

IN THE PROJECT TITLE OF

**EMPLOYMENT SATISFACTION TOWARDS HR SYSTEM; A STUDY WITH REFERENCE
TO GOLDEN ENGINEERING WORKS PRIVATE LIMITED.**

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce

by

MADHUMITHA.B

(40740191)



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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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **MADHUMITHA.B(40740191)** who carried out the Project Training at "**BALU ENGINEERING WORKS, COIMBATORE**" under our supervision for a period of 3 months from January 2023 to March 2023.


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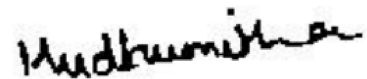
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DECLARATION

I MADHUMMITHA.B Name of the individual Candidate (40740191) hereby declare that the Project work done by me under the guidance of Ms. SANDHYA(Internal) and Dr./Prof./Mr./Ms SETHAL (External) BALU ENGINEERING WORK Sis submitted in partial fulfillment of the requirements for the award of Bachelor of Commerce.

DATE:29/04/2023

PLACE: CHENNAI

A handwritten signature in black ink, appearing to read 'Madhumitha.B', is written over a light gray rectangular background.

MADHUMITHA.B

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MADHUMITHA.B

ABSTRACT

HR policies provide an organization with a mechanism to manage risk by staying up to date with current trends in employment standards and legislation. The policies have to be framed in a manner that the vision and the human resource management helps the company to achieve it or work towards it where at all the levels of the employees are benefited and at the same time not deviated from their main objective. This study therefore examines the contribution of Human resource policies to their significance relationship with the employee satisfaction. research design in which self-administered questionnaires were used to collect data from a sample of respondents. This study reveals that there is a high degree of association between employee satisfaction and HR Policies.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION ON HR POLICIES.

HR policies are also defined as that body of principles and rules of conduct which govern the enterprise in its relationship with employees. Such a policy statement provides guidelines for a wide variety of employment relationships in the organization. The purpose and significance of the HR policies hardly need any elaboration. Every organization needs policies to ensure consistency in action and equity in its relation with employees.

Policies serve the purpose of achieving organizational goals in an effective manner. HR policies constitute the basis for sound HRM practices. Moreover, policies are the yardstick by which accomplishment of programmes can be measured. Human Resources policies are generalised guidelines on employee management, adopted by consensus in an organisation to regulate the behaviour of employees and their managers or supervisors. As for the dichotomy between an HR policy and a procedure, they can be compared to a human being and the shadow. Both are inseparable and as shadows set the outlines of a human being, so do procedures set the outlines of an HR policy.

company may have adopted a policy of providing training for all employees as a means of preparing them for promotion. To implement this policy, it may have developed an extensive training programme. The programme may include job training for new employees, supervisory training for foreman and supervisors, and management development for members of the management group. In the supervisory training programme, it may include role playing as one of the many training practices.

Human resource policies are not something that can be considered in isolation. It is an integral part of the whole policy structure of the enterprise. There is an organic unity in policies. Such a unity prevents unnecessary duplication and promotes unity of action. Weakness in any one of the major policies tends to weaken the effectiveness of other policies. Similarly, a weakness in human resource policies may weaken effectiveness of all other organizational policies.

1.2 INDUSTRY PROFILE



Golden engineering works is the critical and complicated needs of the Design and Manufacturing Engineers across various Electronic and Electrical industry segments to support them in realizing their product from Design through Mass Manufacturing.

The experience gained by the team in designing Transformer, Inductors and various electromagnet parts has resulted in continuous improvement in the quality of products. It has also helped them in the area of product engineering in improving its productivity without compromising on quality to give its customer a consistent quality with competitive edge in pricing.

Design, Development and Manufacture of HF Transformers, Inductors, Molded & Laminated bus bars and Electromechanical parts using Ferrites/Iron Powder/Amorphous/Nano Crystalline/CRGO/CRNO. Applications- Medical, EV chargers, Smart grid, Lighting, Telecom, Industrial Electronics, HV plasma. Smart solutions for critical magnetic components for High Frequency, High Power applications, frequency upto 200kHz& power of 200kW with HV upto 300kV In-house Tool Room, Plastic Molding, LITZ wire(round & rectangular), press components, sheet metal fabrication, electro-tin plating, ferrite grinding, jigs, fixtures & SPM.

In-house Tool room for precision machining of Plastics and Metals for rigid mounting. UL, IEC, EN Standards and RoHS, REACH and Packaging Regulations. Batch production of 1 to 100 nos and serial production of 5 million units/month Custom design Magnetic

1.2 COMPANY PROFILE



Customer centricity is at the core of golden engineering works Pvt Ltd it is this belief that has led the business to build long-term relationships. Ensuring a positive customer experience, making available goods and/or services that are of top-notch quality is given prime importance. It is one of the players in Transformer, Filter Inductor, Custom Magnet, Short Circuit Protection Relay, Geometry Tool to name a few.

India's leading B2B market place, Jd Mart ensures engaging in business activities is a seamless process for small and medium enterprises as well as large businesses. In a wake to enable these businesses to reach their audience, this portal lets them showcase their offerings in terms of the products and/or services through a digital catalogue. This business has a wide range of product offerings and the product/catalogue list includes Filter Inductor, 8.8kVA Short Circuit Transformer, Custom Magnetic, High Frequency Power Transformer, Gate Drive Transformer etc

Vision and mission:

“To establish global presence and enhance domestic leadership by providing eco-friendly friction solution”

“To provide superior products and services to our customers and maintain market leadership, ensure the highest standards of ethics and integrity in all our actions”

1.4 STATEMENT OF THE PROBLEM

The impact of human resource management (HRM) policies popularly known as HR policies on organizational performance and employee attitudes has been a leading area of research in the developed world. This study has been conducted to fill the existing research gap and to explore the relationship between HR policies and employee satisfaction in the context of Golden Engineering Works Private Limited which could benefit from this study by exploring the association between HR policies and employee satisfaction. This study would augment the contemporary research and practice of human resource management. Furthermore, it would also be useful for the organization to modify the strategies with regard to HR policies for employee satisfaction.

1.5 NEED FOR THE STUDY

To understand the level of satisfaction of employees based on overall parameters. If the employees are satisfied then only the organization can function smoothly and increase its productivity and face competition. If employees are satisfied with their job they will carry a positive attitude. If employees are happy and have high job satisfaction, they are more likely to work well in their jobs and stay longer with a company,

1.6 OBJECTIVES OF THE STUDY

- To measure the level of satisfaction of employee.
- To study the HR policies in the organization.
- .
- To evaluate employee satisfaction towards HR policies in the organization.
- To explore the factors that cause employee satisfaction & dissatisfaction and provide suggestions towards improvement.

1.7 SCOPE OF THE STUDY

- The impact of human resource management (HRM) policies popularl known as HR policies on organizational performance and employee attitudes has been a leading area of research in the developed world for years .
- This study has been conducted to fill the existing research gap and to explore the relationship between HR policies and employee satisfaction in the context of Balu engineering works Private Limited which could benefit from this study by exploring the association between HR policies and employee satisfaction.
- This study would augment the contemporary research and practice of human resource management. Furthermore, it would also be useful for the organization to modify the strategies with regard to HR policies for employee satisfaction

1.8 LIMITATION OF THE STUDY

- There is a lack of time for employees from various departments.
- In their responses to the survey, some respondents lack sincerity.
- The chosen sample size only covers a small portion of the entire population.

CHAPTER 2 REVIEW OF LITERATURE

1. Understanding of employees' evaluations of HRPs and their implications, this study focuses on satisfaction with HRPs, resulting from employees' assessment of the practices' capacity to meet their personal needs and expectations (Kinneret al., 2019; Meijer ink et al., 2021).

2. The work adjustment literature suggests that employees put their own needs at the heart of their appraisal of a workplace's arrangements (Nishii & Wright, 2020). When they perceive these arrangements meet their individual priorities, their satisfaction with them tends to increase, fostering their intentions to contribute to organizational success (Derry et al., 2020; Liu et al., 2019).
3. HRPs are essential workplace components, employees are expected to appraise their alignment with their needs and requirements, with the resulting satisfaction level being likely to drive their subsequent contributions (Nishii & Wright, 2008; Van Burden et al., 2021).
4. HR policies and employee satisfaction are studied widely in different parts of the world. It is assumed that HR policies are closely associated with employee satisfaction (Bailey 2021). Because many scholars and practitioners believe that sound HR policies result in better level of employee satisfaction which ultimately improves organizational performance (Bailey, Berg and Kleberg, 2019)
5. Stein (2021) found that HRM policies had positive effect on employee satisfaction of the employees whereas individual characteristics such as age, gender, and education had insignificant effect on employee satisfaction.
6. Gould-William (2021) showed that use of specific HR policies are associated with a greater degree of employee satisfaction, workplace trust, commitment, effort, and perceived organizational performance
7. Cranny et al. (2022) define job satisfaction as a general expression of a worker's positive attitude to them, a person with high job satisfaction appears to hold generally positive attitudes and one who is dissatisfied tends to hold negative attitudes towards his or her job. These attitudes are important characteristics of the job like work itself, pay, promotion opportunities, supervision and relationship with co-workers.

8. Paul (2021) defined job satisfaction as how well outcomes meet or exceed expectations. For instance, if an employee feels that he or she is working much harder than others in a particular department but receiving fewer rewards, he or she will probably have a negative feeling toward the work, the boss and the co-workers.
9. Kuldeep Singh (2019), here they were of the opinion that, with the success of organizational strategies to achieve a successful return on the market, it was solely based on the performance of the organization's employees. It indicates a relationship between the organization and the employees. Performance is the one that has a direct impact on the production process and policy of the organization.
10. Sangeeta trehan&karansetia (2020), Speaking of the organization's HR policy, the main purpose of the regulations in this document is to provide the employee's legal view and the organization's legal obligation. This will help get a good understanding of the company rules and regulations, Terms of employment, and environmental management. The author concludes that if the policy has been changed evenly with new organizational rules than HR policies, it will have a greater impact on many organizational activities.
11. Muhammad Asif khan (2019), this practical study was carried out in Pakistan's oil and gas industry. The organization's management practices will impact on the organization's performance. The performance is the key to any company that effects the production directly.
12. Tushar Devidas Talware (2019), the author is of the opinion that, as according to the payment of the bonus act the minimum pay of the bonus act as made compulsory by the government is 8.3 percent, the bonus is the pay granted to each worker on the basis

of the employee's efforts to achieve the establishment. After 5years from the company's creation, it has been made compulsory to pay minimum twice in the year.

13. Gisela Demo (2023), the research focuses primarily on employee perception of HR policies and the study's goal is to examine the policy that affects employee perception. This contributes to empirical output in the area because HRMPPs can be used by managers in both relational study and as a method to improve employee well-being as well as Institute performance. Samuel pule, Edward

14. kanyangoba (2020), As they showed, the policies are those that will allow the organization to perform a task in a lawful manner. These will give the employees in the firm the information related to the work and the other kind of knowledge. It will also help in finding the employees good performance.

15. Rezakouhy (2021), The author of this study linked organizational performance to specific organizational HR policies. This research paper covered the majority of HR policies related to training, recruitment, selection and team work, etc. Author concludes her research by stating that the organization's HR policies directly result in organization's output.

16. Krista kamborian baldoni (2020), in this he analyzed that theoretical learning and the separation of knowledge between employees would help develop the status of the organization's work knowledge. Helps to recognize the organization's new skills and technology to gain knowledge through sharing.

17. Schuler (1995) & Nassazi (2020), According to researchers view, training is a way to improve the initial stage of the employee's skill and ability, educating an employee can show the ideal and full job knowledge and help to increase the company's output level and meet market demand. Helps in the quality of work life and good reviews from customers. Shahnaz, jewel (2006), Study containing HRM practices in two organizations, author merged different HRM practices in two different company consultant , HR based organization and fashion industry this study Sourcing how much engagement in the two industries could be related in HRM practices is measured in terms of attitude towards HR department recruiting training and development practices. The study that HR strategies in these companies have adopted is similar.
18. Ngirande, et al (2021, they indicated that, the Reward Program is the organization's key intervention to reach a high level of workers satisfaction. This approach will meet the basic needs of the people in the present situation with the monitoring benefits. Monitoring benefit would give the organization's staff a simple strength and support them within the organization.
19. Krista Kamborian Baldoni (2020), this research on HR policies and practices looks at the functions of human resource practices and knowledge sharing policies. Research shows that HR policies promote knowledge sharing in an organization, organizational development, innovation, creativity, and organizational effectiveness.
20. Mir Mohamed nurul absar, et al (2019), The study identified that, the complete influence of organizational HR practices. Data from 50 organizations in Bangladesh were collected, which resulted in a relationship between HR activities and organizational performance. Conclusion is that performance assessment is one of various HR policies and practices that have more impact on organizational output.

21. Elaine Ferndale (2018), In the study he views the importance of strategic organizational policies. The policies would explain the relationship with the other policies in the organization to demonstrate observing the policies in the flow with the rules of the extrinsic company as well planned and stated with the procedure.
22. Saraha Russel (2020), In the health sector, this scrutiny was carried out. For both public and private organizations, this research has been done. The study's main objective is to discuss HR practices dealing with employee career development. Author argues that the organization's HR policies must be designed in such a way as to strengthen employee career policies. Carol Grill (2011), this study's core purpose is to examine the effectiveness of HR policies and also define the type of gap between employer and workers. The author comes out with the finding that there is considerably less use of a distance between the functioning of policies and practices, i.e., comfortable practices than comfortable policies that hold the organization.
23. In another study of how HRM practices influence employee satisfaction and employee retention in Thai hotel industry, research studied how HRM practices contributes to organizational success. The objective of the study is to evaluate impact of soft HRM practices on employee job satisfaction and job retention. It focuses on soft HRM practices which are based on the theories of commitment and motivation. A quantitative approach is use to assess soft HRM practices which refers to relations between staff and hotel organizations. Data is analysed with the help of multiple regression analysis. Study reveals that employee satisfaction is related to quality of work life, good relationship style, regular training, leadership style, job security, employer brand and personal traits of the employees are more important. Equality is important factor for intrinsic and extrinsic motivation of the employees (Ashton, 2020).'

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 an 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 designed to know the general information about employees and the second part contained to know about the product quality and their satisfaction level.

3.4 SAMPLE SIZE

The collected data from 100 respondents is being used for research.

3.5 SAMPLING TECHNIQUE

SIMPLE RANDOM SAMPLING is adopted to collect data from the respondent. The subset which is been selected from a large set is known as simple random sampling. Whereas the random selection of individuals is done by chance, so that each individual has the same probability.

3.6 PERIOD OF STUDY

The period of study is January 2023 through March 2023

3.7 ANALYTICAL TOOLS

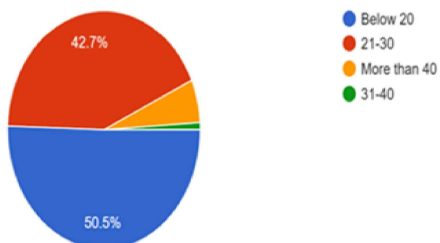
- The tools used in this study is percentage analysis.
- Percentage is calculated by taking the frequency in the category divided by the total number of participants and multiplying by 100.

CHAPTER 4

ANALYSIS AND INTERPRETATION.

TABLE 1.1

1. What age group you belong to
103 responses



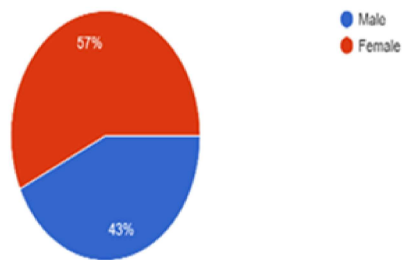
S.NO	AGE	FREQUENCY	PERCENTAGE%
1	BELOW 20	52	52%
2	21-30	42	42%
3	MORE THAN 40	5	5%
4	31-40	1	1%
	TOTAL	100	100%

INTERPRETATION:

The above table 1.1 Represents the demographic variable of age groups, and most of the respondent(users) ranked from below the age 20 and least is 31-40.

TABLE 1.2

2. What is the gender of yours
100 responses



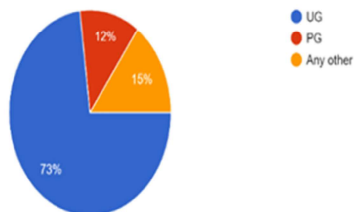
S.NO	GENDER	PERCENTAGE%
1	MALE	43
2	FEMALE	57
	TOTAL	100%

INTERPRETATION:

TABEL 1.2 represents the gender; male respondent is higher than female respondent. where male respondent is 43% and female is 57.

TABLE 1.3

3. What is your education level
100 responses

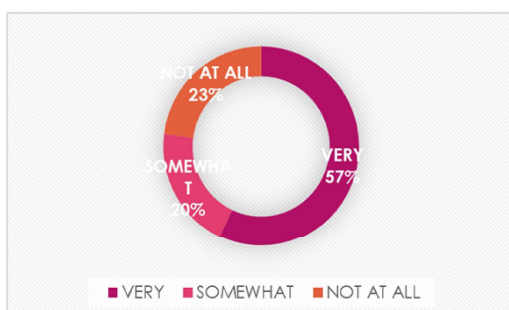


S.NO	EDUCATION	FREQUENCY	PERCENTAGE%
1	UG	73	73%
2	PG	12	12%
3	OTHER	15	15%
	TOTAL	100	100%

INTERPRETATION:

The above table 1.3 represents, educational status of each respondent. It shows UG students are more than PG and other.

TABLE 1.4

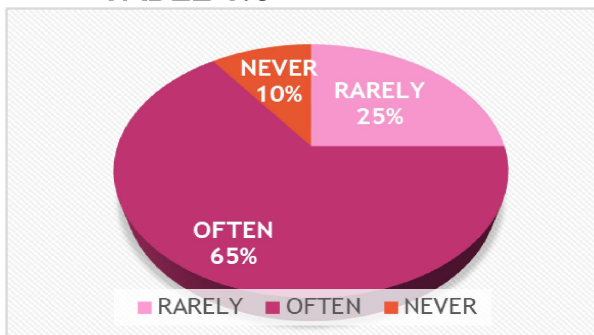


S.NO	RESPONSES	FREQUENCY	PERCENTAGE%
1	VERY	57	57%
2	SOMEWHAT	20	20%
3	NOT AT ALL	23	23%
	TOTAL	100	100%

INTERPRETATION:

The above table 1.4 represents the overall service satisfaction with the current compensation and benefits offered by the company. It shows that workers are satisfied 57% of organization benefits

TABLE 1.5

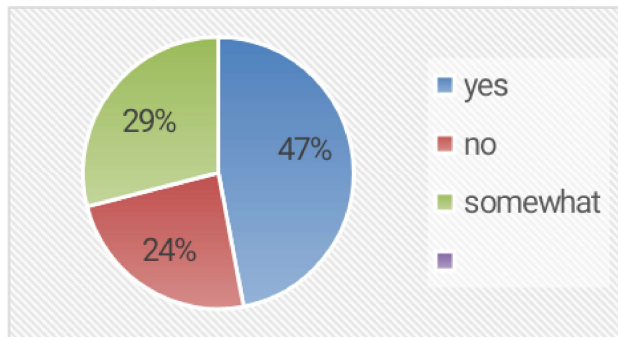


S.NO	RESPONSES	FREQUENCY	PERCENTAGE%
1	AGREE	52	52%
2	SOMEWHAT	10	10%
3	DISAGREE	38	38%
	TOTAL	100	100%

INTERPRETATION:

The above table 1.5 represents that company's dedicated to improving skills and talents to succeed .it shows that they agree(%52) to improve skills and their talents towards achieving.

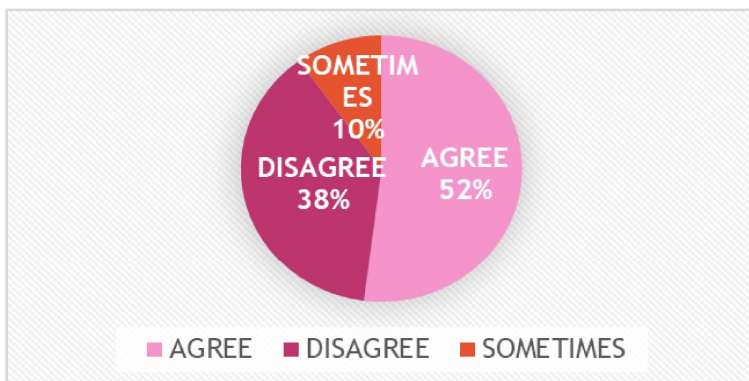
TABLE 1.6



s.no	particular	frequency	percentage
1	YES	47	47%
2	NO	24	24%
3	SOMEWHAT	29	29%
	TOTAL	100	100%

The above table 1.6 represents that the good communication from employees to managers in the company. It shows that that 47% communicated are good and somewhat 29%.

TABLE 1.7

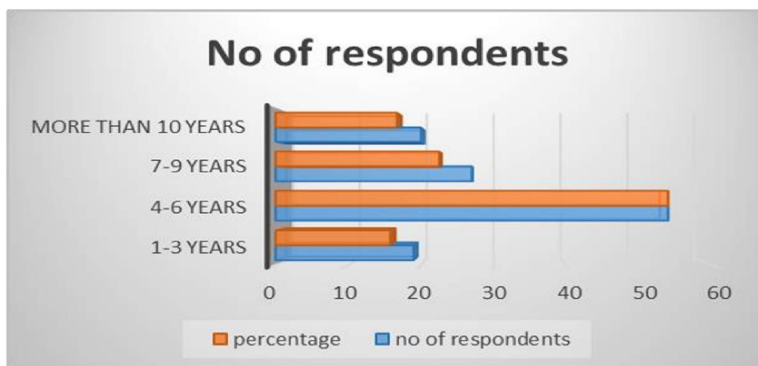


S. N O	RESPONSES	FREQUENCY	PERCENTAGE%
1	AGREE	52	52%
2	SOMEWHAT	10	10%
3	DISAGREE	38	38%
	TOTAL	100	100%

INTERPRETATION:

The above table 1.9 represents that company's dedicated to improving skills and talents to succeed .it shows that they agree (%52) to improve skills and their talents towards achieving

work experience	no of respondents	percentage
1-3 years	19	15.8
4-6 years	54	54
7-9 years	27	22.5
more than 10 years	20	16.7
total	120	100

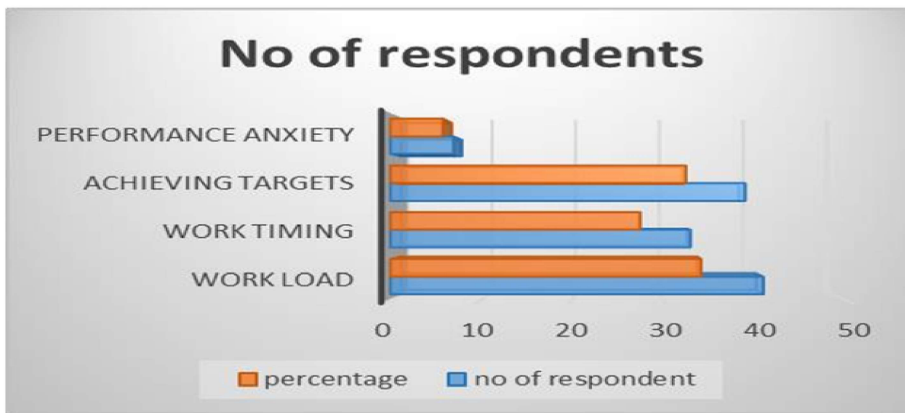


Interpretation

From the above table it is interpreted that 15.8% of the respondents are 1 – 3 years experienced, 54% of the respondents are 4 – 6 years experienced, 22.5% of the respondents are 6 – 9 years experienced, 16.7% of the respondents have more than 10 years of experience in their organization.

TABLE 1.9

employees opinion	no of respondent	percentage
work load	41	34.7
work timing	33	27.5
achieving targets	39	32.5
performance anxiety	7	5.8
total	120	100

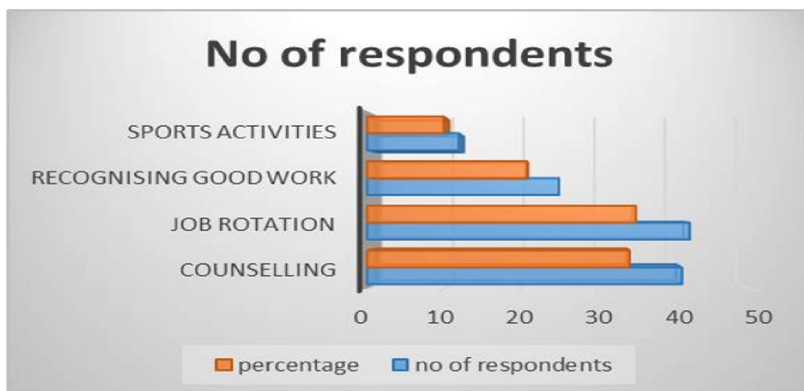


Interpretation

From the above table it is interpreted that 34.7% of the respondents are facing stress in work load, 27.5% of the respondents are facing stress in work stress, 32.5% of the respondents are facing stress in achieving targets, 5.8% of the respondents are facing stress in performance anxiety.

TABLE 1.10

suggestion of controlling stress	no of respondents	percentage
Counselling	41	34.2
job rotation	42	35
recognising good work	25	20.8
sports activities	12	10
Total	120	100

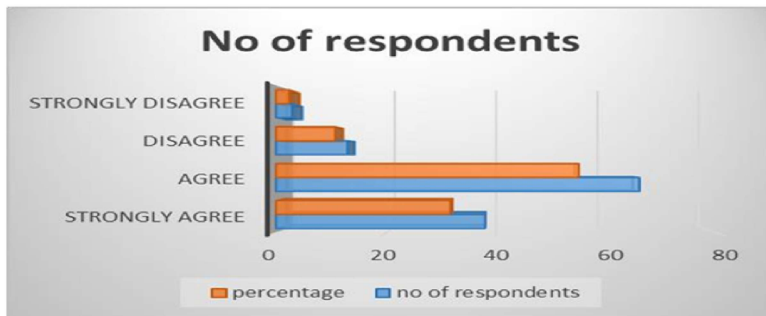


Interpretation

From the above table it is interpreted that 34.2% of the respondents are suggesting to give counselling to control stress, 35% of the respondents are suggesting to change the job rotation to control stress, 20.8% of the respondents are suggesting to recognize the good work to control stress, 10% of the respondents are suggesting to conduct sports activities to control stress.

TABLE 1.11

employees opinion	no of respondents	percentage
strongly agree	38	31.7
agree	66	55
disagree	13	10.8
strongly disagree	3	2.5
total	120	100

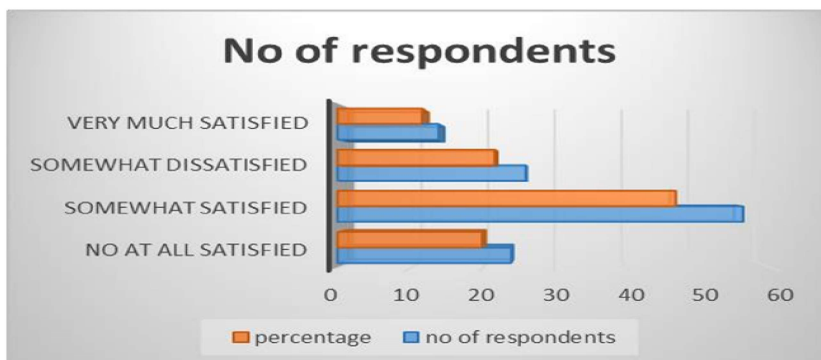


Interpretation

From the above table it is interpreted that 31.7% of the respondents are Strongly agreed that they have long working hours, 55% of the respondents are Agreed that they have long working hours, 10.8% of the respondents are Disagreed that they are not having long working hours, 2.5% of the respondents are Strongly disagreed that they are not having long working hours.

TABLE 1.12

satisfaction level	no of respondents	percentage
No at all satisfied	24	20
Somewhat satisfied	56	46.7
Somewhat dissatisfied	26	21.7
Very much satisfied	14	11.7
Total	120	100



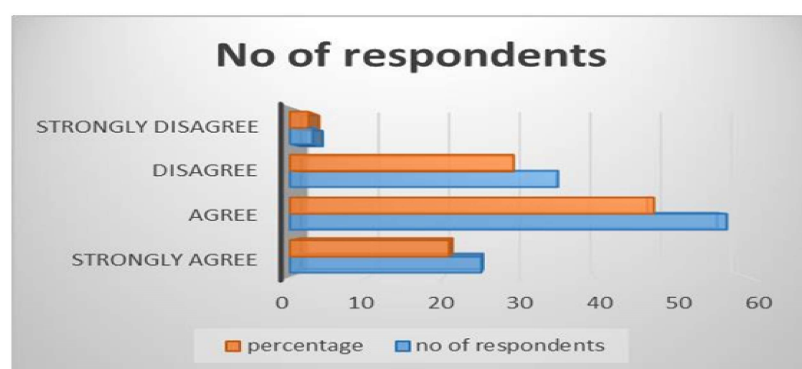
Interpretation

From the above table it is interpreted that 20% of the respondents are Not at all satisfied on their

salary payment, 46.7 % of the respondents are Somewhat satisfied on their salary payment, 21.7% of the respondents are Somewhat dissatisfied on their salary payment, 11.7% of the respondents are Very much satisfied on their salary payment.

TABLE 1.13

employees opinion	no of respondents	percentage
strongly agree	25	20.8
agree	57	47.5
disagree	35	29.2
strongly disagree	3	2.5
total	120	100



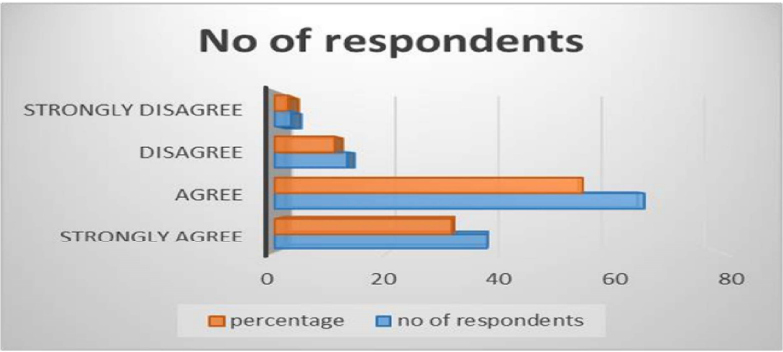
INTERPRETATION:

From the above table it is interpreted that 20.8% of the respondents are Strongly agreed that they

are getting financial rewards or appraisal of work, 47.5% of the respondents are Agreed that they are getting financial rewards or appraisal of work, 29.2% of the respondents are Disagreed that they are not getting financial rewards or appraisal of work, 2.5% of the respondents are Strongly disagreed that they are not getting financial rewards or appraisal of work.

TABLE 1.14

employees opinion	no of respondents	percentage
strongly agree	38	31.7
agree	66	55
disagree	13	10.8
strongly disagree	3	2.5
total	120	100

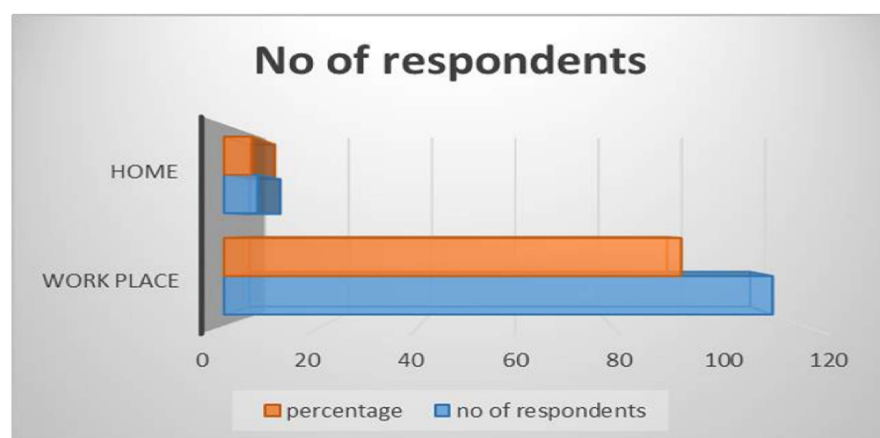


Interpretation

From the above table it is interpreted that 31.7% of the respondents are Strongly agreed that they have long working hours, 55% of the respondents are Agreed that they have long working hours, 10.8% of the respondents are Disagreed that they are not having long working hours, 2.5% of the respondents are Strongly disagreed that they are not having long working hours.

TABLE 1.15

stress generated	no of respondents	percentage
work place	113	94.2
home	7	5.8
total	120	100

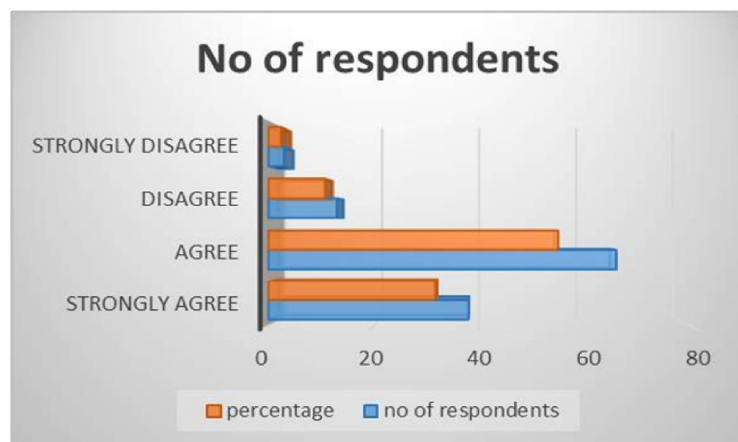


Interpretation

From the above table it is interpreted that 94.2% of the respondents are facing stress in work place, 5.8% of the respondents are facing stress in home place.

TABLE 1.16

employees opinion	no of respondents	percentage
strongly agree	38	31.7
agree	66	55
disagree	13	10.8
strongly disagree	3	2.5
total	120	100

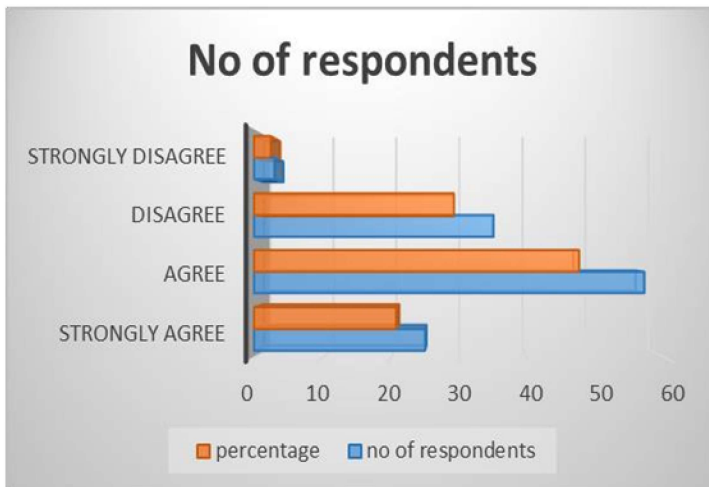


Interpretation

From the above table it is interpreted that 31.7% of the respondents are Strongly agreed that they have long working hours, 55% of the respondents are Agreed that they have long working hours, 10.8% of the respondents are Disagreed that they are not having long working hours, 2.5% of the respondents are Strongly disagreed that they are not having long working hours.

TABLE 1.17

employees opinion	no of respondents	percentage
strongly agree	25	20.8
agree	57	47.5
disagree	35	29.2
strongly disagree	3	2.5
total	120	100



Interpretation

From the above table it is interpreted that 20.8% of the respondents are Strongly agreed that they are getting financial rewards or appraisal of work, 47.5% of the respondents are Agreed that they are getting financial rewards or appraisal of work, 29.2% of the respondents are Disagreed that they are not getting financial rewards or appraisal of work, 2.5% of the respondents are Strongly disagreed that they are not getting financial rewards or appraisal of work.

CHAPTER – 5 FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS OF THE STUDY

- Majority (42%) of the respondents are between 20 – 30 years.
- Majority (90%) of the respondents are Male.
- Majority (62%) of the respondents are ug degree.
- Majority (79%) of the respondents are working for long time in same organization.

- Majority (87.5%) of the respondents are permanent workers.
- Majority (59.3%) of the respondents are 2– 4 years experienced.
- Majority (28%) of the respondents comes under the Annual Income of 270000 – 450000.
- 93% of the employees expressed satisfaction with regard to the support and authority they have to make decisions necessary for accomplishing the assigned tasks
- 91% of the employees expressed satisfaction with regard to management encouragement by providing feedback to make necessary improvements.
- 87% of the employees that they understand their work contributes to the company's overall goals and strategies
- 92% of the employees expressed satisfaction to the work assignments assigned and distributed fairly/equally.
- 85% of the employees expressed that feel that they are the valued part of the organization 9. 88% of the employees expressed satisfaction with regard to the workload and expected completion time
- 83% of the employees expressed satisfaction with regard to the compensation the company provides compared to other similar positions across the industry.

5.2 SUGGESTIONS

- ❑ Support staff motivation by supporting employee wellbeing When organizations are Implementing motivation strategies or employee incentive schemes, they often overlook wellbeing.
- ❑ Support staff motivation by supporting employee wellbeing When organizations are Implementing motivation strategies or employee incentive schemes, they often overlook wellbeing.
- ❑ As an HR Manager you also need to collect and provide feedback from employees. When good performance feedback is provided, it will help employees improve their skills and maintain a good working environment. Feedback is usually given by an HR Manager during annual meetings
- ❑ Encourage teamwork, Recognize and reward great work
- ❑ Collaboration between teams in the company allows ideas to be developed further.

5.3 CONCLUSION

From the above findings it can be concluded that there is a high degree of association between employee satisfaction and HR Policies. Although the present study was confined to identify the impact of HR policies on employee satisfaction, it may be appropriate to state briefly the policy implications for the study.

In this context, the following policy actions may be considered worthwhile. Organization should go carefully thorough HR planning, carefully conduct recruitment and selection process, offer extensive training and development programs for the employees, should introduce

effective performance appraisal systems, and provide adequate and good working conditions to its employees to perform their works such as appropriate equipment, work breaks, and work sharing. Organization should design good grievance procedure, disciplinary procedure and separation procedure etc.

ANNEXURE

NAME-----

AGE -----

18-20

21-23

24-28

28 and above.

MARITAL STATUS-----

Married

Unmarried

GENDER-----

QUALIFICATION-----

Diploma

Undergraduate

Postgraduate

Professional.

Monthly income

7000-12000

12000-20000

20000-50000

50000 and above.

Do you feel proud to be associated with the Company?

On a scale of 0-5, how would you rate your work-life balance?

Does your manager care about you as a person?

Are you satisfied with the current compensation and benefits offered by the company?

On a scale of 0-5, how happy and satisfied are you with the organization?

On a scale of 1–10, how would you rate the recruitment process?

How can we support your career goals in the next 12 months

What would be the best leadership style for dealing with disagreements and difficult decisions?

Do you feel that working within the management team is open and honest?

Does your supervisor consider other employees' opinions when making decisions? (Y/N)

How could your manager have supported you better?

My company is dedicated to improving my skills and talents in order to succeed (Agree/Disagree)

Overall, how satisfied are you working for The Company

Please indicate the extent to which you agree with the following statements.

- (a) The Company clearly conveys its mission to its employees.
- (b) The Company clearly conveys the mission to its clients.
- (c) I agree with The Company's overall mission.
- (d) I understand how my job aligns with The Company's mission.
- (e) I feel like I am a part of The Company.
- (f) There is good communication from employees to managers in The Company.

Please indicate the extent to which you agree with the following statements

- (a) My job gives me the opportunity to learn.
- (b) I have the tools and resources I need to do my job.
- (c) I have the training I need to do my job.
- (d) I receive the right amount of recognition for my work.
- (e) I am aware of the advancement opportunities that exist in The Company for me.
- (f) I feel underutilized in my job.

HR adequately communicates changes in benefits and company policies.

° ° ° ° ° °

Changes to policies and procedures affecting my work are not always communicated timely.

° ° ° ° ° °

HR provides information that is accurate and requires no rework.

° ° ° ° ° °

The frequency of communication from HR staff is sufficient.

HR exhibits a solid understanding of HR issues.	°	°	°	°	°	°
HR provides accurate, helpful information.	°	°	°	°	°	°
Information or assistance from HR staff is not always provided promptly.	°	°	°	°	°	°
Information is provided in a clear manner and is easy to understand.	°	°	°	°	°	°

HR provides service in a courteous manner with a good attitude.

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