



Life satisfaction in relation to employee morale among female employees of ISWP, Jamshedpur

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Abstract:

Life satisfaction is extensively considered to be precious component of human welfare. Life satisfaction is not always truly a judgment about one's life it is extensively concept to incorporate affirming, endorsing, appreciating or being pleased with one's life. Employee morale is the aggregate intellectual and emotional situation of your workforce. High morale is marked via way of means of the confidence, enthusiasm, and loyalty of employees. The aim of this paper is to study the relationship between life satisfaction and employee morale. A total of 64 female permanent employees working in ISWP, Jamshedpur were included. All of them are residing in urban area of Jamshedpur. Purposive cum incidental sampling technique was applied for the sample selection. Life satisfaction scale by Hardeo Ojha and Employee morale scale by Qureishi was used for the data collection. Obtained data were analyzed by using t test and product movement correlation. The result revealed that both variables namely employee morale and life satisfaction positively and significantly correlated with each other. Further the results and suggestions are discussed to enhance employee morale and their life satisfaction.

Keywords: Employee morale, life satisfaction, Globalization

1. Introduction

Morale is dynamic in nature. Managers can't set up excessive morale as soon as after which overlook approximately it for numerous years. High morale is to be constructed and maintained via way of means of non-stop efforts. It isn't always an absolute idea that may deliver a selected meaning. Like the phrase 'fitness', the phrase 'morale' via way of means of itself does now no longer deliver any beneficial or detrimental meaning. It needs to be certified with the diploma as excessive morale or low morale. Thus, morale is the degree of enthusiasm and willingness with which the individuals make a contribution their efforts closer to the organization goals. If the keenness and willingness to paintings of a set is excessive, we can say morale is excessive and vice-versa. Therefore, morale needs to be certified just like the phrase fitness. Just as true fitness is critical for an character, excessive morale is likewise important for an organization. Further, morale is multi-dimensional in nature. It is multi-dimensional with inside the experience that it's far a complicated combination of numerous factors. It recognises the affect of process state of affairs on attitudes of people and additionally consists of the position of human wishes as motivational force. It is more often than not appeared as a long-time period phenomenon. Raising morale to a excessive degree and keeping it's far a long-run and non-stop technique which can't be done via quick-run measures which includes gimmicks, contests or one-quick actions. To finish it may be stated that morale represents the mind-set of the employees; excessive morale represents a mind-set of delight with preference to maintain in and willingness to try for the dreams of the group. It is manifestation of direct and oblique delight, experience of contentment and need, achievement via paintings. Morale is each a character and a set phenomenon.

According to William “morale is the co-operative attitude or mental health of a number of people who are related to each other on some basis”. Leighton defined it as, “morale is the capacity of a group of people to pull together persistently and consistently in pursuit of a common purpose”. Flippo defined morale “as a mental condition or attitude of individuals and groups which determines their willingness to co-operate. Good morale is evidenced by employee enthusiasm, voluntary confirmation with regulations and orders, and a willingness to co-operate with others in the accomplishment of an organization’s objectives. Poor morale is evidenced by surliness, insubordination, a feeling of discouragement and dislike of the job, company and associates.” In the words of Yoder, “morale is a feeling, somewhat related to esprit de corps, enthusiasm or zeal. For group of workers, morale, according to a popular usage of the word, refers to the over-all tone, climate or atmosphere of work, perhaps vaguely sensed by the members”.

Researches in the field of management have showed that low morale indicates the presence of mental upset. This psychological tension and restlessness not only hinders production and productivity, but also has a negative impact on the health of the working population. Other consequences of low morale are: High turnover rate, High absenteeism, Excess complaints and complaints achievement resistance, Lack of fields, Antagonism in the direction of tissue and its management, Low quantity and performance low.

According to Ernst (2001) if the organizational culture become incompatible with the dynamic expectations of internal and external stakeholders, the organization’s success will decrease as it has happened with some organizations. Denison and Sorenson (2002) in their study concluded that relation between many cultural qualities and high performance are not persistent over time. Adkins and Caldwell (2004) in their study found that job satisfaction was positively associated with the degree to which employees fit into both the overall culture and subculture in which they worked. A perceived mismatch of the organizational culture and what employees felt the culture should be is related to a number of negative consequences include lower job satisfaction, higher job strain, general stress and turn over intention. Ramlanto et. Al. (2017) conducted research to study the strength and direction of correlation between independent variable and dependent variable (teachers performance), either individually or jointly. 202 teachers were selected as sample by using random sampling technique from 11 state junior high school in Bogor, West Java. sequential explanatory design was used in this study. The data was analysed using regression and partial correlation, simple correlation, and double correlation. The results revealed that there is a significant and positive correlation between independent variable, consist of organizational culture, transformational leadership, and work motivation jointly, with teachers’ performance as dependent variable. The correlation coefficient is $r_{y.123} = 0.562$ and coefficient of determination is $r^2_{y.12} = 0.316$. This means that all variables simultaneously have positive and significant correlation with teachers’ performance. These variable contributions are 31.6 %, while the other factors contribution is 68,4%. Kalia & Verma (2017) conducted research entitled “Organizational Culture and Employee Engagement: An Interrelationship Study in Hospitality Industry of Himachal Pradesh”. A sample size of 350 middle level managers from 151 hotels was selected for this study by using purposive sampling method. The results of the study were: autonomy and experimentation dimensions of organizational culture hold relationship with all the three-employee engagement namely, dedication, vigor and absorption. Trust dimension was found to be related to dedication of employees while confrontation is related with both dedication and absorption. Shehri, Laughlin, Ashaab, & Hamad.(2017) conducted a research entitled ” The Impact of Organizational Culture on Employee Engagement in Saudi Banks”. They used structured interview technique to explore the enablers of organizational culture and employee engagement inhibitors. Their study revealed that the factors that contributed most to employee engagement called enablers‘were organizational communication, training and development, reward and recognition. Results also revealed that Islamic culture had influence to some extent on engagement of employees in Saudi banks. Kandavel and Sakthivel (2018) conducted research to study the employee morale and industrial

training among the employees of sugar mills of Cuddalore district. Total samples of 160 employees were selected by using stratified sampling method. t test, ANOVA and pearson's product moment correlation was used to compute the obtained data. The findings revealed that majority of the employees are benefited from the industrial training and both variables namely employee morale and industrial training are positively and significantly correlated with each other. Kumar (2018) conducted a study is based on literatur to understand the importance of organizational culture. The study was based on the literature review of secondary data further research can be done empirically to recognize the nature and importance of the organizational culture in influencing organization performance. He concluded that Indian Managers should return to their spiritual practices & raise their consciousness to develop themselves. . As values drive behaviour, in which we can work as a team work and supporting the growth of managers which increases the organizational performance.

2. Methodology

2.1 Objectives

The objectives of the present study are as follows:

1. To study the level of life satisfaction of permanent women employees of ISWP, Jamshedpur.
2. To study the level of employee morale of permanent women employees of ISWP, Jamshedpur.
3. To check the relationship between life satisfaction and employee morale among permanent women employees of ISWP, Jamshedpur.

2.2 Hypotheses

Following hypotheses are formulated and tested

- H₀₁:** High group life satisfaction women employees and low group life satisfaction women employee would not differ significantly on their level of employee morale.
- H₀₂:** There would be no significant correlation between life satisfaction and employee morale.

2.3 Tools used

Life satisfaction scale by Hardeo Ojha was used to assess the level of life satisfaction of women employee. This scale has 20 statements 12 statements are positive and rest eight are negative. Each statement has five alternative responses ranging from strongly agree, agree, undecided, disagree and strongly disagree. For the positive statement the scores range from 5,4,3,2,1 and for the negative statements the scoring will reverse. Thus, maximum score on the present scale will be 100 and minimum will be 20. The split half reliability of the scale is .079 and validity of the scale is .068.

Employee morale scale developed and standardized by Qureishi Z.M is used for the data collection. This scale is consisting of thirty-two statements. Each statement has responses categories ranging from strongly agree, agree, undecided and disagree and strongly disagree. The scores range is 1,2,3,4,5, respectively. The test-retest reliability of this scale is .94 and construct validity of the scale is satisfactory. Thus, the maximum score on this scale will be 160 and minimum score will be 32.

2.4 Result and discussion

Table 1: Presenting the Mean, SD, N and t values of Women employees high and low on life satisfaction on Employee morale

Groups	N	Mean	SD	t value
High life satisfaction group	32	133	15.22	6.96**
Low life satisfaction group	11	98	9.02	

** Significant at .01 level of significance

Table 1 shows the mean, SD, N and t value of women employee on employee morale. It is clear from the above table that high life satisfaction women employee group (N=32) score higher mean 133 as

compared to their low life satisfaction women employee group (N=11) mean 98. Their SD is 15.22 and 9.02 respectively. The t value 6.96 clearly signifies that both groups differ significantly on their level of employee morale. This difference is significant at .01 level. This difference also signifies that life satisfaction influences the level of employee morale significantly.

Table 2: Presenting the correlation between life satisfaction and employee morale among women employees (N=64)

Variables	Employee morale
Life satisfaction	.78**

***Significant at .01 level*

Table 2 presents the correlation coefficient between life satisfaction and employee morale among women employees of ISWP, Jamshedpur. It is clear from the table that the relationship between both variable is .78 and it is significant at .01 level of significance. In other words, this relationship can be explained as that higher the life satisfaction and higher the employee morale and lower the life satisfaction and lower the employee morale.

3. Conclusion

The conclusions of the present study are as follows:

1. High group life satisfaction women employee significantly differs from low group life satisfaction women employee on their level of employee morale. In other words, employee life satisfaction influences positively and significantly the employee morale.
2. Both the variables namely life satisfaction and employee morale positively and significantly correlated with each other. In other words, high life satisfaction will lead to high employee morale and low life satisfaction will leads to low employee morale.

4. Limitation of the study

The limitations of the study are as follows:

- 1.The sample size is small. Thus, the findings cannot be generalized confidently over the whole population.
2. Male employees are excluded.
3. Only permanent employees of ISWP, Jamshedpur are included for the present study the temporary employees are excluded and in addition employees from other branch over the India are excluded.
4. t test is used to see the effect of the life satisfaction on employee morale. Regression prediction is not applied.

5. Suggestion for future research

Followings are the suggestions for future research.

- 1.For future research is recommended to increase the sample size and also to include male employees.
- 2.For future research is also suggested to include temporary employees of ISWP.
- 3.For future research is also suggested to conduct comparative study with these variables namely life satisfaction and employee morale and these both variables should be studied with other variables like organizational culture, personality, organizational role stress and coping mechanism.
- 4.For future research it is also suggested to apply regression prediction to predict the cause and effect between variables.

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