It is bound by Navsari district to the north, Nashik district of Maharashtra state to the east, and Dadra and Nagar Haveli union territory and Palghar district of Maharashtra to the south. The Arabian Sea lies west of the district. The coastal Daman enclave of Daman and Diu union territory is bounded by Valsad district on the north, east, and south.[2] The district's administrative capital is Valsad. The district's largest city is Vapi.

The district covers 3008 square kilometres and is divided into six talukas: Valsad, Vapi, Pardi, Umargam, Kaparada and Dharampur. In 2011, Valsad had population of 1,705,678 of which male and female were 887,222 and 818,456 respectively.
In 2001 census, Valsad had a population of 1,410,553 of which males were 734,799 and remaining 675,754 were females. Valsad District population constituted 2.82 percent of total gujarat population. In 2001 census, this figure for Valsad District was at 2.78 percent of gujarat population. There was change of 20.92 percent in the population compared to population as per 2001. In the previous census of India 2001, Valsad District recorded increase of 29.65 percent to its population compared to 1991. accroding to 2011 census 62.74% of population lives in rural areas and 37.26% lives in urban regions of district. Valsad is well known for its production of mangoes, sapodilla, and teak, and for its chemical and industrial stretch based on Vapi and Atul.

Industry

Valsad is an industrial base for sectors such as chemicals, textiles, and paper & pulp industries. Since the 1980s, textile and chemicals have been the major sectors of investments and employment in the district. Valsad is emerging as a horticulture hub of the State, witnessing significant production in food grains and crops.

With over 300 medium and large scale industries, Vapi is a major industrial center in Valsad. One of Asia’s largest Common Effluent Treatment Plant (CETP) is present in Vapi, owned by Vapi Waste & Effluent Management Company and promoted by Vapi Industrial Association.

Over 10,716 units of small and medium enterprises (SMEs), involved in different sectors, such as chemicals, textiles, engineering, and paper industry, are present in the district. Several private conglomerates are present in Valsad, including Alok Industries Ltd, Wyeth, Welspun India Ltd., Aarti Industries, Atul Limited, Gujarat Heavy Chemicals Ltd. (GHCL),Raymond, Sun Pharmaceuticals, United Phosphorus, Pidilite, Polyols & Polymers and Vadilal, Unique Polymers.

Valsad district contains areas such as Vapi (the Chemical Hub of Gujarat), Umbergaon and Sarigam (the
Industrial Estates). (Kaprada taluka new developing Industries)

❖ Research Methodology

1. Statement Of The Problem:

To Observe that box making workers are really satisfied industry workers with their Work or not and what is the difference in Work satisfaction among private Industry will be main focus of problem in this research Project. Other focuses of problem will be on: What benefits and facilities Work place is providing to the box making Industry Worker in kaprada & Pardi taluk? Where the gap exists and where one should modify to have satisfied employees? Why Industry workers are going to leave and other industry from this Job?

2. Objective of the study:

1. To analyze the satisfaction level of the Box Making Industry workers.
2. To analyze the satisfaction level of the Box Making Industry worker’s working conditions.
3. To analyze the satisfaction level of the Worker’s welfare measures and Job security
5. To suggest some measures for improving the satisfaction level of the Box making Industries.

3. Hypothesis of the study:

This study hypothesis testing method has Chi square used and find the Box making industries workers measure of perfect job satisfactions. Following hypothesis used:

H₀ There is no significance difference between Various Important Factors of Working Condition, Work allotted Skill, Management Policy, Working Hours, Work target, Good Career, Work Security, Welfare facility provide, Promotion policy etc. and Job satisfaction of box manufacture Industries Workers.

H₁ There is significance difference between Various Important Factors of Working Condition, Work allotted Skill, Management Policy, Working Hours, Work target, Good Career, Work Security, Welfare facility provide, Promotion policy etc. and Job satisfaction of box manufacture Industries Workers.
4. **Research Methodology**

1. **Research design:**
   A research design is the arrangement of conditions for collection and analysis of data in a manner that objective to the research purpose with economy in procedure.

2. **Sampling design:**
   Sampling design researcher refers to the technique or procedure the researcher would adopt in selecting terms from the sample.

3. **Sampling size:**
   70 Packaging industry workers were selected after considering time and cost of the study.

4. **Sampling method:**
   Convenience method of sampling is used to collect the data from the respondents.

5. **Data collection:**
   The data is collected from both primary and secondary sources. Primary data is collected through Questioner and interview schedule and the secondary data is collected from books, magazines, and websites etc.

4. **Sample Technique**
   For the Objective of research study, the method of simple random sampling is undertaken.

5. **Statistical Tools Used**
   The collected data has been analysis by using
   1. Percentage analysis
   2. Chi-Square Method used

5. **Importance of the Study :**
   The Importance of this Research study is understand Box making Industry workers “ job satisfaction level at Industry worker. this study I will came to know that What benefits and facilities and Conditions industry Management providing to the Workers. What conditions or requirements based on age, sex, religion, caste and ethnicity workers think should be provided by Work place. This helps industry
to know where they are lacking in having a satisfied workforce presently. How they can modify it in future?

6. **Limitation of the study**:

The study is limited to Kaprada and Pardi Taluk only and therefore, the findings of the study cannot be extended to other areas. All the findings and observations made in the study are purely based on the Selected respondents collecting answers which may be based. Time and cost is also another constraint of researcher.

**Hypothesis Test**:

This study hypothesis testing method has Chi square used and find the Box Manufacturers industries workers measuring of perfect job satisfactions measuring calculated by statistically.

<table>
<thead>
<tr>
<th>Various Work Factors</th>
<th>Highly satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Dissatisfied</th>
<th>Highly dissatisfied</th>
<th>Total Percentage</th>
<th>Table Value</th>
<th>Chi Calculated Value</th>
<th>Chi</th>
<th>Result</th>
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<tbody>
<tr>
<td>Work Environment Satisfaction</td>
<td>30</td>
<td>45</td>
<td>15</td>
<td>9</td>
<td>1</td>
<td>100</td>
<td>9.49</td>
<td>61.6</td>
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<tr>
<td>Work allotted was as per Qualification and Skill</td>
<td>25</td>
<td>32</td>
<td>20</td>
<td>15</td>
<td>8</td>
<td>100</td>
<td>9.49</td>
<td>16.9</td>
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<td>32</td>
<td>25</td>
<td>8</td>
<td>0</td>
<td>100</td>
<td>9.49</td>
<td>46.9</td>
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<tr>
<td>worker Satisfaction with Management</td>
<td>20</td>
<td>30</td>
<td>35</td>
<td>10</td>
<td>5</td>
<td>100</td>
<td>9.49</td>
<td>32.5</td>
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<tr>
<td>Working Hour Satisfaction</td>
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<td>35</td>
<td>30</td>
<td>5</td>
<td>0</td>
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<td>52.5</td>
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<td>Workers have necessary</td>
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<td>35</td>
<td>25</td>
<td>10</td>
<td>5</td>
<td>100</td>
<td>9.49</td>
<td>30</td>
<td></td>
<td>Significant</td>
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<tr>
<td>Authority to perform their effective work</td>
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<td>30</td>
<td>35</td>
<td>8</td>
<td>7</td>
<td>100</td>
<td>9.49</td>
<td>31.9</td>
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<td>Regular organize Counseling Programme</td>
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<tr>
<td>Work target Satisfaction</td>
<td>20</td>
<td>25</td>
<td>45</td>
<td>4</td>
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<td>100</td>
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<td>55.1</td>
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<tr>
<td>Workers share Experience to co worker</td>
<td>30</td>
<td>35</td>
<td>33</td>
<td>1</td>
<td>1</td>
<td>100</td>
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<td>60.8</td>
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<tr>
<td>Welfare facility provide of workers</td>
<td>15</td>
<td>30</td>
<td>41</td>
<td>10</td>
<td>4</td>
<td>100</td>
<td>9.49</td>
<td>46.1</td>
<td>Significant</td>
<td></td>
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<tr>
<td>Good Carrier and Work Security</td>
<td>15</td>
<td>25</td>
<td>35</td>
<td>20</td>
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<td>25</td>
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<tr>
<td>Workers Involvement in Decision Making process</td>
<td>8</td>
<td>15</td>
<td>30</td>
<td>34</td>
<td>13</td>
<td>100</td>
<td>9.49</td>
<td>25.7</td>
<td>Significant</td>
<td></td>
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<tr>
<td>Relationship of superior</td>
<td>23</td>
<td>35</td>
<td>34</td>
<td>6</td>
<td>2</td>
<td>100</td>
<td>9.49</td>
<td>47.5</td>
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<tr>
<td>Satisfaction level of Promotion Policy</td>
<td>10</td>
<td>18</td>
<td>55</td>
<td>13</td>
<td>4</td>
<td>100</td>
<td>9.49</td>
<td>81.7</td>
<td>Significant</td>
<td></td>
</tr>
</tbody>
</table>
Findings And Suggestion:

→ Findings of The Study:

- Subjects of the present study were selected from Box making Industry from Kaprada and Pardi taluk in Gujarat.
- Findings:
  - Subjects of the present study were selected from Box Making Industry from Kaprada and Pardi taluk in Gujarat.
  - Satisfaction observation that 25% of the respondents come under 18-25 years of service, 40% of the respondents come under 26 to 35 years of service, 25% of the respondents come under 36-50 years of service, 10% of the respondents 50 to more years of service.
  - Educational detail of respondent that 20% of the respondents are 5 to 10th Standard, 40% of the respondents are completed 10th to 12th standards, 25% of the respondents are completed Graduation, 15% of the respondents completed PG and ITI and 8% of the respondents completed diploma etc.
  - Monthly income that 45% of the respondents are earning less than 10000 rupees, 30% of the respondents are earning between 10001 and 150001, 15% of the respondents are earning between 15001-20000 and 10% of the respondents are earning above 20001.
  - the Work allotted to them is according to their qualification, then as a group of 20% and 45% were strongly agree and agree respectively and 10% and 8% were disagree and highly disagree correspondingly.
  - the 45% of the workers are satisfied with the working Environment, 30% of the workers are highly satisfied with the work environment, 15% of the workers Neutral satisfied, and 9% of the workers are dissatisfied and 1% of the workers are highly dissatisfied.
  - There is Significant difference in work environment satisfaction of box making industry workers under study because the calculated value of ‘F’ (61.6) is more than table value(9.49) and p value is less than 0.05 level. Degree of freedom is 4 result show that Null hypothesis rejected and Research hypothesis accepted.
the 32% of the workers are satisfied with the work allotted as per qualification and skill of the worker, 25% of the workers are highly satisfied with the work allotted as per qualification and skill of the worker, 20% of the workers Neutral satisfied, and 15% of the workers are dissatisfied and 8% of the workers are highly dissatisfied.

There is Significant difference in work allotted and qualification skills and work satisfaction of box making industry workers under study because the calculated value of ‘F’ (16.9) is more than table value(9.49). Degree of freedom is 4 result show that Null hypothesis rejected and Research hypothesis accepted.

The 32% of the workers are satisfied with the Work Interest of the worker, 35% of the workers are highly satisfied with the work Interest of the worker, 25% of the workers Neutral satisfied, and 8% of the workers are dissatisfied.

There is Significant difference in Job Interest and work satisfaction of box making Industry workers under study because the calculated value of ‘F’ (46.9) is more than table value(9.49). Degree of freedom is 4 result show that Null hypothesis rejected and Research hypothesis accepted.

30% of the workers are satisfied with the Satisfaction with Management of the worker, 20% of the workers are highly satisfied the satisfaction with management of the worker, 35% of the workers Neutral, and 10% of the workers are dissatisfied and 5% of the workers are highly dissatisfied of the Satisfaction with the Management of the worker.

Significant difference in Industries Management and work satisfaction of box making industry workers under study because the calculated value of ‘F’ (32.5) is more than table value(9.49). Degree of freedom is 4 result show that Null hypothesis rejected and Research hypothesis accepted.

that 35% of the workers are satisfied with the working hour Satisfaction the worker, 30% of the workers are highly satisfied the working hour satisfaction of the worker, 30% of the workers Neutral, and 5% of the workers are dissatisfied of the Satisfaction of working hour.

Significant difference on Working hours and work satisfaction of box making industry workers under study because the calculated value of ‘F’ (52.5) is more than table value(9.49) Degree of freedom is 4 result show that Null hypothesis rejected and Research hypothesis accepted.
25 % of the workers are satisfied with the Workers have necessary Authority to perform their effective work of the worker, 35 % of the workers are highly satisfied the Workers have necessary Authority to perform their effective work of the worker, 25 % of the workers Neutral, and 10 % of the workers are dissatisfied and 5 % of the workers are highly dissatisfied of the Satisfaction with the Workers have necessary Authority to perform their effective work of the worker.

the 30 % of the workers are satisfied with the Regular Organize Counseling programe for employee of the worker, 20 % of the workers are highly satisfied the Regular Organize Counseling programme for employee of the worker, 35 % of the workers Neutral, and 8 % of the workers are dissatisfied and 7 % of the workers are highly dissatisfied of the Satisfaction with the Regular Organize Counseling programme for employee of the worker.

25 % of the workers are satisfied with the Work target of the worker, 20 % of the workers are highly satisfied the Work target of the worker, 45 % of the workers Neutral, and 4 % of the workers are dissatisfied and 6 % of the workers are highly dissatisfied of the Work target of the worker.

There is Significant difference in Target of work and job satisfaction of box making industry workers under study because the calculated value of ‘F’ (55.1) is more than table value (9.49). Degree of freedom is 4 result show that Null hypothesis rejected and Research hypothesis accepted.

the 35 % of the workers are satisfied with the Workers share Experience to co worker of the worker, 30 % of the workers are highly satisfied the Workers share Experience to co worker of the worker, 33 % of the workers Neutral, and 1 % of the workers are dissatisfied and 1 % of the workers are highly dissatisfied of the Workers share Experience to co worker of the worker.

15 % of the workers are satisfied with the Welfare Facility Provide of industry worker of the worker, 30 % of the workers are highly satisfied the Welfare Facility Provide of industry worker of the worker, 41 % of the workers Neutral, and 10 % of the workers are dissatisfied and 4 % of the workers are highly dissatisfied of the Welfare Facility Provide of industry workers of the worker.
There is significant difference in welfare facility and work satisfaction of box making industry workers under study because the calculated value of ‘F’ (46.1) is more than table value (9.49). Degree of freedom is 4 result show that Null hypothesis rejected and Research hypothesis accepted.

Study the 25 % of the workers are satisfied with the Good Carrier and Work Security of industry worker of the worker, 15 % of the workers are highly satisfied the Good Carrier and Work Security of the worker, 35 % of the workers Neutral, and 20 % of the workers are dissatisfied and 5 % of the workers are highly dissatisfied of the Good Carrier and Work Security of the worker.

the 15 % of the workers are satisfied with the Workers Involvement in Decision Making process of industry worker, 8 % of the workers are highly satisfied the Workers Involvement in Decision Making process of the worker, 30 % of the workers Neutral, and 34 % of the workers are dissatisfied and 13 % of the workers are highly dissatisfied of the Workers Involvement in Decision Making process of the worker.

There is significant difference in Workers Involvement decision making and work satisfaction of box making industry workers under study because the calculated value of ‘F’ (25.7) is more than table value (9.49). Degree of freedom is 4 result show that Null hypothesis rejected and Research hypothesis accepted.

The study that 20 % of the workers are satisfied with the Industry recognize and acknowledge your work of industry worker, 10 % of the workers are highly satisfied the Industry recognize and acknowledge your work of the worker, 45 % of the workers Neutral, and 15 % of the workers are dissatisfied

23 % of the workers are satisfied with the Relationship of superior of the Industry worker, 35 % of the workers are highly satisfied the Relationship of superior of the worker, 34 % of the workers Neutral, and 6 % of the workers are dissatisfied and 2 % of the workers are highly dissatisfied of the Relationship of superior of the worker.

Work satisfaction measure that 25 % of the workers are satisfied with the Opinion of welfare facilities of the Industry worker, 18 % of the workers are highly satisfied the Opinion of welfare facilities of the worker, 42 % of the workers Neutral, and 11 % of the workers are dissatisfied and 4 % of the workers are highly dissatisfied of the Opinion of welfare facilities of the worker.
Find work satisfied that 18 % of the workers are satisfied with the Satisfaction level of Promotion Policy of the Industry worker, 10 % of the workers are highly satisfied the Satisfaction level of Promotion Policy of the worker, 55 % of the workers Neutral, and 13 % of the workers are dissatisfied and 4 % of the workers are highly dissatisfied of the Satisfaction level of Promotion Policy of the worker.

There is Significant difference in Promotion policy and work satisfaction of box making industry workers under study because the calculated value of ‘F’ (81.7) is more than table value(9.49). Degree of freedom is 4 result show that Null hypothesis rejected and Research hypothesis accepted.

Concluded Overall satisfaction that 30 % of the workers are satisfied with the Overall work Satisfaction of the Industry worker, 22 % of the workers are highly satisfied the Satisfaction level of Overall work Satisfaction of the worker, 30 % of the workers Neutral, and 14 % of the workers are dissatisfied and 4 % of the workers are highly dissatisfied of the Overall work Satisfaction of the worker.

**Suggestion & Recommandation:**

- Box Making Industry Management should Promotion policies, opportunities and rewards may be increased.
- Participation can be improved better by educating the lower level works to communicate freely with the superior in the work.
- Employees abilities useful to the box manufacture industry management.
- Most of the employees are satisfied with working environment so the box manufacture industry management should maintain it.
- The box industry should maintain and improve on worker’s participation and decision making.
- The management of industry should provide enough opportunity towards expressing the skills at the work Place of the workers.
• Team work and a good communication between top Management and the workers will increase the level of job satisfaction.

• Industry management should give benefit and scope for their education level.

• Industry Management Should provide the right type of additional training to meet the job requirements.

• Management should provide motivation and Proper award should be given for overtime.

• The management should take steps toward improving the morale of the workers by implementing factory policy that would enhance the work culture.

The research findings reported in this study make a factors contribution to the awareness of understanding the concept of work satisfaction and the effect of underlying factors of work Environment, support of co-workers, promotion and Motivation, overall job satisfaction have on job satisfaction. The box manufacturer Industry also lack on certain factors such as working conditions, work environment, rewards, recognition policy. Employee’s welfare measures and Job security should be given utmost importance, so that the worker’s turnover may be restricted. The Industry need to modify the reward system of the workers and promotion must be given based on merit, educational qualification and experience, and work Performance, the industry can maintain good workers with high level of satisfaction, industry organizational commitment and involvement. This will in turn lead to effectiveness and efficiency in their work which leads to increased productivity.

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