



Subject Area :Management

TOTAL REWARD SATISFACTION AMONG EMPLOYEES IN KERALA MINERALS AND METALS LTD

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ARTICLE INFO	ABSTRACT
<p>Article History:</p> <p>Received 19th February 2024</p> <p>Received in revised form 30th February, 2024</p> <p>Accepted 17th March, 2025</p> <p>Published online 28th March, 2025</p>	<p>This study investigates total reward satisfaction among employees at Kerala Minerals and Metals Ltd. (KMML). The focus is on understanding the influence of various reward elements such as monetary compensation, benefits satisfaction, and work-life balance on employee satisfaction. The study employed a questionnaire-based survey for primary data collection, analysed using IBM SPSS Statistics Version 23. The reliability of various reward factors was measured using Cronbach's Alpha, and the correlation between these factors and overall reward satisfaction was determined. Findings reveal that monetary compensation and benefits satisfaction have a weak but positive correlation with total reward satisfaction. Other variables such as work-life balance and career development opportunities showed no significant correlation. The results suggest that while monetary rewards are essential, other aspects like work environment and career growth opportunities might need attention to enhance overall employee satisfaction at KMML.</p>
<p>Key words:</p> <p>Employee Satisfaction, Total Rewards, Compensation, Benefits, Work Environment, KMML, Performance Management</p>	
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INTRODUCTION

Employee satisfaction with total rewards is critical for retaining talent and maintaining high productivity levels in any organization. This study focuses on Kerala Minerals and Metals Ltd. (KMML), a state-owned enterprise engaged in the mining and production of titanium dioxide. Given the competitive nature of the industry, understanding what drives employee satisfaction with the rewards they receive is essential for maintaining KMML's edge in productivity and employee retention (Newman & Sheikh, 2012; Nienaber et al., 2011).

METHODS

Data Collection

Primary data was collected through a structured questionnaire distributed among employees of KMML. Secondary data sources included company reports and websites (KMML, 2023).

Data Analysis

IBM SPSS Statistics Version 23 was used to analyse the data. The reliability of the variables was assessed using Cronbach's

Alpha. Correlation analysis was conducted to determine the relationship between different reward factors and overall satisfaction (Williams et al., 2008).

RESULTS AND DISCUSSION

The study identified that monetary compensation and benefits satisfaction were significant predictors of overall reward satisfaction among KMML employees. However, other variables, such as performance management, recognition, and work-life balance, did not show a significant correlation with reward satisfaction (Mishra & Farooqi, 2013). This indicates that while financial rewards are crucial, other factors may not have been adequately addressed or perceived by employees as beneficial.

CONCLUSION

The study concludes that to improve total reward satisfaction, KMML should focus not only on enhancing monetary compensation and benefits but also on improving other aspects such as career development opportunities and work-life balance. This holistic approach could help in retaining employees and maintaining high productivity (Blau et al., 2001; Heneman & Judge, 2000).

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Table 1. Atable illustrating the correlation between monetary compensation and total reward satisfaction.			
Correlations			
		Total reward satisfaction	Monetary compensation
Total reward satisfaction	Pearson Correlation	1	.228*
	Sig. (2-tailed)		.022
	N	100	100
Monetary compensation	Pearson Correlation	.228*	1
	Sig. (2-tailed)	.022	

Table 2. Atable illustrating the correlation between Benefits satisfaction and total reward satisfaction.			
Correlations			
		Total reward satisfaction	Benefits satisfaction
Total reward satisfaction	Pearson Correlation	1	.227*
	Sig. (2-tailed)		.023
	N	100	100
Benefits satisfaction	Pearson Correlation	.227*	1
	Sig. (2-tailed)	.023	

Table 3. Atable illustrating the correlation between Performance management and recognition and total reward satisfaction.			
Correlations			
		Total reward satisfaction	Performance management and recognition
Total reward satisfaction	Pearson Correlation	1	.098
	Sig. (2-tailed)		.332
	N	100	100
Performance management and recognition	Pearson Correlation	.098	1
	Sig. (2-tailed)	.332	

Table 4. Atable illustrating the correlation between Career and development opportunities and total reward satisfaction.			
Correlations			
		Total reward satisfaction	Career and development opportunities
Total reward satisfaction	Pearson Correlation	1	.128
	Sig. (2-tailed)		.205
	N	100	100
Career and development opportunities	Pearson Correlation	.128	1
	Sig. (2-tailed)	.205	

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Table 5. Atable illustrating the correlation between Quality work environment and total reward satisfaction.

Correlations			
		Total reward satisfaction	Quality work environment
Total reward satisfaction	Pearson Correlation	1	-.002
	Sig. (2-tailed)		.981
	N	100	100
Quality work environment	Pearson Correlation	-.002	1
	Sig. (2-tailed)	.981	

Table 6. Atable illustrating the correlation between Work-life balance and total reward satisfaction.

Correlations			
		Total reward satisfaction	Work-life balance
Total reward satisfaction	Pearson Correlation	1	.140
	Sig. (2-tailed)		.164
	N	100	100
Work-life balance	Pearson Correlation	.140	1
	Sig. (2-tailed)	.164	

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