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ORIGINAL

Navigating career satisfaction and employee well-being: a study of indian railway employees in the south central railway division

Navegar por la satisfacción profesional y el bienestar de los empleados: un estudio de los empleados ferroviarios indios de la división ferroviaria central del sur

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ABSTRACT

Their degree of career satisfaction is defined as the sum of all the factors that substantially affect a person's ability and actual output to complete any certain sort of work. Career satisfaction elements begin and develop both outside and inside the workplace, either externally (non-controllable) or internally (controllable). Career satisfaction is the totality of all physiological, psychological, and environmental factors that either make a person satisfied or dissatisfied with his or her employment. Among the results of career satisfaction are assessments, thoughts, acts, and behaviors. Career Satisfaction boosts productivity because workers who enjoy their jobs are more inclined to put in extra time and effort. On the other side, employees who don't like their work may additionally, there is a chance of higher staff turnover and absenteeism. The more the workers' commitment to their jobs, the greater their production will be as a result of their efforts. The goal of this study is to investigate the many factors that affect employees of the Vijayawada Division of the South Central Railway Division of the Indian Railways in terms of Career Satisfaction, as well as their difficulties and potential solutions. The Vijayawada Division of Indian Railways is a significant division.

Keywords: Career Satisfaction; SCR; Factors Influence.

RESUMEN

El grado de satisfacción profesional se define como la suma de todos los factores que afectan sustancialmente a la capacidad y al rendimiento real de una persona para realizar un determinado tipo de trabajo. Los elementos de la satisfacción profesional comienzan y se desarrollan tanto fuera como dentro del lugar de trabajo, ya sea de forma externa (no controlable) o interna (controlable). La satisfacción profesional es el conjunto de todos los factores fisiológicos, psicológicos y ambientales que hacen que una persona esté satisfecha o insatisfecha con su empleo. Entre los resultados de la satisfacción profesional se encuentran las valoraciones, los pensamientos, los actos y los comportamientos. La satisfacción profesional aumenta la productividad porque los trabajadores que disfrutan con su trabajo están más dispuestos a dedicar más tiempo y esfuerzo. En el lado opuesto, los empleados a los que no les gusta su trabajo pueden además, existe la posibilidad de que aumente la rotación de personal y el absentismo. Cuanto mayor sea el compromiso de los trabajadores con su trabajo, mayor será su producción como resultado de sus esfuerzos. El objetivo de este estudio es investigar los numerosos factores que afectan a los empleados de la División de Vijayawada de la South Central Railway Division de los Ferrocarriles Indios en términos de Satisfacción Profesional, así como sus dificultades y posibles soluciones. La División de Vijayawada de los Ferrocarriles Indios es una

división importante.

Palabras clave: Satisfacción Profesional; SCR; Factores que Influyen.

INTRODUCTION

The degree to which one's needs, wants, and desires are satisfied is known as satisfaction. "Satisfaction is primarily determined by what an individual desires from the world and what he receives." The level of satisfaction that employees have with their employment and working circumstances is measured by employee satisfaction. Undoubtedly one of the many factors affecting organizational performance is employee satisfaction. Effective firms should promote employee satisfaction. An employer is a person or business that hires workers or employees. Depending on whether the employee is paid by the hour or a set sum each pay period, employers give workers wages or salaries in exchange for their labor. While wages are paid for all hours worked, including overtime, a salaried employee frequently is not reimbursed for working more than the required amount of hours. From single persons seeking for a babysitter to governments and organizations that employ thousands of people, employers come in all shapes and sizes. In most Western societies, governments are the largest single employers, but the bulk of the workforce is employed by small and medium-sized businesses in the private sector. It is crucial to remember that even if workers may aid in a company's growth, the employer who is the party named in contracts retains autonomous control over the productive foundation of land and capital. Most of the time, whatever intellectual property created by an employee while they were working for the company also belongs to that employer. These are "works for hire". The primary factor in establishing an employer's relative level of influence over employees is the nature of the working relationship. Interests, control, and incentive are three crucial factors that have a big influence on how employers and employees interact. To create a joyful and productive workplace, employers must effectively manage and balance these factors.

Career satisfaction is a term used to describe a person's level of job fulfillment. It is a relatively recent concept since, in previous centuries, a person's professional prospects were typically determined by the profession of their parents. A person's level of career satisfaction can be influenced by a variety of factors, including pay and benefits, perceived fairness of the company's promotion system, the quality of working conditions, leadership and social relationships, and the job itself (including the variety of tasks required, the interest and challenge the job generates, and the clarity of the job description/requirements). The happier they are at work, the more likely they are to be satisfied with their careers. Career happiness and drive are not the same thing, despite the fact that they clearly have a link. To enhance performance and career happiness, several work design strategies include job rotation, job enlargement, and job enrichment. Additional elements that impact satisfaction include employee involvement, empowerment, independent work groups, management style, and culture. Companies often assess career happiness as a vital characteristic. The most common technique of measurement is rating scales, which are used by employees to express their thoughts on their job. Questions are raised about the pay range, employment responsibilities, job diversity, opportunities for growth, the work itself, and coworkers. Others prefer a satisfaction rating between 1 and 5, while some interviewers only ask yes-or-no questions.

Theoretical framework

High staff turnout at Azim Premji Atio is frequently a worry for any business. People are leaving the company for a variety of reasons, such as better pay, better jobs, or simply because it's "pak gaya." Maybe this article can assist to make things clearer. Arun, a senior software designer and longtime friend, received an offer early this year to work for one of its India-based companies manufacturing specialized software. The offer really pleased him. He had heard a lot about the flamboyant CEO of this company, who was constantly praised for his visionary approach in the business press. The salary was quite good. The company had all the required infrastructure in place, including efficient human resources (HR) practices, a brand-new office, state-of-the-art technology, and even a café with first-rate food. Twice, Arun was sent abroad for training. He claimed that his learning curve was the sharpest it had ever been shortly after joining. It's thrilling to work with such cutting-edge technology. After less than eight months on the job, Arun left last week. Although he hasn't gotten any more offers, he stated he was no longer able to accept them. Evidently, several of the recently deceased colleagues in his department couldn't either. The CEO is worried about the rising employee turnover. He regrets spending the money on their training.

Influence of group factors on the Guntakal Railway division's workers' job satisfaction in Indian Railway.⁽²⁾ Knowing whether or not a group of employees is satisfied is important, as is determining if the management's efforts to please the employee are being carried out properly. This approach definitely satisfies the employee as they are paid and rewarded for their work where they are recognized with good salaries and policies since

this specific area demands a nice atmosphere and satisfaction as they have high risk.

In their study,⁽¹⁾ hypothesized a connection between a higher demand for fulfillment in terms of unique recognition of work and employment insolvency. Results show that most employees are happy working for this organization.

METHODOLOGY

The present study used Stratified sampling method for collection of the data and sample size was 276.

Objective: organizational factors, group factors, individual factors, and other factors relate to employees' career satisfaction is the goal?

RESULTS AND DISCUSSION

Table 1. IR pays good wages and salaries				
Sl. No.	Choice of response	Transport department employees	Commercial department employees	Total
1	V Almost always true	(33,91 %) 39	(39,13 %) 63	(36,96 %) 102
2	V Mostly true	(66,09 %) 76	(60,87 %) 98	(63,04 %) 174
3	V Sometimes true	-	-	-
4	V Rarely true	-	-	-
5	V Not at all true	-	-	-
Total		(100 %) 115	(100 %) 161	(100 %) 276
Weighted average		4,34	4,39	4,37
F-test values		F value-0,815729	T value-18,51	
Note: V indicates vertical percentage to the total				

Table 1 indicates what sample respondents thought about the claim that "IR pays good wages and salaries". The majority of respondents, or 63,04 percent of the overall sample, agreed that the statement was mainly accurate. All of the remaining sample participants, or 36,96 percent, agreed that the statement was almost often true. The weighted average mean score for the entire sample is 4,37. The following is shown by examining the views of the staff in the commercial and transportation departments. The majority of transport department employees—66,09 percent of them—felt that the statement was generally true. 33,91 percent of the sample's remaining responders, or all of them, agreed that the statement was nearly always true. This department's weighted average mean score is 4,34. The sample of commercial department employees voiced largely the same ideas, with just minor percentage differences. This department's weighted average mean score is 4,39. It is clear from the study above that IR offers competitive rates and compensation. The finding is supported by the entire weighted average mean score of 4,37.

F-TEST

Statistical values are also used to test the data. F-test has been performed in this respect, and the results reveal that the computed F value is at 0,815729, while the table value at (1,2) degrees of freedom and at 5 % level of significance is at 18,51. A figure is also used to present the analysis.

Table 2. Supervisors in IR treat their subordinates with respect and dignity				
Sl. No.	Choice of response	Transport department employees	Commercial department employees	Total
1	V Almost always true	(39,13 %) 45	(41,61 %) 67	(40,58 %) 112
2	V Mostly true	(43,48 %) 50	(42,86 %) 69	(43,12 %) 119
3	V Sometimes true	(17,39 %) 20	(15,53 %) 25	(16,30 %) 45
4	V Rarely true	-	-	-

5	V	-	-	-
	Not at all true			
Total		(100 %)	(100 %)	(100 %)
		115	161	276
Weighted average		4,22	4,26	4,24
F-test values		F value-0,805482	T value-7,71	
Note: V indicates vertical percentage to the total				

Table 2 “Supervisors in IR treat their subordinates with respect and dignity,” reflects the views of the sample respondents. The majority of respondents, or 43,12 % of the entire sample, agreed that the statement was mainly accurate. Its followers, who make up 40,58 percent of the population, believed the assertion to be almost always true. 16,30 percent of the sample’s remaining respondents agreed that the statement was occasionally accurate. The weighted average mean score is 4,24 overall. The following is shown by examining the views of the staff in the commercial and transportation departments. 43,48 percent of the respondents in the transport department’s sample agreed that the statement was largely accurate. 39,13 percent of those who follow it believed the statement to be almost always true. 17,39 percent of the sample’s remaining respondents agreed that the statement was occasionally accurate. This department’s weighted average mean score is 4,22. The sample respondents from the commercial section have largely voiced sentiments that are similar to one another. This department’s weighted average mean score is 4,26. According to the research above, managers in IR treat their employees with dignity and respect. The finding is supported by the entire weighted average mean score of 4,24.

F-TEST

Statistical values are also used to test the data. In this respect, an F-test was performed, and the outcomes indicate that the computed F value is 0,805482, whilst the table value at (1,4) degrees of freedom and at 5 % level of significance is 7,71.

Table 3. Employees can balance their work and life in IR				
Sl. No.	Choice of response	Transport department employees	Commercial department employees	Total
1	V Almost always true	(31,30 %) 36	(29,19 %) 47	(30,07 %) 83
2	V Mostly true	(62,61 %) 72	(65,84 %) 106	(64,49 %) 178
3	V Sometimes true	(6,09 %) 7	(4,97 %) 8	(5,43 %) 15
4	V Rarely true	-	-	-
5	V Not at all true	-	-	-
Total		(100 %) 115	(100 %) 161	(100 %) 276
Weighted average		4,25	4,24	4,25
F-test values		F value-0,201831	T value-7,71	
Note: V indicates vertical percentage to the total				

Table 3 shows what sample respondents thought about the statement “Employees can balance their work life in IR.” The majority of respondents in the whole sample (64,49 %) agreed that the statement was mainly accurate. 30,07 percent of those who follow it believed the statement to be nearly always true. The remaining sample workers, or 5,43 percent of them, agreed that the statement was occasionally accurate. The weighted average mean score for the whole sample is 4,25. The following may be inferred from a review of the views expressed by the commerce and transport department personnel. Most transport department employees, 62,61 percent of them felt that the statement was mostly accurate. The statement was virtually always accurate to the 31,30 percent of those who follow it. The remaining sample workers, which consist of this department’s weighted average mean score is 4,25. The sample of commercial department employees voiced largely the same ideas, with just minor percentage differences. This department’s weighted average mean score is 4,24. It is clear from the study above that employees in IR may maintain a healthy work-life balance. The entire weighted average mean score of 4,25 supports it.

F-TEST

Statistical values are also used to test the data. In this respect, an F-test was performed, and the findings indicate that the computed F value is 0,201831, whereas the table value with 1,4 degrees of freedom and 5 % level of significance is 7,71.

Table 4. IR provides welfare facilities to the satisfaction of employees				
Sl. No.	Choice of response	Transport department employees	Commercial department employees	Total
1	V Almost always true	(40,00 %) 46	(44,72 %) 72	(42,75 %) 118
2	V Mostly true	(44,35 %) 51	(40,37 %) 65	(42,03 %) 116
3	V Sometimes true	(15,65 %) 18	(14,91 %) 24	(15,22 %) 42
4	V Rarely true	-	-	-
5	V Not at all true	-	-	-
Total		(100 %) 115	(100 %) 161	(100 %) 276
Weighted average		4,24	4,30	4,28
F-test values		F value-0,713419	T value-7,71	
Note: V indicates vertical percentage to the total				

Table 4 the responses of a sample of responders to the statement “IR provides welfare facilities to the satisfaction of employees” 42,75 percent of the respondents in the whole sample agreed that the statement was nearly usually true. 42,03 percent of those who follow it believed the statement to be mainly true. 15,22 percent of the sample’s remaining respondents agreed that the statement was occasionally accurate. The weighted average mean score for the entire sample is 4,28. The following is shown by examining the views of the staff in the commercial and transportation departments. The majority of the transport department personnel, or 44,35 percent of them, agreed that the statement was largely correct. 40 % of those who adhere to it agreed that the statement was nearly usually accurate. The remaining sample workers, or 15,65 % of the workforce, believed the statement to be occasionally true. This department’s weighted average mean score is 4,24.

The majority of the commercial department employees, or 44,72 percent of them, agreed that the statement was nearly usually accurate. 40,37 percent of those who follow it believed the statement to be mainly true. 14,91 percent of the sample’s remaining respondents agreed that the statement was occasionally accurate. This department’s weighted average mean score is 4,30. From the data above, it can be inferred that IR offers wellness amenities that are appreciated by staff members. The entire weighted average mean score of 4,28 supports it.

F-TEST

44,72 percent of the workers in the commercial department agreed that the statement was almost always true. The majority of people who follow it (40,37 %) thought the statement to be accurate. The remaining respondents in the sample, or 14,91 percent, agreed that the statement was sometimes true. The weighted average mean score for this department is 4,30.

Table 5. Overall Career Satisfaction of employees with IR				
Sl. No.	Choice of response	Transport department employees	Commercial department employees	Total
1	V Very highly satisfied	(33,04 %) 38	(30,43 %) 49	(31,52 %) 87
2	V Highly satisfied	(56,52 %) 65	(57,76 %) 93	(57,25 %) 158
3	V Moderately satisfied	(10,43 %) 12	(11,80 %) 19	(11,23 %) 31
4	V Dissatisfied	-	-	-

5	V Highly dissatisfied	-	-	-
Total		(100 %) 115	(100 %) 161	(100 %) 276
Weighted average		4,23	4,19	4,20
F-test values		F value-0,337857	T value-7,71	
Note: V indicates vertical percentage to the total				

Table 5 is representative of the sample respondents' overall Career Satisfaction with IR. The majority of respondents in the entire sample, or 57,25 percent of them, are very pleased with their work. The 31,52 percent of those that adhere to it are really happy with their work. The remaining sample workers, or 11,23 percent of them, are just slightly happy with their occupations. The weighted average mean score for the entire sample is 4,20. The following is shown by examining the views of the staff in the commercial and transportation departments. The bulk of the transport department employees, or 56,52 percent of them, are very happy with their jobs. 33,04 percent of those who adhere to it express a very high level of job satisfaction. The remaining sample workers, or 10,43 percent of them, are just moderately happy with their occupations. This department's weighted average mean score is 4,23. The sample respondents from the commercial section have largely voiced sentiments that are similar to one another. This department's weighted average mean score is 4,19. According to the study above, the majority of employees are quite happy with their jobs. The total weighted average mean score of 4,20 supports it.

F-TEST

Statistical values are also used to test the data. In this respect, an F-test was performed, and the findings indicate that the computed F value is 0,337857, whereas the table value with 1,4 degrees of freedom and 5 % level of significance is 7,71.

Table 1 may be inferred that there is no discernible difference between the mean replies of the employees of the transport department and the commercial department because the estimated F value is smaller than that of the table value. It demonstrates that IR offers competitive compensation. Table 2 may be inferred that there is no discernible difference between the mean replies of the employees of the transport department and the commercial department because the estimated F value is smaller than that of the table value. It demonstrates how managers in IR handle their employees with decency and respect. Table 3 may be inferred that there is no discernible difference between the mean replies of the employees of the transport department and the commercial department because the estimated F value is smaller than that of the table value. In conclusion, workers in IR may strike a work-life balance. Table 4 the information above suggests that IR provides wellness amenities that staff employees value. It is supported by the 4,28 weighted average mean score overall. Table-5 It may be inferred that there is no discernible difference between the mean replies of the employees of the transport department and the commercial department because the estimated F value is smaller than that of the table value. It demonstrates that workers' overall career satisfaction in IR is good.

CONCLUSION

In summary, the originality and value of a research paper on career satisfaction among Indian Railway employees in the South Central Railway Division lie in its ability to offer new insights, methodologies, contextual relevance, practical implications, and contributions to theoretical understanding. Finally, maintaining a positive work environment for workers is essential to the success of any firm. A number of problems will arise for the company if an employee is not happy. The current study is focused on the Vijayawada Division of Indian Railways' South Central Railway Division. When there are thousands of employees working under several divisions, it is challenging to coordinate activities and jobs effectively. Many of the employees are from many racial and ethnic groups, speak many different languages, and have other traits including gender, religion, and views. As a result, when a large number of people are present at once, there are several issues from both an HR and job satisfaction perspective.

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