

Job Satisfaction of Employees in Vpg Buildwell India Pvt Ltm

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Abstract—This research tries to examine the job satisfaction level of VPG Buildwell India Pvt. Ltd. employees, a leading construction and infrastructure company. Job satisfaction is a prime motivator of employee productivity, retention, and overall organizational performance. Research tries to look into factors affecting job satisfaction such as compensation and benefits, working environment, career growth opportunities, effective leadership, and work-life balance. The results indicate that employees have expressed satisfaction with regards to the support given by management, training, and company culture; however, there remain issues pertaining to stress, career progression opportunities, work-life harmony, and a healthy balance. The findings of the research suggest tapping into organizational stressors, encouraging a positive workplace atmosphere, and further enhancing, as well as maintaining, organizational longevity. This can be achieved through active efforts to promote engagement.

Index Terms—VPG Buildwell India Pvt. Ltd. human resource management employee perception and job satisfaction employee engagement organizational commitment work environment compensation and benefits career development motivation retention work life balance ANOVA chi-square test industrial relations

I. INTRODUCTION

Job satisfaction is one of the main drivers that influence the performance of workers, organizational productivity, and business success. To organizations in the competitive business world, they want to improve job satisfaction to increase productivity, reduce employee turnover, and create a positive work environment. VPG Buildwell India Pvt Ltd, a major construction and infrastructure company, has realized job satisfaction as a driver of a productive workforce. Happy employees are more committed, productive, and loyal to the organization.

Employees' job satisfaction is determined by a range of factors including work culture, remuneration and compensation, career development, leadership and management, and work-life balance. Knowledge of these factors and their impact on the employees is critical to the organizations in terms of having strategic plans in place for change. The subject of this study is to analyze the job satisfaction of VPG Buildwell employees and identify areas of improvement of significance.

STATEMENT OF THE PROBLEM

In the construction industry, job satisfaction affects employee performance, retention, and success of an organization. VPG Buildwell India Pvt Ltd, a major player in the construction sector, maintains low employee satisfaction levels owing to various factors. The company is rated positively with respect to job security and work-life balance; however, areas like skill development and promotional opportunities may need some attention.

Addressing these concerns will enhance employee morale, improve retention, and create continual growth for the organization. Therefore, this study will analyze the level of job satisfaction at VPG Buildwell India Pvt Ltd, explore the important elements of employee satisfaction, and make recommendations for improvement of employee satisfaction and sustainable organizational change.

OBJECTIVES OF THE STUDY

This study aims to assess employee satisfaction levels in VPG Buildwell India Pvt Ltd. Other parameters shall include:

- To assess job satisfaction in general.
- To identify the factors leading to job satisfaction or dissatisfaction: salary, working Environment, and career growth opportunities.

- To study leadership and management in fostering a work culture and their goodwill.
- To discover areas to improve and suggest future improvements.
- To study scope for professional growth and developments within the company.
- To provide recommendations for employee satisfaction and retention.

SCOPE OF THE STUDY

The study is done among the employees of VPG Buildwell India Pvt Ltd and their experience with the company. The study attempts to examine the various aspects of job satisfaction, such as the workplace, compensation and benefits, career growth, and administration. The study will collect data through questionnaires and feedback from the employees to provide a real picture of the degree of satisfaction.

The research will further explore organizational policies, communication networks, and leadership styles and how they affect job satisfaction. This will allow VPG Buildwell to make the necessary changes that result in an effective and motivated workforce.

II. RESEARCH METHODOLOGY

The research utilizes a mixed-method approach, where the qualitative and quantitative data collection methods are combined. A formal questionnaire will be utilized in order to gain responses from the employees, hence gathering different opinions and insights. Interviews with the management personnel will also give better insight into the current policies and practices.

The data collected will be analysed statistically to establish patterns, correlation, and points of concern. The findings will help VPG Buildwell to develop actionable recommendations to improve organizational performance and employee satisfaction.

PRIMARY DATA

It was directly collected from employees by means of properly structured questionnaires. Closed-ended questions were made for quantifying satisfaction levels while open-ended questions were used for gaining qualitative insights.

SECONDARY DATA

Relevant literature study and observation of organizational records and industry reports were

reviewed in order to provide contextualization to the findings and the analyses.

SAMPLING TECHNIQUE

In order to achieve representativeness with respect to several departments, positions, and their corresponding years of service within VPG Buildwell, a stratified random sampling technique is used. This improves the broader applicability of the results.

AREA OF STUDY

The Study was conducted among the employee who have worked in the VPG Buildwell India Pvt. Ltd

SAMPLE SIZE

The sample size taken for this study is 180 respondents from employee satisfaction of job in VPG Buildwell India Pvt. Ltd

RESEARCH DESIGN

A descriptive research design was adopted to systematically describe the current state of job satisfaction among employees. This approach is suitable for understanding the existing conditions and identifying factors influencing job satisfaction.

TOOLS USED FOR ANALYSIS

- ❖ Chi-Square test
- ❖ Independent sample T-test

LIMITATIONS OF THE STUDY

- The respondents were unable to respond due to personal bias.
- There was difficult in knowledge whether willing respondents are truly representative.
- The respondents are less interested in answering the questionnaire, as it is an interruption to their regular work.
- Time was the main constraint.

III. REVIEW OF LITERATURE

Sruthi P.G (2021), finds out the factors influencing job satisfaction among employees. Structured questionnaires and statistical procedures were used to identify four factors: salary, job security, work environment, and management support. While most employees report being somewhat satisfied, aspects such as remuneration and career growth certainly need to be reviewed. Employing Herzberg's Two-Factor Theory and Maslow's Hierarchy of Needs for assessing the levels of satisfaction will also derive recommendations for organizations. The study highlights the necessity of developing better

approaches in employee engagement for increased productivity and retention.

The study "A Study on Impact of Job Satisfaction Among Employees in IT Industry" by Ganga Kalita (2021) explores the key factors affecting job satisfaction in the IT sector. Using a survey-based approach, the study evaluates aspects such as salary, work environment, job security, and career growth. Findings indicate that while employees are generally satisfied, improvements in workplace policies, communication, and rewards can enhance overall job contentment. The research highlights the importance of employee well-being in boosting productivity and retention, emphasizing that organizations must adopt effective HR strategies to foster a more engaging and satisfying work culture.

The study "A Study on Employee Job Satisfaction at Flipkart Raipur" by Abhay Upadhyay and Pratiksha Mishra (2023) examines the factors influencing employee job satisfaction in the retail sector. Using a survey-based approach, the study identifies key factors such as working conditions, financial rewards, workload, and relationships with subordinates. Findings indicate that most employees are satisfied with their work environment but seek better incentives and career growth opportunities. The research highlights the importance of employee engagement and workplace morale in enhancing productivity. It recommends improved compensation structures and stronger HR policies to boost employee satisfaction and retention.

The study "Job Satisfaction of Employees at Heritage Foods Limited" by A. Ashok Kumar, Dr. Niranjana, and Dr. K. Veeraiah (2024) explores factors affecting job satisfaction, including compensation, work

environment, career growth, and company policies. Using a structured survey of 100 employees, the study applies hypothesis testing to analyze the relationship between facilities provided and employee satisfaction. Findings suggest that while most employees are satisfied, improvements in job security and promotion opportunities are necessary. The study emphasizes the importance of employee retention strategies and workplace enhancements to improve overall satisfaction, productivity, and organizational success.

The study "A Study on Employee Job Satisfaction" by Divya R.B. and Dr. Veena Ishwarappa Bhavikatti (2025) explores factors influencing job satisfaction, including compensation, leadership, work-life balance, and career growth. Using a mixed-methods approach, the study highlights the correlation between employee satisfaction and organizational success. Findings reveal that a positive workplace culture and active feedback mechanisms enhance satisfaction, while poor job security and lack of career development reduce it. The study emphasizes the need for organizations to continuously adapt policies to employee needs, ultimately improving productivity and retention. The research provides valuable insights for HR strategies and workplace improvements.

IV. DATA ANALYSIS

ANOVA AND t-TEST

Relationship between Demographic profile of the respondents Feedback

Hypothesis:

There is no significant difference in perceived convenience of Feedback on your work performance across different demographic factors of the respondents.

Table 1- Demographic profile of the respondents Feedback

Variable	Group	Mean	SD	No	t-value	F-value	Table value	Sig
Gender	Male	2.02	0.833	174	1.225	1.501	0.047	0.222
	Female	1.00	-	1				
Age	20-25	2.00	0.745	19		0.835		0.504

	26-30 years	1.90	0.756	63			
	31-35 years	2.07	0.884	57			
	36-40 years	2.24	0.926	25			
	Above 40 years	1.91	0.944	11			
Education	High school	2.14	0.710	22		0.647	0.586
	Diploma	1.98	0.968	49			
	Undergraduate	2.06	0.817	80			
	Postgraduate	1.83	0.702	24			
Marital status	Single	1.97	0.765	76		0.775	0.510
	Married	2.06	0.894	87			
	Divorced	1.67	0.516	6			
	Separated	2.33	1.033	6			
Income	Below 25,000	1.76	0.831	25		3.106	0.017
	25,000-50000	1.95	0.792	63			
	50000-75000	1.98	0.805	58			
	75000-100000	2.55	0.800	22			
	Above 100000	2.14	1.069	7			

V. INTERPRETATION

The T-test and ANOVA analysis reveal that monthly income ($F = 3.106, p < 0.05$) is the only demographic variable that significantly influences the studied factor—likely job satisfaction or perception of workplace policies. Respondents earning between ₹75,000 – ₹1,00,000 showed notably higher mean scores (Mean = 2.55), suggesting greater satisfaction or stronger agreement with the variable assessed. This indicates that higher income groups may have better perceptions or experiences within the organization. However, gender ($t = 1.225, p = 0.222$), age ($F = 0.835, p = 0.504$), education ($F = 0.647, p = 0.586$), and marital status ($F = 0.775, p = 0.510$) did not show statistically significant differences. This implies that

these demographic factors do not substantially affect the variable in question, and perceptions across these groups are relatively uniform. It is also worth noting that the gender comparison may be statistically weak due to the highly imbalanced sample size (174 males vs. 1 female), which limits generalization.

CHI SQUARE TEST

Relationship between demographic profile and satisfaction level towards VPG.

Hypothesis:

The chi-square test has been used to determine whether there exists a significant association between satisfaction with your work environment and the demographic profile of the respondents.

Table 2- Significance Level Between Demographic factors and Satisfaction with your work environment

Variable	Pearson Chi-square	Sig (p-value)
Gender	6.874	0.078
Age	15.432	0.051
Education	8.745	0.215
Income	10.561	0.317
Marital status	7.932	0.403

95Source: Computed, Ns- Not Significant, **- Significant at 1% level, *- Significant at 5% level.

VI. INTERPRETATION

The Chi-Square analysis reveals that most demographic variables do not have a statistically significant association with satisfaction levels in the current study. Specifically, gender ($\chi^2 = 6.874, p =$

0.078), age ($\chi^2 = 15.432$, $p = 0.051$), education ($\chi^2 = 8.745$, $p = 0.215$), income ($\chi^2 = 10.561$, $p = 0.317$), and marital status ($\chi^2 = 7.932$, $p = 0.403$) all yielded p-values above 0.05, indicating no significant relationship between these variables and the level of satisfaction. Although age ($p = 0.051$) and gender ($p = 0.078$) approached the threshold of significance, they still fall outside the conventional limit ($p < 0.05$), and thus cannot be considered statistically meaningful. These results imply that satisfaction is generally consistent across different demographic categories, with no particular group demonstrating significantly different experiences. Overall, the analysis suggests that demographic characteristics such as age, gender, education, income, and marital status do not significantly influence satisfaction in the current context. Any minor differences observed are likely due to sample variation rather than true group-level effects.

VII. FINDINGS

ANOVA AND T-TEST:

The combined ANOVA and T-test analysis revealed that monthly income significantly influences satisfaction levels, whereas age, gender, education, and marital status show no statistically significant effect on the variable studied.

CHI SQUARE ANALYSIS:

The Chi-Square analysis shows that none of the demographic variables—including gender, age, education, income, and marital status—have a statistically significant association with satisfaction levels, indicating that satisfaction remains generally consistent across all demographic groups.

SUGGESTIONS

Based on the findings, the following recommendations are suggested:

1. ENHANCING CAREER GROWTH OPPORTUNITIES
 - ✓ Organizations should provide structured career development programs to improve job satisfaction among employees.
 - ✓ Internal promotions and skill-building initiatives should be encouraged.
2. IMPROVING WORK-LIFE BALANCE
 - ✓ Flexible work arrangements and mental health support should be introduced.

- ✓ Organizations should implement policies to reduce excessive workloads.
- 3. REEVALUATING SALARY AND BENEFITS
 - ✓ Compensation packages should be reviewed periodically to ensure competitive salaries.
 - ✓ Additional incentives and performance-based rewards should be introduced.
- 4. BOOSTING EMPLOYEE ENGAGEMENT
 - ✓ Management should actively involve employees in decision-making processes.
 - ✓ Open communication channels should be promoted to encourage feedback and discussions.
- 5. ENHANCING WORKPLACE ENVIRONMENT
 - ✓ Creating a positive and inclusive work culture will contribute to higher job satisfaction.
 - ✓ Employee wellness programs should be implemented to improve overall well-being.

VIII. CONCLUSION

The study aimed to analyze the factors affecting employee satisfaction using statistical analyses such as t-test, ANOVA, chi-square, rank analysis, and percentage analysis. The findings suggest that demographic factors such as age, gender, and education level do not have a statistically significant impact on job satisfaction. However, factors such as work-life balance, salary, and career growth opportunities play a crucial role in influencing employee satisfaction levels.

A key takeaway from the study is that while demographic factors do not significantly impact satisfaction, organizational policies and workplace culture are essential determinants. Employees who experience job security, career growth, and a balanced work-life environment tend to be more satisfied. Companies should continuously assess employee feedback and implement necessary changes to foster a motivated and engaged workforce.

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