

Effect Of Job Satisfaction On The Performance Of Employees In Tamilnadu Generation And Distribution Corporation (Tangedco) Limited, Nagercoil

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Abstract

In this modern world satisfying human labor is an essential part for a growing enterprise. Human mind get satisfied by some of the factors like working environment, pay schemes, incentives, welfare facilities, nature of the supervisors, etc. Satisfaction in the job leads to high job performance and increased turn over. Dissatisfaction in the job leads to low performance, absenteeism, low turnover, etc. Even though organizations are taking several measures to satisfy their employees, the satisfaction level of the employees are very low. The purpose of this research is to study the effect of job satisfaction on the performance of the employees. Both primary and secondary data are used for this research. The sample size is 100. The sampling technique used for this research is 'Simple Random Sampling'. The tool used for analysis was Correlation Analysis. It was found that the job satisfaction and performance of employees was positively correlated. It was concluded that when the employees are highly satisfied with their job their productivity level also increases which will boost the performance of the employees.

Keywords: Job Satisfaction, Workers Performance, TANGEDCO

I. INTRODUCTION

The Tamil Nadu Electricity Board (TNEB) is a statutory body formed on 01/07/1957 under the Electricity Supply Act, 1948 as a successor to the erstwhile Electricity Department of the Government of Madras. The TNEB was created with the purpose to supply electricity to all the consumers within the State of Tamil Nadu. It is responsible for Generation, Transmission and Distribution of electrical energy to all consumers. After 53 years of journey on 1st November 2010 it has reconstructed itself into TNEB Limited; Tamil Nadu Generation and Distribution Corporation (TANGEDCO) Limited and Tamil Nadu Transmission Corporation (TANTRANSCO) Limited.

II. STATEMENT OF THE PROBLEM

This research is done with an assumption that the employees are not satisfied with their job and so that the performance of the employees are low which may affect the productivity of the organization.

III. OBJECTIVES OF THE RESEARCH

To analyze the relationship between the job satisfaction and the performance of the employees

IV. METHODOLOGY

The research used both primary and secondary data. The primary data was collected from the respondents with the help

of structured questionnaire through personal interview with the respondents. The secondary data was collected from prestigious journals and reports. Simple Random Sampling method is used to select the respondents. In this study sample size of 100 respondents were selected. In analyzing data, both descriptive and inferential statistics were used. Correlation Analysis was used to analyze the data.

V. ANALYSIS AND INTERPRETATION

Table 1: Age Wise Distribution of the Respondents

Sl.No.	Age (in Years)	Number of Respondents	Percentage (%)
1.	Below 25	4	4
2.	25 to 44	28	28
3.	45 to 54	67	67
4.	55 and above	1	1
	Total	100	100

Source: Primary Data

Table 1 reveals that 67 percent of the respondents were between the age group of 45 to 54, 28 percent of them were between 25 to 44, 4 percent were below 25 of age and only 1 percent was above 55.

Table 2: Gender Wise Distribution of the Respondents

Sl.No.	Gender	Number of Respondents	Percentage (%)
1.	Male	67	67
2.	Female	33	33
	Total	100	100

Source: Primary Data

Table 2 indicates that 67 percent of the respondents were male and the remaining 33 percent of the respondents were female.

Table 3: Educational Qualification of the Respondents

Sl.No.	Educational Qualification	Number of Respondents	Percentage (%)
1.	Post Graduate	51	51
2.	Under Graduate	20	20
3.	Diploma	5	5
4.	ITI	18	18
5.	Others	6	6
	Total	100	100

Source: Primary Data

Table 3 indicates that 51 percent of the respondents were post graduates, 20 percent were under graduates, 18 percent were diploma holders, 6 percent belongs to other categories and 5 percent are from ITI field.

Table 4: Designation of the Respondents

Sl.No.	Designation	Number of Respondents	Percentage (%)
1.	Assistant Executive Engineer	24	24
2.	Assistant Engineer	26	26
3.	Technical Assistant	6	6
4.	Other Staff	44	44
	Total	100	100

Source: Primary Data

Table 4 reveals that 44 percent of the respondents were Other Staff, 26 percent were Assistant Engineers, 24 percent

were Assistant Executive Engineers and 6 percent of them were Technical Staff.

Table 5: Work Experience of the Respondents

Sl.No.	Work Experience	Number of Respondents	Percentage (%)
1.	Below 10 years	8	8
2.	10 to below 20 years	44	44
3.	20 to below 30 years	45	45
4.	30 years and above	3	3
	Total	100	100

Source: Primary Data

Table 5 shows that 45 percent of the respondents have work experience of 20 to below 30 years, 44 percent have 10 to below 20 years of work experience, 8 percent have a work experience of below 10 years and 3 percent of them have 30 years and above experience on the work.

Table 6: Emoluments of the Respondents

Sl.No.	Emoluments	Number of Respondents	Percentage (%)
1.	Below Rs.5000	3	3
2.	Rs.5001 to Rs.10000	8	8
3.	Rs.10001 to Rs.15000	26	26
4.	Above Rs.15000	63	63
	Total	100	100

Source: Primary Data

Table 6 shows that 63 percent of the respondents have emoluments of above Rs.15000, 26 percent have emoluments of Rs.10001 to Rs.20000, 8 percent have emoluments of Rs.5001 to Rs.10000 and 3 percent of them have emoluments of Rs.15000 and above.

Table 7: Correlation between Job Satisfaction and the Performance of the Employees

Sl.No.	Job Satisfaction	Performance of the Employees
1.	4	3
2.	4	4
3.	4	5
4.	5	4
5.	4	3
6.	4	4
7.	2	1
8.	4	4
9.	2	3
10.	4	4
11.	3	3
12.	4	3
13.	5	5
14.	4	3
15.	4	4
16.	4	3
17.	1	2
18.	5	4

19.	4	3
20.	4	3
21.	4	4
22.	1	2
23.	4	4
24.	4	3
25.	4	5
26.	3	3
27.	4	4
28.	4	4
29.	5	5
30.	4	3
31.	4	4
32.	3	3
33.	4	4
34.	4	3
35.	4	5
36.	2	3
37.	4	3
38.	1	2
39.	4	4
40.	5	4
41.	4	5
42.	4	3
43.	4	4
44.	1	1
45.	4	4
46.	4	3
47.	5	4
48.	4	5
49.	5	5
50.	4	4
51.	4	3
52.	4	3
53.	2	2
54.	4	3
55.	4	3
56.	4	5
57.	2	3
58.	4	3
59.	4	3
60.	4	4
61.	4	3

62.	3	4
63.	4	4
64.	1	2
65.	5	5
66.	4	3
67.	3	3
68.	4	4
69.	5	5
70.	4	4
71.	3	3
72.	4	3
73.	4	4
74.	4	5
75.	2	1
76.	4	3
77.	3	3
78.	4	3
79.	5	4
80.	4	3
81.	4	4
82.	4	3
83.	3	3
84.	4	4
85.	1	2
86.	5	5
87.	4	5
88.	4	4
89.	5	4
90.	4	3
91.	1	2
92.	4	3
93.	4	4
94.	3	3
95.	4	3
96.	4	4
97.	5	5
98.	4	4
99.	2	2
100.	4	3

Source: Primary Data

Correlation Coefficient = 0.731754

By the result of correlation coefficient, it was concluded that there exists a positive relationship between job satisfaction and the performance of the employees. If job satisfaction increases the performance of the employees also increases

automatically.

VI. FINDINGS

There exists a positive relationship between job satisfaction and the performance of the employees. If job satisfaction increases the performance of the employees also increases automatically.

VII. CONCLUSION

The researcher suggested the organization to provide all the factors which increases the job satisfaction of the employees. Once they are completely satisfied in their job they will work effectively and increases the productivity of the organization through their performance.

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