

Job Satisfaction Impact on Employee Performance

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Abstract

The aim of this study is to investigate the relationship among the reward and recognition, training and development and organizational commitment with job satisfaction in Mitchel fruit farm OKARA (Punjab) Pakistan. The data was collected through questionnaires on five point Likert scale from 100 respondent conventionally from Mitchel fruit farm (Renala) okara Punjab Pakistan. It is a descriptive research method to find out the impact of the variables. Quantitative method is applied for the analysis of the data. Data is collected from population by questionnaire. Mitchel industry & fruit farm Renala is selected as a population. In which collect data from manufacturing process department employee. Present study consists with the sample size of 100 respondents. In this paper use simple random sampling which is a type of probability sampling to collect data. Through analysis it was found that the reward and recognition has not strongly effect on job satisfaction because the employee of the organization not like reward only but they want recognition in the organization. Through analysis result shows the significant impact on training and development and organizational commitment on job satisfaction. In this study the software SPSS (statistical package for social science) was used for data analysis.

Key Words: Reward and Recognition, Training and Development, Organizational Commitment and Job Satisfaction.

Introduction

The concept of the job satisfaction has been developed in many ways by many different researchers. In simple words we can explain that the job satisfaction is “A positive emotional state that resulting from on job experience. Another words we say that a positive feeling about job organization. if the person positive feeling about job then job satisfaction if the person negatively feeling about job or organization than dissatisfaction about job (Shafiq ur Rehman .Gouhar Saeed) people join firms for different motives like security ,income and better command in the future etc. every person has different set of needs for different future times.

It is the responsibility of management to recognize this basic fact and provide Maslow’s Need Theory, Expectancy theory, Two Factor Theory and all these theory explain further needs of person who want from the organization (Habtoor2, aprail 2015).

In today organization are competing world “globally”. Globalization has shaped many opportunities as well as challenges for local firms and globalization. Organization growth has requires more and more workforce and new hiring but satisfied and committed workers are true assets of an organization. (Naveed Ahmad, 2014). In today’s organization serious about their workforce about productivity and efficiency .These are the judgmental aspects for the “survival of small and large organization”. In this survival workforce of attitudes and behavior are primary importance. (Wali Rahman, 02 July 2015).Employees are an important investment for any organization .Therefore it is need to manage them properly. Employees’ commitment towards to retain the valuable employees and to get the competitive advantage. Human Resource is an asset for any organization as it helps organization to succeed. Job satisfaction is also an employee satisfaction towards his/her job that “how much they are interested in their assigned tasks and duties” (Abeer Imam, 2013) job satisfaction is basic problem for every organization no problem whether in private or public organizations or working in advanced or underdeveloped countries. The most important purpose of this degree of interest is that satisfied personnel. There is no doubt valuable assets of any country is its teacher. Organization commitment Refers to when an employee accepts and wants to remain it. We can easy to say when a person strongly wish to Remain a member specific organization, and high struggle for this organization and strong Trust for the organization is a result of the job satisfaction Khalid (2013) According to the study findings, employees who are most committed to their organizations perform 20% better and are 87% less likely to quit the organization.

This outlines the importance of employee engagement to organizational performance. The capacity of an organization to manage employee engagement is said to be closely related to its ability to achieve high performance levels (Muthoni M. Muchai1, 2014). At a minimum the organization expects employees to perform reliably the tasks assigned to them and at the standards set for them, and to follow the rules that have been established to govern the workplace. Management often expects more: that employees take initiative, supervise themselves, continue to learn new skills, and be responsive to business needs. Mostly the organization set the standards and wants to set the standards fulfill the employee of the organization. (Reena Ali1, 2009) Therefore the worker of the company is considered the important tool of the company the HR consultant major focus on motivate these employee. Hence they are considered the part of the strategies that adopted by the HR mangers of the firm. In the current business environments the firm are facing lot of problem or challenges related to different issue in which the Firm or organization For example getting the right of the employees and retaining of those employees is one of the major ones. In more today, the advantage of the H R is one of the most important benefit of any organization. The high level of employee’s performance shows when they feel there endeavor is rewarded and compensated is completely. Motivation is the main objective of the organizational behavior field in the working environments. (Payam Gohari, 2013)Reward play an important role for motivating an employee due to motivation the employee performance also improve. A positive reward system can improve the performance of the employee but also as well as improve the productivity of effectiveness and efficiency of organization. A reward can be intrinsic and extrinsic. The intrinsic reward are those reward which An outcome which given individual for

personal satisfaction such as derived from a job well done and Extrinsic reward are those reward which are physically given to individual such as monetary term or tangible shape. Both reward given to employee direct and indirect (Vera Akafo, 2015) Employees who are competent, Lead to more productive of the organization. (Mussie T. Tessema, 2013) Employee performance of the organization plays a very important role in the organization growth. High performance of employee depends on what kind of reward policies on organization offers. Reward system is one of the most important policies of the organization which directly effect of the organization performance and also increase the employee motivational level (Neelam Bari, 2013) Another Resources human resources is one of the most important for any organization .Every organization use different strategies to satisfy and motivate his employees because motivation and job satisfaction has positive on employee performance (Alam Zeb, 2015)motivation is one of the most important tool which influence and direct our behavior to achieve specific organizational Goals. Human resources are one of the primary sources of the company to meet competitive advantage (Dr.V.T.R. Vijayakumar, 2013) however in many companies and Reward system are designed and defined by human resources while evaluation of employee and performance done by the finance department. Every persons has set and wants different types of needs for different time.it is responsibility of the management to fulfil the needs of the employee who want from organization (Alam Zeb S. u.) The concept of job satisfaction and will first be defined one by one or each person. After that they will be analyzed together the relationship B/W job training and job satisfaction will be discussed (Steven W. Schmidt, 2010) job satisfaction means economy of effort, use the Energy of employee for better performance of employee of work (IR. Divyaranjani, 2014).

Training

Training is the most important tool to develop the technical skills and changing attitude of people so that they are effective in their work responsibility. Through the proper training developed the initiative skills or technical skills. So the training is the basic or primary tool to develop the skill.

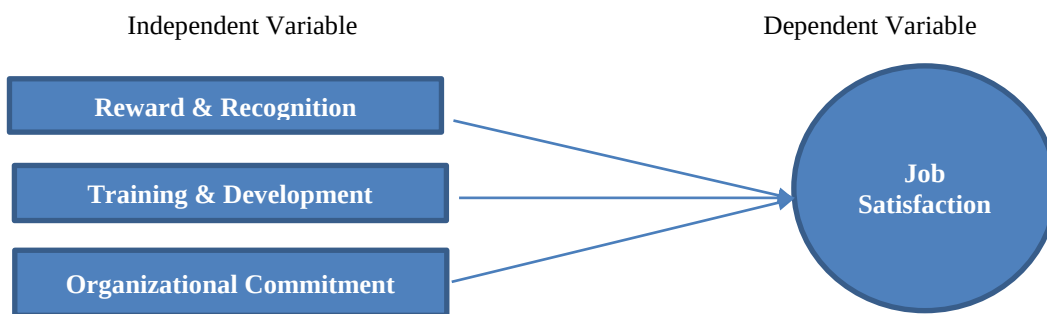
Development

Development is the process through which day to day Growth where the people define the problem and hope for future.

Human Recourses

The human resource is also the major or most important tool or the employee of the organization are the backbone of the company for achieving the organizational goals .Hamman Resources is one of the major asset of the organization so after acquiring the employee they should be developed, motivate and maintain for the employees.

Conceptual Framework



Research Hypothesis

H1: there is no significant relationship between Reward and recognition and job satisfaction.

H2: There is significant relationship between Training and development and job satisfaction.

H3: There is significant impact on organizational commitment and job satisfaction.

Objective of the study

Following are the objective of the study;

- To investigate the impact of Reward & Recognition on job satisfaction.
- To find out the relationship b/w Training & Development and job satisfaction.
- To investigate the impact of organizational commitment on job satisfaction.

Question

- To investigate what relationship b/w Reward & Recognition and job satisfaction.
- To investigate what Relationship b/w Training & development with job satisfaction.
- To find out what relationship b/w organizational commitment and job satisfaction.

Significance of study

This study is essential to show the relationship between reward & recognition and job satisfaction. Because job satisfaction is one the essential element for any organization. The outcome of the job satisfaction is essential for both organized and non-organized employees. The purpose of the study is to explore the benefit of providing employee training and learning beyond the specific content.

The training and development also effect the job satisfaction relationship through training we develop or growth more effectively the employee of the organization. Training is one of the most important of any organization.

Organizational commitment is also one of the essential element to show the relationship with job satisfaction. In the organizational commitment the need strength refers to one need for personal growth and development with the job environment.

The previous research is conducted only few factors like job performance, employee empowerment, job loyalty and workplace environment but this research is conducted further more variable like Reward & Recognition, Training and development and organizational commitment to effect job satisfaction. All of these variable has a great impact on job satisfaction and all of these is very important for any organization.

Problem Statement

In this study the problem is that the reward and recognition, training and development, job commitment significantly affecting the job satisfaction.

Literature Review

In this exploration the specialist demonstrates the solid relationship amongst prize and acknowledgment and its significance on occupation fulfillment in association. This study is behavior noteworthy relationship prize and acknowledgment and its effect on occupation fulfillment. This study is found that worker

inspiration in association that rely on upon the procurement of motivation. In this study is likewise demonstrates the money related advantage is give the positive criticism of any organization (Alam Zeb S. u.) This is one of the reason that association is time have understood the significance of the prize and acknowledgment to get the positive criticism of his worker. This exploration finding the study that was worry to investigate the effect of the occupation fulfillment and maintenance of worker at chose organization. In this exploration the technique to led the examination is quantitative 120 haphazardly chosen the respondent .the information gathered utilizing SPSS. The consequence of this study is critical positive relationship between worker work fulfillment and its maintenance (Ngirande, 2014).

The investigation of the relationship between employment fulfillment work exhibitions is a standout amongst the most vital convention in authoritative or industrial.In this study the analyst intention is to explore the integrative model of occupation performed by conceptualization that occupation performed is impacted by occupation fulfillment and impetuses framework. The outcomes demonstrate that motivating forces framework have a backhanded relationship on occupation fulfillment and demonstrate that employment fulfillment is a middle person and locus of control is arbitrator in this exploration structure, and demonstrate that employment fulfillment is a go between and locus of control is mediator in this research(Timothy A. Judge, 2001).

In this study the specialist discover the effect of monetary impetuses and prize on representatives responsibility. Arbitrary examining strategies were utilized to assemble information and direct relapse was utilized to explore the relationship between budgetary motivators and representatives' dedication. Results demonstrated positive and huge relationship between budgetary motivators and representatives duty. The expansion in money related motivating forces expand the representatives' dedication and reused turnover and workers must be faithful when their wishes are satisfied(U.S., 2013).

In this study demonstrates the relationship between worker inspiration and authoritative execution .Respondent 103 chose from various 17 fabricating association .The scientists proposes to all the organizations to increment extraneous prize to expand the profitability of the firm. The scientists additionally proposes more research is led to make the more relationship amongst worker and association both open and private. In this study the distinct measurements and connection coefficient was utilized to test the theory that help the study (Muthoni M. Muchai, 2014).

In this study demonstrates the relationship amongst prize and worker execution. Reward help administration to acquire the objectives or goal of the association .in this examination gathered the information from 100 member and use testing systems. The strategy for accumulation information is use in this study is Questioner. Researcher of this study utilize the product of SPSS (Sajuyigbe, 2013).

Association now at time persuade the representative the worker through prize to make the association execution. Present day outward compensate is an approach to persuade the worker or expansion the representative execution. The date gathered from this study HUAWEI global telecom segment. The information gathered in this study 125 worker from every division top or center level. Testing the issue in this study use SPSS programming (Raghib Manzoor, 2015).

In this study demonstrates the relationship amongst prize and inspiration and its effect on occupation fulfillment. In this concentrate gather information from open and private utility association in Malaysia. All out 689 member are chosen in division. Relapse examination is utilized to decide the prize of various level (Khalizani Khalid, 2011).

In this study demonstrates the relationship between authoritative prize framework and occupation fulfillment. The scientist conduct at telecopy, area in Malaysia. An aggregate 327 reacted are gather to survey yet just 89 % reaction consequently . Presently around then pay or compensate is a standout

amongst the most vital component to propel the representative to expand the execution of the worker (Rudzi munap, 2013).

Reward framework is a standout amongst the most vital element association or occupation fulfillment. In this study concentrate on expansion work fulfillment mindfulness. In this study goal to look at connection relationship the employment fulfillment and prize framework through the subjective examination (Ekaterini Galanou, 2010).

The vast majority of the exploration are behavior in employment fulfillment. In this concentrate likewise demonstrated the relationship amongst prize and employment fulfillment. The technique this study utilize the examiner 148 respondent are filled the Questioners in this study. Prize and environment is critical element to impact the employment fulfillment (Athar Waqas, 2014).

In this study demonstrates the relationship between non-monetary incentive, work fulfillment and representative execution. In this study rouse to expand the non-money related prizes to spur the representative. At the point when an association persuade through non-money related remunerate then naturally build the employment fulfillment. In this study utilize direct basic straight association with occupation satisfaction (Wan, 2013).

In this examination the analyst demonstrates the relationship to impact the profitability level among prize with employment fulfillment. In this study the scientist are directed farming division since agribusiness is a standout amongst the most vital element in any country. In this analyst the specialist utilized the product SPSS (Peter Mutual Mutai and Damary Sikalieh, 2013).

This study demonstrates the connection amongst preparing and improvement and its effect on employment fulfillment. This specialist is directed at Pakistan worldwide Airline. The strategy for gathering information utilized Questioner. The goal of this study create administration style through preparing (Arif, 2015).

In this study we investigate the relationship association society and its effect on occupation fulfillment. In this study the analyst characterizes the Education framework in lapsing nations is low as think about sa created nations. The information is gathered in this study is city of Lahore. The information gathered from 347 respondent which is educator s as Educational organizations. Relapse examination is utilized to check the impact of association society on occupation fulfillment (Pirzada Sami Ullah Sabri, 2013).

In this study demonstrates the relationship Training and advancement and its effect on employment fulfillment. In this study utilize the population of Assemblies in Ghana. The gathering of information technique is coordinated watches. In this scientist the analyst preparing and advancement and its huge effect on employment fulfillment. In this study to investigate the relationship impact of preparing and its effect on worker execution. How a structure enhance his execution or hierarchical objectives through preparing. This investigation of accumulation information is utilized as Questioner.

Methodology

Researcher use descriptive research method to find out the impact of the variables. Quantitative method is applied for the analysis of the data. Researcher collected form population by questionnaire.

Population

Mitchel industry & fruit farm Renala is selected as a population. In which researcher collect data from manufacturing process department employee. Present study consists with the sample size of 100 respondents.

Sampling Technique

Different research techniques are used to collect data. These techniques are probability and Non-probability sampling. In this paper researcher use simple random sampling which is a type of probability sampling to collect data.

Research instrument

Questionnaire are used as research instrument.

Data Analysis

Researcher use different programs to analyze the data.

These programs are:

- Statistical Package for Social Sciences(SPSS)
- Mini Tab
- AMOS
- E views

Statistical package for social sciences (SPSS) use for analyze the data in this study.

Reliability Analysis

Reliability Statistics	
Cronbach's Alpha	N of Items
.644	4

Reliability is the form of measure to check the validity of variables. The value of alpha is .644 which is according to standard. It mean all 4 items are reliable and valid to measure job satisfaction. Cronbach's alpha is used to check internal consistency of variables. . Alpha for Is, conventional banking and customer satisfaction is .873 which show the reliability of the investigation.

Correlation analysis

Following are the results of correlation of variable.

Results of scatter plot shows that the linear relationship was among the Reward and Recognition, Training and development, Organizational commitment and job satisfaction .so Pearson correlation co-co-efficient was calculated.

Correlation analysis are shown in the form of table. The correlation analysis table indicate that how much relationship of Reward and recognition and job satisfaction with each other. Reward and recognition has no significant relationship with job satisfaction at a value .215 which is more than 0.05. The Training and development has significant relationship with job satisfaction because of value less than 0.05 which is 0.009. Organizational commitment has also significant relationship with job satisfaction because value is less than 0.05 which is 0.04.

Correlations

		Reward and Recognition	Training and development	Organizational comitment	job satisfaction
Reward and Recognition	Pearson Correlation	1	.517**	.075	.272**
	Sig. (2-tailed)		.000	.461	.006
	N	100	100	100	100
Training development and	Pearson Correlation	.517**	1	.029	.354**
	Sig. (2-tailed)	.000		.774	.000
	N	100	100	100	100
Organizational commitment	Pearson Correlation	.075	.029	1	-.161
	Sig. (2-tailed)	.461	.774		.110
	N	100	100	100	100
Job satisfaction	Pearson Correlation	.272**	.354**	-.161	1
	Sig. (2-tailed)	.006	.000	.110	
	N	100	100	100	100

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

Regression Analysis

Regression analysis test is connected on information for getting the results

Entered/Removed

Variables Entered	Variables Removed	Method
Organizational commitment, Training and development, reward and Recognition	.	Enter

a. All requested variables entered.

b. Dependent Variable: job satisfaction

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.410 ^a	.168	.142	.65176

a. Predictors: (Constant), Organizational commitment, training and development, reward and recognition

The model show that the correlation between the independent and dependent variables represented as R is 0.410. The co-efficient of determination that show how the variables are deviated from the straight line which has value of .168 represented as R square. The adjusted R square value is 0.142

Hypothesis	Results
H1: There is significant relationship among Reward and recognition and job satisfaction.	Rejected
H2: There is positive relationship between Training and development and job satisfaction.	Accepted
H3: There is significant relationship among organizational commitment and job satisfaction.	Accepted

ANOVA^b

df	Mean Square	F
3	2.740	6.450
96	.425	
99		

a. Predictors: (Constant), Organizational commitment, training and development, reward and recognition

b. Dependent Variable: job satisfaction

The results show that there is significant relationship between Reward and recognition, training and development, Organizational commitment and job satisfaction.

Coefficient

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.333	.595		3.923	.000
	Reward and recognition	.178	.143	.136	1.247	.215
	Training and development	.353	.133	.289	2.653	.009
	Organizational commitment	-.089	.047	-.179	-1.919	0.04

a. Dependent Variable: job satisfaction

The value of F must be greater than 5. In this study the value of F is 6.45. Results for r analysis also indicate a positive relationship (F=6.450, P<0.05) between independent variables with beta co-efficient for Reward and recognition (b=0.136) and Training and development (b=0.289) and Organizational commitment (b=0.179).

The results of regression analysis indicate a positive relationship (F=6.45), p<0.05 among four variables 0.215 among Reward and recognition and 0.009 among the Training and development and 0.04 among the organizational commitment. The level of significance is 0.000. The value of adjusted R square is .142. The results of the regression analysis are significant for independent variables for Reward and recognition .215 and training and development 0.009 and organizational commitment 0.04. R square is 0.168. The training and development is more significant relationship with beta co-efficient=0.289 and followed by organizational commitment with beta co-efficient=0.179. And reward and recognition has no significant result with job satisfaction with beta coefficient = .136.

Conclusion

The conclusion on this paper there is positive result in two variable which shows significant result that is training and development has positively impact on job satisfaction. Organizational commitment also has the significant impact of the job satisfaction. Reward also impact of job satisfaction but employee not only want the reward but also want the self-recognition in the organization. Reward not positively effect on job satisfaction because they received the reward not properly in the Nemat bnaspati employee those employee received the reward but not self-recognition in the organization which shows not significant impact on job satisfaction. In this study reward and recognition not positively impact on job satisfaction. But training development and organizational commitment has strongly significant impact on job satisfaction.

Limitation of the Study

Following are the limitation in this study.

This research paper has several limitations. First, this study considered only few factors of job satisfaction like job performance, Reward and recognition, Training and development and organizational commitment with job satisfaction. Secondly, the sample size of the study is small which should be increased in order to understand the most important determinants at more generalized level. Thirdly, the data is collected from a particular group of people. In future, the light should shed on other variables like reward and recognition, training and development, and organizational commitment which need to be discussed for further understanding of job satisfaction.

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