

A STUDY EMPLOYEE JOB SATISFACTION IN TIRUMALA MILK (P) Ltd AT KADIVEDU

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EXECUTIVE SUMMARY

Job satisfaction refers to one's feelings towards one's job. If the employee's expectations are fulfilled (or) the employees get higher than what he / she feels satisfied. If the job satisfaction increases organization commitment will have increased. This results in the higher productivity. The main objectives of this paper are to assess the job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction of employees. In this study, 110 nos of respondents have been taken as sample. Percentage analysis have been incorporated for research analysis. The study helped in revealing the level of satisfaction of employees with reference to the various factors provided in the organization. This study clearly shows that employees under organization are more or less satisfied with the job. The organization should consider on the salary, relationship of employees and supervisors, grievance handling and give more opportunity for the new employees.

REVIEW OF LITERATURE:

HUMAN RESOURCE MANAGEMENT:

Human Resource Management involves all management decisions and actions that affect the relationship between management and the employees. In recent years increased attention has been devoted to how organizations manage human resources. Human resource Management is primary concerned with how people are managed within organizations, focusing on policies and systems. Within each functional area of human resource management, many activities must be accomplished so that the organizations human resources can make an optimal contribution to the organization's success. There are various core functions of human resource management such as manpower planning or human resource planning, recruitment and selection, training and development, performance appraisal, wage and salary administration, industrial relation, workers participation in management etc.

JOB SATISFACTION:

Job satisfaction in regards to one's feeling or state of mind regarding nature of their work. Job can be influenced by variety of factors like quality of one's relationship with their supervisor, quality of physical environment in which they work, degree of fulfilment in their work, etc.

Positive attitude towards job are equivalent to job satisfaction whereas negative attitude towards job has been defined variously from time to time. In short jobsatisfaction is a person's attitude towards job.

Job satisfaction is an attitude which results from balancing & summation of many specific likes and dislikes experienced in connection with the job- their evaluation may rest largely upon one's success or failure in the achievement of personal objective and upon perceived combination of the job and combination towards these ends.

3.RESEARCH METHODOLOGY:

4.1 DATA SOURCE

DATA COLLECTION

➤ Primary data

Responses collected with the help of the schedule administrated to the employees and management of Tirumala milk products private limited is the main primary source of data for this research work. The contents of the schedules are collected from the respondents by holding further discussion to elicit additional information.

- Questionnaire
- Personal Observation
- Interview metho

➤ Secondary data

The secondary sources of data are collected from the magazines, journals, bulletins,web sites and annual reports, etc., published by the organization.

- Company records
- Manuals
- Text books

4.2 SAMPLE FRAME

- **SAMPLE UNIT;** Sample unit will be the employees in Thirumal Milk Products.
- **TYPE OF SAMPLING;** Simple random sampling is used as the sampling techniques.
- **SAMPLE SIZE:** The research has collected information from 110 employees of Thirumala Milk products Pvt Ltd with the structured questionnaire

4.3 SAMPLE TOOL

Tools for data collection

A questionnaire with a set of questions was constructed and administered to the sample employees of the organizations to elicit firsthand information relating to the Employee Job satisfaction at Thirumala milk products private limited.

Tools for analysis

The interview schedule method is used for gathering data which are relevant for the study conducted among various categories of employees Tirumala milk products private limited. The data collected through schedules from primary sources have been processed and the results are analyzed using the test static.

The research covers a major organization. This organization is well known for the best performance throughout the nation. Therefore, to lend a comprehensive study to this research work Tirumala milk products private limited.

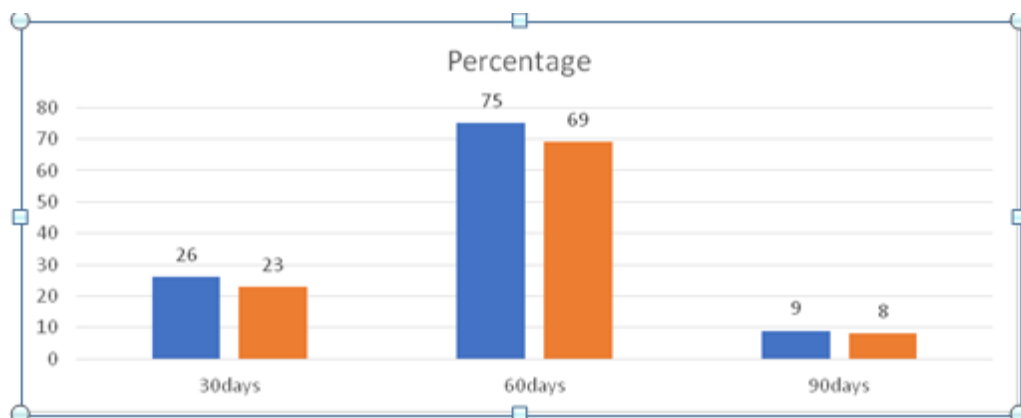
DATA ANALYSIS AND INTERPRETATION:

1. HOW LONG YOU EMPLOYED IN THE COMPANY?

TABLE-5.1: Distribution of sample respondents with respect to opinion on Howlong you employed in the company.

OPINION	RESPONDENTS	PERCENTAGE
O-5 YEARS	7	6
5-10 YEARS	17	15
10-15 YEARS	32	29
15-20 YEARS	54	50
TOTAL	110	100

CHART-5.1: Graphical representation distribution of sample respondents with respect to opinion on employees with regard to the how long you employed in thecompany.



INTERPRETATION:

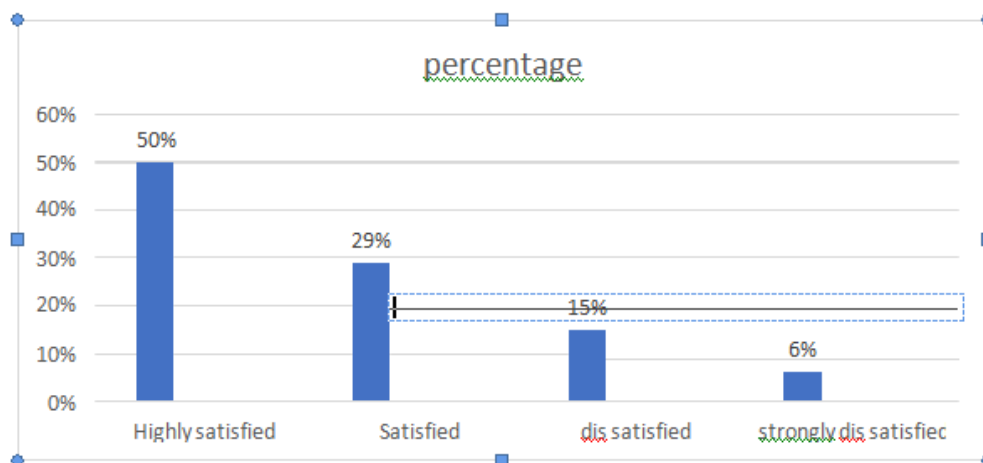
From the above table shows that the 60% of the employees are working 15-20 years and 23% of the employees are working 5-10 years and 19% of the employees are working 0-5 years in the company. The majority of the 60% employees are working 15- 20 years in the company

HOW DO YOU FEEL ABOUT YOUR DAIRY?

TABLE-5.2: Distribution of sample respondents with respect to opinion on Howdo you feel about your dairy.

Opinion	Respondents	Percentage
Highly satisfied	54	50
Satisfied	32	29
Dis satisfied	17	15
Strongly dis satisfied	7	6
Total	110	100

GRAPH-5.2: Graphical representation distribution of sample respondents withrespect to opinion on how do you feel about your dairy.



CONCLUSION

Job satisfaction represents one of the most complex areas facing towards manger when it comes to managing their employees. There is a considerable impact of the employee's perception for the nature of their work and level of overall job satisfaction. Financial compensation has a great impact on the overall job satisfactionof employee. From the study, I came to know that in "THIRUMALA MILK

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