Research on 'Employees Job Satisfaction Factors', 'Levels of Job Satisfaction' and 'Relationship' in Different Group

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ABSTRACT

Employees from numerous corporations face numerous issues in his or her job; that's a bearing on job satisfaction. Leading corporations are troubled to secure his or her employees or workers inner happiness and own vocation. Employees or workers are the pillar of any organization. Employers are perpetually pondering the worker. Worker or employees means that respondents are operating in selected sector organization or companies or dealers. Job satisfaction relates to the entire relationship between then is a private. Satisfaction means that the easy feeling of attainment of any goal or objective. Job discontent brings an absence of motivation at work. Employee satisfaction in his or her job is depending on many factors and level of satisfaction is affecting many way. Adopted Convenience and simple Random (straightforward) sampling technique; Primary information and secondary information used for this analysis. Collected information was analyzed, taken with the assistance of appropriate applied mathematics or statistical tools specified correlation analysis, percentage, mean, Bootstrap etc. Principle component Analysis; Researcher decided sample size was 400 but obtained response from 320 means less response from decided. Researcher was taken final decision on the basis of obtained 77.5 % response. This analysis paper highlighted 'level of Job satisfaction' of 'employees or worker' by sector wise; and shown sector wise employee job satisfaction factors. Factor analysis statistical procedure used for information analysis; and shows the relationship between sectors wise employee's job satisfaction is dependent or not dependent; and religion wise job satisfaction will dependent or not dependent. This analysis is targeting matter that is influenced by job satisfaction. Resultant shown most dominant Factors Influence On the 'Job Satisfaction of Employees' and level of job satisfaction in the sector wise (IT, BPO, banking, automobile) by Using Application of Factor Analysis Technique and finds, know the significant/ important difference between job satisfactions in sector wise employee as well as religion wise employee.

KEYWORDS: level of job satisfaction, factors of job satisfaction, relationship

I. INTRODUCTION

Job satisfaction is that the centre of attention of all corporations for internal and external growth. In today's globalized era, it's become terribly tough to keep up all kind customers. Desires and expectations dissent from client to client, worker to worker, worker to leader and worker to client. Expectations of client are increasing day by day. Staff and Employers are moving into harassed. Various computations found within the business. Indian business has been witnessing severe competition and speedily ever-changing business. Everyday winning within the fashionable business world is that the most significant role handled by staff. It's resulted in exaggerated expectations of good customers and customers. Job satisfaction most necessities to each company. Corporations are forever runs satisfaction surveys for the company's growth. During this analysis paper, the investigator has studied factors showing Job satisfaction of employees or worker. A company is ready to realize success once the hands and also the personnel concerned are going to be able to acquire job satisfaction from the task performances and also the alternative associated factors. Amongst all the assets of the organization, human resources is regarded to be the foremost vital and a valuable plus, that is important for the adequate operation of all the opposite resources of the organization. Once the human resources are glad with their jobs, then they'll contribute towards the functioning of the organization to the most effective of their talents and enhance productivity. Job satisfaction describes however content a personal feels together with his job; this idea not solely edges the staff however additionally the structure to an oversized extent. The most purpose of this analysis paper is to spot the factors that influence job satisfaction. Author explored the 'level of Job satisfaction' of employees or worker sector wise and shown sector wise employee job satisfaction factors. Author was Investigated the most dominant Factors Influence On the 'Job Satisfaction of Employees' in the sector wise (IT, BPO, banking, automobile) by Using Application of Factor Analysis Technique and finds, know the significant/ important difference between job satisfactions in sector wise employee as well as religion wise employee.

II. REVIEWS OF CREATIVE WRITING:

(1) According Researcher M D Mohite & R V Kulkarni (Nov 2019) article stating the reviews of Locke in 1969, 1976 was outlined job satisfaction as "a pleasant or positive spirit ensuing from the appraisal of one's job or job experiences." Author1 explicit his article on Human Resources Management Practices in trendy World that defined "Modern Human Resources (M-HR) was outlined conveyance clarity, simplicity, enhancing, maintaining, capturing, assignment & caring human in personal, organisation and at intervals organisation. M-HR aim is attempting to meet demand of worker, employer, forthcoming candidate and unselected candidate." once more he was explained; and Modern Human Resources Management (M-HRM) could be a method of conveyance individuals, employee, employer, unselected candidate, and organisation and apart from organisation along in order that the goals, mission and objectives of every area thing met. M-HRM focusing consistently, effectively manages, maintain, control, develop human." it absolutely was designed to maximize worker performance for organizations and country. Author1 explicit within the article on the Job Satisfaction Factors of worker in Virtual Workplace which obvious that there was following vital Aspects that influenced on job satisfaction that area unit Place, Work, Time, Stress, Gender, Age, Experience, Immediate superior, Relationship, Communication, Technology, Payment, Policy, Security, Responsibility, Personal, dependency, Guidance, accomplishment, Traveling, Social, Status, Trust, Feedback, Help, psychological science and Law. Factor analysis and dependability Analysis: "Both are applied mathematics techniques accustomed cut back a bigger set of measured things (i.e, ascertained variables) into a smaller set of latent constructs. In line with study, foremost use correlation analysis to arrange the things into constructs and so use dependability analysis to work out however well every construct holds together". in line with review 'Majority Researchers generally use correlation analysis 1st to arrange the things into constructs and so use dependability analysis to work out however well every construct holds along even be certain dependability of things that has got to be reliable'. Principal component (element) Analysis used for knowledge reduction. It needs an outsized sample size. Varimax with Kaiser Standardisation was accustomed cut back teams of variables to on paper vital latent variables. Factor Loading, Name assignment to the factor: Researchers1 Study told that the upper absolutely the value or number of the loading, the lot of the matter contributes to the variable. Firstly, looked or see the all content of variable (in easy say things or ascertained statements) that load onto a similar matter to attempting to spot a lot of common themes if obtainable, otherwise things measured extremely related to to supply affordable bases for issue name call and second, check all things dependability of every element by statistics check. Things should be reliable throughout issue name assigned. Kaiser-Meyer-Olkin live did for Sampling Adequacy (considered 0.5 higher than value for adequacy) (According to review 0.00 to 0.49 unacceptable, 0.50 to 0.59 miserable, 0.60 to 0.69 mediocre, 0.70 to 0.79 middling, 0.80 to 0.89 worthy, 0.90 to 1.00 marvellous.) & Bartlett's check of globulins (if Sig. $p < 0.05$, rejection of hypothesis). Each of that check indicates that knowledge is appropriate for conducting correlation analysis. Advantage of factor analysis is breakdown the common drawback, in real contexts, of non-zero cross-loading and drawbacks of factor analysis is

work indexes, data-drive structure while not theory, issues with activity errors, you can´t embody common variance of the strategy and, most vital, it can´t be accustomed check structural equation models. Satisfied within the job can get a lot of edges to workers and employers. Job satisfaction depends on numerous factors. Gender-wise analysis study has been shown that satisfaction in jobs numerous, completely different than by considering all workers. Treating to workers by conducting individual info relating to discontent towards job then it helps to extend worker enhancing strategy. Associate IT worker contains a medium 'level of Job satisfaction'. it's been clear that below ar sure Factors influenced by Job Satisfaction. Study clearly seen that issue influenced on job satisfaction in Male worker from IT firms that ar difficult add glorious Physical operating Condition, Promotion of Learning, creativeness Activity in Business Climate, Accurately Fault Finding and diagnosing, Meditation, Positive Work-Life Policy, division supervising, Healthcare, and Social Media is extremely vital role in job satisfaction. just in case of feminine workers from IT firms study clearly seen that issue influenced on job satisfaction that ar appropriate Work Location, Attain question, Positive Work-Life Policy, Guidance, Hope of higher Position, Salary, Wages, Pay & edges, difficult Work, Work Stress and coaching supplier is extremely vital role in job satisfaction. Mind and human ability ar completely different in Male workers and feminine workers. Each they're experienced and taking numerous role and responsibility to finish client and company's technology demands. Job satisfaction role affects business. Structure studies are that specialize in worker satisfaction for companies has higher future. Rigorously understanding the assorted Job satisfaction issue by gender-wise can facilitate overall growth. Each worker wants a cheerful operating life.

(2) According to Dr Radhika Kapur (2018) Author was pointed that 5 main aspects that measure job satisfaction, these are pay, co-workers, promotions, oversight and therefore the nature of the work. The people were ready to measure job satisfaction, on the premise of those 5 factors, if of these factors are applicable, then people would live job satisfaction on a high scale and if these 5 factors are low, then the people would live job satisfaction on a coffee rate. Minnesota Satisfaction form was additionally designed to live the duty satisfaction of the staff. It contains 3 scales; these scales are intrinsic satisfaction, accidental satisfaction and general satisfaction. The perspective that job satisfaction could be a distinct construct and workers generate inclusive angle towards work was noticeable in analysis studies throughout the Nineteen Seventies. Job satisfaction was regarded to be a big issue, particularly regarding the staff inside the operating surroundings. Workers who was posed higher levels of job satisfaction was less probably to be absent from work, they're less probably too went away their jobs, were additional productive, capable and diligent, additional probably to show structure commitment and that they were additional probably to be glad with their lives. The theories of job satisfaction were, content theories and process theories. Content theories was the Maslow's Need Hierarchy Theory, Aldefer- ERG, Herzberg's Two Factor Theory, and McClelland's Need Theory; and process theories are Expectancy Theory, Goal- Setting Theory, Equity Theory and Job Characteristic Theory. The angle and therefore the view-points of the staff towards their jobs verify job satisfaction. once the worker job satisfaction was set, the most factors that was needed to be taken into thought area,

job security, opportunities to create use of skills and skills, folks management, compensation/pay, supervisor support, operating environmental conditions, relationship with the co-workers, job duties, flexibility to balance life, job characteristics, work issue and academic qualifications. The staff might possess positive or negative feelings towards their jobs, all the higher than explicit factors are important in deciding the angle of job satisfaction. Job satisfaction is regarded to be a operate of the balance between work role inputs, that is education, time and energy and therefore the work role outputs, that is compensation and advantages, operating conditions, wages, fringe advantages, task significance and intrinsic aspects of the roles. So as to develop job satisfaction, it was important for the staff to allow aspiring to their work, workers must always perform their work duties with heart-whole enthusiasm and interest, and whether or not they are utilized partly time jobs or full time jobs. Inside one's job, there were range of areas that in some cases arouse job discontent, however the people are needed to develop positive feelings and convey regarding effective solutions to all or any sorts of issues and difficulties. Job satisfaction involves many-sided range of variables, circumstances, situations, viewpoints and activity tendencies.

(3) V Shiyani (1999) told in the article 'Job Satisfaction – measuring' that "There were several strategies for measurement job satisfaction. By far, the foremost common methodology for aggregation knowledge concerning job satisfaction is that the Likert scale (named once Rensis Likert). Different less common strategies of for gauging job satisfaction include- Yes/No queries, True/False queries, purpose systems, checklists and compelled alternative answers. This knowledge is usually collected victimization associate Enterprise Feedback Management (EFM) system. The Job Descriptive Index (JDI), created by Smith, Kendall, & Hulin (1969), may be a specific form of job satisfaction that has been wide used. It measures one's satisfaction in 5 facets- pay, promotions and promotion opportunities, co-workers, direction and therefore the work itself. The size is easy, participants answer either affirmative, no, or cannot decide in response as to whether given statements accurately describe one's job. The Job generally Index was an overall measuring of job satisfaction. it's an improvement to the task Descriptive Index as a result of the JDI focuses an excessive amount of on individual sides and not enough on work satisfaction generally. Other job satisfaction questionnaires include- the Minnesota Satisfaction questionnaire (MSQ), the job Satisfaction Survey (JSS) and therefore the Faces Scale. The MSQ measures job satisfaction in twenty sides and features a long kind with a hundred queries (five things from every facet) and a brief kind with twenty queries (one item from every facet). The JSS may be a thirty six item form that measures 9 sides of job satisfaction. Finally, the Faces Scale of job satisfaction, one in every of the primary scales used wide, measured overall job satisfaction with only one item that participants answer by selecting a face.

(4) Author study, group discussion and general reviews on article state that on topic of 'non-response', 'response'- Causes of non-response that are respondent are 'Not in contact', they was 'Refusal' and 'Not-able' their due to many reason. With reference of article 'Non-response' The first step in obtaining the participation of a sample person in an exceedingly survey is to form contact. If this can be

impossible, you've got non-response thanks to no-contact. If it's potential to form contact with an individual, you'll establish whether or not he or she belongs to the target population of the survey. If not, you'll discard this case. You'll ignore this person, as a result of it's case of over-coverage. If an individual belongs to the target population, you've got to influence him to co-operate. If this can be not prospering, you've got a case of non-response thanks to refusal. Even if there's contact, and therefore the person needs co-operate, there will still be circumstances preventing getting answers to the queries. Examples are sickness or language problems. This can be non-response thanks to not-able. A If selected persons belongs to the target population, are often contacted, are ready to participate, and are ready to participate, then you've got response.

(5) Wikipedia (2020) Bootstrap is a suitable way to control and check the stability of the results.

(6) Author study shows that "'level of Job satisfaction' of Employee or Worker" was expressed or reporting by mean score from 52 items/ statement which was used for measuring satisfaction score and 'means of mean' is considering overall satisfaction. Mean score of each are categorized 'Low (1.0 to 2.3 mean values), Medium (2.3 to 3.7 mean values), and High (3.7 to 5.0 mean value) level job satisfaction.

III. RESEARCH GAP
Previous author was conducted study on job satisfaction of employees on single platform not from multi sector. They were not shown the result of factors of job satisfaction and level of job satisfaction. They were wrote paper on specific type of group or area. They are not examining religion wise job / work satisfaction and not analysed recent info on that part. Generally, most researchers had not shown obtaining and targeting response. Old research had missing info of recent 'level of Job satisfaction' of employees or worker sector wise and employee job satisfaction factors. Dainty research was done from popular city of Maharashtra. There was not found updated information of satisfaction of employees from his or her job and not compared from companies business.

IV. OBJECTIVE
Author explored the 'level of Job satisfaction' of employees or worker sector wise and employee job satisfaction factors.
1. To know the 'level of Job satisfaction' of employees by Sector Wise (IT, BPO, Banking, Automobile).
2. To identify/ recognize the factors influenced on Job Satisfaction of employees by sector wise. (IT, BPO, Banking, Automobile)

V. HYPOTHESIS:
1. Ho There is no significant/ important difference between job satisfactions in sector wise employee.
2. Ho There is no significant/ important difference between job satisfactions in religion wise employee.

VI. SCOPE OF STUDY:
A. Geographical Scope: The geographical scope for the study within the Kolhapur city of state Maharashtra, as additional spread various sector found this Kolhapur, most business growing wide.
B. Analytical Scope: An analytical method has been developed to check the employee job satisfaction from selected sector, level of satisfaction and factors.

C. Topical Scope: This study is intended for perceive job satisfaction of employees and shown important note on sector wise employee as well as religion wise employee.

VII. METHODOLOGY:
The Descriptive research methodology was selected to discover the important factors of Job satisfaction from IT, BPO, Banks employees. Respondents or employees from selected IT, BPO, Banks, Automobile company/ dealer of Kolhapur City (Respondents are that employees of IT, BPO, Banks, Automobile companies / dealer from Kolhapur City and researched was selected available of three companies from the above sectors and target set that reach, obtain/receive/return response from 100 employees or respondents per sector) 'That is 3 IT, 3 BPO, 3 Banks, 3 Automobile companies/ dealers from population of Kolhapur city. Decided Sample Size 400; that's means selects 400 employees or respondents were taken which is sample size. (Name of companies / dealers, employees and other related Information with the sector are confidential, that a reason author was not written that personal info in this article). Data analysed by researcher on 310 which was returned response from 400 decided or surveys sent out. The author has explored job satisfaction factors and level of satisfaction by sector wise. This analysis paper highlighted 'level of Job satisfaction' of employees or worker by sector wise; and shown sector wise employee job satisfaction factors. Factor analysis statistical procedure used for information analysis; and shows the relationship between sectors wise employee's job satisfaction is dependent or not dependent; and religion wise job satisfaction will dependent or not dependent. Hence, the present research is exploratory. The primary data has been gathered through a simple random & convenience sampling method used. To accomplish the stated objective primary data was collected through a self- designed structured questionnaire. The questionnaire comprises a scale to assess the factors in terms of employee prefer. The employees/ respondents are from these; and willing to fill up the questionnaire (include a demographic question and statements which is positive theme by five-point Likert Scale for observation) (Likert Scale 1: Strongly Disagree, 2: Disagree, 3: Undecided, 4: Agree, 5: Strongly Agree) is the sample unit under the study.

The Researcher has used the mixture/ combination of 'MSQ'; and Job Satisfaction Survey to identify/ recognize and measure the "level of Job satisfaction". Single Global Rating & Summation Job facets used to reach the research objective. Secondary data collected through review of articles, books, blogs, etc. Respondents have filled the questionnaire, and it is the sample size of the study. Suitable statistical tools have been applied to analyse the collected data by percentages, averages, factor analysis, bootstrap, ANOVA with the help of SPSS, MS Excel, XLStat application software. Project Duration: 10 January 2018 to 10 January 2021.

VIII. DATA ANALYSIS AND INTERPRETATION:
Data was collected & then after it is analyzed and interpreted as,
1. Response Rate Result: In survey research, 'response rate' also known as 'completion rate or return rate' is calculated as "Response Rate= (Responses Returned) / (Surveys Sent Out) * 100" that answer below,
A. Selected or decided Sample size N = 400 and Returned response Rn= 310 the result is (310/400)*100 = 77.5 % is response rate.
B. Sector wise response Rate result: author was set target to obtain 100 responses from each sector total 400 (IT, BPO, Bank & automobile) but author was received less response 310. Researcher given sector wise response rate. Survey sent out to IT is 100 and responses returned 77 then response rate is 77 %, Survey sent out to BPO is 100 and responses returned 78 then response rate is 78 %, Survey sent out to Banking is 100 and responses returned 88 then response rate is 88 %, Survey sent out to Automobile is 100 and responses returned 67 then response rate is 67 %.
2. Bootstrap Specifications Result Shows in SPSS output that "Sampling Method is Simple, Number of Samples is 400, Confidence Interval Level is 95.0 % and Confidence Interval Type is Bias-corrected and accelerated (BCa).
3. Reliability Statistics shows that Cronbach's Alpha 0.945, N of Items 52. Researcher was used four demographic questions and fifty two (52) items/ questions for satisfaction observation by five point Likert Scale (ref below tables).

"Above 1, 2 & 3 shows that data is suitable, acceptable and carry forward to further analysis. Data analysed by researcher on 310 which was returned response from 400 decided or surveys sent out".

A. Demographics information analysis:
Following are table shows demographic information with frequency, percentage to show counting figure of respondents. Bootstrap is a suitable way to control and check the stability of the results.

1. Gender:
Result shows that participated Male 66.1 % and Female 33.9 % from 310 received responses. Male respondents are more. 'Bootstrap' results or outcome are based on 400 bootstrap samples shows that above average level confidence interval of respondents. (ref table 1)

Table 1: Gender

Participant	Frequency	Percentage %	Bootstrap for Percentage [a]			
			Bias	Std. Error	BCa 95% Confidence Interval	
					Lower	Upper
Male	205	66.1	-.4	2.7	61.6	69.7
Female	105	33.9	.4	2.7	28.7	40.3
Total	310	100.0	.0	.0	.	.
a. Unless otherwise noted, 'Bootstrap' results or outcome are based on 400 bootstrap samples						
Source: Primary Data						

2.   Religion:
Result shows that participated Hindu 50.3 %, Muslim 6.8 %, Buddhist 10.6%, Jain 22.3 %, Christian 7.7 %, 'Other Than above' 2.3 % from 310 received responses. Hindu respondents are more. 'Bootstrap' results or outcome are based on 400 bootstrap samples shows that above average level confidence interval of respondents. (ref table 2)

Table 2: Religion

Participant	Frequency	Percentage %	Bootstrap for Percentage [a]			
			Bias	Std. Error	BCa 95% Confidence Interval	
					Lower	Upper
Hindu	156	50.3	-.3	2.8	46.1	54.5
Muslim	21	6.8	.1	1.5	4.5	9.5
Buddhist	33	10.6	-.1	1.7	7.6	13.9
Jain	69	22.3	.2	2.4	18.7	26.8
Christian	24	7.7	.0	1.5	4.8	10.6
Other Than above	7	2.3	.1	.8	1.0	3.5
Total	310	100.0	.0	.0	.	.
a. Unless otherwise noted, 'Bootstrap' results or outcome are based on 400 bootstrap samples						
Source: Primary Data						

3.   Respondents Present Working Sector:
Result shows that participated were in IT 24.8 %, BPO 25.2 %, Banking 28.4 %, Automobile 21.6 % sector from 310 received responses. Maximum banking sector employees was participated. Bootstrap' results or outcome are based on 400 bootstrap samples shows that above average level confidence interval of respondents. (ref table 3)

Table 3: Your Present Working Sector

Participant	Frequency	Percentage %	Bootstrap for Percentage [a]			
			Bias	Std. Error	BCa 95% Confidence Interval	
					Lower	Upper
IT	77	24.8	.1	2.3	20.3	29.1
BPO	78	25.2	.1	2.4	21.0	30.0
Banking	88	28.4	-.1	2.5	23.9	32.8
Automobile	67	21.6	-.1	2.3	17.7	25.2
Total	310	100.0	.0	.0	.	.
a. Unless otherwise noted, 'Bootstrap' results or outcome are based on 400 bootstrap samples						
Source: Primary Data						

4.   Respondents response on "This is my_1st/2nd/3rd/4th/5th/above.._ company for work or job":
Result shows that, Respondent responded this is (present working company is) first 18.1 %, second 17.4 %, Third 28.1 %, fourth 11 %, fifth 7.4 % and above than fifth 18.1 % counted. Maximum employees have third company in his or her working life. 'Bootstrap' results or outcome are based on 400 bootstrap samples shows that above average level confidence interval of respondents. (Ref table 4)

Table 4: This is My_____ Company for work or job

Participant	Frequency	Percentage %	Bootstrap for Percentage [a]			
			Bias	Std. Error	BCa 95% Confidence Interval	
					Lower	Upper
First	56	18.1	-.1	2.2	13.9	22.2
Second	54	17.4	-.1	2.0	13.9	20.8
Third	87	28.1	-.1	2.5	23.9	32.6
Fourth	34	11.0	.0	1.7	8.1	13.7
Fifth	23	7.4	.1	1.5	4.5	10.3
above than fifth	56	18.1	.2	2.1	14.2	22.9
Total	310	100.0	.0	.0	.	.
a. Unless otherwise noted, 'Bootstrap' results or outcome are based on 400 bootstrap samples						
Source: Primary Data						

B.   The 'level of Job satisfaction' of employees or worker by sector wise:
Table 5 shows Descriptive Statistics of Items. Total respondents are 320 from this participated IT 24.8 %, BPO 25.2 %, Banking 28.4 %, Automobile 21.6 % employees. Measuring 'level of Job satisfaction' is categories by 'Low (1.0 to 2.3 mean values), Medium (2.3 to 3.7 mean values), and High (3.7 to 5.0 mean value). 'Means of Mean' of IT is 2.81, BPO is 2.94, Banking is 2.66 and Automobile is 2.64. Note that respondent's response with the help of Five point Likert Scale by reference given 52 statement / items in questionnaire.

Table 5: Descriptive Statistics of Items N = 310 Items 52

Items	IT N_IT = 77		BPO N_BPO = 78		Banking N_Banking = 88		Automobile N_Auto = 67	
	Mean	Std. Deviation	Mean	Std. Deviation	Mean	Std. Deviation	Mean	Std. Deviation
I like to work with any gender of employee's.	1.94	1.27	3.19	1.56	3.19	0.91	3.28	1.00
I like to work with any religion of employee's.	1.78	1.15	2.64	1.31	2.32	1.89	2.25	1.87
I like to work with any age of employee's.	3.75	1.18	2.15	1.68	2.63	1.64	2.58	1.75
I like my position in this company	2.38	1.32	2.27	0.98	2.32	1.89	2.25	1.87
I like placing candidate in this company	2.13	1.20	2.69	0.96	2.42	1.79	2.46	1.82
I like assigned responsibility.	2.61	1.36	3.31	1.14	2.32	1.89	2.19	1.84
I like top management employees.	2.31	1.37	3.71	1.73	2.32	1.89	2.25	1.87
I like middle management employees.	3.57	1.30	3.14	1.07	2.47	1.88	2.45	1.86
I like lower management employees.	3.68	1.37	3.54	1.20	2.77	1.71	2.63	1.76
I like supervisor.	3.36	1.51	2.47	1.67	2.47	1.88	2.45	1.86
I like team members.	2.47	1.37	1.77	1.41	2.55	1.76	2.36	1.76
I like team leader.	2.48	1.35	2.59	1.38	2.57	1.44	2.55	1.59
I like provided employee facility.	2.66	1.61	2.99	1.22	2.32	1.89	2.25	1.87
I like inside politics	2.08	1.22	2.54	1.25	2.63	1.64	2.58	1.75
I like employee habit	2.29	1.27	2.83	1.28	2.32	1.89	2.25	1.87
I like care of employee's family by organisation	2.19	1.18	2.96	1.20	2.42	1.79	2.46	1.82
I like my salary.	3.81	1.21	3.53	1.19	2.32	1.89	2.19	1.84
I like my incentive.	1.92	1.24	2.77	0.85	2.32	1.89	2.25	1.87
I like my bones.	3.70	1.28	3.35	1.34	2.47	1.88	2.45	1.86
I feel safe in lab.	3.82	1.41	3.19	1.35	2.77	1.71	2.63	1.76
Organisation is care about self-respect of employee's.	2.71	1.56	2.86	1.34	2.47	1.88	2.45	1.86
I like working time from this company.	3.77	1.22	3.12	1.49	2.55	1.76	2.36	1.76
I like instrument in this company	2.21	1.21	2.37	1.03	2.67	1.92	2.75	1.97
I like technology use in this company.	2.40	1.30	2.82	1.26	2.63	1.14	2.57	1.02
They are upgrading company as like IoT.	2.69	1.39	3.14	1.21	2.50	1.30	2.46	1.31
They care only customer.	3.84	1.19	3.40	1.17	2.53	1.30	2.46	1.31
I believe better opportunity for me.	3.73	1.33	3.37	1.20	2.92	1.40	2.45	1.34
Co-workers are supportive.	2.36	1.26	3.26	1.21	3.38	1.17	3.58	0.99
It is well in job itself.	3.75	1.26	2.41	1.65	3.39	1.42	3.75	1.25
Company supervisor is good.	3.66	1.22	3.36	1.24	3.03	1.25	3.07	1.19
I like company policy.	2.65	1.44	2.71	1.18	2.40	1.85	2.39	1.88
Temporary work group is perfect to us.	2.16	1.14	2.65	1.16	2.44	1.26	2.70	1.30
Physical Working Condition is good	2.08	1.12	2.77	1.15	2.58	1.62	2.87	1.65
I found time pressure in present job.	3.71	1.21	3.08	1.19	3.66	1.41	3.63	1.43
I found work pressure in present job.	2.74	1.59	3.38	1.31	3.06	1.28	3.31	1.14

My senior has problem solving attitude.	2.77	1.61	3.22	1.36	2.55	1.56	2.70	1.57
I feel stress in my job.	3.87	1.19	3.21	0.84	2.73	1.40	2.72	1.43
Company's work-life policy is good.	2.64	1.38	2.88	1.07	2.63	1.33	2.45	1.27
My job location is good.	2.74	1.46	2.82	1.36	2.97	1.41	2.90	1.46
Social media is affecting my job.	2.51	1.35	2.82	1.31	2.69	1.92	2.69	1.94
There found immediate superior.	2.64	1.54	2.86	1.31	2.85	1.22	2.85	1.16
They are caring my health.	2.69	1.38	2.74	1.19	2.81	0.84	3.01	0.69
They are upgrading me.	2.14	1.44	3.08	1.42	2.40	1.90	2.27	1.82
They are providing well training.	3.99	1.27	3.46	1.38	2.89	1.08	2.60	1.07
Corporate culture is good.	2.29	1.28	2.82	1.41	2.42	1.90	2.24	1.81
Company's customer service is good.	2.23	1.20	2.85	1.39	2.77	1.77	2.81	1.79
Company inside communication is good.	2.19	1.23	3.00	1.47	2.44	1.91	2.42	1.88
They are providing feedback to us.	2.57	1.44	2.91	1.39	2.42	1.90	2.46	1.90
Employees are from Management department is good.	2.08	1.12	3.05	1.31	2.83	1.91	2.97	1.94
Employees are from Sales department is good.	3.71	1.21	3.08	1.20	3.27	1.12	3.57	1.16
Employees are from service department is good.	2.74	1.59	2.95	1.36	2.72	1.89	2.78	1.94
Employees are from technical department is good.	2.77	1.61	3.00	1.37	2.56	1.56	2.40	1.55
Means of Mean is	**2.81**	--	**2.94**	--	**2.66**	--	**2.64**	--
Source: Primary Data								

According to above table 5 analysis result shows that,

Sector	'level of Job satisfaction'		
	Low	Medium	High
IT	No	Yes	No
BPO	No	Yes	No
Banking	No	Yes	No
Automobile	No	Yes	No
Result shows that Medium 'level of Job satisfaction' found in all sector. [Theory Note: Overall Job satisfaction score is summation score by statistically. 'Means of Mean' is average satisfaction score. Author study state that 'Means of mean score of each are categorized 'Low (1.0 to 2.3 mean values), Medium (2.3 to 3.7 mean values), and High (3.7 to 5.0 mean value) 'level of Job satisfaction'. This is good method to express 'level of Job satisfaction' by statistically'] Result shows that Medium 'level of Job satisfaction' found in all sector.			

C. Reliability Statistics:

In accessing the data from the variables summed to determine the job satisfaction factors scores formed reliable scales. Thus, the reliability test using the Cronbach's Alpha values was conducted prior to further analysis. The alpha values for the IT (0.913), BPO (0.875), Banking (0.958) and Automobile (0.967) indicated that the items formed a scale of reasonable internal consistencies in its reliability. Therefore, all of the items correlate adequately in the constructs.

D. Factor Analysis:

Researcher study was taken decision use of 'Principal Component Analysis' with 'Varimax Rotation' and 'Kaiser Normalization'. It was conducted to assess/ consider the underlying structures for the 52 items/ statements / questions of 'job satisfaction'. The 'normality' of the distribution in this study was approximately normally distributed; the 'Skewness' values were between '-3' and '3'. The result indicated there were related constructs after running the 'Factors Analysis'. The result was determined based on the initial 'Eigen values'. The assumption explained the total 'variance' as greater than 1.0 which is common criterion for a factor to be useful. The results was shows from the items; and 'factor loading' for the 'rotated factors' with loading less than 0.30 was omitted/ absent to improve clarity. 'Kaiser-Meyer-Olkin' & 'Bartlett's test': Firstly did 'Kaiser-Meyer-Olkin' Measure for 'Sampling Adequacy' (consider 0.5 above value for adequacy) & 'Bartlett's test of Sphericity' (if Sig. $p < 0.05$, rejection of hypothesis). Both of these tests indicate that data is suitable for conducting factor analysis. Calculating test by sector wise which has 'KMO' & 'Bartlett's test' value above 0.5 & sig. $p < 0.05$ that contain data is suitable for conducting Factor analysis. Later on did and shown you separately sector wise i.e. IT, BPO, banking, Automobile factor analysis result as,

E. Factor Analysis Result of Respondents from IT Sector.

The below table shows that all factors are extractable from the analysis along with their Eigen values, the percentage of variance attributable to each factor, the cumulative variance of the factor and previous factors. From the above table, it is identified that there are Eight factors with Eigen values greater than 1 (one). There were six factors or components with Eigen values greater than by calculation always extracts as many factors initially as there are variables in the dataset, but the rest of these didn't make the grade. The "% of variance" column tells you how much of the total Variability (in all of the variables together) can be accounted for by each of these summary scales or factors. Factor / component 1 accounts for 31.475 %, Factor / component 2 accounts for 28.442, Factor / component 3 accounts for 15.425 Factor / component 4 accounts for 2.583 Factor / component 5 accounts for 2.578 Factor / component 6 accounts for 2.197 of the variability in all 52 variables. (Ref Table IT 1)

Table IT 1: Total Variance Explained [a]

Component / Factor	Initial Eigen values			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	23.170	44.557	44.557	16.367	**31.475**	31.475
2	12.258	23.573	68.130	14.790	**28.442**	59.917
3	3.885	7.470	75.601	8.021	**15.425**	75.342
4	1.399	2.691	78.292	1.343	**2.583**	77.925
5	1.245	2.394	80.686	1.340	**2.578**	80.503
6	1.047	2.014	82.700	1.143	**2.197**	82.700
7	0.972	1.870	84.570			
<Note- Eigen values greater than 1 (one) is sufficient for the decision of identify/ recognizing factor, so that element/ Component 8 to 51 not wrote here. >						
52	-1.769E-15	-3.401E-15	100.000			
Extraction Method: Principal Component Analysis.						
a. Your Present Working Sector = IT						

Finally, the Rotated Component Matrix shows you the factor loadings for each variable.

Table IT 2: Rotated Component Matrix [a, b]

Variable	Component / Factor					
	1	2	3	4	5	6
I like to work with any gender of employee's.	-0.107	0.239	**0.728**	-0.021	-0.010	0.196
I like to work with any religion of employee's.	-0.089	0.179	**0.847**	0.053	0.162	-0.018
I like to work with any age of employee's.	**0.833**	-0.086	-0.189	0.195	-0.039	0.052
I like my position in this company	-0.162	**0.492**	**0.713**	0.153	-0.136	-0.039
I like placing candidate in this company	-0.092	**0.453**	**0.768**	0.050	0.145	-0.192
I like assigned responsibility.	-0.091	**0.848**	0.354	-0.020	-0.019	-0.021
I like top management employees.	-0.148	0.393	**0.681**	0.028	-0.148	-0.277
I like middle management employees.	**0.759**	-0.293	0.028	0.135	0.099	0.087
I like lower management employees.	**0.715**	-0.154	-0.142	**0.352**	0.175	-0.160
I like supervisor.	**0.670**	-0.478	0.114	0.145	0.082	-0.113
I like team members.	-0.073	**0.842**	0.271	-0.213	0.087	0.095
I like team leader.	-0.113	**0.864**	0.210	-0.184	0.022	0.058
I like provided employee facility.	-0.049	**0.851**	0.196	-0.267	0.199	0.003
I like inside politics	-0.109	**0.406**	**0.638**	-0.476	0.029	0.061
I like employee habit	-0.121	**0.475**	**0.767**	-0.083	0.054	0.045
I like care of employee's family by organisation	-0.127	**0.425**	**0.758**	-0.242	-0.034	-0.055
I like my salary.	**0.848**	-0.119	-0.073	-0.121	0.189	0.024
I like my incentive.	-0.123	0.167	**0.792**	-0.110	-0.135	0.101
I like my bones.	**0.850**	-0.047	-0.173	-0.072	0.159	0.120
I feel safe in lab.	**0.742**	0.093	-0.375	0.038	0.104	-0.292
Organisation is care about self-respect of employee's.	-0.080	**0.906**	0.167	-0.085	0.156	0.014
I like working time from this company.	**0.835**	-0.080	-0.091	0.014	0.220	0.172
I like instrument in this company	-0.829	0.090	0.202	0.003	0.052	**0.305**
I like technology use in this company.	-0.767	0.278	0.064	-0.014	0.096	0.298
They are upgrading company as like IoT.	-0.142	**0.814**	0.337	-0.081	-0.289	-0.006
They care only customer.	**0.894**	-0.013	-0.103	-0.158	-0.023	0.087
I believe better opportunity for me.	**0.800**	-0.056	-0.103	-0.028	0.089	**0.465**
Co-workers are supportive.	-0.809	0.312	0.009	0.001	0.283	-0.048
It is well in job itself.	**0.802**	-0.088	-0.246	-0.015	-0.235	-0.014
Company supervisor is good.	**0.791**	-0.279	-0.019	0.037	-0.296	0.044
I like company policy.	-0.108	**0.802**	0.384	0.032	0.021	-0.058
Temporary work group is perfect to us.	-0.872	0.081	0.114	-0.083	0.039	-0.147
Physical Working Condition is good	-0.917	0.028	0.010	0.137	0.063	0.059

I found time pressure in present job.	**0.850**	-0.242	0.056	-0.062	-0.344	-0.056
I found work pressure in present job.	-0.063	**0.919**	0.149	-0.136	-0.129	0.011
My senior has problem solving attitude.	-0.066	**0.930**	0.177	0.023	0.116	0.011
I feel stress in my job.	**0.735**	-0.047	-0.128	**0.430**	-0.001	0.097
Company's work-life policy is good.	-0.149	**0.843**	0.336	0.201	-0.037	-0.093
My job location is good.	-0.170	**0.795**	0.368	0.256	-0.055	-0.003
Social media is affecting my job.	-0.186	**0.608**	**0.519**	0.057	0.073	0.285
There found immediate superior.	-0.149	**0.842**	0.125	0.292	-0.004	0.032
They are caring my health.	-0.217	**0.808**	0.320	0.226	-0.002	0.044
They are upgrading me.	-0.762	-0.160	0.210	0.088	-0.392	-0.047
They are providing well training.	**0.827**	0.205	-0.231	0.048	0.275	0.093
Corporate culture is good.	-0.141	**0.493**	**0.677**	0.223	-0.209	-0.038
Company's customer service is good.	-0.119	**0.489**	**0.778**	0.023	0.019	-0.088
Company inside communication is good.	-0.840	0.058	0.089	-0.106	-0.225	0.287
They are providing feedback to us.	-0.076	**0.807**	0.342	-0.035	0.137	-0.352
Employees are from Management department is good.	-0.917	0.028	0.010	0.137	0.063	0.059
Employees are from Sales department is good.	**0.850**	-0.242	0.056	-0.062	-0.344	-0.056
Employees are from service department is good.	-0.063	**0.919**	0.149	-0.136	-0.129	0.011
Employees are from technical department is good.	-0.066	**0.930**	0.177	0.023	0.116	0.011
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.						
a. Your Present Working Sector = IT						
b. Rotation converged in 6 iterations.						
Source: Primary Data						

In this study, the finding/ discovery indicated that all the items measured were highly correlated to provide reasonable bases for 'factor' analysis. The 'rotated factor matrix' is the key to understanding the results of the analysis. From the analysis of the 52 items of factors to job satisfaction is divided into suitable constructs. The items were sorted from items that have the highest loading from respective 'Factor' to the one with the lowest loading from 'Factors'. Consider the results for the items; and factor loading for the 'rotated factors' with loading less than 0.30 was omitted to improve clarity. Finally name was assigned to 'factor'. During that time Name is assigned to those factor which was items measured/ indicated highly correlated to provide reasonable bases for 'factor name decision'; and reliability of all items from each component must be reliable (above alpha 5) by statistics test. This is important for factor name decision. After that all finally shows final factor and items as,

"Factor 1 (**Customer Care Strategy**) : They care only customer (0.894), Employees are from Sales department is good (0.850), I found time pressure in present job (0.850), I like my bones (0.850), I like my salary (0.848), I like working time from this company (0.835), I like to work with any age of employee's (0.833), They are providing well training (0.827), It is well in job itself (0.802), I believe better opportunity for me (0.800), Company supervisor is good (0.791), I like middle management employees (0.759), I feel safe in lab (0.742), I feel stress in my job (0.735), I like lower management employees (0.715), I like supervisor (0.670)". "Factor 2 (**Attitude of Problem Solving**): My senior has problem solving attitude (0.930), Employees are from technical department is good (0.930), I found work pressure in present job (0.919), Employees are from service department is good (0.919), Organisation is care about self-respect of employee's (0.906), I like team leader (0.864), I like provided employee facility (0.851), I like assigned responsibility (0.848), Company's work-life policy is good (0.843), There found immediate superior (0.842), I like team members (0.842), They are upgrading company as like IoT (0.814), They are caring my health (0.808), They are providing feedback to us (0.807), I like company policy (0.802), My job location is good (0.795)". "Factor 3 ("**Religion**") I like to work with any religion of employee's (0.847), I like my incentive (0.792), Company's customer service is good (0.778), I like placing candidate in this company (0.768), I like employee habit (0.767), I like care of employee's family by organisation (0.758), I like to work with any gender of employee's (0.728), I like my position in this company (0.713), I like top management employees (0.681), Corporate culture is good (0.677), I like inside politics (0.638), Social media is affecting my job (0.519)". "Factor 4 ("N/A") I feel stress in my job (0.430)". "Factor 5 ("N/A"), Factor 6 ("N/A") I believe better opportunity for me (0.465), I like instrument in this company (0.305)". It was seen that only component 1, 2 and 3 is suitable factor, taking decision of name to factor / component by checking reliability analysis of items from components 1, 2, 3, 4, 5 and 6.

Finally author was concluded that, these are three important Factor influenced on Job Satisfaction in Information Technology sector employees that are (1) Customer Care Strategy (2) Attitude of Problem Solving & (3) Religion.

F. Factor Analysis Result of Respondents from BPO Sector.

The below table shows that all factors are extractable from the analysis along with their Eigen values, the percentage of variance attributable to each factor, the cumulative variance of the factor and previous factors. From the above table, it is identified that there are Eight factors with Eigen values greater than 1 (one). There were six factors or components with Eigen values greater than by calculation always extracts as many factors initially as there are variables in the dataset, but the rest of these didn't make the grade. The "% of variance" column tells you how much of the total Variability (in all of the variables together) can be accounted for by each of these summary scales or factors. Factor / component 1 accounts for 20.004 %, Factor / component 2 accounts for 13.246, Factor / component 3 accounts for 8.736 Factor / component 4 accounts for 8.154 Factor / component 5 accounts for 6.505 Factor / component 6 accounts for 5.049 Factor / component 7 accounts for 4.701 Factor /

component 8 accounts for 4.259 Factor / component 9 accounts for 4.259 Factor / component 10 accounts for 3.116 Factor / component 11 accounts for 2.673 of the variability in all 52 variables. (Ref Table BPO 1)

Table BPO 1: Total Variance Explained [a]

Component	Initial Eigen values			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	16.770	32.250	32.250	10.402	**20.004**	20.004
2	5.618	10.804	43.054	6.888	**13.246**	33.250
3	4.747	9.128	52.182	4.543	**8.736**	41.986
4	3.681	7.079	59.261	4.240	**8.154**	50.140
5	2.731	5.253	64.514	3.383	**6.505**	56.646
6	1.984	3.816	68.330	2.625	**5.049**	61.695
7	1.643	3.160	71.490	2.445	**4.701**	66.396
8	1.459	2.806	74.296	2.215	**4.259**	70.655
9	1.168	2.246	76.541	2.192	**4.215**	74.870
10	1.136	2.184	78.725	1.620	**3.116**	77.986
11	1.006	1.934	80.659	1.390	**2.673**	80.659
12	0.940	1.807	82.466			
<Note- Eigen values greater than 1 (one) is sufficient for the decision of identify/ recognizing factor, so that element/ Component 13 to 51 not wrote here. >						
52	3.218E-05	6.188E-05	100.000			
Extraction Method: Principal Component Analysis.						
a. Your Present Working Sector = BPO						

Finally, the Rotated Component Matrix shows you the factor loadings for each variable.

Table BPO 2: Rotated Component Matrix [a, b]

Variable	Component										
	1	2	3	4	5	6	7	8	9	10	11
I like to work with any gender of employee's.	**0.399**	**0.579**	-0.172	-0.107	-0.116	0.11	-0.081	0.085	0.148	0.04	-0.144
I like to work with any religion of employee's.	0.215	**0.39**	**0.631**	-0.136	-0.057	-0.048	0.05	0.106	0.031	0.204	0.203
I like to work with any age of employee's.	-0.32	-0.352	**0.676**	0.264	0.266	-0.056	-0.212	-0.136	0.122	-0.061	-0.144
I like my position in this company	0.01	0.172	**0.851**	-0.1	-0.038	0.209	0.216	-0.025	-0.104	-0.104	0.045
I like placing candidate in this company	0.247	**0.763**	**0.356**	0.184	-0.223	0.142	0.023	-0.008	-0.155	-0.042	0.031
I like assigned responsibility.	**0.36**	**0.799**	-0.174	-0.04	-0.129	0.288	0.08	0.108	0.012	-0.001	0.047
I like top management employees.	**0.37**	**0.628**	-0.499	-0.073	-0.146	0.079	0.228	0.136	0.141	-0.014	0.112
I like middle management employees.	-0.18	-0.144	0.089	0.272	**0.688**	0.195	-0.062	0.152	0.209	0.117	-0.063
I like lower management employees.	-0.035	0.056	-0.096	0.195	0.076	-0.041	-0.081	-0.034	**0.871**	0.006	0.073
I like supervisor.	-0.275	-0.323	**0.588**	0.048	**0.447**	-0.318	-0.111	0.042	0.208	-0.02	0.057
I like team members.	-0.102	0.007	**0.896**	-0.143	0.134	-0.013	0.014	-0.05	-0.137	-0.085	-0.052
I like team leader.	0.189	0.289	0.105	0.042	0.157	**0.699**	-0.136	0.008	-0.241	-0.215	0.136
I like provided employee facility.	**0.345**	**0.626**	-0.092	-0.069	-0.132	-0.015	0.204	0.248	0.044	0.176	0.108
I like inside politics	**0.415**	**0.658**	0.059	0.062	-0.012	-0.001	-0.013	-0.076	-0.071	0.089	-0.095
I like employee habit	0.031	**0.802**	0.016	-0.035	0.083	**0.311**	-0.018	0.027	-0.206	0.109	0.081
I like care of employee's family by organisation	**0.427**	**0.591**	0.142	-0.084	-0.048	**0.373**	0.008	-0.091	0.188	-0.041	-0.076
I like my salary.	0.056	-0.148	-0.045	0.089	0.248	-0.06	0.002	-0.083	**0.801**	-0.062	-0.131
I like my incentive.	0.266	**0.714**	**0.355**	0.158	-0.199	0.261	0.117	0.047	0.006	-0.24	-0.1
I like my bones.	0.237	0.161	-0.007	**0.641**	0.467	-0.096	-0.091	0.136	-0.022	0.154	0.115
I feel safe in lab.	-0.251	0.058	-0.111	0.214	**0.484**	-0.123	-0.002	0.118	**0.315**	-0.081	-0.504
Organisation is care about self-respect of employee's.	**0.409**	**0.536**	0.055	0.053	0.001	0.056	0.159	0.017	-0.076	-0.13	**0.475**
I like working time from this company.	-0.085	-0.079	0.146	0.051	**0.748**	-0.137	0.079	-0.059	0.071	-0.027	-0.082
I like instrument in this company	0.029	-0.044	**0.638**	-0.458	0.15	0.099	**0.419**	0.046	-0.056	-0.111	0.001

I like technology use in this company.	0.128	0.094	0.082	-0.205	0.13	0.203	**0.764**	0.14	-0.085	0.107	0.089
They are upgrading company as like IoT.	0.222	**0.361**	-0.049	-0.176	-0.117	**0.547**	0.011	-0.065	0.018	0.077	0.243
They care only customer.	-0.047	-0.099	-0.005	**0.639**	0.001	0.126	-0.325	0.02	0.225	0.206	0.181
I believe better opportunity for me.	-0.098	0.082	-0.185	0.21	0.099	-0.096	-0.049	-0.234	-0.032	**0.81**	-0.008
Co-workers are supportive.	0.201	0.073	-0.452	-0.368	-0.317	0.097	0.269	0.097	0.091	0.057	**0.423**
It is well in job itself.	-0.385	-0.572	**0.467**	-0.039	0.278	-0.185	-0.191	-0.143	-0.022	-0.056	-0.067
Company supervisor is good.	0.026	0.1	-0.206	**0.697**	0.097	-0.017	-0.14	-0.092	0.189	0.014	0.068
I like company policy.	0.199	**0.331**	0.087	0.084	-0.087	**0.685**	0.171	0.042	-0.004	-0.027	-0.206
Temporary work group is perfect to us.	0.156	0.184	-0.12	-0.444	0.071	0.059	0.236	**0.746**	-0.039	0.048	0.036
Physical Working Condition is good	0.238	0.087	0.01	-0.036	-0.035	0.038	0.148	**0.845**	-0.042	-0.238	0.037
I found time pressure in present job.	-0.056	-0.056	-0.009	**0.573**	0.101	-0.067	-0.254	**0.61**	-0.142	-0.037	-0.233
I found work pressure in present job.	0.28	**0.424**	-0.202	-0.102	-0.665	0.058	-0.004	0.017	-0.098	-0.071	-0.118
My senior has problem solving attitude.	**0.422**	**0.335**	-0.113	-0.179	-0.374	0.134	-0.073	0.25	-0.153	**0.305**	0.091
I feel stress in my job.	-0.175	-0.11	0.054	**0.623**	0.179	-0.041	-0.525	-0.136	0.119	0.184	-0.128
Company's work-life policy is good.	0.251	0.261	-0.148	-0.019	-0.323	**0.61**	0.323	0.149	0.029	0.069	0
My job location is good.	**0.833**	0.261	-0.067	-0.025	-0.155	0.126	-0.021	-0.014	-0.026	0.151	0.011
Social media is affecting my job.	**0.533**	**0.411**	0.061	-0.15	-0.033	0.246	0.016	-0.025	-0.059	0.054	-0.395
There found immediate superior.	**0.894**	0.208	-0.101	0.081	-0.213	0.089	0.018	0.022	-0.015	-0.055	0.021
They are caring my health.	**0.493**	0.144	0.197	-0.026	-0.31	0.054	**0.362**	0.069	-0.167	**0.378**	0.001
They are upgrading me.	**0.776**	0.042	-0.119	-0.33	0.198	0.048	0.204	0.196	0.216	-0.14	0.153
They are providing well training.	**0.314**	-0.093	-0.172	**0.363**	0.089	0.113	-0.578	-0.04	-0.081	0.267	0.096
Corporate culture is good.	**0.881**	**0.329**	0.003	0.188	-0.164	0.096	-0.027	0.018	-0.018	-0.06	0.001
Company's customer service is good.	**0.878**	0.292	-0.018	0.039	-0.155	0.106	0.004	0.001	-0.127	0.127	0.051
Company inside communication is good.	**0.765**	0.108	-0.117	-0.379	0.194	0.031	0.254	0.155	0.206	-0.097	0.151
They are providing feedback to us.	**0.892**	**0.316**	0.019	0.032	-0.065	0.187	-0.039	0.032	0.013	0.058	-0.009
Employees are from Management department is good.	**0.863**	0.04	-0.128	-0.072	-0.004	0.012	0.052	0.195	0.064	-0.273	0.102
Employees are from Sales department is good.	-0.013	-0.005	-0.078	**0.799**	0.094	0.002	0.131	-0.119	0.045	-0.086	-0.202
Employees are from service department is good.	**0.911**	0.2	-0.016	0.128	-0.186	0.095	0.035	0.045	-0.045	-0.088	-0.013
Employees are from technical department is good.	**0.896**	0.253	0.006	-0.069	-0.035	0.098	-0.016	0.068	-0.096	0.121	0.066
Extraction Method: Principal Component Analysis.											
Rotation Method: Varimax with Kaiser Normalization.											
a. Your Present Working Sector = BPO											
b. Rotation converged in 21 iterations.											

In this study, the finding/ discovery indicated that all the items measured were highly correlated to provide reasonable bases for 'factor' analysis. The 'rotated factor matrix' is the key to understanding the results of the analysis. From the analysis of the 52 items of factors to job satisfaction is divided into suitable constructs. The items were sorted from items that have the highest loading from respective 'Factor' to the one with the lowest loading from 'Factors'. Consider the results for the items; and factor loading for the 'rotated factors' with loading less than 0.30 was omitted to improve clarity. Finally name was assigned to 'factor'. During that time Name is assigned to those factor which was items measured/ indicated highly correlated to provide reasonable bases for 'factor name decision'; and reliability of all items from each component must be reliable (above alpha 5) by statistics test. This is important for factor name decision. After that all finally shows final factor and items as,

"Factor 1 (**Service Departmental Team**) Employees are from service department is good (0.911), Employees are from technical department is good (0.896), There found immediate superior (0.894), They are providing feedback to us (0.892), Corporate culture is good (0.881), Company's customer service is good (0.878), Employees are from Management department

is good (0.863), My job location is good (0.833), They are upgrading me (0.776), Company inside communication is good (0.765)." "Factor 2 (**Habit of employee**) I like employee habit (0.802), I like assigned responsibility (0.799), I like placing candidate in this company (0.763), I like my incentive (0.714), I like inside politics (0.658), I like top management employees (0.628), I like provided employee facility (0.626)". "Factor 3 (**Team members**) I like team members (0.896), I like my position in this company (0.851), I like to work with any age of employee's (0.676), I like instrument in this company (0.638), I like to work with any religion of employee's (0.631)". "Factor 4 (**Sales departmental team**) Employees are from Sales department is good (0.799), Company supervisor is good (0.697), I like my bones (0.641), they care only customer (0.639), I feel stress in my job (0.623)."Factor 5 (**Working Time**), I like working time from this company (0.748), I like middle management employees (0.688)" "Factor 6 (**Team Leader**) I like team leader (0.699), I like company policy (0.685), Company's work-life policy is good (0.610)" " Factor 7 (**Use of Technology**) I like technology use in this company (0.764), I like instrument in this company (0.419), They are caring my health (0.362)". "Factor 8 (**Physical working Condition**) Physical Working Condition is good (0.845), Temporary work group is perfect to us (0.746), I found time pressure in present job (0.610". "Factor 9 (**Lower Management Team**) I like lower management employees (0.871), I like my salary (0.801)". "Factor 10 ("**Better Opportunity**") I believe better opportunity for me (0.810), They are caring my health (0.378)". "Factor 11 ("N/A") Organisation is care about self-respect of employee's (0.475), Co-workers are supportive (0.423)". It was seen that only component 1 to 10 is suitable factor, taking decision of name to factor / component by checking reliability analysis of items from components 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 and 11.

Finally author was concluded that, these are ten important Factor influenced on Job Satisfaction in BPO sector employees that are (1) Service Departmental Team (2) Habit of employee (3) Team members (4) Sales departmental team (5) Working Time (6) Team Leader (7) Use of Technology (8) Physical working Condition (9) Lower Management Team (10) Better Opportunity

G. Factor Analysis Result of Respondents from Banking Sector.

The below table shows that all factors are extractable from the analysis along with their Eigen values, the percentage of variance attributable to each factor, the cumulative variance of the factor and previous factors. From the above table, it is identified that there are Eight factors with Eigen values greater than 1 (one). There were six factors or components with Eigen values greater than by calculation always extracts as many factors initially as there are variables in the dataset, but the rest of these didn't make the grade. The "% of variance" column tells you how much of the total Variability (in all of the variables together) can be accounted for by each of these summary scales or factors. Factor / component 1 accounts for 22.750, Factor / component 2 accounts for 14.564, Factor / component 3 accounts for 14.224, Factor / component 4 accounts for 8.840, Factor / component 5 accounts for 6.413, Factor / component 6 accounts for 5.472, Factor / component 7 accounts for 5.071, Factor / component 8 accounts for 4.063, Factor / component 9 accounts for 2.770, Factor / component 10 accounts for 2.546 of the variability in all 52 variables. (Ref Table Banking 1)

Table Banking 1: Total Variance Explained [a]

Component	Initial Eigen values			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	20.594	39.603	39.603	11.830	**22.750**	22.750
2	4.713	9.064	48.667	7.573	**14.564**	37.314
3	4.311	8.290	56.957	7.397	**14.224**	51.539
4	3.543	6.814	63.771	4.597	**8.840**	60.379
5	3.195	6.144	69.915	3.335	**6.413**	66.792
6	2.664	5.123	75.039	2.846	**5.472**	72.264
7	2.353	4.525	79.564	2.637	**5.071**	77.335
8	1.408	2.709	82.272	2.113	**4.063**	81.398
9	1.233	2.372	84.644	1.440	**2.770**	84.168
10	1.076	2.070	86.714	1.324	**2.546**	86.714
11	0.915	1.759	88.473			
<Note- Eigen values greater than 1 (one) is sufficient for the decision of identify/ recognizing factor, so that element/ Component 12 to 51 not wrote here. >						
52	-7.572E-17	-1.456E-16	100.000			
Extraction Method: Principal Component Analysis.						
a. Your Present Working Sector = Banking						

Finally, the Rotated Component Matrix shows you the factor loadings for each variable.

Table banking 2: Rotated Component Matrix [a ,b]

Variable	Component									
	1	2	3	4	5	6	7	8	9	10
I like to work with any gender of employee's.	0.149	0.031	0.064	-0.111	0.201	0.145	-0.231	0.243	0.014	**0.611**
I like to work with any religion of employee's.	**0.943**	0.206	0.226	0.052	-0.004	0.029	0.023	0.04	0.02	0.004
I like to work with any age of employee's.	**0.578**	**0.53**	**0.423**	0.018	-0.009	-0.026	0.226	-0.109	0.029	0.142

I like my position in this company	**0.943**	0.206	0.226	0.052	-0.004	0.029	0.023	0.04	0.02	0.004
I like placing candidate in this company	**0.835**	0.271	**0.32**	0.01	-0.092	0.075	0.13	-0.013	0.007	0.039
I like assigned responsibility.	**0.888**	0.195	**0.318**	0.062	0.011	0.063	-0.035	-0.007	-0.023	-0.046
I like top management employees.	**0.943**	0.206	0.226	0.052	-0.004	0.029	0.023	0.04	0.02	0.004
I like middle management employees.	**0.364**	0.092	**0.906**	0.066	0.018	0.007	-0.017	0.023	0.083	0.007
I like lower management employees.	**0.506**	**0.377**	**0.568**	-0.074	-0.278	0.049	0.123	0.147	0.024	0.004
I like supervisor.	**0.364**	0.092	**0.906**	0.066	0.018	0.007	-0.017	0.023	0.083	0.007
I like team members.	**0.396**	0.19	**0.857**	-0.024	-0.077	-0.03	0.024	0.118	-0.038	0.002
I like team leader.	**0.498**	**0.564**	**0.575**	0.006	-0.101	-0.026	0.12	0.09	0.103	0.084
I like provided employee facility.	**0.943**	0.206	0.226	0.052	-0.004	0.029	0.023	0.04	0.02	0.004
I like inside politics	**0.578**	**0.53**	**0.423**	0.018	-0.009	-0.026	0.226	-0.109	0.029	0.142
I like employee habit	**0.943**	0.206	0.226	0.052	-0.004	0.029	0.023	0.04	0.02	0.004
I like care of employee's family by organisation	**0.835**	0.271	**0.32**	0.01	-0.092	0.075	0.13	-0.013	0.007	0.039
I like my salary.	**0.888**	0.195	**0.318**	0.062	0.011	0.063	-0.035	-0.007	-0.023	-0.046
I like my incentive.	**0.943**	0.206	0.226	0.052	-0.004	0.029	0.023	0.04	0.02	0.004
I like my bones.	**0.364**	0.092	**0.906**	0.066	0.018	0.007	-0.017	0.023	0.083	0.007
I feel safe in lab.	**0.506**	**0.377**	**0.568**	-0.074	-0.278	0.049	0.123	0.147	0.024	0.004
Organisation is care about self-respect of employee's.	**0.364**	0.092	**0.906**	0.066	0.018	0.007	-0.017	0.023	0.083	0.007
I like working time from this company.	**0.396**	0.19	**0.857**	-0.024	-0.077	-0.03	0.024	0.118	-0.038	0.002
I like instrument in this company	0.235	**0.701**	0.299	-0.01	0.087	-0.117	**0.383**	**0.312**	0.13	0.13
I like technology use in this company.	**0.305**	**0.544**	0.12	-0.015	-0.355	-0.1	-0.271	-0.098	**0.431**	0.196
They are upgrading company as like IoT.	0.1	0.096	0.016	**0.942**	-0.087	0.018	-0.098	-0.053	0.129	-0.007
They care only customer.	0.126	0.076	-0.011	**0.949**	-0.106	-0.012	-0.064	-0.021	0.122	0.006
I believe better opportunity for me.	0.123	0.011	0.037	**0.447**	-0.747	-0.014	0.164	0.067	-0.117	-0.052
Co-workers are supportive.	-0.154	0.124	-0.026	-0.258	**0.747**	-0.073	-0.176	0.187	-0.176	-0.098
It is well in job itself.	0.135	0.1	-0.035	0.136	**0.665**	-0.116	0	0.033	0.055	**0.32**
Company supervisor is good.	0.072	**0.425**	0.28	0.063	0.26	-0.008	**0.528**	**0.491**	-0.008	-0.028
I like company policy.	0.263	**0.637**	0.278	0.039	-0.155	-0.116	0.092	**0.539**	0.118	0.107
Temporary work group is perfect to us.	-0.251	0.121	0.284	0.192	0.249	0.029	-0.512	0.037	0.163	0.176
Physical Working Condition is good	-0.032	0.156	0.191	-0.033	0.132	0.085	-0.154	0.168	**0.815**	-0.067
I found time pressure in present job.	0.121	-0.024	-0.036	-0.414	-0.296	-0.075	-0.31	**0.435**	0.295	0.14
I found work pressure in present job.	-0.094	-0.022	-0.062	-0.064	**0.459**	-0.126	-0.742	0.201	0.189	-0.013
My senior has problem solving attitude.	-0.103	-0.214	-0.023	**0.537**	0.121	-0.193	-0.388	0.006	-0.156	-0.002
I feel stress in my job.	0.118	0.1	0.056	**0.802**	0.253	-0.011	**0.341**	-0.195	0.061	-0.071
Company's work-life policy is good.	0.036	0.086	0.046	**0.818**	-0.16	-0.092	-0.07	0.228	-0.221	-0.015
My job location is good.	-0.005	0.188	0.121	**0.675**	0.012	0.016	**0.571**	0.066	-0.138	-0.03
Social media is affecting my job.	**0.383**	**0.641**	0.226	-0.126	-0.08	-0.082	**0.332**	0.027	0.29	0.171
There found immediate superior.	-0.009	**0.32**	0.135	0.013	-0.033	-0.058	-0.095	**0.713**	0.069	0.035
They are caring my health.	0.016	0.135	-0.093	0.227	**0.83**	-0.018	-0.004	-0.326	0.092	-0.052
They are upgrading me.	**0.391**	**0.844**	0.143	0.093	0.076	0.038	-0.118	0.148	0.007	-0.114
They are providing well training.	0.234	**0.457**	0.001	-0.01	0.084	0.058	-0.193	0.179	0.049	-0.638

Corporate culture is good.	**0.378**	**0.857**	0.143	0.108	0.08	0.034	-0.122	0.133	0.011	-0.098
Company's customer service is good.	0.293	**0.775**	-0.005	0.097	0.139	0.06	0.184	0.007	0.105	-0.113
Company inside communication is good.	0.258	**0.728**	0.21	0.211	0.202	0.242	0.082	-0.045	-0.116	-0.036
They are providing feedback to us.	**0.378**	**0.857**	0.143	0.108	0.08	0.034	-0.122	0.133	0.011	-0.098
Employees are from Management department is good.	0.032	0.076	-0.017	-0.075	-0.003	**0.93**	0.177	-0.076	0.044	0.093
Employees are from Sales department is good.	0.039	**0.459**	-0.029	-0.144	0.131	0.22	-0.076	-0.43	-0.235	**0.394**
Employees are from service department is good.	0.084	0.031	-0.028	-0.06	-0.116	**0.961**	0.015	0.034	0.065	0.019
Employees are from technical department is good.	0.099	0	0.028	0.006	-0.029	**0.862**	-0.094	-0.072	-0.047	-0.025
Extraction Method: Principal Component Analysis.										
Rotation Method: Varimax with Kaiser Normalization.										
a. Your Present Working Sector = Banking										
b. Rotation converged in 17 iterations.										

In this study, the finding/ discovery indicated that all the items measured were highly correlated to provide reasonable bases for 'factor' analysis. The 'rotated factor matrix' is the key to understanding the results of the analysis. From the analysis of the 52 items of factors to job satisfaction is divided into suitable constructs. The items were sorted from items that have the highest loading from respective 'Factor' to the one with the lowest loading from 'Factors'. Consider the results for the items; and factor loading for the 'rotated factors' with loading less than 0.30 was omitted to improve clarity. Finally name was assigned to 'factor'. During that time Name is assigned to those factor which was items measured/ indicated highly correlated to provide reasonable bases for 'factor name decision'; and reliability of all items from each component must be reliable (above alpha 5) by statistics test. This is important for factor name decision. After that all finally shows final factor and items as,

"Factor 1 (**Habit of employee**) I like employee habit (0.943), I like to work with any religion of employee's (0.943), I like my position in this company (0.943), I like my incentive (0.943), I like provided employee facility (0.943), I like top management employees (0.943), I like my salary (0.888), I like assigned responsibility (0.888), I like placing candidate in this company (0.835), I like care of employee's family by organisation (0.835)" "Factor 2 (**Corporate culture**) Corporate culture is good (0.857), they are providing feedback to us (0.857), they are upgrading me (0.844), Company's customer service is good (0.775), company inside communication is good (0.728), I like instrument in this company (0.701), Social media is affecting my job (0.641), I like company policy (0.637)" "Factor 3 (**Supervisor**) I like supervisor (0.906), Organisation is care about self-respect of employee's (0.906), I like middle management employees (0.906), I like my bones (0.906), I like team members (0.857), I like working time from this company (0.857)" "Factor 4 (**customer care strategy**) They care only customer (0.949), They are upgrading company as like IoT (0.942), Company's work-life policy is good (0.818), I feel stress in my job (0.802), My job location is good (0.675)" "Factor 5 (**Health care**) They are caring my health (0.830), Co-workers are supportive (0.747), It is well in job itself (0.665), I found work pressure in present job (0.459)" "Factor 6 (**Service Departmental Teams**) Employees are from service department is good (0.961), Employees are from Management department is good (0.930), Employees are from technical department is good (0.862). "Factor 7 (**Job Location**) My job location is good (0.571), Company supervisor is good (0.528), I like instrument in this company (0.383), I feel stress in my job (0.341). "Factor 8 (**immediate superior**) There found immediate superior (0.713), I like company policy (0.539), Company supervisor is good (0.491), I found time pressure in present job (0.435)". "Factor 9 (**Physical Working Condition**) Physical Working Condition is good (0.815), I like technology use in this company (0.431)". "Factor 10 (**Gender**) I like to work with any gender of employee's (0.611), Employees are from Sales department is good (0.394), It is well in job itself (0.320). It was seen that only component 1 to 10 is suitable factor, taking decision of name to factor / component by checking reliability analysis of items from components 1, 2, 3, 4, 5, 6, 7, 8, 9 and 10.

Finally author was concluded that, these are ten important Factor influenced on Job Satisfaction in Banking sector employees that are (1) Habit of employee (2) Corporate culture (3) Supervisor (4) customer care strategy (5) Health care (6) Service Departmental Team (7) Job Location (8) immediate superior (9) Physical Working Condition (10) Gender

H. Factor Analysis Result of Respondents from Automobile Sector.

The below table shows that all factors are extractable from the analysis along with their Eigen values, the percentage of variance attributable to each factor, the cumulative variance of the factor and previous factors. From the above table, it is identified that there are Eight factors with Eigen values greater than 1 (one). There were six factors or components with Eigen values greater than by calculation always extracts as many factors initially as there are variables in the dataset, but the rest of these didn't make the grade. The "% of variance" column tells you how much of the total Variability (in all of the variables together) can be accounted for by each of these summary scales or factors. Factor / component 1 accounts for 40.66, Factor/ component 2 accounts for 10.643, Factor / component 3 accounts for 9.18, Factor / component 4 accounts for 7.232, Factor / component 5 accounts for 5.639, Factor / component 6 accounts for 5.005, Factor / component 7 accounts for 4.598, Factor / component 8 accounts for 3.21, Factor / component 9 accounts for 2.621 of the variability in all 52 variables. (Ref Table automobile 1)

Table automobile 1: Total Variance Explained [a]

Component	Initial Eigen values			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	24.555	47.220	47.220	21.143	**40.660**	40.660
2	5.943	11.429	58.650	5.535	**10.643**	51.303
3	4.258	8.188	66.838	4.774	**9.180**	60.483
4	3.411	6.561	73.398	3.761	**7.232**	67.715
5	2.418	4.651	78.049	2.932	**5.639**	73.354
6	2.127	4.090	82.139	2.603	**5.005**	78.359
7	1.259	2.422	84.561	2.391	**4.598**	82.958
8	1.186	2.280	86.841	1.669	**3.210**	86.168
9	1.013	1.948	88.789	1.363	**2.621**	88.789
10	0.807	1.552	90.341			
<Note- Eigen values greater than 1 (one) is sufficient for the decision of identify/ recognizing factor, so that element/ Component 11 to 51 not wrote here. >						
52	-1.629E-15	-3.133E-15	100.000			
Extraction Method: Principal Component Analysis.						
a. Your Present Working Sector = Automobile						

Finally, the Rotated Component Matrix shows you the factor loadings for each variable.

Rotated Component Matrix [a,b]									
	Component								
	1	2	3	4	5	6	7	8	9
I like to work with any gender of employee's.	0.165	-0.115	-0.024	-0.053	0.004	0.134	0.107	0.077	**0.843**
I like to work with any religion of employee's.	**0.979**	0.009	0.002	0.093	-0.052	-0.002	-0.101	-0.003	0.010
I like to work with any age of employee's.	**0.865**	0.014	**0.380**	0.061	-0.116	-0.018	-0.048	0.011	0.056
I like my position in this company	**0.979**	0.009	0.002	0.093	-0.052	-0.002	-0.101	-0.003	0.010
I like placing candidate in this company	**0.914**	-0.021	0.225	0.084	0.077	-0.019	-0.140	-0.049	0.037
I like assigned responsibility.	**0.961**	0.062	0.037	0.101	-0.040	0.025	-0.065	0.083	0.021
I like top management employees.	**0.979**	0.009	0.002	0.093	-0.052	-0.002	-0.101	-0.003	0.010
I like middle management employees.	**0.848**	0.104	0.172	0.062	0.095	-0.004	**0.413**	0.158	-0.048
I like lower management employees.	**0.856**	0.049	**0.317**	0.041	0.256	-0.043	0.106	-0.029	0.018
I like supervisor.	**0.848**	0.104	0.172	0.062	0.095	-0.004	**0.413**	0.158	-0.048
I like team members.	**0.866**	0.184	0.225	0.021	0.142	-0.017	0.289	0.081	0.001
I like team leader.	**0.834**	0.044	**0.386**	0.205	0.016	0.044	0.136	-0.007	0.065
I like provided employee facility.	**0.979**	0.009	0.002	0.093	-0.052	-0.002	-0.101	-0.003	0.010
I like inside politics	**0.865**	0.014	**0.380**	0.061	-0.116	-0.018	-0.048	0.011	0.056
I like employee habit	**0.979**	0.009	0.002	0.093	-0.052	-0.002	-0.101	-0.003	0.010
I like care of employee's family by organisation	**0.914**	-0.021	0.225	0.084	0.077	-0.019	-0.140	-0.049	0.037
I like my salary.	**0.961**	0.062	0.037	0.101	-0.040	0.025	-0.065	0.083	0.021
I like my incentive.	**0.979**	0.009	0.002	0.093	-0.052	-0.002	-0.101	-0.003	0.010
I like my bones.	**0.848**	0.104	0.172	0.062	0.095	-0.004	**0.413**	0.158	-0.048
I feel safe in lab.	**0.856**	0.049	**0.317**	0.041	0.256	-0.043	0.106	-0.029	0.018
Organisation is care about self-respect of employee's.	**0.848**	0.104	0.172	0.062	0.095	-0.004	**0.413**	0.158	-0.048
I like working time from this company.	**0.866**	0.184	0.225	0.021	0.142	-0.017	0.289	0.081	0.001
I like instrument in this company	**0.620**	-0.039	**0.724**	0.178	0.030	0.034	0.092	0.156	0.007
I like technology use in this company.	**0.530**	0.141	0.206	**0.676**	0.086	0.114	0.268	0.007	0.143
They are upgrading company as like IoT.	0.096	**0.962**	-0.055	0.070	-0.024	-0.017	-0.005	-0.117	0.004
They care only customer.	0.096	**0.962**	-0.055	0.070	-0.024	-0.017	-0.005	-0.117	0.004
I believe better opportunity for me.	0.062	**0.803**	0.033	-0.031	**0.360**	-0.032	-0.067	0.034	-0.201
Co-workers are supportive.	-0.041	-0.670	-0.038	0.017	-0.506	-0.129	0.085	0.021	0.251
It is well in job itself.	0.095	-0.091	0.125	0.134	-0.174	-0.030	0.051	**0.835**	0.063
Company supervisor is good.	**0.429**	-0.076	**0.782**	-0.047	0.048	0.022	0.038	0.131	-0.035
I like company policy.	**0.635**	0.041	**0.456**	0.462	0.352	0.085	0.108	0.065	0.067
Temporary work group is perfect to us.	-0.078	-0.090	0.069	0.273	0.046	0.035	**0.676**	-0.041	0.150
Physical Working Condition is good	0.159	-0.165	0.073	**0.383**	0.054	**0.345**	**0.453**	-0.256	-0.073
I found time pressure in present job.	0.097	-0.317	-0.209	**0.342**	**0.453**	0.017	0.035	-0.202	**0.367**
I found work pressure in present job.	-0.127	-0.367	-0.461	**0.469**	0.035	-0.051	**0.378**	-0.105	**0.331**

My senior has problem solving attitude.	-0.349	**0.421**	-0.180	0.228	-0.012	-0.266	0.287	0.179	0.098
I feel stress in my job.	0.140	**0.709**	0.235	-0.342	-0.406	-0.048	0.046	0.050	-0.161
Company's work-life policy is good.	0.084	**0.919**	-0.156	0.107	-0.098	-0.085	0.035	-0.074	0.169
My job location is good.	0.151	**0.692**	**0.446**	-0.434	-0.054	-0.097	-0.187	0.022	-0.122
Social media is affecting my job.	**0.653**	-0.071	**0.690**	0.142	0.029	0.047	0.096	0.162	-0.022
There found immediate superior.	0.274	-0.056	0.181	**0.440**	**0.647**	0.086	0.051	0.102	-0.064
They are caring my health.	0.036	-0.098	0.048	-0.038	-0.936	0.008	-0.089	0.121	-0.046
They are upgrading me.	**0.619**	0.066	**0.360**	**0.575**	0.114	0.113	0.270	0.079	0.058
They are providing well training.	0.250	0.004	-0.010	**0.808**	0.131	0.055	0.105	0.049	-0.170
Corporate culture is good.	**0.633**	0.076	**0.329**	**0.590**	-0.014	0.119	0.280	0.070	0.086
Company's customer service is good.	**0.459**	0.034	**0.547**	0.213	-0.271	0.102	0.283	0.179	-0.270
Company inside communication is good.	**0.528**	0.063	**0.521**	0.264	-0.290	0.197	0.153	0.249	0.030
They are providing feedback to us.	**0.648**	0.027	**0.502**	0.445	0.228	0.075	0.010	0.076	0.071
Employees are from Management department is good.	-0.064	-0.166	0.277	-0.094	-0.254	**0.852**	0.150	0.062	-0.012
Employees are from Sales department is good.	0.161	-0.249	**0.328**	-0.161	0.105	0.213	-0.181	**0.645**	-0.032
Employees are from service department is good.	-0.067	-0.095	0.125	0.102	**0.339**	**0.866**	-0.007	-0.046	0.064
Employees are from technical department is good.	-0.038	0.088	-0.232	0.190	-0.013	**0.841**	-0.031	0.100	0.114
Extraction Method: Principal Component Analysis.									
Rotation Method: Varimax with Kaiser Normalization.									
a. Your Present Working Sector = Automobile									
b. Rotation converged in 10 iterations.									

In this study, the finding/ discovery indicated that all the items measured were highly correlated to provide reasonable bases for 'factor' analysis. The 'rotated factor matrix' is the key to understanding the results of the analysis. From the analysis of the 52 items of factors to job satisfaction is divided into suitable constructs. The items were sorted from items that have the highest loading from respective 'Factor' to the one with the lowest loading from 'Factors'. Consider the results for the items; and factor loading for the 'rotated factors' with loading less than 0.30 was omitted to improve clarity. Finally name was assigned to 'factor'. During that time Name is assigned to those factor which was items measured/ indicated highly correlated to provide reasonable bases for 'factor name decision'; and reliability of all items from each component must be reliable (above alpha 5) by statistics test. This is important for factor name decision. After that all finally shows final factor and items as,

"Factor 1 **(Incentive)** I like my incentive (0.979), I like provided employee facility (0.979), I like top management employees (0.979), I like my position in this company (0.979), I like to work with any religion of employee's (0.979), I like employee habit (0.979), I like my salary (0.961), I like assigned responsibility (0.961), I like placing candidate in this company (0.914), I like care of employee's family by organisation (0.914), I like team members (0.866), I like working time from this company (0.866), I like inside politics (0.865), I like to work with any age of employee's (0.865), I like lower management employees (0.856), I feel safe in lab (0.856), I like my bones (0.848), I like middle management employees (0.848), I like supervisor (0.848), Organisation is care about self-respect of employee's (0.848), I like team leader (0.834), Social media is affecting my job (0.653), They are providing feedback to us (0.648), I like company policy (0.635), Corporate culture is good (0.633), I like instrument in this company (0.620), They are upgrading me (0.619)" "Factor 2 (**Customer Care Strategy**) They care only customer (0.962), They are upgrading company as like IoT (0.962), Company's work-life policy is good (0.919), I believe better opportunity for me (0.803), I feel stress in my job (0.709), My job location is good (0.692), My senior as problem solving attitude (0.421)". "Factor 3 (**Supervisor**) Company supervisor is good (0.782), I like instrument in this company (0.724), Social media is affecting my job (0.690), Company's customer service is good (0.547), Company inside communication is good (0.521), they are providing feedback to us (0.502), I like company policy (0.456). "Factor 4 (**Training**) They are providing well training (0.808), I like technology use in this company (0.676), Corporate culture is good (0.590), They are upgrading me (0.575), I found work pressure in present job (0.469), I like company policy (0.462), They are providing feedback to us (0.445),

There found immediate superior (0.440)". "Factor 5 (**immediate superior**) There found immediate superior (0.647), I found time pressure in present job (0.453), I believe better opportunity for me (0.360), I like company policy (0.352), Employees are from service department is good (0.339), "Factor 6 (**Service Departmental Team**) Employees are from service department is good (0.866), Employees are from Management department is good (0.852), Employees are from technical department is good (0.841), Physical Working Condition is good (0.345), "Factor 7 (**Temporary work group**) Temporary work group is perfect to us (0.676), Physical Working Condition is good (0.453), I like middle management employees (0.413), I like my bones (0.413), I like supervisor (0.413), Organisation is care about self-respect of employee's (0.413), I found work pressure in present job (0.378), "Factor 8 **(Job Itself)** It is well in job itself (0.835), Employees are from Sales department is good (0.645), "Factor 9 (**Gender**) I like to work with any gender of employee's (0.843), I found time pressure in present job (0.367) I found work pressure in present job (0.331)."

*Finally author was concluded that, these are ten important Factor influenced on Job Satisfaction in automobile sector employees that are (1) **Incentive** (2) **Customer Care Strategy** (3) **Supervisor** (4) **Training** (5) **Immediate superior** (6) **Service Departmental Team** (7) **Temporary work group** (8) **Job Itself** (9) **Gender***

I. HYPOTHESIS TESTING:

A. Ho "There is no significant difference between job satisfaction in sector wise employee.".

Respondents job satisfaction between sector wise employee groups. Test the relation by using ANOVA: Single Factor. This test used for group wise testing.

Table HT_a: Respondents response on job satisfaction by sector wise

SUMMARY			
Groups	Sum	Average	Variance
IT	77	15.4	19.81997041
BPO	78	15.6	24.67037722
Banking	88	17.6	131.1713018
Automobile	67	13.4	81.58217456

(Source: Field Survey)(SPSS output)

ANOVA : Single Factor						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	44.2	3	14.73333	0.229095231	0.874764918	3.238872
Within Groups	1028.975	16	64.31096			
Total	1073.175	19				

(Source: Field Survey)(SPSS output)

If F < F crit value; we are reject the null hypothesis. This is the case, 0.229095231 < 3.238872. P value 0.874764918 > 0.05 (here p is higher than 0.05), Therefore, Researcher cannot reject the null hypothesis. So we have enough evidence to accept the null hypothesis. It is concluded that, there is no significant difference between job satisfactions in sector wise employee.

B. Ho "There is no significant difference between job satisfactions in religion wise employee."

Respondents job satisfaction between religion wise employee groups. Test the relation by using ANOVA: Single Factor. This test used for group wise testing.

Table HT_b: Respondents response on job satisfaction by religion wise

SUMMARY			
Groups	Sum	Average	Variance
Hindu	156	31.2	119.5247
Muslim	21	4.2	2.414312
Buddhist	33	6.6	2.357507
Jain	69	13.8	70.18095
Christian	24	4.8	13.28007
Other Than above	7	1.4	0.708469

(Source: Field Survey)(SPSS output)

ANOVA : Single Factor						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	3047.066667	5	609.4133	17.53993	0.0000002520	2.620654148
Within Groups	833.8640533	24	34.74434			
Total	3880.93072	29				

(Source: Field Survey)(SPSS output)

If F > F crit value; we are reject the null hypothesis. This is the case, 17.53993 > 2.620654148. P value 0.0000002520 < 0.05 (here p is less than 0.05), Therefore, Researcher reject the null hypothesis. So we have enough evidence to not accept the null hypothesis. It is concluded that there is significant difference between job satisfactions in religion wise employee.

IX. FINDING:

1. Result shows that participated Male 66.1 % and Female 33.9 % from 310 received responses. Male respondents are more; Religion wise participated Hindu 50.3 %, Muslim 6.8 %, Buddhist 10.6%, Jain 22.3 %, Christian 7.7 %, 'Other Than above' 2.3 % from 310 received responses. Hindu respondents are more. 'Bootstrap' results or outcome are based on 400 bootstrap samples shows that above average level confidence interval of respondents.

2. Respondents that participated sector wise that were IT 24.8 %, BPO 25.2 %, Banking 28.4 %, Automobile 21.6 % sector from 310 received responses. Maximum banking sector employees was participated. Respondent responded this is (present working company is) first 18.1 %, second 17.4 %, Third 28.1 %, fourth 11 %, fifth

7.4 % and above than fifth 18.1 % counted. Maximum employees have third company in his or her working life. 'Bootstrap' results or outcome are based on 400 bootstrap samples shows that above average level confidence interval of respondents.

3. Medium 'level of Job satisfaction' found in all sector. 'Means of Mean' of IT is 2.81, BPO is 2.94, Banking is 2.66 and Automobile is 2.64 sector wise mean responses.

4. There are three important Factor influenced on Job Satisfaction in *Information Technology sector employees* that are (1) Customer Care Strategy (2) Attitude of Problem Solving & (3) Religion.

5. There are ten important Factor influenced on Job Satisfaction in *BPO sector employees* that are (1) Service

Departmental Team (2) Habit of employee (3) Team members (4) Sales departmental team (5) Working Time (6) Team Leader (7) Use of Technology (8) Physical working Condition (9) Lower Management Team (10) Better Opportunity

6. There are ten important Factor influenced on Job Satisfaction in *Banking sector employees* that are (1) Habit of employee (2) Corporate culture (3) Supervisor (4) customer care strategy (5) Health care (6) Service Departmental Team (7) Job Location (8) immediate superior (9) Physical Working Condition (10) Gender

7. There are ten important Factor influenced on Job Satisfaction in *automobile sector employees* that are (1) Incentive (2) Customer Care Strategy (3) Supervisor (4) Training (5) Immediate superior (6) Service Departmental Team (7) Temporary work group (8) Job Itself (9) Gender

8. Statically proved that there is no significant/ important difference between job satisfactions in sector wise employee.

9. Statically proved that there is significant/ important difference between job satisfaction in religion wise

X. SUGGESTION:

1. Employee satisfaction in his or her job is depending on many factors. According to study it was seen that employees are frequently changing the company or job change. Most of employees have third company in his or her working life. There require deep finding of why employees are change company or job or career.

2. Medium 'level of Job satisfaction' found in all sector. Companies should try to increase it. Maximum Hindu religion related candidate are working in company that indicating there are less other religion candidate working in companies. There is need to deep study on religion wise employments, satisfaction and dissatisfaction. Companies should follow employee equality policy and try to focus hire other religion guise.

3. Job Satisfaction in Information Technology sector employees will happy/ satisfy by focusing Customer Care Strategy, Attitude of Problem Solving & Religion.

4. Job Satisfaction in BPO sector employees will happy/ satisfy by focusing Service Departmental Team, Habit of employee, Team members, Sales departmental team, Working Time, Team Leader, Use of Technology, Physical working Condition, Lower Management Team and Better Opportunity.

5. Job Satisfaction in Banking sector employees will happy/ satisfy by focusing Habit of employee, Corporate culture, Supervisor, customer care strategy, Health care, Service Departmental Team, Job Location, immediate superior, Physical Working Condition and Gender

6. Job Satisfaction in automobile sector employees will happy/ satisfy by focusing Incentive, Customer Care Strategy, Supervisor, Training, Immediate superior, Service Departmental Team, Temporary work group, Job Itself and Gender

7. Employee job satisfaction is different in sector wise so treat them separately. Religion wise job satisfaction is different in employees so there require finding out suitable solution.

XI. CONCLUSION:

An efficacious organization is that ready to form Associate atmosphere wherever the potential of every employee or worker is recognized and sky-high applied in achieving the objectives of a company. Within the gift world, the extent of employee's involvement and also the quality of labour are directly proportional to the accomplishment of a company and contributes towards its progression. It is associate integral duty of the managers to continuously be troubled with recognizing the ways that to extend morale, productivity and gain competitive advantage. Associate worker can get inclined towards the expansion and accomplishment of the organization as long as he's happy/ satisfy along with his work furthermore like the organization. So as to assess the work satisfaction amongst the staff, it's important to spot the aspects that concern them; the perspective of the people towards their jobs is termed as job satisfaction. The employee or work satisfaction amongst the staff is set by the presence of job pleasure and absence of job discontent. Job discontent and job pleasure are regarded to be vital constituents of job satisfaction. The behaviour of a worker is influenced by his perspective and values. Associate worker, who is happy/ satisfy and cheerful at the work, is usually happy/ satisfy along with his work and this improves the standard of his work. Job satisfaction edges the organization in various ways that. It ends up in the decline in complaints and grievances, absence, turnover, and termination; it improves timing and worker morale. It's additionally an honest sign of longevity; the people, who are happy/ satisfy with their jobs, stay inside the work for an extended amount of your time. Everything you wish to understand regarding job satisfaction. Job satisfaction refers to a person's feeling of satisfaction on the duty that acts as a motivation to figure. It's not the complacence, happiness or self-contentment however the satisfaction on the duty. Job satisfaction relates to the entire relationship between a private and therefore the leader that he's paid. Satisfaction means that the easy feeling of attainment of any goal or objective. Job discontent brings an absence of motivation at work. Employee satisfaction in his or her job is depending on many factors. 'Information Technology sector employees will happy/ satisfy by focusing Customer Care Strategy, Attitude of Problem Solving & Religion. BPO sector employees will happy/ satisfy by focusing Service Departmental Team, Habit of employee, Team members, Sales departmental team, Working Time, Team Leader, Use of Technology, Physical working Condition, Lower Management Team and Better Opportunity. Banking sector employees will happy/ satisfy by focusing Habit of employee, Corporate culture, Supervisor, customer care strategy, Health care, Service Departmental Team, Job Location, immediate superior, Physical Working Condition and Gender. Automobile sector employees will happy/ satisfy by focusing Incentive, Customer Care Strategy, Supervisor, Training, Immediate superior, Service Departmental Team, Temporary work group, Job Itself and Gender. Statically it was seen that, there is no significant difference between job satisfactions in sector wise employee. And there is significant difference between job satisfactions in religion wise employee.' This is Marvellous Result Determined by this research.

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