

A STUDY ON EMPLOYEES SATISFACTION

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce

By

KIRUPANANTHAN.G

(40740169)



**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL - 2023



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DEPARTMENT OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **KIRUPANANTHAN.G** (40740169) who carried out the Project Training at "FLEXTRONICS TECHNOLOGIES INDIA PVT LTD" under our supervision for a period of 3 months from January 2023 to March 2023.

MS. SHANTHINI S
Internal guide

SCHOOL OF MANAGEMENT STUDIES
SATHYABAMA
INSTITUTE OF SCIENCE AND TECHNOLOGY
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Dr. BHUVANESWARI G. MBA, PhD
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Submitted for Viva Voce Examination held on **08.05.2023**

Internal Examiner

External Examiner

DECLARATION

I KIRUPANANTHAN.G (40740169) hereby declare that the Project work done by me under the guidance of MS. SHANTHINI S (Internal) and (External) at FLEXTRONICS TECHNOLOGIES INDIA PVT LTD at Chennai is submitted in partial fulfillment of the requirements for the award of Bachelor of Commerce.

DATE: 29.04.2023

A handwritten signature in brown ink, reading "G. Kirupanathan", with a small blue circular stamp to the right.

PLACE: CHENNAI

SIGNATURE OF THE CANDIDATE

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my thanks to **Dr. G. Bhuvaneswari, MBA., Ph.D., Dean - School of Management Studies** and **Dr. A. Palani, M.Com., M.Phil., M.B.A., Ph.D., Head of the Department, Dept. of Business Administration** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **MS. SHANTHINI S** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **Department of Business Administration** who were helpful in many ways for the completion of the training.

KIRUPANANTHAN.G

ABSTRACT

The **FLEXTRONICS TECHNOLOGIES INDIA PRIVATE LIMITED** is an organization in which I had done my institutional training is very useful for my carrier. And I had now known about the from the freight service to from this organization.

Project training is an integral part of MBA program, because it gives us the practical knowledge of what we have learnt during our study period. But practical knowledge is also necessary along with the theoretical knowledge. One can see how the theories and knowledge are being practically implemented. This report is about a paper company. We prepared this report carried the information about all departments in the organization and necessary information's of the company.

Training is the process of learning a sequence of programmed behavior. It is an application of knowledge. It gives people an awareness of the rules and procedures to guide their behavior. Development is a related process. It covers not only those activities which improved job performance, but also those which bring development of their personalities to help individuals progress towards the actualization of their potential capabilities. Education is the understanding and interpretation of knowledge. Education imparts qualities of mind and character and understanding of basic principles and develops the capacities of analysis, synthesis and objective

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION ON THE TOPIC:

Every business relies on its workforce, and without them, no work can be accomplished. People who work earn a living for themselves and their families for the majority of their adult lives. Since people spend the majority of their working lives in a workplace, it stands to reason that they should strive for job satisfaction if they are always looking for happiness.

Therefore, employee contentment is crucial. Because job satisfaction is related to employees' internal feelings, they will be more satisfied if they receive what they expected. A person who is satisfied with their job has a positive attitude about it, whereas a person who is dissatisfied with their job has a negative attitude about it. They are upbeat and frequently have the ability to get better at problem-solving, decision-making, and brain storming. To be more specific, a variety of satisfaction levels have been identified by academic researchers and human resource professionals.

This study helps us to opinion of employees towards working life in the company and this survey can be treated as the most effective and efficient way which makes the workers to express their inner and real feeling that could lead to the job satisfaction.

1.2 INDUSTRY PROFILE:

Kapsons Industries Private Limited is an unlisted private company incorporated on 13 February, 1987. It is classified as a private limited company and is located in Punjab, Punjab. It's authorized share capital is INR 70.00 cr and the total paid-up capital is INR 69.50 cr.

Kapsons Industries Private Limited's operating revenues range is INR 100 cr - 500 cr for the financial year ending on 31 March, 2022. It's EBITDA has increased by 156.10 % over the previous year. At the same time, it's book networth has increased by 19.03 %. Other

performance and liquidity ratios are available here.

Description: The company manufactures automotive stamping products.

Products & Services: aluminium pressure die-castings, copper wire, strips, and motors division.

Category: Manufacturer

The current status of Kapsons Industries Private Limited is - Active.

The last reported AGM (Annual General Meeting) of Kapsons Industries Private Limited, per our records, was held on 30 September, 2022.

Kapsons Industries Private Limited has three directors - Nishant Sehgal, Narinder Kumar Sehgal, and others. The Corporate Identification Number (CIN) of Kapsons Industries Private Limited is U31909PB1987PTC007303. The registered office of Kapsons Industries Private Limited is at G T ROADSURANUSSI, JALANDHAR, PUNJAB, Punjab.

OBO BETTERMANN INDIA PRIVATE LIMITED

Obo Bettermann India Private Limited is an unlisted private company incorporated on 27 December, 2006. It is classified as a private limited company and is located in Kancheepuram, Tamil Nadu. It's authorized share capital is INR 67.50 cr and the total paid-up capital is INR 67.36 cr.

OBO Bettermann India's operating revenues range is INR 100 cr - 500 cr for the financial year ending on 31 March, 2022. It's EBITDA has increased by 6,260.16 % over the previous year. At the same time, it's book network has increased by 12.37 %. Other performance and liquidity ratios are available here.

Description: The company is engaged in manufacturing of installation systems for the electrical infrastructure of buildings.

Products & Services: OBO Bettermann Surge Protection Systems, OBO Bettermann Earthing Systems, OBO Bettermann Lightning Systems, OBO Bettermann Junction Box Systems, OBO Bettermann Distribution Box Systems, OBO Bettermann Trunking Systems etc.

Category: Manufacturer

The current status of Obo Bettermann India Private Limited is - Active.

The last reported AGM (Annual General Meeting) of Obo Bettermann India Private Limited, per our records, was held on 30 September, 2022.

OBO Bettermann India Private Limited has two directors - Kitherian Arul Prakash and Buenfeld Michael.

The Corporate Identification Number (CIN) of Obo Bettermann India Private Limited is U31902TN2006PTC061862. The registered office of Obo Bettermann India Private Limited is at PLOT NO.51, SIPCOT INDUSTRIAL GROWTH CENTRE,, ORAGADAM VILLAGE, Kancheepuram, Tamil Nadu.

KALYANI STRATEGIC SYSTEMS LIMITED

All Companies › Maharashtra › Manufacturing of Machinery › Kalyani Strategic Systems Limited

Active As on: 23 April, 2023

[Overview](#) [Financials](#) [Company Network](#) [Industry](#) [Add Info](#) [Directors](#)

OVERVIEW - KALYANI STRATEGIC SYSTEMS LIMITED

Kalyani Strategic Systems Limited is an unlisted public company incorporated on 20 December, 2010. It is classified as a public limited company and is located in Pune, Maharashtra. It's authorized share capital is INR 75.00 cr and the total paid-up capital is INR 66.51 cr.

Kalyani Strategic Systems Limited's operating revenues range is Under INR 1 cr for the financial year ending on 31 March, 2019. It's EBITDA has increased by 131.09 % over the previous year. At the same time, it's book network has increased by 0.43 %. Other performance and liquidity ratios are available here.

The current status of Kalyani Strategic Systems Limited is - Active.

HAVELLS INDIA LIMITED

All Companies › Delhi › Manufacturing of Machinery › Havells India Limited

Active As on: 16 April, 2023

Havells India Limited is a listed public company incorporated on 08 August, 1983. It is classified as a public limited company and is located in Central Delhi, Delhi. It's authorized share capital is INR 103.75 cr and the total paid-up capital is INR 62.65 cr.

Havells India Limited's operating revenues range is Over INR 500 cr for the financial year ending on 31 March, 2022. It's EBITDA has increased by 12.29 % over the previous year. At the same time, it's book network has increased by 15.96 %. Other performance and liquidity ratios are available here.

Description: The company is engaged in manufacturing Fast Moving Electrical Goods (FMEG) and major power distribution equipment

Products & Services: Cables, Industrial Motor, Fans, Lighting, Appliances, Switch, Switch Gears, Air Cooler Pump

The current status of Havells India Limited is - Active.

The last reported AGM (Annual General Meeting) of Havells India Limited, per our records, was held on 08 July, 2022.

1.3 COMPANY PROFILE



FLEXTRONICS TECHNOLOGIES (INDIA) PRIVATE LIMITED

Flextronics Technologies (India) Private Limited is an unlisted private company incorporated on 12 January, 2001. It is classified as a private limited company and is located in Sandavellure C Village, Tamil Nadu. It's authorized share capital is INR 266.02 cr and the total paid-up capital is INR 69.01 cr.

Flextronics Technologies (India)'s operating revenues range is Over INR 500 cr for the financial year ending on 31 March, 2022. It's EBITDA has decreased by -14.24 % over the previous year. At the same time, it's book network has decreased by -0.07 %. Other performance and liquidity ratios are available here.

Description: The company is manufacturing of printed circuit boards.

Products & Services: printed circuit boards.

Category: Manufacturer

The current status of Flextronics Technologies (India) Private Limited is - Active.

The last reported AGM (Annual General Meeting) of Flextronics Technologies (India) Private Limited, per our records, was held on 30 September, 2022.

Flextronics Technologies (India) Private Limited has three directors - Sekaran Letchumanan, Ashutosh Arora, and others.

The Corporate Identification Number (CIN) of Flextronics Technologies (India) Private Limited is U31909TN2001PTC070708. The registered office of Flextronics Technologies (India) Private Limited is at PLOT NO.3, PHASE II, SIPCOT INDUSTRIAL PARK,, SRIPERUMBUDUR TALUK,, SANDAVELLURE C VILLAGE, Tamil Nadu.

Company status	:	Active
RoC	:	RoC-Chennai
Registration Number	:	70708
Company Category	:	Company limited by Shares
Company Sub Category	:	Non-govt company
Class of Company	:	Private
Date of Incorporation	:	12 January 2001
Age of Company	:	22 years, 3 month, 12 days
Activity	:	Manufacture of other electrical equip ment n.e.c.

1.4 STATEMENT OF THE PROBLEM

An organization's success depends on the efficiency of its workers, who are the industry's driving force. The company can only achieve success with a group of contented workers. The company must provide adequate welfare measures for employee satisfaction. We can determine whether employees are satisfied with their jobs and whether they are motivated by general, welfare, financial, and other related factors by conducting a job satisfaction survey.

1.5 NEED FOR THE STUDY

- ❖ To learn about the job satisfaction at united industries plastic pvt ltd.
- ❖ To verify the facilities entitled by united industries plastic pvt ltd.
- ❖ To know the difficulties faced by the employee on the satisfaction of their job in the organization.
- ❖ To study the employee perception on their job and with high levels of employee's job satisfaction, organizations can strengthen retention and engagement.

1.6 OBJECTIVES OF THE STUDY:

- ❖ To find out how satisfied employees are with their jobs at united industries plastic pvt ltd.
- ❖ To study the company's current employee's job satisfaction level at united industries plastic pvt ltd.
- ❖ To determine how satisfied employees are with the resources provided by the manager.
- ❖ To find out how satisfied employees are with the company's infrastructure, salaries and other benefits.

1.7 SCOPE FOR THE STUDY

- ❖ The united industries plastic pvt ltd employees' feelings will be revealed through the study on job satisfaction.
- ❖ The management of the company can use this report to determine employee levels of satisfaction and take steps to boost productivity.
- ❖ Employees who work for an organization benefit greatly from job satisfaction.
- ❖ The study is conducted at united industries plastic pvt ltd covering 50 employees and data collection based on the questionnaire prepare.

1.8 LIMITATION OF THE STUDY

- ❖ The study is applicable only to united industries plastic pvt ltd, gerugambakkam. Therefore, the results cannot be generalized for the whole industry.
- ❖ Some respondents were hesitant to describe the actual circumstance; They were afraid that management would do something about them.
- ❖ The sample size is not representing the whole population due to limited time period.
- ❖ The data was collected during the work hours employee were busy in their routine work so they were less responsive.

CHAPTER 2

REVIEW OF LITERATURE

2.1 INTRODUCTION TO REVIEW OF LITERATURE:

1. Partridge(1981) studied how satisfied women were with their jobs in Britain. He found that women were more satisfied than black men because women typically have lower expectations for their jobs. At the same time, they have a stronger impression that the other jobs that are available to them differ significantly from those that are available to them.
2. Beumont (1982) His article compares the general level of job satisfaction in American

households to that in British households, highlighting the close relationship between the two countries. According to the study, there is a positive correlation between age and job satisfaction in the United States, whereas this correlation was significantly low in Britain.

3. Savery (1989) highlighted the contentment of nurses in Perth, Western Australia, with their jobs. He even stated that salary was ranked as a very low satisfier, and the nurses' level of job satisfaction was primarily due to interesting and challenging work that was followed by a sense of accomplishment. When controlling for factors like gender, length of stay in the hospital, and position held, job satisfaction increased with age. Individual motivators, employee relationships, and personal relationships are the three fundamental needs of an employee that should always be the primary focus of an organization. This will assist employees in achieving job satisfaction.

4. Melvin (1993) stated that an organization's environmental design has a significant impact not only on employee job satisfaction but also on their level of involvement in the workplace. An organization's conflicts and confusion can be resolved with the help of a well-designed environment. The author even mentions that it is management's responsibility to design the environment to reduce dissatisfaction, where working patterns are appropriately mentioned in the work tasks.

5. Elwood Chapman (1993) assists in making positive adjustments to improve both the quality of work and the level of satisfaction experienced by employees.

6. Paul E. Spector (1997) summarizes the findings regarding people's attitudes toward work, which include: differences in job satisfaction based on culture and gender, as well as personal and organizational factors; as well as the potential outcomes of job satisfaction and dissatisfaction. He provides a succinct summary of the application, evaluation, and factors that contribute to and affect job satisfaction.

7. Robert M. Hochheiser (1998) reexamined the meaning of the workplace and offered a straightforward formula for success: instead of focusing on hard work alone, focus on

building strong relationships. He asserts that understanding what it takes to support the egos of peers, bosses, and subordinates is the best way to win at work. An accurate assessment of those requirements can then be used to gain substantial advantages at work by tying it in some way to one's own personal objectives. Strategies for making some of the worst work situations at least marginally better through networking and personal development are presented, as are methods for determining needs in a variety of situations.

8. MacDermid (1999) investigated the level of job satisfaction of workaholics. According to him, workaholic patterns can be broken down into six categories: workaholics, enthusiastic workaholics, workaholics, unengaged workers, relaxed workers, and disenchanted workers. Because of the future career prospects, working involvement, drive, and enjoyment, the level of job and career satisfaction was significantly higher among Enthusiastic Workaholics, Work Enthusiastic, Relaxed Workers than among Workaholics, Unengaged Workers, and Disenchanted Workers.

9. Jane Boucher (2004) provides useful suggestions for enhancing both your attitude toward your job and the job itself. She shows workers how to deal with the difficult economy and keep their jobs.

10. García-Bernal et al. (2005) Through factor analysis, the following variables were used in the research that could have an effect on an individual's level of job satisfaction: wages, relationships with coworkers and supervisors, opportunities for promotion, interpersonal relationships, the nature and physical conditions of the job, retribution and security, impact on society, and interest in the job. Economic aspects, interpersonal relationships, working conditions, and personal fulfillment are the four factors that influence job satisfaction, according to the study.

11. Bhatti and Qureshi (2007) Participation, job satisfaction, employee commitment, and productivity were all examined in their study. According to the findings of this study, there is a positive correlation between employee engagement, job satisfaction,

productivity, and commitment.

12. Evren Esen (2007) examined more than twenty indicators of job satisfaction, including career advancement opportunities, benefits, the flexibility to balance life and work, and compensation, in terms of industry, staff size, employee age, and gender.

13. Sophie Rowan (2008) demonstrates how to improve one's work life without changing careers. She offers advice that is both practical and based on reality regarding how to achieve maximum job satisfaction and overcome the challenges that so many of us face at work.

14. Chris Stride, Toby D. Wall, Nick Catley (2008) presented benchmarking data and widely used measurement scales for Job Satisfaction, Mental Health, Job-Related Well-Being, and Organizational Commitment. The benchmarking data are derived from a sample of nearly 60,000 respondents from 115 distinct organizations representing a diverse range of occupations and industries. The information is broken down further by age and gender, in addition to being provided by occupational group.

15. Joanna Penn (2008) teaches you how to advance in your current position, get more out of your job, learn more about yourself and what you would be happy doing, manage stress, and manage people.

16. Ali and Ahmed 's (2009) The study highlights the impact that programs for recognition and rewards have on the motivation and contentment of employees. The following factors—payment, promotion, recognition, working conditions, benefits, personal, and leadership—were used in the study to gauge employee job satisfaction: The analysis revealed that there was a positive correlation between employee satisfaction and reward.

17. Patricia Buhler, Jason Scott (2009) provides an academic justification for creating

a culture that is focused on its employees. In addition, they looked at a real-world case study of a company that has benefited financially from this strategy. This made it abundantly clear that modern businesses can't afford not to prioritize job satisfaction.

18. Absar et al. (2010) The factors that were taken into consideration were HR planning, recruitment and selection, training and development, performance evaluation, compensation, and industrial relations. This revealed the relationship between job satisfaction and HR practices. The study came to the conclusion that there was a strong positive correlation between job satisfaction and HR practices.

19. Kumari and Rachna's (2011) Culture, leadership, communication, commitment, training, job content, rewards and recognition opportunities, superior-subordinate relationships and delegation, and teamwork were all used in the research to gauge employee job satisfaction. The study found that the main factor that affects employee job satisfaction is communication between superiors and subordinates. According to the study, job satisfaction is influenced by other factors like having clear goals and as little ambiguity as possible about those goals.

20. Pandey's (2011) In order to obtain a comprehensive measure of an individual's subjective experience of tension regarding his or her job, the study utilized both affective and cognitive processes. In order to improve output, the study also emphasized the analysis of an individual's behaviour in the workplace. Additionally, the study investigates the factors that influence employee involvement as causes. The sentimental relationship has a prominent and positive effect on employee involvement. Employees with personality traits of greater inner control are more involved than employees with personality traits of greater external control. The study also shows that people in jobs have varying degrees of ambivalence about their attitudes toward their jobs.

21. Voon et al. (2011) The study found that the dimensions used to compare job satisfaction under various leadership styles are transformational leadership style

positively associated with job satisfaction, contingent reward, active management by exception, and passive management by exception.

22. Parvin and Kabir 's (2011) The following dimensions were used in the research to measure job satisfaction: working conditions, pay and promotion, job security, fairness, and relationships with co-workers and supervisors. Working conditions, pay and promotions, fairness, job security, and relationships with co-workers and supervisors all had a significant impact on job satisfaction, according to the study. The study also compared respondents' levels of job satisfaction based on firm and employee demographics, such as age, salary, gender, and experience.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

❖ Research design is the framework of research methods and techniques chosen by a researcher to conduct a study. The design allows researchers to sharpen the research methods suitable for the subject matter and set up their studies for success.

❖ In this survey DESCRIPTIVE RESEARCH DESIGN has been used

3.2 SOURCES OF DATA

PRIMARY DATA

Primary data is the main information that is been collected specifically for the purpose of the study. In the present research questionnaire method is been adopted to collect the required data. The questionnaire refers to a set of written or printed question along with options of answers provided for the purpose of conducting a statistical study or survey. Hence in the present study questionnaire plays a major role in collection of the required data obtained by the respondents.

SECONDARY DATA

- ❖ The secondary data refers to the data collected by someone but not the user. This data is collected originally for other research purpose.
- ❖ Secondary data for the present study is been collected with the help of: Information obtained from websites of company.

3.3 STRUCTURE OF QUESTIONNAIRE:

Questionnaire was divided into two sections. First part was designed to know the general information about employees and the second part contained Job satisfaction in Flextronics technologies pvt.ltd.

3.4 SAMPLE SIZE

The sample size for the project had a target of 120 participants. The fixed target of the sampling size has been achieved as the total number of respondents for the 20 questionnaire was 120. Total of 60 responses helped the project to analyze more response and it helped to derive a conclusion regarding customer perception towards daily works.

3.5 SAMPLING TECHNIQUE

Research methodologies, sampling is a method that helps researchers to infer information about a population based on results from a subset of the population, without having to investigate every individual.

3.6 PERIOD OF STUDY

This study was conducted in Vision Plus Private Limited with a period of 30 days.

1. Initial five days were spent on data collection.
2. Next 6 days were engaged with the employees to have a personal contact with them.
3. The next 15 days were used to help up in the HR department concerns such as conducting meetings, applications arranging and informing meeting etc.
4. The last 5 days were used to circulate the questionnaire and collect reply from

employees.

3.7 ANALYTICAL TOOLS

- ❖ Tools used in this study is percentage analysis.
- ❖ Percentage is calculated by taking the frequency in the category divided by the total number of participants and multiplying by 100.

CHAPTER 4

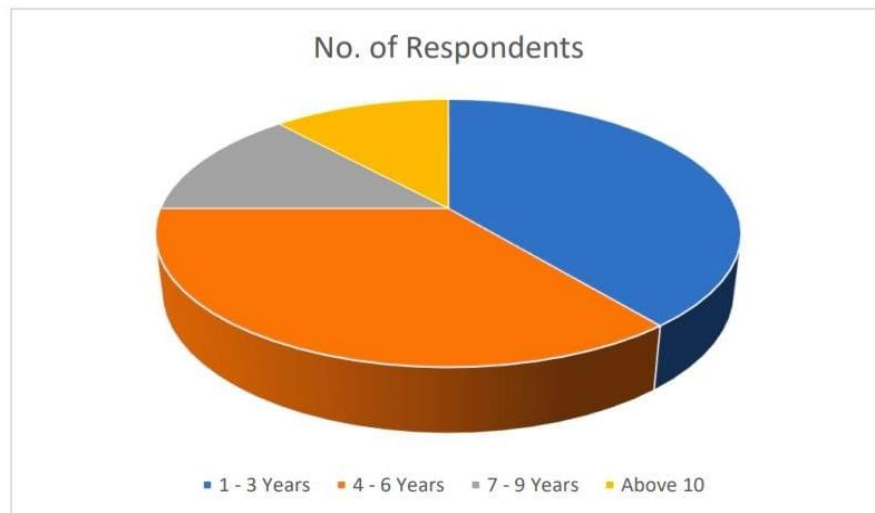
DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS:

4.1.1 Table showing Work Experience of the respondents

Work Experience	No. of Respondents	Percentage
1 - 3 Years	47	39
4 - 6 Years	43	36
7 - 9 Years	16	13
Above 10	14	12
Total	120	100

4.1.1 Chart Showing working experience of the respondents



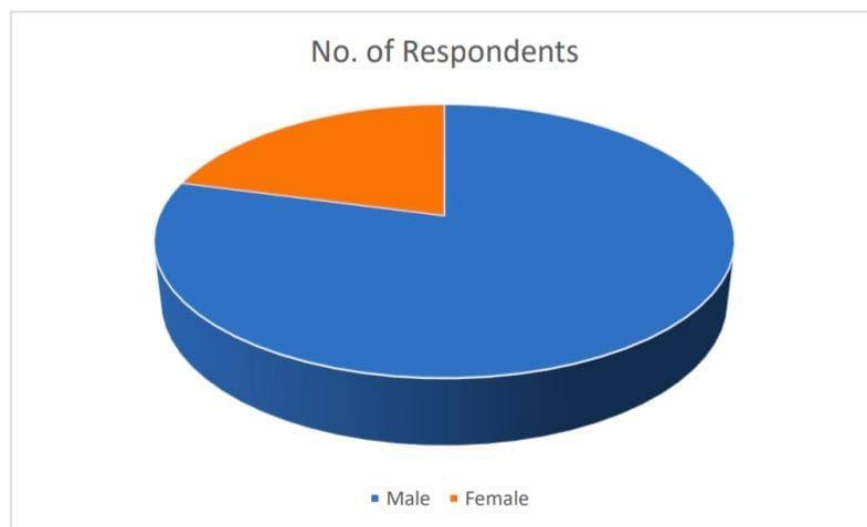
INTERPRETATION

From the above table it is interpreted that 28% of the respondents are in the age group of 20 – 30yrs, 36% of the respondents are in the age group of 31 – 40yrs, 23% of the respondents are in the age group of 41 – 50yrs, 13% of the respondents are in the age group of Above 50yrs.

4.1.2 Table showing Gender wise classification of the respondents

Gender	No. of Respondents	Percentage
Male	95	79
Female	25	21
Total	120	100

4.1.2 Chart showing Gender wise classification of the respondents

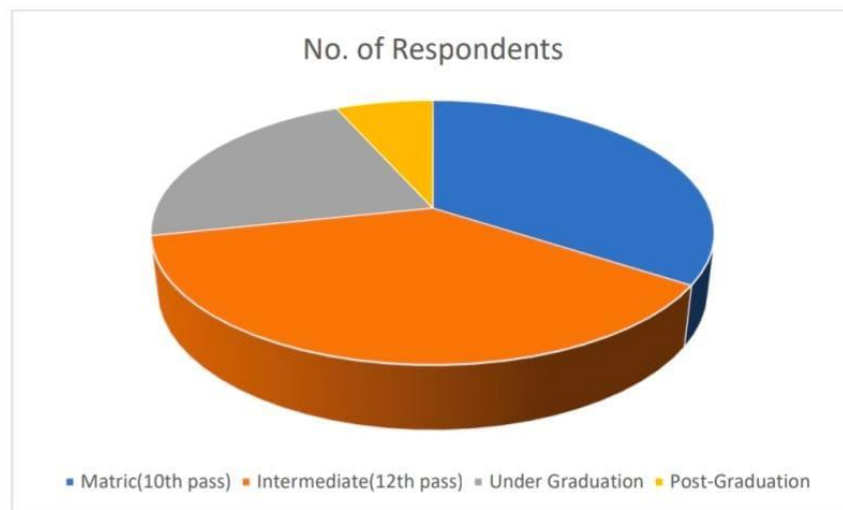


Interpretation

From the above table it is interpreted that 79% of the respondents are Male, 21% of the respondents are Female.

4.1.3 Table showing Educational Qualification of the respondents

Educational Qualification	No. of Respondents	Percentage
Matric(10th pass)	41	34
Intermediate(12th pass)	45	38
Under Graduation	26	22
Post-Graduation	8	7
Total	120	100



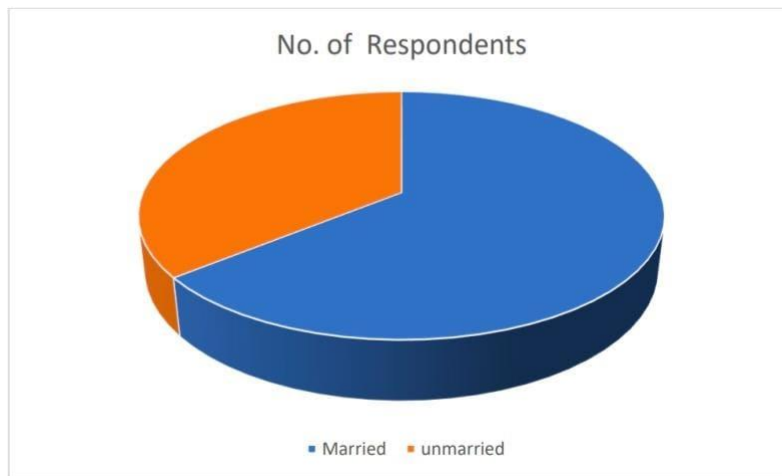
4.1.3 Chart showing Educational Qualification of the respondents

Interpretation

From the above table it is interpreted that 34% of the respondents are Matric (10th pass), 38% of the respondents are Intermediate (12th pass), 22% of the respondents are Under Graduated, 7% of the respondents are post-Graduated.

4.1.4 Table showing Marital Status of the respondents

Marital status	No. of Respondents	Percentage
Married	77	64
unmarried	43	36
Total	120	100



4.1.4 Chart showing Marital Status of the respondents

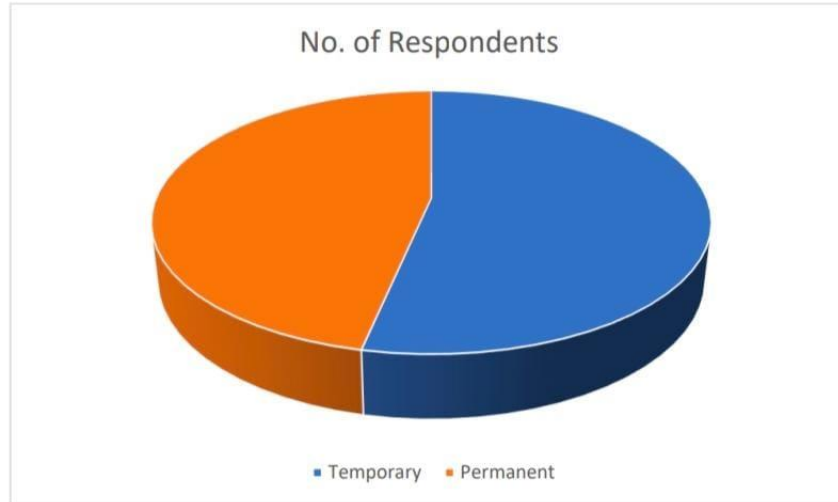
Interpretation

From the above table it is interpreted that the number of Married respondents is 64%, Unmarried respondents are 36%

4.1.5 Table showing Job Nature of the respondents

Nature of Job	No. of Respondents	Percentage
Temporary	64	53
Permanent	56	47
Total	120	100

4.1.5 Chart showing Job Nature of the respondents

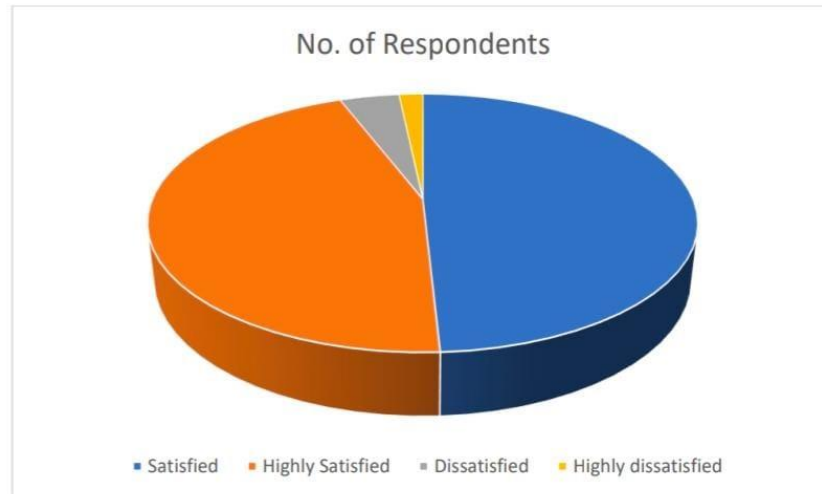


Interpretation

From the above table it is interpreted that the number of Temporary workers is 53%, Permanent workers are 47%

4.1.6 Table showing the Work Satisfaction of the Respondent

Satisfaction level	No. of Respondents	Percentage
Satisfied	59	49
Highly Satisfied	54	45
Dissatisfied	5	4
Highly dissatisfied	2	2
Total	120	100



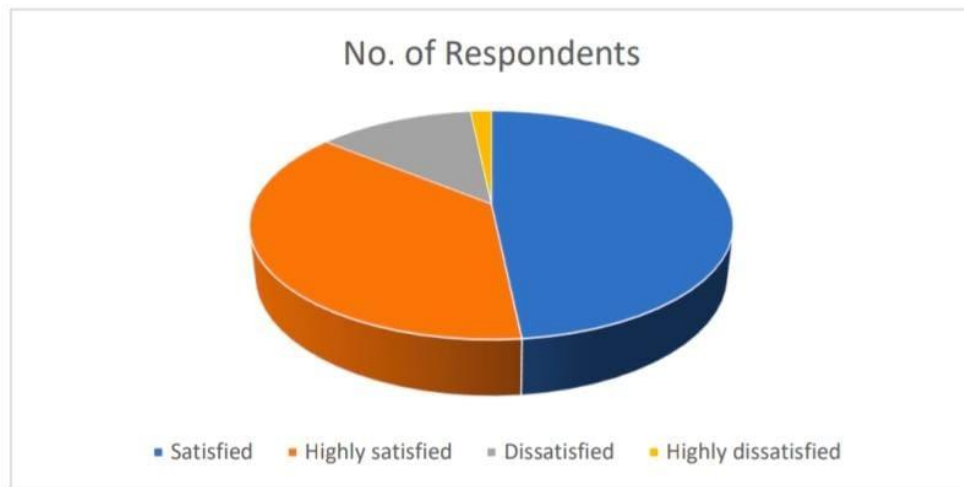
4.1.6 Chart showing the Work Satisfaction of the Respondents

INTERPRETATION

From the above table it is interpreted that 49% of the respondents are satisfied, 45% of the respondents are Highly Satisfied, 4% of the respondents are Dissatisfied, 2% of the respondents are Highly dissatisfied about the Work Satisfaction.

4.1.7 Table Showing the Resources provided by the manager to complete Work Efficiently of the Respondent

Satisfaction level	No. of Respondents	Percentage
Satisfied	58	48
Highly satisfied	45	38
Dissatisfied	15	13
Highly dissatisfied	2	2
Total	120	100



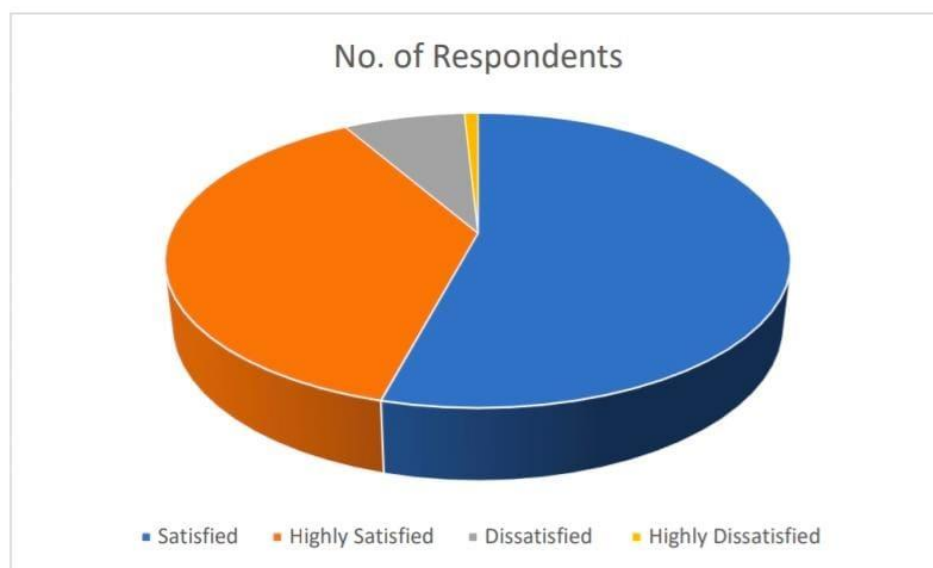
4.1.7 Chart Showing the Resources provided by the manager to complete the Work Efficiently of the Respondent

INTERPRETATION

From the above table it is interpreted that 48% of the respondents are satisfied, 38% of the respondents are Highly Satisfied, 13% of the respondents are Dissatisfied, 2% of the respondents are Highly dissatisfied about the Satisfaction level of the Resources provided by the manager to complete the Work Efficiently.

4.1.8 Table Showing the Satisfaction level of the salary

Satisfaction level	No. of Respondents	Percentage
Satisfied	65	54
Highly Satisfied	45	38
Dissatisfied	9	8
Highly Dissatisfied	1	1
Total	120	100



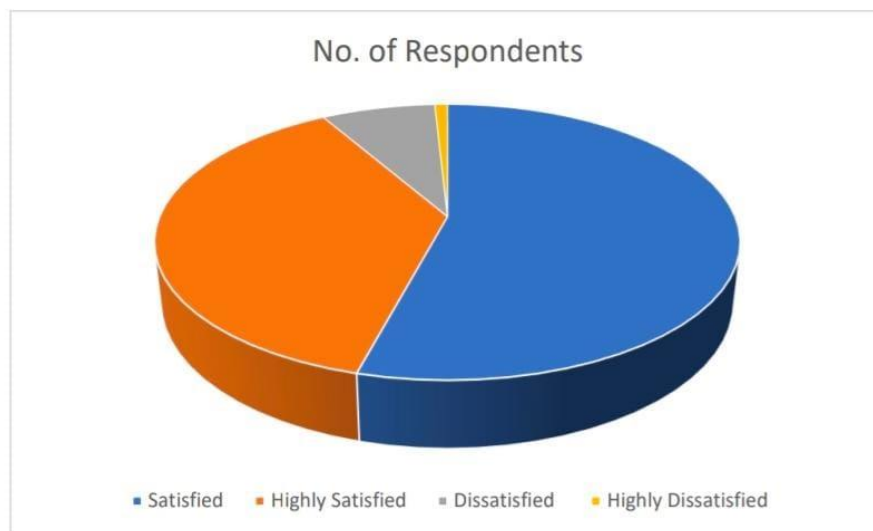
4.1.8 Chart Showing the Resources provided by the manager to complete the Work Efficiently of the Respondent

INTERPRETATION

From the above table it is interpreted that 48% of the respondents are satisfied, 38% of the respondents are Highly Satisfied, 13% of the respondents are Dissatisfied, 2% of the respondents are Highly dissatisfied about the Satisfaction level of the Resources provided by the manager to complete the Work Efficiently.

4.1.9 Table Showing the Satisfaction level of the Salary

Satisfaction level	No. of Respondents	Percentage
Satisfied	65	54
Highly Satisfied	45	38
Dissatisfied	9	8
Highly Dissatisfied	1	1
Total	120	100



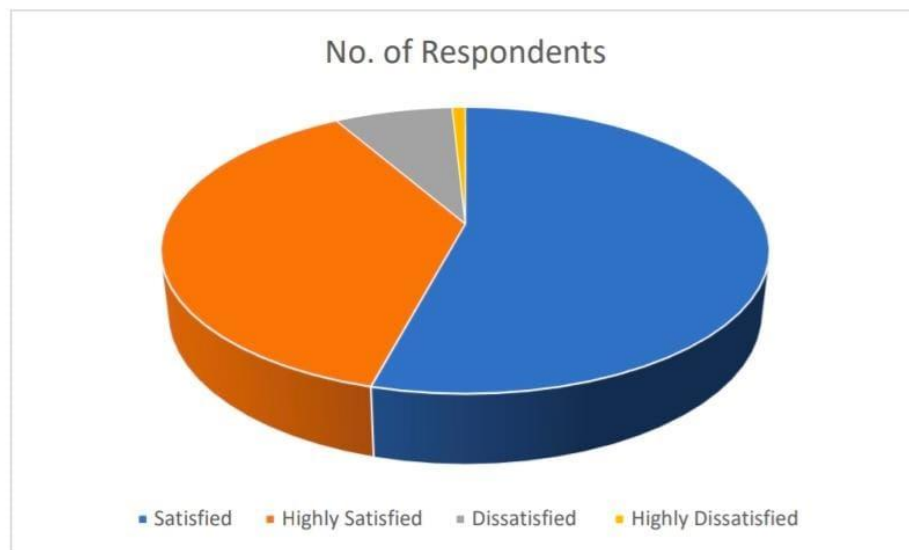
4.1.9 Chart Showing the Satisfaction level of the Salary

INTERPRETATION

From the above table it is interpreted that 54% of the respondents are satisfied, 38% of the respondents are Highly Satisfied, 8% of the respondents are Dissatisfied, 1% of the respondents are Highly dissatisfied about the Satisfaction level of the Salary.

4.1.10 Table Showing the Satisfaction level of the Transport Facility

Satisfaction level	No. of Respondents	Percentage
Satisfied	65	54
Highly Satisfied	45	38
Dissatisfied	9	8
Highly Dissatisfied	1	1
Total	120	100



4.1.10 Chart Showing the Satisfaction level of the Transport Facility

INTERPRETATION

From the above table it is interpreted that 40% of the respondents are satisfied, 35% of the respondents are Highly Satisfied, 13% of the respondents are Dissatisfied, 12% of the respondents are Highly dissatisfied about the Satisfaction level of the Transport Facility.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- ❖ Majority (36%) of the respondents are between 31 – 40 years.
- ❖ Majority (79%) of the respondents are male.
- ❖ Majority (38%) of the respondents are Intermediate (12th pass).
- ❖ Majority (64%) of the respondents are Married.
- ❖ Majority (53%) of the respondents are Temporary workers.
- ❖ Majority (39%) of the respondents are 1 – 3 years experienced.
- ❖ Majority (49%) of the respondents are satisfied about the Work Satisfaction.
- ❖ Majority (48%) of the respondents are satisfied about the Satisfaction level of the Resources provided by the manager to complete the Work Efficiently.
- ❖ Majority (58%) of the respondents are satisfied about the Satisfaction level of the Salary
- ❖ Majority (40%) of the respondents are satisfied about the Satisfaction level of the Transport Facility.
- ❖ Majority (45%) of the respondents are comfortable about the Work Environment of the organization.
- ❖ Majority (48%) of the respondents are satisfied about the Satisfaction level of the Incentives Provide by the Organization.
- ❖ Majority (55%) of the respondents are satisfied about the Satisfaction level of the Safety measure Provided by the Organization.

- ❖ Majority (58%) of the respondents are satisfied about the Satisfaction level of the Social Security.
- ❖ Majority (43%) of the respondents are satisfied about the Satisfaction level of Bonus Policy.
- ❖ Majority (46%) of the respondents are Rarely about the Organization take the Suggestion seriously.
- ❖ Majority (49%) of the respondents are satisfied about the satisfaction level of working hours in the Organization

5.2 SUGGESTIONS

- ❖ The higher officials should actively listen to the suggestions given by the employees to increase the individual production.
- ❖ Working environment is to be improved and comfortable by keeping the surrounding clean and neat.
- ❖ The organization should improve the Resources provided by the manager to complete Work Efficiently.
- ❖ The organization should increase the transport facilities.
- ❖ They should provide more incentives to the employees for their performance in their field.
- ❖ The organization should increase the bonus policy of the employee.
- ❖ The management should give the assurance to the employee about their job security in the organization.

5.2 CONCLUSION

This study is proved that the united industries plastic private ltd has provided the job satisfaction to their employees. Job satisfaction is a key aspect for success of every

enterprise, when employees are satisfied work of performance will increase. Job satisfaction of employees in any organization is importance to achieve the targeted goals of the organization. It shows that the organization should improve the Resources provided to complete Work Efficiently.

Most of the workers were satisfied with their job in united industries plastic pvt ltd. According to the survey the recommendations and suggestions given to the organization to increase the job satisfaction of the employees.

To make the employees more productive, the industry should try to satisfy the employees to the maximum extent. These surveys help to reflect like mirror the management's mind to the employee as well as indicate to the management about employees' feelings, opinions and attitude about the job satisfaction in their organization. Hence it is concluded that job satisfaction of the employees working in the united industries plastic pvt ltd appears good.

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ANNEXURE – I

QUESTIONNAIRE

1) Name

2) Age

a) 20 – 30

b) 31 – 40

c) 41 – 50

d) Above 50

3) Gender

a) Male

b) Female

4) Educational Qualification

a) Matric(10th pass)

b) Intermediate(12th pass)

c) Under Graduation

d) Post-Graduation

5) Marital status

- a) Married
- b) Unmarried

6) Nature of job

- a) Temporary
- b) Permanent

7) Work experience

- a) 1 – 3 years
- b) 4 – 6 years
- c) 7 – 9 years
- d) Above 10 years

8) Are you satisfied with your work

- a) Highly satisfied
- b) Satisfied
- c) Dissatisfied
- d) Highly dissatisfied

9) Are you satisfied with the resources provided by your manager to complete your work efficiently

- a) Highly satisfied
- b) Satisfied
- c) Dissatisfied

d) Highly dissatisfied 45

10) Do you satisfied with your salary you receive

a) Highly satisfied

b) Satisfied

c) Dissatisfied

d) Highly dissatisfied