JOB SATISFACTION AND WORK PERFORMANCE OF EMPLOYEES AS FACTORS IMPACTING WORK SAFETY

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Abstract:

Job satisfaction refers to an employee's overall happiness with their employment, which includes different characteristics such as the work environment, relationships with colleagues and supervisors, compensation, possibilities for growth, and the alignment of their abilities and interests with their tasks.Work performance refers to how well and quickly a person completes their job. It entails work quality, productivity, and the ability to meet deadlines and goals.

The objective of this study is to look into the association between employee job satisfaction, work performance, and their impact on workplace safety in an organisational setting. Maintaining a safe work environment is critical since it not only protects employees' well-being but also helps to overall organisational performance. The research will look into the deep relationships between these variables in order to provide insights for organisations to improve workplace safety measures.

How well a person fulfils their obligations has a big bearing on how satisfied they are with their jobs. On workplace safety and employees' views of it, both of these factors have an effect. An employee that is happy with their job is more dedicated to it, follows directions more precisely, and looks after both others and himself. In the office, he feels at ease. This paper aimed to evaluate employees' performance and job satisfaction using a straightforward poll. Employees of a certain metallurgical company were invited to respond to a survey asking how satisfied they were with their jobs in order to accomplish this goal. Using 20 descriptive statements and an examination of the three factors used to determine the satisfaction index, employees described their level of job satisfaction. On-the-ground information about employee satisfaction was acquired through the study.

Keywords: Jobsatisfaction,Work performance,Worksafety, Employment, Productivity.

Introduction

Particularly in the field of production, the employee is crucial to achieving the objective and vision of the company. In order to guarantee both the volume and quality of their work,

employees must abide by the organization's performance standards. In order to uphold organisational standards, employees look for a workplace that encourages mobility and is free of restrictions that can prevent them from realising their full potential. In addition, they will seek a suitable employer who can provide them with this setting, inspire them to work hard, and ensure that they are happy with their results.

Each individual gauges their degree of job satisfaction using a unique set of metrics. Among the deciding elements are management approach, pay, working conditions, timetable, perks, stress level, and flexibility. Employee satisfaction at work affects both their professional and personal lives. The correlation between workplace happiness and productivity, motivation, work performance, and life satisfaction is strong.

Over the past few decades, there has been a growing knowledge of the effect of the physical environment on people's health and well-being in academic research and professional publications. A shift from a narrow focus on cost cutting to a more comprehensive and integrated value-based strategy, as well as a balanced approach to the costs and benefits of investments in facilities, infrastructure, and services, may be to blame for this.

They might also, however, have unexpected or intentional effects on other objectives, including as risk, expenses, employee satisfaction, output, and corporate image. An aim in and of itself can be to create healthy workplaces that support employee health and happiness. As an illustration, the virtue of sustainability might, on the other side, improve wellbeing. Because they place a greater emphasis on the triple P of people, planet, and profit, green buildings, for example, are seen to be healthier than non-green ones. Research on the connections between other values and a supportive workplace culture is much scarcer than on other connections.

The aim of the article was to assess, through a simple survey, the productivity and job satisfaction of employees. Employees at a certain metallurgical firm were surveyed and asked to rate how satisfied they were with their jobs as part of the process. The survey was used to collect information on the overall level of employee satisfaction. The investigation was carried out using a case study.

Literaturereview

The type of work a person does, their coworkers, superiors, or subordinates, as well as their compensation, may all influence how they approach their work (Jones, 2018). Every employee could react differently to various leadership and motivating strategies, which could increase productivity and job happiness. In order to motivate employees to work harder and deliver greater results, job happiness is therefore a key factor (Ornaldo, 2015).

A feeling of accomplishment and success at work is an indication of a happy workplace. Most individuals agree that it has an immediate impact on one's ability to perform and be productive at work as well as their overall well-being on both a personal and professional level. To be happy at work, one needs to enjoy their occupation, perform it effectively, and receive recognition for their efforts (Krishtopher 2019).

According to Christ (2008), employee happiness is essential for both the success of the company as a whole and for the people who work there. Because contented workers are often content and driven, the organisation can produce extraordinary results from their job. On the other side, disgruntled employees won't be motivated and will be upset by their daily schedule, so they'll avoid duty and even take time off (vacation days, sick days, etc.). Swati and others, 2020.

(Shinde, 2017),Job satisfaction is one of the most important factors in determining how productive and efficient a corporate organisation is. In reality, the new managerial paradigm, which underlines that employees should be treated first and foremost as individuals with their own interests and personal objectives, is a very excellent indicator of the significance of workplace pleasure in modern firms. According to studies on job satisfaction, successful employees are happy employees, and happy employees are effective employees.

Rotze asserts that four variables—"supervisor/leader," "job design," "workplace environment," and "performance pay"—have an effect on employee satisfaction. According to his research, the supervisor's or leader's influence has a stronger impact on job-design satisfaction than it does on motivation, and it also significantly affects how satisfied an employee is with performance pay (Brenninger, 2015).

Keshri (2017) asserts that in order to increase dedication to the objectives of the company, managers must alter their leadership style to encourage increased employee involvement in decision-making. As many employees as possible must be included by the supervisor. They need to convey knowledge around the company and promote both individual and group effort in order to motivate staff. Effective managers must coordinate tasks across functional boundaries as well as vertically to be effective.

When several leadership philosophies are compared, it becomes obvious that a participation-motivating leadership style would have the biggest positive impact on worker satisfaction. Processes for collaborative management and planning improve job satisfaction. It's imperative for leaders to comprehend that, while being difficult to assess and improve by active participation in the organization's activities, employee motivation can be attained. Togetherness between managers and employees is essential (Iqbal, 2012).

Similar logic can be used to categorise pleasure as a comfortable condition with little excitement. According to the conventional theory provided by Locke (1976), job satisfaction emerges from the conviction that one's own activity leads to the accomplishment of important goals, with these morals being reliablethrough and helping to satisfy basic human needs.

The views and attitudes of the employee towards their employment were also characterised by Poshid (2019). Some things need to be addressed in order to promote employee satisfaction. As a result of their capacity to prolong feelings of satisfaction, Herzberg refers to the elements as "motivators". This satisfaction may result in achievement, praise, the task itself, and responsibility (Herzberg et al., 1959).

According to Kalindi et al. (2016), managers of organisations have long placed a high priority on employee productivity and efficiency. Loyal employees boost productivity, maintain a high grade of services or products, and generate more income for the organisation. Employees are more than just happy with their jobs; they also act as ambassadors for products and brands. (Truce 2020).

The pertinent literature indicates a strong correlation between employee happiness and organisational activity results. As shown by Portik et al. (2019) in their model, one of the commonly investigated and established links is that between job satisfaction and commitment to work and, consequently, effectiveness: Job satisfaction affects "Work commitment," which affects "Work performance."

Researchmethodology

Participants: A diverse sample of employees from various industries will be recruited to ensure a comprehensive understanding.

Data Collection: Structured surveys will be used to gather data on job satisfaction, work performance, and perceived work safety measures.A questionnaire was used to perform the research. It was completed by 50 personnel of the chosen Hexagaon Company.

Demographic Profile of the Study

Gender Wise Classification of Respondent

Gender	Number of Participants	percentage
Male	50	50
Female	50	50
Transgender	0	0.00
Total	100	100.00

Age wise Classification of Respondent

Age	Number of Participants Based on Age group	Percentage
21-25	23	23.35
25-30	27	27.35
31-35	15	9.30
35 and Above	35	35.00
Total	100	100.00

The research firm is in the metallurgical business. It is important to remember that this is a much specialized market (heavy industrial). With the exception of office and administrative professions, men outnumber women in these industries. As a result, the outcomes may reflect this. Men approach surveys in a different way than women. Furthermore, they form distinct connections and surroundings (employee-employee and employee-supervisor) than women (here, feelings and conflicts play a significant role). They usually have differing workplace standards.

The survey asked about employees' job satisfaction. Twenty statements reflecting employee contentment with their jobs at the company under investigation were asked for by the workers. Table 1 had these assumptions. Employees were asked to rate these claims on a scale of 1 to 10, with 1 signifying "I completely disagree" and 10 signifying "I totally agree," in a manner akin to the Parker scale used in the Servqual technique.

Table 1Statements of the job satisfaction

No	Statement
1.	The type of work is fulfilling.
2.	The pay at this time is satisfactory.
3.	The company's social package is acceptable.
4.	The business offers comfortable physical working conditions.
5.	The job description as it stands is appropriate.
6.	I know who my direct supervisor is.
7.	I make use of my prior credentials in my work.
8.	In my opinion, my immediate supervisor and I have a good working connection.
9.	My immediate manager is awarenabout my work.
10.	The workplace atmosphere is friendly.
11.	The company's employment stability is satisfactory.

12.	The method of employee promotion is appropriate.
13.	The company's manner of firing the employee is appropriate.
14.	The company's training programmes are excellent.
15.	The company respects and understands my family commitments.
16.	I either did not see or experience discrimination.
17.	My immediate supervisor appreciates my hard work and dedication.
18.	I have a sense of belonging to the business.
19.	I am informed about the plans of the company.
20.	I'd advise a friend to work for the research company.

Source:(DziubaandIngaldi,2016)

The survey's results are presented as bar charts, with each bar reflecting the average opinion on a certain statement.

Additionally, the same workers were asked to rate three items that can be used to gauge job satisfaction in the second part of the questionnaire:

• General contentment with working circumstances. • Bonds with higher-ups. • Contentment with payment.

On a scale of 1 to 10, with 1 denoting total dissatisfaction and 10 perfect contentment, employees were asked to rate the aforementioned elements. A bar chart showing the survey results is used to show how each element's average rating compares to the highest rating it is capable of receiving (satisfaction index).

Results

Workers gave an average rating of 3.88 to statements impacting their job satisfaction. This shows that they were moderately satisfied with their work. Individual statement judgements fluctuated and regularly differed from the average, according to study.

Employees cited the company's well-executed training programmes as one of the most important parts of their job satisfaction (statement 14). This is critical for someone who is just starting out at the organisation. This type of training not only simplifies what to do and how to accomplish it, but it also typically raises employees' knowledge of what the organisation is doing. As a result, management at the organisation are aware of the value of different types of training and how it affects employees' ability to perform their jobs effectively. The need for ongoing training and the acquisition of new skills has arisen as a result of the introduction of new technologies, new solutions, as well as new processes and ways of production management in organisations beyond the metallurgical industry.

"I know who my direct supervisor is" (scoring of 6) and "the workplace atmosphere is

friendly" (10) were also highly rated replies. Every employee should know who their immediate supervisor is since they will be the ones to offer them instructions, assign them particular duties, and approach them with any problems. Especially since working at a metallurgical factory can be difficult and risky. This is critical for establishing an effective communication system within the organisation. Employees are more inspired to improve, more willing to do their jobs, and more willing to come to work each day when they work in a nice workplace.

The comments "the level of employment stability in the company is satisfying" and "the method of employee promotion is appropriate" received the lowest marks, as did "I am informed about the company's plans." These are assertions made about the growth of both employees and the company. Because of the market's typical employee turnover, it's probable that employees do not feel comfortable in the company and are concerned about their own prospects. A worrisome statement about the promotion process was made. The individual must be aware of their career path and what has to be done to advance within the firm. Because the worker is unsure whether or not his or her efforts will be seen and, more significantly, valued by superiors, such ignorance has a negative impact on motivation.

Employees who indicated that their supervisor does not seek for suggestions linked to correct processes and does not allow them to enhance work independently may also be related to the aforementioned supervisory traits. Employee motivation, morale, and satisfaction suffer as a result of a lack of opportunities for them to contribute to business improvement.

Nine of the twenty assertions received below-average ratings. These assertions required to be explored in further detail in order to boost employees' job happiness and, as a result, their work performance, because happy people are productive and willing to work.

Based on the assessments given by respondents, the satisfaction indices shown in the figure.The three overall employee satisfaction scores had a 63.7% average. This is an admirable yet disappointing outcome. Most workers are content with the way they are able to work. It was found that one's level of salary satisfaction was the lowest. This outcome could be attributed to the previously investigated superior qualities, notably the negative ones. The behaviour of their bosses does not inspire them to pursue self-improvement and achievement, and employees are not asked for feedback on or suggestions for improving the business's processes. They also don't feel accountable to the company. Inadequate job safety also had a detrimental impact on overall satisfaction. Employees are less accurate and pay less attention if they do not see their future in the organisation, do not perceive prospects for advancement, and are not appropriately motivated.

Conclusion

Job satisfaction and job performance are interrelated characteristics that have a substantial impact on workplace safety. Employees that are happy with their jobs are more likely to perform well, follow safety rules, communicate effectively, and contribute positively to the organization's overall safety culture. Similarly, high-performing personnel are more concerned with safety, are better trained, and are capable of effectively collaborating to ensure a safe work environment. As a result, organisations should seek to create a good work environment that encourages job satisfaction and excellent work performance in order to improve overall workplace safety.

The chosen company's employees were asked to rate how satisfied they were with their jobs as part of the study. Their safety at work depends on how happy they are at work. Work performance improves, employees take on more responsibility, and they feel more a part of the company when they are content and happy in their jobs. Twenty comments expressing their job happiness were cited by the employees as they evaluated three factors utilised to generate the satisfaction index.

The study, of course, has limitations. The writers' research and experience were used to create the survey. Some critical factors may have been overlooked due to the writers' subjectivity in approaching the topic from the standpoint of an engineer. Due to the span of the survey, some members may have become bored and filled it out voluntarily or randomly. Employees may have been less honest in their responses since they knew the results would be made available to management. This is because the research was conducted in partnership with the research enterprise's management.

Limitations and Future Research:

This study has limitations, such as potential self-report biases and the difficulty in identifying causality across variables. To provide a more detailed view of the correlations addressed in this study, future research could go deeper into specific industries, job roles, and organisational cultures.

Further study, taking into account a variety of research concerns and research techniques, will be necessary to fully understand the added value of healthy workplaces and the linkages between health, contentment, productivity, and financial benefits. The study's results may then be used as data for additional cross-disciplinary research by academics in a variety of subjects, including corporate management, human resource management, environmental psychology, and organisational psychology. An interdisciplinary team may find it beneficial to consider the results and test out various ideas.

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