ABSTRACT

The study sought to identify the main drivers of job satisfaction among the employees of Steel Authority of India Limited (SAIL) which is one of the first basic industries of Indian public sector. Specifically, it focused its attention on Bhilai Steel Plant (BSP) as an employer & examined the extent of employee job satisfaction, together with its nature & degree of variation.

The steel plant at Bhilai was set up by Indian government in collaboration with USSR. It has not only provided all sorts of amenities & incentives to its employees but also has given due consideration to adoption of international standards for their safety, welfare & development. A survey was conducted among 1000 employees working in the company irrespective of their age group, gender & job profile. A total of 23 independent variables with the dependent variable of job satisfaction were taken in the study. Both descriptive & inferential statistical techniques were used to analyze the data collected.

The employees were found to be quite content with their job with overall satisfaction level of officers being 72% & that of workers being 74%. Some drivers of job satisfaction were found to be common for all employees like the level of salary, intra departmental cooperation, clear work instructions, safe working conditions and interpersonal relations with peers. Apart from that, both the groups of executives & non-executives had their specific set of variables influencing their job satisfaction. The demographic variables of gender, age group & tenure in the organization had no noticeable impact on job satisfaction of employees.

Keywords:
Job satisfaction, Bhilai Steel Plant, Job Security, Interpersonal Relations, Work environment, Level of salary