

A SURVEY OF JOB SATISFACTION ON SME IN TAMIL NADU

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Abstract: This research paper analyzed the effect of job satisfaction measurements on employment execution of Small and Medium Enterprises workers in Tamil Nadu. SMEs shift from nation to nation, contingent upon one or a greater amount of the limits set down in appreciation of investment, employment, turnover, etc. All the same, SMEs have been engines of modern development the world over. SMEs assumes a critical part in the economy of any nation and it is creating a nation like India. They assume a part in boosting the economy of a nation. The role of small and medium endeavors in the economic and social advancement of the nation is established. It contributes right around 40% of the gross modern worth included the Indian economy. This paper would study the role of SMEs in Indian Economy and its commitment to the economic improvement of the nation overall. This paper endeavors to distinguish the significance of variables and sub elements for the effective usage of Tamil Nadu is one of the all around creating states as far as modern improvement.

Keywords: SME, Job Satisfaction, Economy Enterprises.

INTRODUCTION

Small scale industries have been assuming a critical part in the advancement of the Indian economy. These small scale industries make occupation open doors, as well as create pay, speculation and investment funds in the economy. Further, these enterprises may likewise help in creating local economy, advancement of fare, potential, special of industry sector offices, improvement of infra basic offices and so on. Small scale enterprises likewise help in annihilating destitution, unemployment issues. The open doors through SMEs have been giving occupation chances to country, urban masses, creating pay, and raising the levels of living. The small and medium industries today constitute an essential section of the Indian economy. SMEs part has risen as a dynamic and energetic division of the economy. The Indian economy is relied upon to develop by more than 8 per cent per annum until 2020 and can turn into the second biggest on the world, in front of the United States, by 2050, and the third biggest after China and the United States by 2032. The great part is that it is utilizing near 40 % of India's workforce and contributing 45% to India's assembling yields, SMEs plays a basic come with producing a great many occupations, particularly at the low ability level. The nation's 1.3 million SMEs represent 40% of India's aggregate fares. The terrible thing is that SMEs in India because of their low scale and poor appropriation of innovation, have extremely poor efficiency. India's workforce just contributes 17% of GDP.

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LITERATURE REVIEW

Dawis and Nestron (1984) characterized work satisfaction as the consequence of the worker's evaluation of the extent to which the workplace satisfies the individual needs. The term work satisfactions allude to the states of mind and sentiments individuals have about their work. Positive and great states of mind towards the occupation show work satisfaction. Negative and unfavorable states of mind towards the occupation show work disappointment (Armstrong, 2006). Smith et al. (1969) recommended that occupation satisfaction is emotions or full of feeling reactions to features of the circumstance." Job satisfaction can be characterized likewise as the degree to which a specialist is content with the prizes he or she escapes his or her employment especially regarding characteristic inspiration (Statt, 2004). Nash (1985) found that the way of occupation satisfaction in the mechanical world is qualified to one as well as numerous elements, for example, advancement, pay package, supervision, work itself, work gathering and work condition. Work satisfaction was seen by Peretomode (2006) as satisfaction obtained with encountering different employment exercises and reward. Rose (2001) as referred to in Olorusola (2012) saw work satisfaction as a bi-dimensional idea comprising of inborn and outward satisfaction measurements. She assists affirmed that natural wellsprings of satisfaction rely on upon individual attributes of the individual, for example, capacity to utilize activity, relations with administrators, or the outward wellsprings of satisfaction are situational and relies on upon the environment, for example, pay, advancement or employer stability; these are budget and different materials.

Comprehensively, there is no brought together understanding as respects to particular meaning of Small and Medium Enterprise (SMEs). This is predictable with the study from International work Organization (ILO 2005) which demonstrates that more than 50 definitions was recognized in 75 nations. Every definition was made to suit particular model of Enterprises and the phase of its mechanical improvement of a specific nation or state. Small enterprises from Nigeria setting can be portrayed as Enterprises utilizing between 1-35 people. However, Federal Ministry of Industry, who happens to be the custodian of SMEs gave an adaptable, meaning of SMEs with regards to the estimations of introduced settled expense. Since 1971-2001 there have been predictable upward audit in the matter of how Small and Medium Enterprises context to be characterized in accordance with the development in the trade estimation of the country coin (Ibrahim, 2008). While Australian Bureau of Statistics (2002) referred to in Sen, (2012) characterizes SMEs as a firm with under 200 employees. Despite the change in definition, yet there is some normal trait controlled by different definitions, this incorporates the quantity of representatives, resource or a blend of the two Jasra, Khan, Hunjra, Rehman and Azam (2011).

SMALL AND MEDIUM ENTERPRISES IN TAMIL NADU

Tamil Nadu is one of the all around creating states as far as modern advancement. At the post-advancement time, Tamil Nadu has developed as one of the leaders by pulling in an extensive number of investment recommendations especially as of late. Today, Tamil Nadu is the third biggest economy in India and its present State Domestic Product is well over US \$ 23 billion. The Small and Medium Enterprises in Tamil Nadu today include vehicle companies, materials and sustenance preparing. There is a development in the vehicle company's industry since organizations like Ford and Hyundai have come to Tamil Nadu. The nourishment preparing part again is developing as there is an interest for handled and bundled sustenance. Entrepreneurs are setting up cold storages and exporting frozen vegetables and fruits.

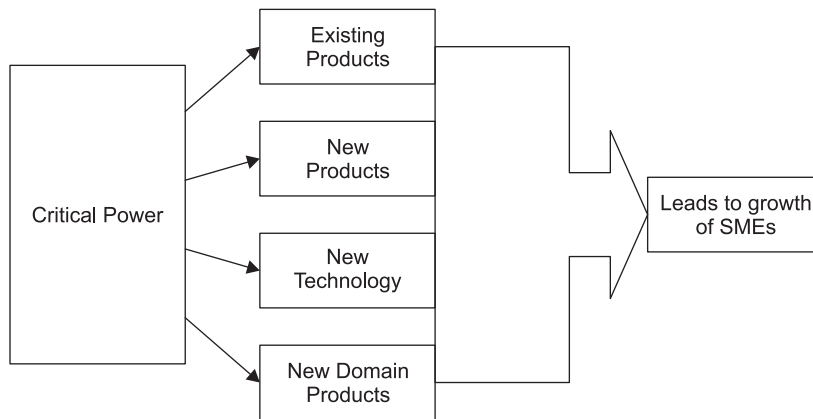


Figure 1: Growth and Manpower of SMEs

As the role of the people in small firms become critical during its growth phase, it is appropriate to assess the growth path of the SMEs first. The growth of a firm can be achieved through four major methods – through increasing the revenue by increasing the current product volume, or through developing new products or through developing new technology products or through developing products in new domains and a combination of the two or more of the methods.

A glance at the gathering insightful grouping of SME shows Hosiery and Ready-made Articles of clothing units at the top rundown with 89,464 units representing somewhat more than 22.2% of the aggregate number of units. Other Manufacturing ventures are a long ways behind with 58,777 units which is around 15% of the total. Manufacturing segment is nearly trailed by Food items with 37,152 units which is near 10%. Offer of every other gathering are of single digit and the offer of Jute, Hemp and Mesla Items and Drinks, Tobacco and Tobacco Items together is underneath 1%.

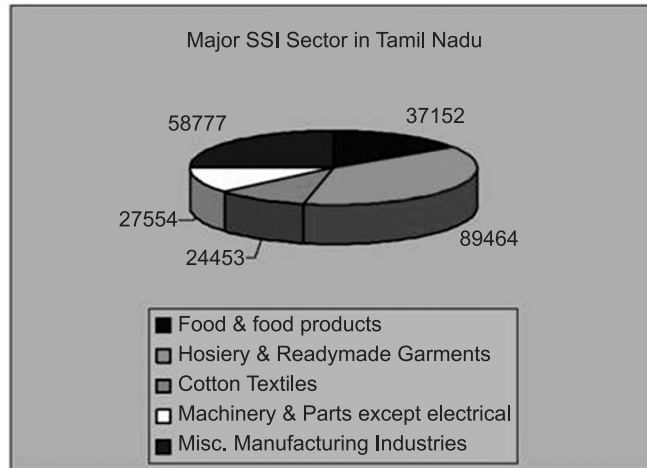


Figure 2: SSI sectors in Tamil Nadu

Importance of SME

The opportunities of growth in the SMEs sector are enormous due to the following factors:

- Less Capital demanding
- Wide-ranging Promotion & Support from Government
- Reservation for limited Manufacture by small scale sector
- Project Profiles
- Funding - Finance & Subsidies
- Machinery Procurement
- Raw Material Procurement
- Manpower Training
- Technical & Managerial skills
- Tooling & Testing support
- Reservation for Exclusive Purchase by Government
- Export Promotion
- Growth in demand in the domestic market size due to overall economic growth
- Increasing Export Potential for Indian products
- Growth in necessities for ancillary units due to the increase in number of greenfield units coming up in the large scale sector.

Statistics Related to SME units in Tamil Nadu

The small scale enterprises, made an ambitious start in Tamil Nadu with the Government venturing into making major mechanical bequests at Guindy and Ambattur in Chennai. In 1973, Tamil Nadu had the biggest number of SMEs in the nation with 18,500 enrolled units and it has kept up this administration, all things considered. At the point when the Second All India, Census of SMEs was completed in 1987-88, it was still the pioneer as far as units and job, however not in the development rate. The units in this SME division are additionally enrolled with the State Level Directorates of Industries and information for this classification gets gathered now and again on a registration or test premise.

TABLE 1: REGISTERED SME UNITS IN TAMIL NADU

<i>Year</i>	<i>Registered SME units</i>
1999-00	214568
2000-01	247890
2001-02	269874
2002-03	295004
2003-04	324627
2004-05	354939
2005-06	387597
2006-07	419524
2007-08	448905
2008-09	474699

Source: RBI hand book 2009.

Between 1999-2000 and 2008-09, The State has recorded a yearly development rate of 10.69% in the number of registered units. 13.10% in venture conveyed, 16.34% in yield and 9.38% invocation. The State represents 12.6% of enrolled SME units in the nation, 12.1% of yield and 15.7% of work amid 2007-08. The Table beneath demonstrates the examination of a portion of the parameters between Tamil Nadu and the nation overall. The aggregate number of registered SME units in the State has expanded from 4.49 lakhs in 2007-08 to 4.75 lakhs in 2008-09 therefore recording a development of 5.7%.

TABLE 2: INVESTMENTS OF SMES IN TAMIL NADU

<i>Year</i>	<i>Investments (in crores)</i>
1999-00	3954.12
2000-01	4954.00
2001-02	6574.11

<i>Year</i>	<i>Investments (in crores)</i>
2002-03	7966.00
2003-04	9350.00
2004-05	10623.00
2005-06	11567.22
2006-07	12166.19
2007-08	12569.34
2008-09	13291.50

Source: Report of finance ministry of Tamil Nadu 2009.

The investment made in the area expanded from ₹ 12569.34 crores in 2007-08 to 13291.50 crores in 2008-09 bringing about a development of 5.7%. Subsequently the yield from SME units has likewise expanded from ₹ 89781 crores in 2007-08 to ₹ 94939.80 crores in 2008-09 enlisting a development of 5.75%.

TABLE 3: EMPLOYMENT OF SME IN TAMIL NADU

<i>Year</i>	<i>Employment (No)</i>
1999-00	1745896
2000-01	1875946
2001-02	2014789
2002-03	2250900
2003-04	2451000
2004-05	2667200
2005-06	2902122
2006-07	3142335
2007-08	3142335
2008-09	3417832

Source: Publication of Tamil Nadu statistical department 2009.

The employment provided by this sector has increased from 31.42 lakhs in 2007-08 to 34.18 in 2008-09 with a growth of 8.78 per cent. The continuous increase in the employment potential of the SME is also noticed in the span of 10 years from 1999 to 2009.

TABLE 4: PRODUCTION OF SME IN TAMIL NADU

<i>Year</i>	<i>Production (in crores)</i>
1999-00	22368.00
2000-01	30541.01
2001-02	39688.57

<i>Year</i>	<i>Production (in crores)</i>
2002-03	48675.00
2003-04	58432.00
2004-05	70987.00
2005-06	78261.66
2006-07	83904.80
2007-08	89781.00
2008-00	94939.80

Source: DCSME

The production of SME units in Tamil Nadu is increased by 76.44% in ten years. In the year 2003-04 a maximum increase of 16.69% in production was noticed. In general it is found that there is an increasing trend in the production of SME sector in Tamil Nadu.

TABLE 5: EXPORT OF SME IN TAMIL NADU

<i>Year</i>	<i>Export (in lakhs)</i>
1999-00	149872
2000-01	151478
2001-02	169999
2002-03	184718
2003-04	198745
2004-05	201447
2005-06	222330
2006-07	231561
2007-08	247891
2008-09	256487

Source: Pert trust report 2009

The SME units in Tamil Nadu are contributing their preparations to exports out in all India level essentially. In most recent ten years the SME units Tamil Nadu added to fare of items in obvious scale. During 1999-2009 the fare execution of SMEs demonstrates an expansion of 55.95%, particularly the fare was expanded from ₹ 149872 lakhs in 1999-2000 to ₹ 256487 lakhs in 2008-09. This demonstrates that the SME parts of Tamil Nadu are exceedingly fruitful in fare execution. The most extreme of 12.22% expansion in the fare execution was seen in the year 2001-02 and at least 1.07% was seen in the year 2000-02. The normal rate of increment in the generation of SME areas in Tamil Nadu is 5.56%. The connection investigation is connected on the years and fare executed for a long time and it is

found that $r = 0.994$, This demonstrates the fare through SME ventures in Tamil Nadu is essentially adding to all India executions.

Performance and Growth of SME

There has been an exceptional growth in the number of small scale industries in Tamil Nadu. From a mere 18,440 SSI units in 1977 it has grown to 3,87,597 SSI units as of 31.12.2001.

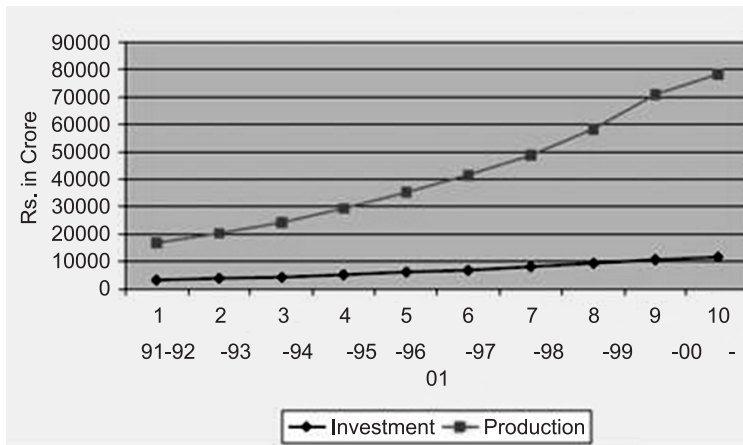


Figure 3: Trend in Growth of SSI in Tamil Nadu

JOB SATISFACTION OF SMES IN RECENT YEARS

Job Satisfaction in Small and Medium Enterprises (SMEs) in the Manufacturing Sector in 2010

Small and medium enterprises (SMEs) in the manufacturing segment make a huge commitment to financial development, yet the vast majority of the examination in advancement administration in the assembling area has concentrated on substantial associations. This article, in any case, distinguishes advancement drivers and their execution suggestions in assembling SMEs. Its study accumulated overview information from a sample of 600 Australian SMEs and found that SMEs are like huge firms as for the way that development procedure and formal structure are the key drivers of their execution, yet don't seem to use advanced society in a key and organized way. This concentrates consequently reasons that SMEs' execution is prone to enhance as they increment how much they reflect huge assembling firms concerning formal system and structure, and to which they perceive that development society and technique are firmly adjusted all through the advancement process.

Job Satisfaction in Public Sector Organizations in Malaysia in 2011

Leadership is a procedure impact amongst leaders and subordinates where a leader endeavors to impact the conduct of subordinates to accomplish the authoritative objectives. organizational accomplishment in accomplishing its objectives and destinations relies on upon the leaders of the association and their initiative styles. By receiving the fitting authority styles, leaders can influence worker job satisfaction, responsibility and efficiency. Two hundred Malaysian officials working openly divisions willfully took part in this study. Two sorts of initiative styles, to be specific, value-based and transformational were found to have direct associations with representatives' employment satisfaction. The outcomes demonstrated that transformational initiative style has a more grounded association with employment satisfaction. This suggests transformational authority is regarded reasonable for overseeing government associations. Implications of the discoveries were examined further.

Job Satisfaction of SME Nigerian Employees in 2013

An Investigation concerning the relationship between initiative styles and occupation satisfaction among workers in little and medium endeavors in Nigeria is the primary center for this exploration. The exploration utilized study configuration to assemble information from one hundred and fifteen workers from the little and medium enterprises. The study utilized simple random sampling techniques and information was gathered utilizing a poll that obliged respondent to rate their level of occupation satisfactions and in addition their "pioneers" authority styles utilizing a five point scale Likert sort. The consequence of relationship investigation uncovered that the whole initiative styles things are factually huge at .05 level of importance, likewise the aftereffect of descriptive statistics indicates transformational administration styles has the most generally utilized authority styles as a part of the little and medium undertakings in Nigeria. Transformational pioneers are required in small and medium scale ventures in Nigeria to have the capacity to accomplish the mission, destinations and objectives for the improvement of this enterprise in the nation.

Job Satisfaction of Private Enterprenuer of Beylikduzu Organized Industrial Zone in 2015

An aim of this current study is to contribute to the relevant literature in this sense. Another aim is towards the subject of employment satisfaction; there are undoubtedly incalculable studies considering work satisfaction of the laborers and chiefs in a wide range of settings on the planet. A gap is that the job satisfaction elements of entrepreneurs are by and large overlooked in the writing, and this crevice is planned to be incompletely filled in by this study. Assembled, this study researches the elements, which add to the entrepreneurs' satisfaction with their

own organizations in the Turkish connection with an accentuation on little and medium-sized ventures. For the operationalization of this examination, proprietors of little and medium-sized ventures in a Beylikdüzü Organized Industrial Zone are chosen and numerous instruments are joined keeping in mind the end goal to cover whatever number job satisfaction elements as could reasonably be expected. Proof from Turkish writing is likewise found and noted in this procedure, with the aim of expanding upon the momentum assortment of exploration. The outcomes yield that there are various components identified with the entrepreneurs' employment satisfaction.

FACTORS DETERMINING THE PERFORMANCE OF SMALL AND MEDIUM ENTERPRISES

Financial: Funds can be named to be circulatory system of any settled enterprises. It decides generous part of the endeavors execution. The powerful and productive use of asset brings into indication of other determinant variables.

Political It is not an increase say that "who so ever controls political power likewise controls economy control" The hand composing for a long time of past organizations have been seen on the wall.

Education: Acquiring education is in two measurements: formal or casual. The information about the two types of instruction can be mixed together to give consumer loyalty to the firm.

Infrastructure: The vital part it plays in the execution of SME in Ekiti state can't be disregarded in light of the fact that foundation, for example, power, good street system, consistent water supply, successful correspondence framework and the business sector are alluded to as flavor on execution of SME.

Government Policies: These are devices in the hand of government to make an empowering environment for the SMES to flourish. The Government makes guidelines and systems in which Enterprises can go up against each other positively every once in a while. The Government changes the tenets and systems compelling Enterprises to change the way they work.

Raw Materials: This is the info that the firm works with to deliver yield. The missing or the low supply of these crude materials increment expenses of creation. Makers Association of Nigeria referred to in (Ibrahim, 2008) in its appraisal watched that deficient supply of crude materials cause stagnation, low nature of the items, and poor execution among others.

Entrepreneurial Competencies: Awe (2008) saw business entrepreneur as a man who sort out and deals with a business undertaking with a definitive reason for benefit making as an arrival on the venture. The entrepreneur can be depicted as an improving man, way breaker and a pacesetter of economic and mechanical development.

Support: This portrays the support Enterprises appreciate from the clients, or an imparting of profit to qualify client proprietor. The level at which clients criticize Enterprises with the interest that support with capacity to pay decide the execution of the Enterprises.

Technology: The partition taking by innovation as to the Enterprises execution in the firm aggressive environment is inescapable. Innovation changes in element way with the possibility of affecting contrarily on the company's focused position.

CHALLENGES FACED BY SME

In spite of its estimable commitment to the Nation's economy, SME Sector does not get the required backing from the concerned Government Departments, Banks, Financial Institutions and Corporate, which is a debilitation in turning out to be more aggressive in the National and International Markets.

SMEs faces various issues

- Absence of sufficient and convenient keeping money account,
- Limited capital and information, non-accessibility of appropriate innovation,
- Low generation limits,
- Ineffective advertising technique,
- Identification of new markets,
- Constraints on modernization and developments,
- Non accessibility of exceptionally talented work at moderate expense,
- Follow-up with different government organizations to determine issues and so forth.

CONCLUSION

SMEs embrace danger and they are immersed to do things in various ways adjusting most current systems and use techniques to decrease their consumption. SMEs respond emphatically to all difficulties and battle hard to finish objectives. Chiefs have understood that development and dissecting the dangers and open doors accessible in the business sector is the key component for the accomplishment of an association.

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