

A STUDY ON EMPLOYEES JOB SATISFACTION IN SELECTED PHARMACEUTICAL INDUSTRIES

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Abstract

The advancement of the economy is significantly impacted by the activities of the pharmaceutical industry. This investigation's objective is to ascertain the degree to which workers at various drug companies are content with their jobs and the role that they play in the company. The major emphasis of this inquiry is on the relevance of the phrase "occupation fulfilment factors" and the influence that these aspects have on the overall sense of job satisfaction experienced by representatives. The pharmaceutical industry's representatives have progressed to the advantageous stage of the summative task fulfilment procedure. The current evaluation gives an update on the level of job satisfaction that is now held by representatives of various pharmacy organisations and analyses some of the issues that have come up as a result. The aim of the study are to examine the Profile of the sample respondents in examined area and to determine the elements that impact employee work satisfaction .A descriptive research design combined with a survey methodology was used. For the aim of this study, the researcher has drawn from the primary and the secondary bodies of information. The secondary data were gathered from a variety of resources, including books, periodicals, articles, research projects, and websites. The period of the data collection was done through the Google forms during September 2021. Convenient sampling technique was applied to collect the primary data from 120 sample respondents As a direct result of the continued expansion that the pharmaceutical industry in India is experiencing at the present time, research has primarily begun to investigate the significance of a number of factors, including compensation and advancement opportunities, working climate and conditions, employer stability, worker relationship, and reasonableness in terms of work fulfilment.

Keywords: Employees, Job Satisfaction, Pharmaceutical industries and managers

Introduction

One of the most significant contributors to the expansion and development of any country's economy is the pharmaceutical sector. The primary objective of this research project is to ascertain the extent to which employees of various pharmaceutical companies are content with their jobs. It focuses on the relative significance of a number of influences that contribute to the overall job happiness of employees. In addition to this, it investigates the implications that differences in medication type, work experience, age, and gender have on the viewpoints that people have regarding their levels of pleasure in their jobs. The findings contribute to job satisfaction are monetary compensation, the degree of effectiveness achieved in one's work, the level of peripheral supervision, and the quality of interpersonal relationships with one's colleagues. People who work in

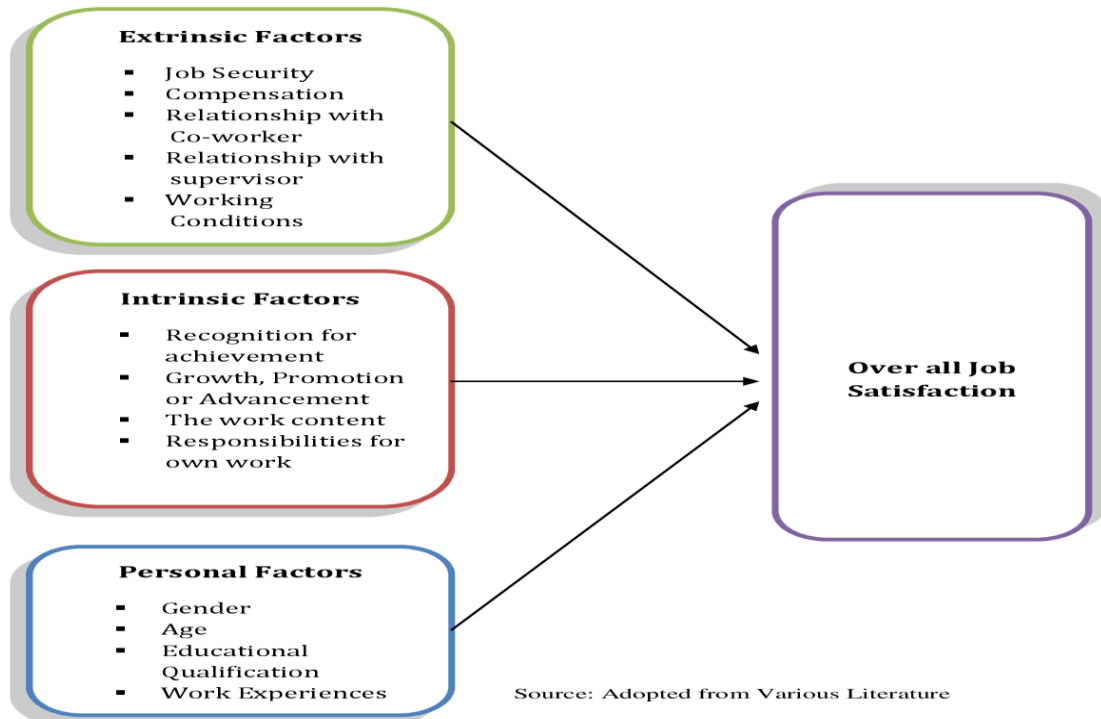
the pharmaceutical business tend to report high levels of overall job satisfaction. There have been significant alterations in the way firms are managed, the culture of the workplace, and the degree to which individuals are content with their job in the pharmaceutical sector. As a business proposition, this resulted in a significant amount of initial investment; however, the majority of their stocks have been declining, which has resulted in a high level of anxiety among its workers over their employment prospects. This anxiety is due to the fact that the majority of their stocks have been declining. The current era is known as the age of industrialization, and it is at this time that every nation is experiencing the effects of globalization, including liberalization, privatization, and in general. (Young Lee 2006)[11]. A job is not only a primary means of financial support in our society, but it is also an essential component of living a full life. The work that a someone does not only adds to their social position but also consumes a significant portion of their day. In this phase, in which the world of work is undergoing rapid change as a result of globalization. Therefore, as a result of increased rivalry, there is a need to sharpen and improve organizational efficiency. Service has evolved into a primary emphasis in business and is actively marketed as a critical component that sets a company apart from its rivals in its industry.

Job is not just concerned with the success of the business; rather, it encompasses much more than this. Because of the way in which it affects a person's social position, it is abundantly evident that one's employment is one of the most important factors in determining success, whether it be the success of an organisation or the success of an individual. Therefore, the degree to which employees like their work environment and get along with their coworkers is an extremely significant factor in the success of a firm. In addition to this, it is of the utmost significance for every firm to improve the productivity of its workforce. The body of published work attests to the reality that the notion that job performance, job happiness, and the elements connecting these concepts are merely rhetoric in the minds of diverse academics. It is commonly accepted that several sub-aspects, such as job satisfaction, work satisfaction, life contentment, and so on, cannot be separated from either job performance.

The Context of the Investigation

The term "job satisfaction" refers to the degree to which an individual feels content with the work that they do for a living. It is a phrase that has only been used for a relatively short period of time since, in previous centuries, the employment opportunities that were available to a particular individual were frequently determined by the jobs that their parents had. This phrase has only been used for a relatively short period of time. The factors play a role in employee retention include: It is claimed that the degree to which a person is satisfied has a direct correlation to the degree to which they enjoy the work that they do. Having a profession that you enjoy and being motivated to work are not the same thing, despite the fact that there is a substantial correlation between factors. Job rotation, work expansion, and job enrichment are three ways that are employed in job design with the purpose of boosting job satisfaction and performance. Rotating jobs, expanding existing jobs, and enriching existing jobs are all examples of job design approaches. A person's level of happiness may also be influenced by elements like as the management style and culture, the degree to which employees are empowered, the degree to which workgroups are given autonomy, and the degree to which employees are involved in decision-making. Companies place a great focus on their workers' levels of happiness in their jobs, and they frequently do research on these levels of contentment.

Figure 2.1. Conceptual Framework



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Review of related literature

Mosammod Mahamuda Parvin (2011)[8] explored that One of the most significant contributors to the expansion and development of any country's economy is the pharmaceutical sector. The primary objective of this research project is to ascertain the extent to which employees of various pharmaceutical companies are content with their jobs. In addition to this, it investigates the implications that differences in medication type, work experience, age, and gender have on the viewpoints that people have regarding their levels of pleasure in their jobs. There have been significant alterations in the way firms are managed, the culture of the workplace, and the degree to which individuals are content with their job in the pharmaceutical sector. As a business proposition, this resulted in a significant amount of initial investment; however, the majority of their stocks have been declining, which has resulted in a high level of anxiety among its workers over their employment prospects. The companies were selected for the study because they are now undergoing continual expansion, which made them ideal candidates for the investigation.



Problem statement

The organization's employees are the most important and fundamental part of the business. They are referred to as the organization's skeleton for good reason. The contentment with one's employment is the primary focus of this study. A direct connection exists between the staff of a company and job happiness. There is a correlation between individuals' levels of job happiness and their organizations' levels of productivity and success. Companies that place a strong emphasis on the well-being of their workforce have a greater chance of succeeding in meeting their goals and advancing their standing within the business. The most important aspect of the research is to be gathering the information that employees provide on a regular basis. The importance of employment commitment in determining the role that motivation, remuneration, and other aspects of compensation play

The purpose of the investigation is to

The following are the aim of the study:

1. To examine the Profile of the sample respondents in examined area
2. To determine the elements that impact employee work satisfaction
3. To outline the role of certain elements in overall satisfaction

Research Methodology

A descriptive research design combined with a survey methodology was used. For the aim of this study, the researcher has drawn from the primary and the secondary bodies of information. The secondary data were gathered from a variety of resources, including books, periodicals, articles, research projects, and websites. The period of the data collection was done through the Google forms during September 2021. Convenient sampling technique was applied to collect the primary data from 120 sample respondents.

Findings, Results and Discussion

The study is attempt to have complete analyze on employees Job Satisfaction in Selected Pharmaceutical Industries. Based on the objectives, the result of the analysis is discussed below.

1. **Age group of the respondents**

The age is an important factor to influence on the attitude of the working women. As this study is focusing on the attitude of the working women towards their career development, the sample respondents are grouped according to their age limit. The following table depicts the result.

Table 1: Age group

Age group	N	Percent
Young	71	59.2
Middle	37	30.8
Old	12	10.0
Total	120	100.00

The above table indicates that 71 (59.2%) respondents belong to the young age group (upto 30 years), 37 (30.8%) are from the middle age group (between 30 and 50 years) and 12 (10.0%) respondents aged more than 50 years (old age group).

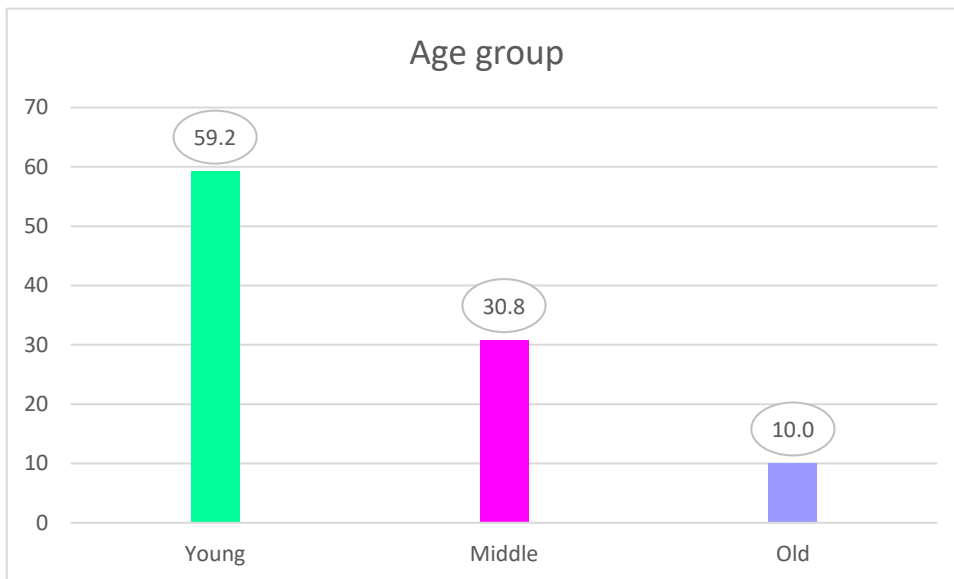


Table 2: Level of family income

Level of family income	Number of respondents	Percentage
Less than Rs. 2 Lakhs	58	48.3
Rs. 2 Lakhs to Rs. 5 Lakhs	41	34.2
More than Rs. 5 Lakhs	21	17.5
Total	120	100.0

According to the annual income of the family, the respondents are grouped into three. 58 (48.3%) respondents from the family earning less than Rs. 2 lakhs per annum. 41 (34.2.0%) respondents' family earn annual income between Rs. 2 Lakhs and Rs. 5 Lakhs. 21 (17.5%) respondents from the high income group (earning more than Rs.5 Lakhs per annum).

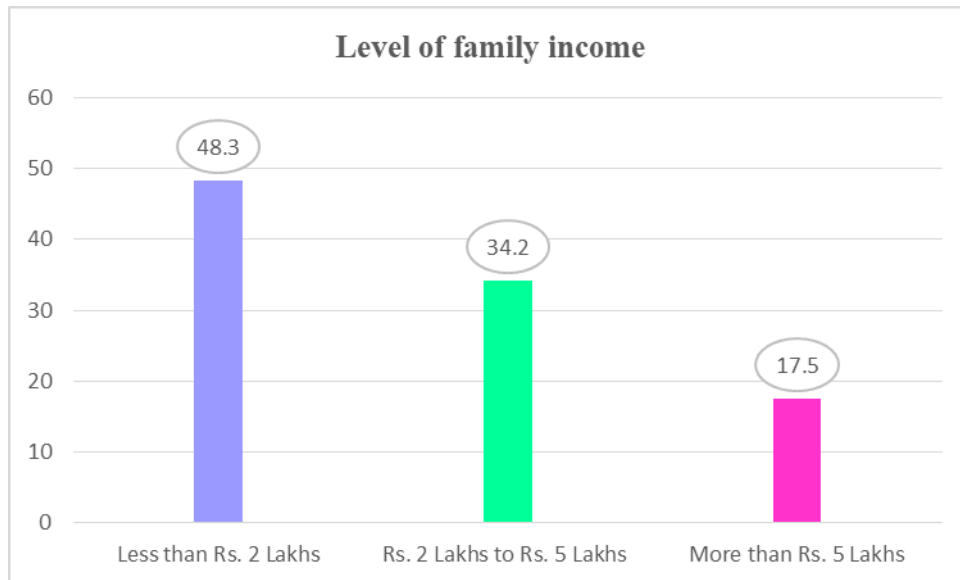
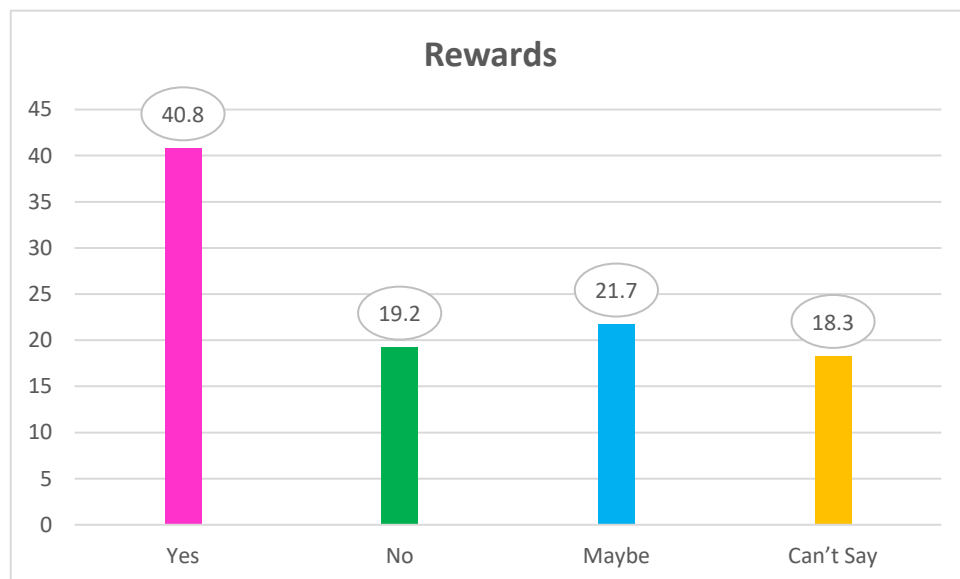


Table 3: Correlation between your performance and the bonuses

Rewards	Number of respondents	Percentage
Yes	49	40.8
No	23	19.2
Maybe	26	21.7
Can't Say	22	18.3
Total	120	100.0

According to above the table-, 40.8% of the employees think that there is correlation between performance and bonuses that they receive whereas 19.2% of employees think that there is no correlation between performance and bonuses that they receive and 21.7% of employees are not sure re is correlation between performance and bonuses that they receive.



4. The factors which inspiration the job satisfaction of employees

In order to conduct an analysis of factors which influence the job satisfaction of employees, twelve criteria were employed. The outcome is detailed down below.

Table 4: Factors affecting the job satisfaction of employees

Factors	Mean	Std. Deviation
Workplace environment	3.71	3.45
Work-life balance	3.60	2.33
Fair Policies and Practice.	3.78	2.50
Appreciation	3.45	2.19
Initiation and Leadership	3.40	2.05
Relationship with superiors	4.03	2.62
Flexibility	3.91	2.52
Nature of Job	4.03	2.57
Safety and security	3.57	2.16
Transparency	3.86	2.37
Work relations	3.73	2.36
Recognition	3.85	2.36

Table 4 reveals that job satisfaction of employee’s relationship with superiors (4.03) is given high priority Flexibility (3.91) has ranked second as the factors affecting the job satisfaction of employees and Transparency (3.86) are also identified as important parameter for satisfaction.

Recognition (3.85) is one of the key elements that succeed in achieving employee happiness in any firm. It describes the notion of awarding workers for their outstanding performance on the job. In addition, it is one of the fundamental ideas that explains why the level of employee happiness is better in workplaces where people are rewarded rather than when they are devalued. Every employee's morale and standing are enhanced when they are recognized for their labour, success, and accomplishments. The boost workers' confidence and inspire them to work with determination. One additional research supports the notion that non-monetary praise motivates workers more than monetary compensation. Appreciation, approbation of successes, and acknowledgement are also essential elements for boosting employee confidence. Expanding on this notion, another research by Gostick and Elton (2007)[6]shown that an employee's contributions must also be acknowledged in writing. In a highly competitive sector, it is essential for business leaders and organisations to be innovative. It is a means of subsistence. The frequent approval of work is the key to success for any firm. It was proven by a large-scale research conducted by or that leaders who respect their staff' everyday efforts are more likely to succeed. 40% of North American workers were more productive when they were regularly motivated. Therefore, acknowledgement is a prevalent term that signifies attaining a greater degree of contentment.

The workplace is a complicated working environment in which workers fulfil their duties. Moreover, a combination of a variety of complicated factors determines the overall work environment (Young Lee, 2006) [11]. The many elements include the peripheral environment, the individual environment, and the complex operational environment. The peripheral environment comprises all external environmental elements that influence the culture of the company. Individual characteristics, on the other hand, include the sexual traits, gender, age, race, and emotional ties of each worker. There are more factors, such as the workers' education, experience, and physiological and physiological background that impact the organisation. The sophisticated performance described by Probst et al. (2010)[9]the standing of the firm is determined by the personnel' education.

Conclusion

Employee work satisfaction may raise both service quality and employee satisfaction. The research investigated the elements influencing pharmaceutical company employees' work satisfaction. Money is a good motivator; in fact, all workers work for money because they need it. Therefore, a competitive wage and enough benefits are essential for employee satisfaction. To inspire employees, we may boost their salaries and benefits; a decent income is one of the most important aspects influencing work satisfaction; and by doing so, we can improve service quality and organizational performance. It has also been shown that working conditions have a substantial impact on pharmaceutical firms. The physical layout of the workplace has an effect on employee satisfaction. Since the work circumstances in pharmaceutical firms involve employee interactions and the work environment, all of these elements are related to employee job satisfaction. Following this analysis, it is clear

that fairness may enhance employee work happiness; contented employees provide valuable services to the firm. This may boost organizational performance, therefore in pharmaceutical firms, fairness is a major element influencing work happiness.

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