



GLOBAL JOURNAL OF ADVANCED RESEARCH
(Scholarly Peer Review Publishing System)

IMPACT OF JOB SATISFACTION ON EMPLOYEES' PERFORMANCE IN FAUJI MEAT LIMITED INDUSTRY

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ABSTRACT

Existing paper emphasize the impact of job satisfaction factors on performance of employees. Present paper measure the effect of job satisfaction level on intrinsic factors and employees' performance on Fauji meat limited industry. Herzberg's two-factor theory is employed to investigate the effects of job satisfaction on employees performance in current study. Seven point Likert scale is used for survey purpose. Reliability test, Pearson correlation, Analysis Of Variance (ANOVA), t test and multiple regression techniques are employed for data analysis. In fauji meat limited industry, the findings shows that job satisfaction factors effects positively to each other and employees' performance. This study suggested that fauji meat limited industry should focus on recognition factor of job satisfaction. Recognition is one of important factor of job satisfaction for improving the employee performance.

General Terms: Intrinsic factors, Industries

Keywords: Employee performance, Job satisfaction, Motivators

1. INTRODUCTION

Prevailing study discuss the role of job satisfaction on employees' performance that increase efficiency and productivity of industries as well as individuality.

According to Adnan (2003), the greatest issue incurred in organization is how to satisfy the employees. Job satisfaction is necessary element for every organization to achieve their goals and missions (Brehma et al., 2017). Stello (2012) declared that job satisfaction is related to intrinsic factors as motivators. The intrinsic factors make progress in workers' performance and improves abilities for enhancing employees' efficiency (Khan et al., 2014). Intrinsic factors are just like to do an activity for enjoyment of task at work place (Bear et al., (2017). Intrinsic factor reflects the inner direction of interest among employees that can get direct intrinsic rewards on their performance (Turner, A., (2017).

Verspagen, (2000) asserted that one of best theory related to job satisfaction which employed in current study is Herzberg two-factor theory that described the techniques to gratify the employees in organization. These factors are advancement, achievement, recognition, work itself and growth.

Faugi meat limited industry is contributing a meaningful role for employees' satisfaction through factors such as advancement, achievement, recognition, work itself and growth.

2. LITERATURE REVIEW

Job satisfaction is playing a significant role for success of an organization (Aziri, 2011; Jones & Sloane, 2007). Job satisfaction boost the performance of individual and organization in form of rewards provided to employees from their management like achievements and growth opportunities (Spector, 1997). Job satisfaction is very useful tool for boosting the performance of employees in organization (Yim et al., 2018). Job satisfaction enlightens the employees' performance (Suprianto et al., 2018).

Job satisfaction required in all fields including marketing, human resource management, applied science, basic science, organizational behavior, social science, industrial relations, business, finance, etc (Maksuc, 2016). According to Rias et al., (2017), Rockmann et al., (2017), Turner, A., (2017), Bear et al., (2017), Brehma et al., (2017) and Amabile, (1993), job satisfaction motivates and encourage the workers for achievement of organizational goals.

Job satisfaction and intrinsic factors have great creativity on improving workforces performances (Nguyen, Taylor, & Bradley, 2003; Robbins & Judge, 2003; Ali et al., 2008). According to Ruthankoon (2003), satisfaction among employees starts from positive feedback given to employees at organization. Recognition stimulates and raise employees' spirits that ultimately generate benefits for organization and achievement of goals (Shikdar & Das, 2003; Wright & Cropanzano, 1997).

By their own mean and increase level of satisfaction, many of problems can be solved in organization via employee motivation (Stello, 2012). Due to satisfaction of job, motivated employees are engaged themselves to solve issues regarding their organization with interest (Palaniammal, 2013). Positive attitude from supervisors increase the level of satisfaction among employees (Mahfood, 2012). Job satisfaction is responsible for generating employee's efficiency and productivity in industries (Chandrasekar, 2011). Employees can engage in their work and take interest through job satisfaction factors (Hasibuan, M. 2009).

3. METHODOLOGY

Research methodology is very imperative subject for analysis of data. Through questionnaires, data were gathered. For this purpose, 400 copies of questionnaire were collected from faugi meat limited industry. Reliability test was conducted through SPSS version 20.0. Pearson correlation, t test, ANOVA and multiple regressions techniques were used for analysis of data. Jarque Bera test was also employed in this study. Jarque Bera results described that each variable used in multiple regression was normally distributed. Convenience non probability technique and random sampling techniques were applied in current study. The selected area is Karachi, Sindh.

4. RESULTS AND DISCUSSION

4.1 Descriptive Test Of Job Satisfaction Of Faugi Meat Limited Industry

The total no of respondents of textile industry are 400. The total items of job satisfaction as independent variables are 3. Further, explanation is given in tables 1 and 2. Descriptive statistics have tested for this research for individual variable and for all variables as well. The individual and overall mean of all items of job satisfaction are above 5 and near to 6 which has shown that all items have near to degree of agreement. In faugi meat limited industry, job satisfaction increases level of satisfaction among employees by providing them flexible and positive environment.

Table 1. Descriptive statistics of job satisfaction variables of fauji meat limited industry

	JS32	JS33	JS34
N	Valid	400	400
	Missing	0	0
Mean	5.5596	5.6526	5.9825
Std. Deviation	.79248	.71843	.89885
Minimum	1.00	2.00	4.00
Maximum	7.00	7.00	7.00

Individual descriptive statistics of job satisfaction are shown in table 2:

Table 2. Item Statistics of job satisfaction of fauji meat limited industry

	Mean	Std. Deviation	N
I am satisfied with my job	5.5596	.79248	400
I am satisfied with what I achieve at work	5.6526	.71843	400
I feel good at work	5.9825	.89885	400

4.2 Descriptive Test Of Employee Performance Of Faugi Meat Limited Industry

Descriptive statistics shows the mean and standard deviation of employee performance as shown in table 3. Descriptive statistics revealed that there are 6 items of employee performance. The individual and overall mean of all items are also above 5 and near to 6 which represent that all items are close to agree level of degree to statements. The result demonstrated that employees are taken interest in their work to achieve the organizational goals.

Table 3. Descriptive statistics of dependent variable of faugi meat limited industry

	Employee performance	
N	Valid	400
	Missing	0
Mean	5.9929	
Median	6.0000	
Std. Deviation	.32968	
Minimum	5.00	
Maximum	6.50	

4.3 Reliability Test Of Job Satisfaction Of Faugi Meat Limited Industry

By using SPSS, the cronbach alpha of job satisfaction factors is shown in table 4. The total no of respondents are 400. Cronbach alpha have tested for this research for all variables. Job satisfaction has 3 items and the overall cronbach alpha of job satisfaction are statistically good results The results have recommended that data have statistical significant internal consistency and have applied for proceeding the analysis.

Table 4. Cronbach alpha of job satisfaction of fauji meat limited industry

Cronbach's Alpha	N of Items
.811	3

4.4 Reliability Test Of Employee Performance Of Faugi Meat Limited Industry

The cronbach alpha of employee performance is shown in table 5. In order to measure the reliability in questionnaires, the table exhibited that the cronbach alpha of employee performance is .704, which is statistically acceptable.

Table 5. Cronbach alpha of dependent variables of fauji meat limited industry

Cronbach's Alpha	N of Items
.755	6

4.5 Pearson Correlation Of Job Satisfaction Factors With Employee Performance Of Faugi Meat Limited Industry

The pearson correlation is used to describe the positive or negative relation between variables. Pearson correlation result is described as shown in table 6. The pearson correlation is exposed the positive affiliation along with job satisfaction factors and employee performance. In textile industry, job satisfaction is correlated with employee performance at 39.9% at the significant p value .000 showed moderate association. The results represented that satisfied employees are helpful for supporting and sustaining the best productivity and effectiveness in faugi meat limited industry.

Table 6. Correlations of job satisfaction factors with employee performance of fauji meat limited industry

		Dep	Js
Dep	Pearson Correlation	1	.599**
	Sig. (2-tailed)		.000
	N	400	400
Js	Pearson Correlation	.599**	1
	Sig. (2-tailed)	.000	
	N	400	400

** . Correlation is significant at the 0.01 level (2-tailed).

4.6 Pearson Correlation Of Job Satisfaction Factors With Intrinsic Factors Of Faugi Meat Limited Industry

In faugi meat limited industry, the correlation shows all positive values. The result shows that all the intrinsic variables an independent variables effects positively to each other and job satisfaction. The job satisfaction is closely related with work itself (.333) and then following growth (.299), recognition (.296), advancement (.282) and is less closely related with achievement (.278). According to Pearson correlation effect in faugi meat limited industry, all intrinsic factors have small but definite relationship with job satisfaction. according to faugi meat limited industry, intrinsic factors are essential for improving the skills and abilities of employees to achive desired destination.

Table 7. Correlations of job satisfaction factors with intrinsic factors of fauji meat limited industry

	js	ad	ac	Wi	R	G	
js	Pearson Correlation	1					
	Sig. (2-tailed)						
	N	400					
ad	Pearson Correlation	.282**	1				
	Sig. (2-tailed)	.000					
	N	400	400				
ac	Pearson Correlation	.278**	.568**	1			
	Sig. (2-tailed)	.000	.000				
	N	400	400	400			
wi	Pearson Correlation	.333**	.592**	.949**	1		
	Sig. (2-tailed)	.000	.000	.000			
	N	400	400	400	400		
r	Pearson Correlation	.296**	.546**	.662**	.705**	1	
	Sig. (2-tailed)	.000	.000	.000	.000		
	N	400	400	400	400	400	
g	Pearson Correlation	.299**	.571**	.911**	.965**	.669**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	400	400	400	400	400	400

4.7 Multiple Regression Of Job Satisfaction With Employee Performance Of Faugi Meat Limited Industry

The regression analysis amongst job satisfaction and employee performance is measured in tables 8. The correlation coefficient R of job satisfaction with employee performance is 0.969, this value shows high correlation. The coefficient of determination revealed by R square is 0.939 with Adjusted R square is .939. This model have explained 93.9% of variation in job satisfaction. The results exposed the noteworthy connection between satisfaction and employee performance that are satisfactory for fauji meat limited industry.

By measuring through ANOVA, the F-statistic is 65031.54, which show high strength of model. As a result, the model has given a good description of association among explained and unexplained factors.

From the Coefficient’s table, job satisfaction has given more importance with its t-test is 255.013 and Beta is 0.969. The result indicates a positive significant association amongst job satisfaction and employee performance. The fauji meat limited industry are more encouraged by satisfaction factors.

Tables 8. Multiple regressions of job satisfaction and employee performance of fauji meat limited industry

Table. 8.1 of Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.969 ^a	.939	.939	.01266

a. Predictors: (Constant), js

b. Dependent Variable: dep

Table. 8.2 of ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	10.427	1	10.427	65031.541	.000 ^b
Residual	.679	398	.000		
Total	11.106	399			

a. Dependent Variable: dep

b. Predictors: (Constant), js

Table 8.3. of Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	.040	.003		14.956	.000		
Js	.947	.004	.969	255.013	.000	1.000	1.000

a. Dependent Variable: dep

4.8 Multiple Regression Of Job Satisfaction With Intrinsic Factors Of Faugi Meat Limited Industry

The correlation coefficient R is 74.3% large, showing strong relationship between intrinsic factors and job satisfaction. The R square is 0.552 with Adjusted R square is .551. This model have explained the variance which described that five independent variables have explained 55.2% of variation in job satisfaction.

By measuring through ANOVA, the F-statistic is 1041.174, which show high strength of model. As a result, the model has given a good description of association among explained and unexplained factors.

From the Coefficient’s table, among all intrinsic variable, growth has more importance with its t-test is 22.380 and Beta is 0.487. Then work itself is second most significant independent variable, the third is achievement, the fourth most significant independent variable is advancement and fifth, recognition is significant independent variable. The result indicates that the growth, achievement, work itself, advancement and recognition have positive significant association with job satisfaction.

Tables 9. Multiple regression of intrinsic variables and job satisfaction of faugi meat limited industry

Table 9.1. Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.743 ^a	.552	.551	.03511

a. Predictors: (Constant), g, r, ac, ad, wi

b. Dependent Variable: js

Table 9.2 of ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	6.417	5	1.283	1041.174	.000 ^b
Residual	5.212	394	.001		
Total	11.629	399			

a. Dependent Variable: js

b. Predictors: (Constant), g, r, ac, ad, wi

Table 9.3 of Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	.042	.017		2.509	.012		
Ad	.115	.016	.077	7.298	.000	.952	1.051
Ac	.098	.010	.104	10.045	.000	.989	1.011
Wi	.239	.020	.265	12.191	.000	.225	4.445
R	.061	.015	.042	3.973	.000	.945	1.058
G	.444	.020	.487	22.380	.000	.224	4.463

a. Dependent Variable: js

5. AKNOWLEDGEMENT

I am especially thanks to university of Sindh staff, teachers and administrators who support me to complete my study.

6. CONCLUSION

Faugi meat limited industry improves employees' job satisfaction by providing them with intrinsic rewards that ultimately generate large scale of production goods at cheaper rates. Faugi meat limited industry increase productivity, efficiency, effectiveness and flexibility for generating the profits for employees and industries that will benefits to local as well as international countries. Faugi meat limited industry reduces rate of absenteeism and stay their employees for long period at organization due to which employees will take interest and enjoy the work.

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