Abstract

This study was conducted with the major objective to understand the influence of socio-economic and organizational attributes regarding job satisfaction and job performance of the Managers in pharmaceutical industry in district Solan and Sirmour of Himachal Pradesh. The sample of two hundred and eighty one (281) respondents was selected taking into consideration non-probability and convenience sampling approach. The empirical information regarding socio-economic characteristics of the respondents was collected by interviewing respondents with the help of questionnaire developed for this purpose. The job satisfaction of the managers was measured by administering, ‘Minnesota Satisfaction Questionnaire’ developed by David J. Weiss et al. (1967). The job performance of the managers was measured by administering, ‘The Job Performance Questionnaire’ by Bharti Gandhi (2002). On the basis of statistical findings, it was found that job satisfaction and job performance of the managers vary across various sub categories of socio-economic factors such as age, gender, education, marital status, work experience and department. But this variation was not statistically significant. The chi-square test also did not show any significant association between socio-economic factors, job satisfaction and job performance. Another major finding of the study stated that organizational factors have statistically significant correlation with the job satisfaction and job performance. Similar correlation between job satisfaction and job performance was also statistically proved. Hence, it can be said that inequalities in socio-economic attributes do not lead to differences in job satisfaction and job performance. It means that there may be some other socio-economic factors than those considered in this study, i.e., age, gender, education, marital status, work experience and department which might be responsible for inter and intra-group variations in job satisfaction and job performance. On the other hand, selected organizational attributes may be lead the job satisfaction and job performance of the managers to some extent.

Key Words: Job Satisfaction, Job Performance, Managers and Pharmaceutical Industry.