

A STUDY ON EMPLOYEE JOB SATISFACTION IN THIRUMALA MILK PRODUCTS PVT.LTD AT PASUPATHURU (AP)

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ABSTRACT:

Employment satisfaction refers to how one feels about their job. Employees will be satisfied if their expectations are met or if they receive more than they expected. If work satisfaction rises, so will organisational commitment. This leads to greater productivity. The key goals of this study are to evaluate work satisfaction: to determine the efficacy of job satisfaction and to discover the human and organisational factors that influence job satisfaction. This study used a sample of 110 people. Percentage analysis has been used in the research analysis. The survey aided in displaying the level of employee satisfaction in respect to the primary organisational factors. This report proves unequivocally that employees are satisfied with their jobs. Consideration should be given to salary, employee-supervisor relationships, grievance resolution, and expanding possibilities for new personnel.

KEY WORDS:

Employee job satisfaction, job satisfaction, employee motivation.

1. INTRODUCTION:

The most essential and researched attribute is employee job satisfaction. It is a good attitude toward one's employment. It is crucial to recognise that different people may have different viewpoints on certain parts of their professions.

A job is a grouping of roles that are comparable in terms of labour kind and level. Satisfaction is defined as the fulfilment of one's wants and requirements. Employee job satisfaction has a substantial impact on human performance due to its effect on individual motivation and job satisfaction.

DEFINITION:

According to "FELDMAN and ARNOLD" Employee Job satisfaction will be defined as the amount of overall positive affect that individuals have towards their jobs.

2. REVIEW OF LITERATURE:

Job satisfaction represents a combination of positive or negative feelings that workers have towards their work. Meanwhile, when a worker employed in a business organization, brings with it the needs, desires, and experiences which determinates expectations that he has dismissed. Job satisfaction represents the extent to which expectations are and match the real awards. Job satisfaction is closely linked to that individual's behaviour in the work place (**Davis et al.,1985**).

Job satisfaction is a worker's sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfilment (**Kaliski,2007**).

Job satisfaction can be defined also as the extent to which a worker is content with the rewards he or she gets out of his or her job, particularly in terms of intrinsic motivation (**Statt, 2004**).

The term job satisfactions refer to the attitudes and feelings people have about their work. Positive and favourable attitudes towards the job indicate job satisfaction. Negative and unfavourable attitudes towards the job indicate job dissatisfaction (**Armstrong, 2006**).

3.RESEARCH METHODOLOGY:

Data collections

Primary sources

The most important primary source of data for this research effort is the responses acquired with the use of the schedule that was administered to the employees and management of Tirumala milk products private limited. The information needed to fill out the schedules is obtained from the respondents through a continuation of the discussion that is held to elicit more data.

Secondary data

The secondary sources of data are obtained from various publications produced by the organization, such as periodicals, journals, bulletins, websites, and annual reports, amongst other things.

RESEARCH INSTRUMENT:

Questionnaire:

A questionnaire is the most frequently used instrument in survey. In this survey also same was used. The questionnaire was designed in such a fashion to reduce the respondent's fatigue. The questions are formulated in the style of dichotomous and multiple choices.

Sampling plan:

Sample unit all level employees of the **THIRUMALA MILK PRODUCTS PVT LTD**

Percentage = No. Respondents / Total × 100

SAMPLING TOOL

Percentage Analysis:

PERCENTAGE = {NO. OF RESPONDENTS / TOTAL NO. OF RESPONDENTS * 100}

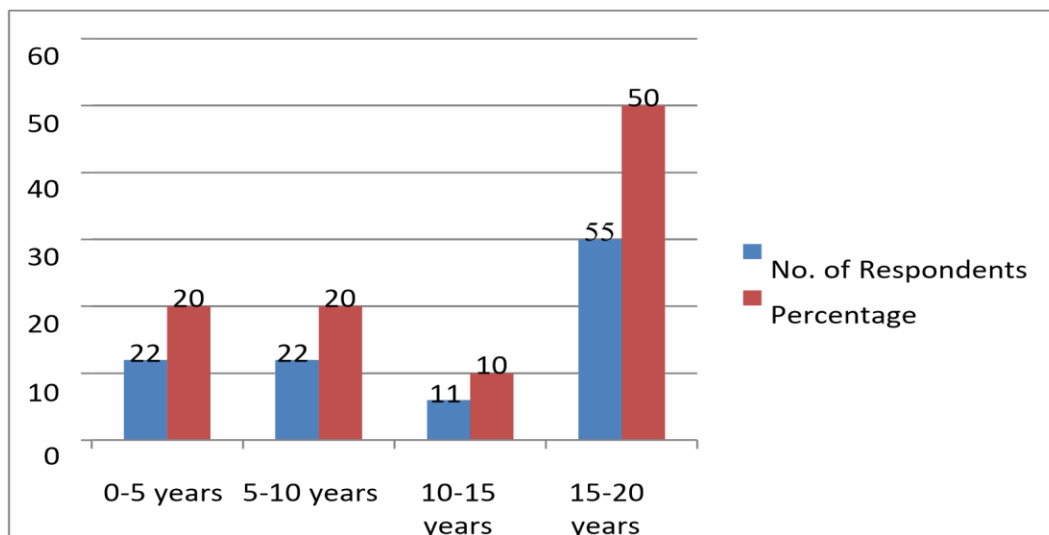
4.DATA ANALYSIS AND INTERPRETATION:

1. How long you employed in company?

Table – 5.1: Distribution of sample respondents with respect to how long employed.

Grade	No. of Respondents	Percentage
0-5 years	22	20
5-10 years	22	20
10-15 years	11	10
15-20 years	55	50
Total	110	100

Graph – 5.1: Graphical representation of distribution of sample respondents with respect to how long employed.



Interpretation:

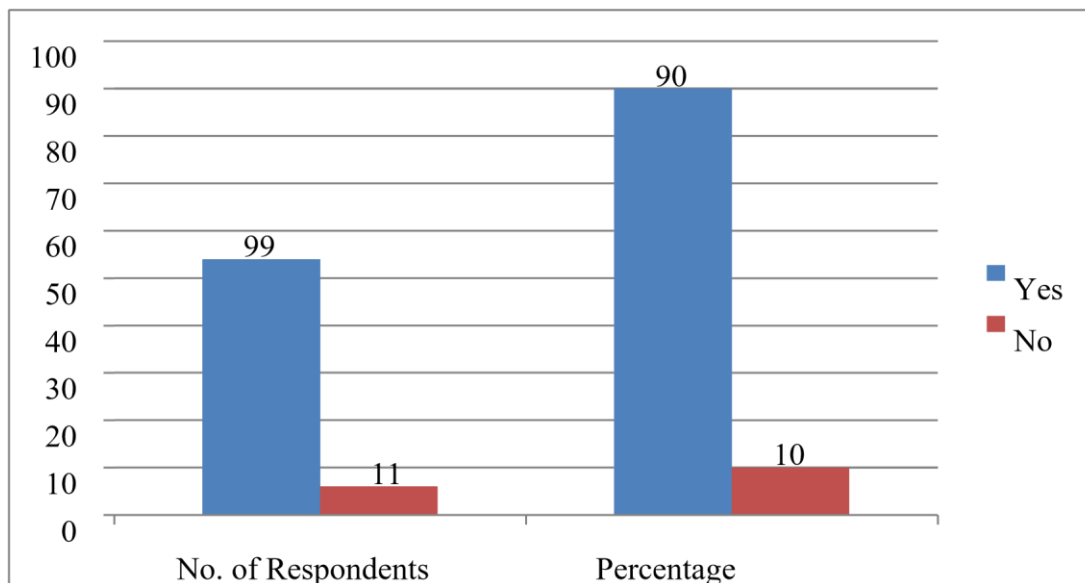
From the above table and graph 5.1 it reveals that 110 sample respondent is the majority of 50% of the employees responded that they had been employed in the company from 15-20 years, another 20% of the employees responded as 5-10 years, 10% of the employees responded as 10-15 years, 10% of the employees responded as 10-15 years

2 Do you feel the required training was given to you?

Table – 4.2 Distribution of sample respondents with respect to feel the required training was given to employees.

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Graph – 4.4: Graphical representation of distribution of sample respondents with respect to feel the required training was given to employees.



Interpretation:

From the above table and graph 4.4 it reveals that 110 sample respondent is the majority of 90% of the employees feel that in from their organization provide required training 10% of the employees responded No in their organization doesn't provide required training to the employees.

SUGGESTIONS

- It is advised that steps be taken to develop the system of rewards for excellent performance.
- It will contribute to an increase in Employee Job Satisfaction.
- The business needs to enhance its medical facilities.
- It is proposed that the appreciation/recognition of employees be increased in order to increase their output. •
The company's reward program is more tempting.

CONCLUSION

After finishing the course of study. It should come as no surprise that companies care about the amount of happiness in their workforce. Nevertheless, if management places a greater emphasis on aspects such as wage structure and decentralization, the organization has the potential to establish the most successful standards for human resource practices in the sector.

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