

Research Paper

A Study of Employee Job Satisfaction Ktps, Palvancha

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Abstract

Employee job satisfaction plays a vital role in improving organizational performance, employee productivity, and workplace harmony. The present study titled “A Study of Employee Job Satisfaction at Kothagudem Thermal Power Station (KTPS), Palvancha” aims to analyze the level of job satisfaction among employees and identify the factors influencing their satisfaction at the workplace. The study focuses on various aspects such as working conditions, salary and benefits, promotional opportunities, relationship with management and co-workers, welfare facilities, job security, and work environment. The research is based on both primary and secondary data. Primary data was collected through a structured questionnaire distributed among employees of KTPS, while secondary data was gathered from company records, journals, websites, and published reports. A descriptive research design was adopted for the study, and suitable statistical tools such as percentages, tables, and charts were used for data analysis and interpretation. The findings of the study reveal that the majority of employees are satisfied with their jobs and the welfare measures provided by the organization. Good working conditions, employee benefits, and supportive management were identified as major factors contributing to job satisfaction. However, certain employees expressed the need for improvements in promotion policies, communication systems, and stress management practices. The study concludes that employee job satisfaction at KTPS is at a satisfactory level and significantly contributes to organizational effectiveness and employee retention. It also suggests that continuous efforts toward employee welfare, motivation, and career development can further enhance employee satisfaction and overall organizational growth.

Keywords: Employee Job Satisfaction, Employee Welfare, Work Environment, Salary and Benefits, Job Security, Employee Motivation, Career Development, Organizational Effectiveness.

I. INTRODUCTION

Employee job satisfaction is one of the most important aspects of human resource management in any organization. It refers to the level of contentment and positive attitude employees have toward their jobs, working conditions, salary, management, and overall work environment. Job satisfaction not only improves employee morale and productivity but also contributes to organizational growth, efficiency, and stability. Satisfied employees tend to perform better, maintain good relationships at the workplace, and show

greater commitment toward organizational objectives.

In today's competitive industrial environment, organizations are increasingly focusing on employee welfare and motivation to retain skilled employees and improve performance. Job satisfaction plays a crucial role in reducing absenteeism, employee turnover, workplace conflicts, and stress. Organizations that ensure employee satisfaction can achieve higher productivity, better teamwork, and improved organizational effectiveness.

Kothagudem Thermal Power Station (KTPS), Palvancha, is one of the major thermal power generating units in Telangana and plays a significant role in power production and industrial development. The organization employs a large workforce consisting of technical, administrative, and operational employees. Since employees are the backbone of the organization, understanding their level of job satisfaction is essential for maintaining efficiency and smooth functioning.

This study aims to examine the level of job satisfaction among employees working at KTPS, Palvancha. The study focuses on various factors influencing job satisfaction such as salary, promotion opportunities, working conditions, welfare measures, relationship with supervisors and co-workers, job security, and organizational policies. The research helps in identifying employee perceptions and areas where improvements can be made to enhance employee morale and organizational productivity.

The study is useful for both management and employees, as it provides valuable insights into employee expectations and satisfaction levels. The findings and suggestions of the study may help the management of KTPS in implementing effective employee welfare measures and improving overall organizational performance.

II. RESEARCH OBJECTIVE

- To study the level of job satisfaction among employees at Kothagudem Thermal Power Station (KTPS), Palvancha.
- To identify the factors influencing employee job satisfaction in the organization.
- To examine employee satisfaction regarding salary, promotion, and welfare facilities.
- To analyze the relationship between employees and management at the workplace.
- To evaluate employee opinions about working conditions and job security.
- To study the effectiveness of organizational policies in improving employee satisfaction.
- To identify the problems faced by employees in their work environment.
- To suggest suitable measures for improving employee job satisfaction and organizational performance.

III. RESEARCH METHODOLOGY

- Research Design: Descriptive research design was adopted for the study.
- Area of Study: The study was conducted at Kothagudem Thermal Power Station (KTPS), Palvancha.
- Source of Data: Both primary and secondary data were used for the study.
- Primary Data: Primary data was collected through a structured questionnaire distributed among employees.
- Secondary Data: Secondary data was collected from company records, journals, websites, books, and annual reports.
- Sampling Method: Simple random sampling method was used for selecting respondents.
- Sample Size: The study was conducted on a selected sample of employees from different departments.
- Data Collection Tool: Questionnaire and personal interaction were used for collecting information.
- Data Analysis Tools: Percentage analysis, tables, charts, and graphs were used for data analysis and interpretation.
- Study Period: The study was conducted for a specific period to analyze employee job satisfaction levels.
- Scope of the Study: The study focused on factors affecting employee job satisfaction such as salary, working conditions, promotion, welfare facilities, and management relations.

- Limitations of the Study: The study was limited to employees of KTPS, Palvancha, and the responses were based on employee opinions and perceptions.

IV. REVIEW OF LITERATURE

Employee job satisfaction has been widely studied by researchers and management experts because it directly influences employee productivity, organizational commitment, and overall performance. Various studies have highlighted that satisfied employees contribute positively toward organizational growth and maintain better workplace relationships. Job satisfaction is influenced by several factors such as salary, working conditions, promotion opportunities, job security, supervision, and employee welfare measures.

Frederick Herzberg explained through the Motivation-Hygiene Theory that job satisfaction and dissatisfaction are affected by different sets of factors. According to the theory, motivational factors such as achievement, recognition, and growth opportunities increase employee satisfaction, while hygiene factors such as salary, company policies, and working conditions help prevent dissatisfaction. This theory became an important foundation for understanding employee behavior and motivation in organizations.

Edwin Locke stated that job satisfaction is the result of employees' perception of how well their jobs fulfill their important values and expectations. His Value Theory emphasized that employees experience greater satisfaction when their jobs provide rewards that match their personal and professional goals. The study also highlighted the importance of fair treatment, recognition, and opportunities for advancement in improving employee morale.

A study conducted by Spector Paul E. observed that employee satisfaction is closely related to organizational commitment,

absenteeism, and employee turnover. The research indicated that organizations providing supportive management, safe working conditions, and employee participation in decision-making experience higher levels of employee satisfaction and productivity.

Research studies in industrial organizations have shown that welfare facilities and healthy work environments significantly influence employee satisfaction levels. Employees working in organizations with effective communication systems, safety measures, and promotional opportunities tend to show higher commitment and better performance. Studies also revealed that dissatisfaction among employees may lead to stress, low morale, reduced efficiency, and increased employee turnover.

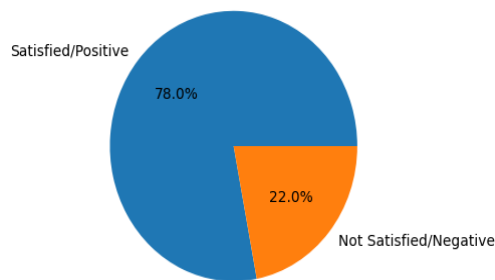
Several studies related to public sector industries and power generation organizations found that employee satisfaction depends largely on job security, workplace safety, welfare facilities, and management support. Employees in industrial sectors expect fair wages, proper recognition, career growth opportunities, and a positive organizational climate. Organizations that focus on employee welfare and motivation are more successful in maintaining workforce stability and operational efficiency.

The reviewed literature indicates that employee job satisfaction is an essential factor for organizational success. It also shows that continuous improvement in employee welfare measures, communication systems, and career development opportunities can enhance employee satisfaction and organizational effectiveness. Therefore, studying employee job satisfaction at Kothagudem Thermal Power Station (KTPS), Palvancha, is important to understand employee perceptions and improve organizational performance.

V. DATA ANALYSIS & INTERPRETATION

Awareness of Job Satisfaction Policies

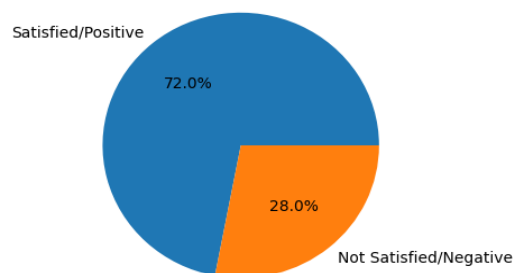
Awareness of Job Satisfaction Policies



Interpretation

Most employees expressed satisfaction with salary, incentives, and other benefits provided by the organization, reflecting positive employee perception toward compensation policies.

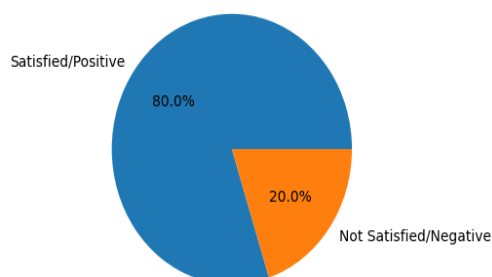
Satisfaction with Salary and Benefits



Interpretation

Employees believe that the working conditions and workplace environment are satisfactory, which helps in improving productivity and employee morale.

Satisfaction with Working Conditions

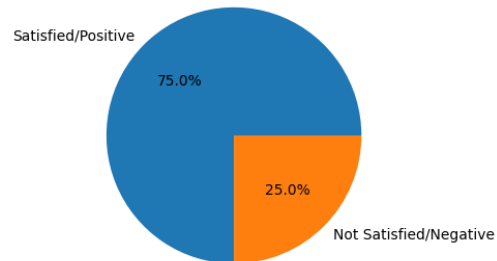


Interpretation

The relationship between employees and management was found satisfactory by most

respondents, indicating healthy communication and cooperation at the workplace.

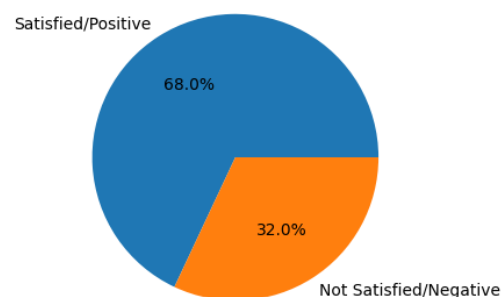
Relationship with Management



Interpretation

Employees expressed moderate satisfaction regarding promotion opportunities and career growth facilities provided by the organization.

Promotion and Career Growth Satisfaction



Interpretation

Most employees expressed overall satisfaction with their jobs at KTPS, showing a positive work environment and effective human resource practices.

VI.FINDINGS

- The majority of employees are aware of the job satisfaction policies and welfare measures implemented at Kothagudem Thermal Power Station (KTPS), Palvancha.
- Most employees are satisfied with the salary, incentives, and other benefits provided by the organization.
- Employees expressed positive opinions regarding the working conditions and workplace environment at KTPS.

- The relationship between employees and management was found to be healthy and cooperative.
- Employees believe that communication between management and employees is effective and supportive.
- Supervisors play an important role in maintaining employee motivation and workplace coordination.
- A majority of employees are satisfied with the safety measures and welfare facilities provided by the organization.
- Employees showed moderate satisfaction regarding promotion opportunities and career growth facilities.
- Good working conditions and job security contribute significantly to employee satisfaction levels.
- Overall employee job satisfaction at KTPS was found to be satisfactory, reflecting a positive organizational climate and effective human resource practices.

VII. FUTURE SCOPE

The future scope of the study on Employee Job Satisfaction at KTPS, Palvancha is broad and significant, as employee satisfaction is an important factor in improving productivity, employee retention, workplace relationships, and overall organizational performance. Future studies can focus on examining the long-term impact of job satisfaction on employee performance, motivation, organizational commitment, absenteeism, and employee retention. Researchers can further analyze the different factors that influence employee satisfaction, such as salary and benefits, working conditions, job security, promotional opportunities, welfare facilities, recognition, career development, and relationships with supervisors and co-workers. Such studies can help the organization understand the changing needs and expectations of employees and take appropriate measures to improve workplace satisfaction.

Future research can also examine the relationship between employee job satisfaction and technological changes in the power generation sector. As power plants increasingly adopt modern technologies, automation, digital systems, and advanced

equipment, employees may require continuous training and skill development to adapt to changing job requirements. Therefore, future studies can focus on how training programs, technological support, and opportunities for skill enhancement influence employee confidence, job satisfaction, and work efficiency. Researchers may also study the effectiveness of digital communication systems and modern human resource practices in improving employee engagement and relationships within the organization.

Further studies can include employees from different departments, job levels, age groups, and categories to obtain a more comprehensive understanding of job satisfaction. A larger sample size may provide more reliable and detailed findings regarding the specific factors affecting different groups of employees. Comparative studies can also be conducted between KTPS, Palvancha, and other thermal power stations or public and private sector organizations to identify best practices in employee welfare and satisfaction. Such comparisons can help in developing more effective employee-oriented policies and practices.

Another important area for future research is employee well-being, stress management, and work-life balance. Employees working in industrial and power generation environments may experience work pressure, shift duties, safety concerns, and operational responsibilities. Future studies can examine how these factors influence employee satisfaction and mental well-being. The effectiveness of employee assistance programs, health and wellness initiatives, recreational facilities, flexible policies where applicable, and stress management programs can also be analyzed to identify ways of creating a healthier and more supportive work environment.

Furthermore, future research can focus on improving promotion policies, career advancement opportunities, communication systems, employee participation, and feedback mechanisms. Researchers can study whether greater employee involvement in decision-making and transparent communication can improve trust, motivation, and job satisfaction. Overall, future studies can help KTPS, Palvancha

develop more effective and employee-centered strategies for improving job satisfaction. Continuous attention to employee welfare, career growth, skill development, workplace safety, and positive management relationships can enhance employee satisfaction, productivity, organizational commitment, and the long-term growth and success of the organization.

VIII. CONCLUSION

The study on employee job satisfaction at Kothagudem Thermal Power Station (KTPS), Palvanha, reveals that employee satisfaction plays a significant role in improving organizational performance, productivity, and workplace harmony. The findings of the study indicate that the majority of employees are satisfied with the working conditions, salary structure, welfare measures, safety practices, and the support provided by management. Effective communication and positive relationships between employees and supervisors have also contributed to maintaining a healthy work environment within the organization. The study further highlights that employee welfare facilities and job security have a strong influence on employee morale and commitment toward organizational goals. Employees feel motivated when the organization provides proper recognition, safe working conditions, and supportive management practices. However, some employees expressed the need for improvement in promotion opportunities, career development programs, and stress management initiatives. Addressing these areas can further enhance employee satisfaction and reduce workplace dissatisfaction.

Overall, the study concludes that the level of employee job satisfaction at KTPS is satisfactory and contributes positively to organizational efficiency and employee retention. Continuous efforts toward employee welfare, motivation, training, and career growth will help the organization maintain a productive workforce and achieve long-term organizational success.

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