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Chapter 5

ANALYSIS OF NEED RELEVANCE AND LEVEL OF SATISFACTION

Part I

Need – Relevance

5.1.1 Basic Needs

5.1.1 (i) Statement 1: Proper pay package should be given to the employees, who do their jobs well.

5.1.1 (ii) Statement No. 2: Remuneration should ensure the welfare of the family.

5.1.1 (iii) Statement No. 3: Pay package offered should favourably compare with
that of similar organizations.

5.1.1 (iv) Statement No. 4: Individual incentive schemes have greater impact on performance of employees.

5.1.1.(v) Statement No.5: Periodical Revisions of Pay Scales are necessary to meet increased cost of living.

5.1.1(vi) Statement No: 6 Subsidized canteen facilities will promote employees welfare.

5.1.2 **Security Needs**

5.1.2.(i) Statement No. 1: Job Security is important to employees.

5.1.2.(ii). Statement No. 2: Having good equipment to work with is important to employees.

5.1.2.(iii) Statement No. 3: Company’s retirement benefit reduces Labour Turnover.

5.1.2.(iv) Statement No. 4: Jobs are dependent on company’s ability to compete effectively.

5.1.2.(v) Statement No. 5: Management should give a good deal of attention to the physical working condition of their employees.

5.1.2(vi) Statement No.6: Adequate safety measures should be provided to employees

5.1.3 **Social Needs**

5.1.3.(i) Statement No.1: The quality of the relationship in the informal work group is important
5.1.3.(ii) Statement No.2: Management should show more interest in the employees by sponsoring social events after work hours.

5.1.3.(iii) Statement No.3: Supervisors ought to work hard to develop a friendly working atmosphere among their people.

5.1.3.(iv) Statement No.4: Effective mechanism for grievance redressal contributes towards better interpersonal relationship.

5.1.3.(v) Statement No.5: Well defined superior subordinate relationship contributes to positive social environment within the organisation.

5.1.3.(vi) Statement No.6: Attainment of co-operation among workers in essential.

5.1.4. **Esteem Needs**

5.1.4.(i) Statement No.1: Individual recognition for above standard performance means a lot to employees.

5.1.4.(ii) Statement No.2: Pride in one’s work is actually an important reward

5.1.4.(iii) Statement No.3: Access to higher level management is important to employees.

5.1.4.(iv) Statement No.4: Employees prefer self initiative to strict supervision.

5.1.4.(v) Statement No.5: Organization has well defined plans for career development of employees.

5.1.4.(vi) Statement No.6: Organization should have a built-in mechanism for recognition and reward for better performance.
5.1.5 **Self Actualization Needs**

5.1.5.(i) **Statement No. 1:**
Many employees want to give their best in everything they do.

5.1.5.(ii) **Statement No. 2:**
There should be opportunities for self development.

5.1.5.(iii) **Statement No. 3:**
Employment should offer chances to accomplish one’s dreams.

5.1.5.(iv) **Statement No. 4:**
Organization should have a commitment to achieve the potential of their employees.

5.1.5.(v) **Statement No. 5:**
Organization should provide opportunities for self fulfillment contributing to self – worth.

5.1.5.(vi) **Statement No. 6:**
Ownership pattern (public and private) of an organization has a critical influence in fulfilling self growth of employees.

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**Part II**

**Analysis of Level of Satisfaction**

5.2.1 **Basic Needs**

5.2.1.(i) **Respondents’ satisfaction with regard to proper pay package**

5.2.1.(ii) **Respondents’ satisfaction score towards adequate remuneration**

5.2.1.(iii) **Respondents’ satisfaction score regarding the competitiveness of their organizations in offering benefits and amenities.**

5.2.1.(iv) **Satisfaction level of employees with regard to the incentive schemes offered by the Company.**
5.2.1.(v) Respondents' satisfaction level with respect to pay revisions adopted

5.2.1.(vi) Satisfaction level of employees with respect to subsidised canteen facilities offered.

Multiple regression analysis of basic need satisfaction

Testing of Hypothesis

5.2.2 **Security Needs**

5.2.2(i) Satisfaction level with regard to the job security in organization.

Testing of hypothesis

5.2.2.(iv) Level of satisfaction of Respondents with respect to the good tools and equipment supplied for work.

5.2.2.(v) Employees' satisfaction level with regard to the retirement benefits offered.

5.2.2.(vi) Satisfaction Level of employees with regard to company’s ability to compete effectively.

5.2.2.(vii) Satisfaction level of employees towards the physical working conditions offered by the companies.

5.2.2.(viii) Satisfaction level of employees towards safety measures adopted by the company.

Multiple regression analysis of security need satisfaction

Testing of Hypothesis

5.2.3 **Social Needs**

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5.2.3. (ii) Satisfaction level of employees in social events sponsored by management after work hours.

5.2.3. (iii) Satisfaction level of employees with respect to supervisors' role in developing a friendly atmosphere in organizations.

5.2.3. (iv) Satisfaction level of employees with regard to the mechanism for redressal of grievances in their organizations.

5.2.3. (v) Satisfaction level of employees in attaining superior–subordinate relationship.

5.2.3. (vi) Satisfaction score of employees in attaining co-operation among co-workers.

Multiple regression analysis of social needs satisfaction

Testing of Hypothesis:

5.2.4 Esteem Needs

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5.2.4. (ii) Satisfaction level of employees with respect to the attainment of pride in one's work

5.2.4. (iii) Satisfaction level of employees with respect to the access with higher level management.

5.2.4. (iv) Satisfaction level of employees with regard to the statement that employees prefer self initiative to strict supervision.

5.2.4. (v) Satisfaction level of employees with respect to the statement - Organization has well defined plans for career development of employees

5.2.4. (vi) Satisfaction level of employees towards the built-in mechanism provided by organization for recognizing and rewarding for better performance
Multiple regression analysis of Esteem needs satisfaction

Testing of Hypothesis

5.2.5 **Self actualisation needs**

5.2.5.(i) Satisfaction level of employees in offering themselves the best in everything they do.

5.2.5.(ii) Satisfaction level of employees in getting self development opportunities.

5.2.5.(iii) Satisfaction level of employees in accomplishing dreams during the tenure of employment.

5.2.5.(iv) Satisfaction level of employees in respect of the commitment of the organization to achieve their maximum potential.

5.2.5.(v) Satisfaction level of employees in attaining opportunities for self fulfillment.

5.2.5.(vi) Satisfaction level of employees towards the ownership pattern (Public or private) in fulfilling the self growth of employees.

Multiple regression analysis of Self actualisation needs satisfaction

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