

Study on Employees Job Satisfaction Adopted At Winners Overseas

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce

By

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(40740207)



**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
JEPPIAARNAGAR, RAJIV GANDHI SALAI, CHENNAI-600119**

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 Mohamed Parvesh B Name of the student (40740207) who carried out the Project Training at "Winners Overseas" under our supervision for a period of 3 months from January 2023 to March 2023.

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DECLARATION

I Mohamed Parvesh B Name of the individual Candidate (40740207) hereby declare that the Project work done by me under the guidance of Dr. **SHETTY DEEPA THANGAM GEETA** and MR. Rajesh is 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, slanted upwards from left to right, reading "Mohamed Parvesh".

SIGNATURE OF THE CANDIDATE

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Mohamed Parvesh B

ABSTRACT

This project aims to investigate the attitudes of employees towards their organizations. The study will use a mixed-methods approach, including surveys and interviews, to collect data from employees in the industries and job roles. The research will examine factors that influence employee attitudes, such as organizational culture, communication, leadership, and job satisfaction. The data collected will be analyzed using statistical methods and content analysis techniques to identify patterns and themes in employee experiences and perceptions. The findings of this study will contribute to a better understanding of how organizations can improve employee attitudes and engagement, which can ultimately lead to improved organizational performance and success. The significance of this project lies in its potential to provide practical insights for organizations looking to improve their employee engagement and overall success.

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CHAPTER 1

1.1 INTRODUCTION

Employee satisfaction refers to the extent to which employees are happy, content, and fulfilled in their jobs and within their organization. It is a measure of how well an employee's expectations, needs, and desires are met by their employer.

Employee satisfaction is important because it affects an organization's ability to attract and retain talent, maintain productivity and employee engagement, reduce turnover rates, and improve overall organizational performance. Satisfied employees are more likely to be motivated, committed, and willing to go the extra mile to achieve organizational goals.

Employee satisfaction is typically measured through surveys, focus groups, and one-on-one interviews. These tools allow organizations to gather feedback from employees on their job satisfaction, work environment, leadership, compensation, benefits, and overall job experience.

Factors that contribute to employee satisfaction include fair and competitive compensation, opportunities for career development and growth, a positive and supportive work culture, good work-life balance, clear communication and expectations, recognition and rewards for good performance, and access to necessary resources and tools to do their job effectively.

Organizations that prioritize employee satisfaction can create a culture of trust, respect, and collaboration, leading to increased employee retention and a more productive workforce. In contrast, low employee satisfaction can result in high turnover rates, decreased morale, and a negative impact on the organization's overall reputation and success.

1.2 Feature of employee Satisfaction

Sense of initiative

A happy employee does more than what is expected of him and tries to get satisfaction from everything he does every single day. Besides the sense of initiative, he also has a clear career path in mind. He's on a constant mission to contribute to the growth of your organization and to improve your services.

Low absence rate

In case of an illness, a satisfied employee will stay at home less often. A simple cold or a headache will not stop him from going to work. You can count on him whether it concerns purely professional matters or whether he's organizing a company party. This will of course contribute to the positive working atmosphere in the office.

Proud of his work

A happy employee is proud of his work and as a true brand ambassador, he represents your company towards the outside world. He's emotionally involved, has attention to detail and is willing to make an extra effort to contribute to your company's success, even without being asked.

Positive attitude

A positive attitude is a clear indication of the fact your employees are happy. You can find out more about this attitude through open communication. Those who voluntarily and enthusiastically participate in conversations, consider themselves as fully-fledged members of your company community.

Amity in the workplace

Satisfied employees often maintain good relationships with their colleagues, which benefits the work ethic and productivity inside your company. You will notice that a positive atmosphere will result in friendships that go beyond the working environment.

1.3 Company Profile:

WINNER OVERSEAS has been promoted by three partners having 30 years of experience in this field as technocrats (in various organizations) and now businessmen from 1990. The company is a registered Exporters with Government of India as well as with Council for Leather Exports.

Winner Overseas is situated centrally in Nagalkeni, Chromepet, the area which is meant particularly for leather industry and having good infrastructure for leather manufacturing activities in Chennai. Having put up 25 years of experience with various foreign origins, we are well aware to buy any kind of RAW MATERIAL/wet blue to suit the final requirement of shoe uppers and shoes. The imported leather tanning chemicals are also available indigenously in this area from various imported and indigenous manufacturers from their Dealers locally.

We are convinced that we have a mission: by offering reliable technology, products and services to the customer and participating in environmental protection activities, we improve social life and create a fertile future for the people and the planet.



PERFORMANCE OF THE COMPANY:

Our Shoe uppers are being exported to countries like Germany, Switzerland, France, Spain, Italy and Portugal. Finished leathers are exported to European Countries. WINNER has set up two shoe upper manufacturing factories with a total production capacity of 1750 pairs per day with imported sewing machines and adequate man power and one full shoe manufacturing unit....

Our Shoe Factory is headed by the Team who has worked for the top Brands like “BALLY” standard and is also totally catering to the needs of “LLOYD” Germany, Swiss, France and Portugal customers continuously. The factory production is around 1750 pairs/day, with 7 conveyors and 250 workers.



1.4 Statement of Problem: The problem statement is that there are many

factors of job stress that are impact on employee job satisfaction, employee's performance and productivity of the organization. The main objectives of the study are To investigate the relationship between job stress and employee job satisfaction.

1.5 Need for Study: Employee satisfaction is of utmost importance for employees to remain happy and also deliver their level best. Satisfied employees are the ones who are extremely loyal towards their organization and stick to it even in the worst scenario. They do not work out of any compulsion but because they dream of taking their organization to a new level.

Employees need to be passionate towards their work and passion comes only when employees are satisfied with their job and organization on the whole. Employee satisfaction leads to a positive ambience at the workplace. People seldom crib or complain and concentrate more on their work.

1.6 Objective of study: The objectives of the study of employee satisfaction can vary depending on the specific context and goals of the organization conducting the study. However, some common objectives of studying employee satisfaction include:

To identify the factors that contribute to employee satisfaction and dissatisfaction in the workplace.

To measure the overall level of employee satisfaction within the organization.

To identify areas where improvements can be made to increase employee satisfaction and engagement.

To assess the impact of organizational policies, practices, and culture on

employee satisfaction.

To evaluate the effectiveness of existing employee satisfaction initiatives and programs.

To identify potential areas of employee turnover and develop strategies to reduce turnover.

To understand how employee satisfaction relates to organizational performance and productivity.

To gather feedback from employees on their job roles, responsibilities, and overall work environment.

To create a baseline for future comparisons and track changes in employee satisfaction over time.

To demonstrate to employees that their satisfaction and well-being are a priority for the organization.

1.7 Scope of Study: The scope of the study of employee satisfaction can vary depending on the specific goals and objectives of the study. However, some common areas that are typically covered in the study of employee satisfaction include:

Job satisfaction: This includes factors such as job security, compensation, benefits, work-life balance, and job responsibilities.

Work environment: This includes factors such as physical work conditions, workplace culture, management style, and communication.

Employee engagement: This includes factors such as employee motivation,

commitment, and loyalty to the organization.

Organizational policies and procedures: This includes factors such as performance management systems, training and development programs, and employee recognition programs.

Communication: This includes factors such as the frequency and quality of communication between management and employees, as well as communication between colleagues.

Work relationships: This includes factors such as the quality of relationships with coworkers and managers, as well as opportunities for teamwork and collaboration.

Work-life balance: This includes factors such as work hours, flexible scheduling, and the availability of resources to support employee well-being.

1.8 Limitations of Study: While studying employee satisfaction can provide valuable insights and help organizations improve their work environments, it's important to recognize some of the limitations that may arise when conducting such studies. Some common limitations of studying employee satisfaction include:

A. Self-report bias.

- B. Limited sample size.
- C. Limited scope.
- D. Lack of causal inference.
- E. Timing and context.
- F. Interpretation of results.

CHAPTER 2

REVIEW OF LITERATURE

2.1 INTRODUCTION TO REVIEW OF LITERATURE

A review of literature on employee satisfaction can provide insights into the factors that contribute to employee satisfaction and the methods used to measure and improve it. Here are some key findings from the literature

Bowen et al (2008) explored that job satisfaction and motivation factors are evidently correlated and consistently used interchangeably in practice. Researchers further explained that job satisfaction expresses or measures the degree of a person's satisfaction in his/ her job while motivation clarifies the driving forces behind the carrying out of particular a job. Herzberg as cited in Dinham and Scott (1998) explains that both phenomena are positively linked and influence each other. He continues to give illustrations by saying that inferior order needs otherwise known as sanitation factors and higher order needs also known as motivators as also concerning satisfaction and dissatisfaction flowing from these and the need to engender long term career satisfaction. He continues to give illustration by saying that higher order needs also known as motivators and lower order needs otherwise known as hygiene factors as also relating to satisfaction and dissatisfaction.

Kaliski (2007) concluded that job satisfaction is a worker's sense of accomplishment and achievement on the job. It is generally alleged to be directly related to outcomes as well as to personal welfare. Job satisfaction

involves doing a work/ job one enjoys, doing it in well manner and being compensated for one's efforts. Job satisfaction auxiliary implies keenness and contentment with one's work. Job satisfaction is the key component that leads to income, promotion, acknowledgment, and the accomplishment of other goals that lead to a feeling of fulfilment.

Hoole et al. (2003) discussed that the relations of Job Satisfaction and Motivation may due to their close related aspects. Some of the organizational factors motivate an employee to put additional efforts and at the same time fulfil his/ her emotional demands which leads to job satisfaction. Researchers also discussed the relating factors between Motivation and Job Satisfaction such as Job Security, Power, compensation and benefits etc.

Harter et al. (2002) conducted an analysis to examined aggregated employee job satisfaction attitudes and employee commitment. The study based on 7,939 business units in 36companies. The researchers concluded positive associations between employee satisfaction-commitment and the organizational outcomes in terms of profit, productivity, employee turnover, and customer satisfaction. Moreover, these researchers investigated the realistic utility of the pragmatic associations. For example, business divisions in the apex quartile on the employee engagement measure acquiesced 1 to percentage points higher prosperity. Corresponding conclusions were revealed for productivity, specifically business units in the top quartile on employee engagement had, \$80,000 to \$120,000 higher

monthly revenue. Based on these figures, it appears that aggregated measures of employee engagement and employee satisfaction are significantly related to business outputs at extents that are imperative to many organizations.

P. Majumder et al. (2000) has Found in their study that male and female employees of apparel industry work around 12 hours a day, there is absence of leave and weekly holiday facilities. They found that although the employees were paid for overtime work on weekly holiday, no alternative holidays were given to these employees whereas the employees in other export and other industries take benefit in almost all weekly holidays. Prospects of promotion for the employees in the garment industry are disparaged. The work environment and working conditions in the garment factories are poorly ventilated, overcrowded, congested. As a result of these sub-standard working conditions garment employees in Bangladesh are exposed to harmful substances and dust. The workers, especially in the operation and sewing section, who are mainly female, constantly breathe in these hazardous substances. Most of the garment factories do not have satisfactory fire shield measures and toilet amenities are also very poor. The study established that garment workers in Bangladesh suffer from the absence of cafeteria, lack of pure drinkable water. Moreover the workers are not getting any fringe benefits including health care, transportation, accommodation, allowance, and emergency funds.

Luthans (1998) has the prevalence of research confirmation specifies that there is no strong association between job satisfaction and

productivity. For instance a inclusive meta-analysis of the research literature finds only 17 best estimate relationship between job satisfaction and productivity. According to his research it is not necessary that satisfied workers will yield highest productivity. There are many potential moderating variables, the most important of which appears to be rewards. If people receive plunders they feel are impartial, they will be more satisfied and this is likely exerting more efforts for greater performance. Also, latest research evidence indicates that satisfaction may not essentially lead to individual performance enhancement but does lead to departmental and organizational development. Finally there is a still substantial deliberate weather performance lead to satisfaction or satisfaction lead to performance.

Ryan et al. (1996) the study explored the relationships between cumulative employee attitudes, organizational outcomes along with customer satisfaction. The researchers measured these relationships by conducting analysis in the 142 branches of an auto finance company. Results showed that employee morale was connected to subsequent business performance indicators, turnover proportions, and customer satisfaction. In the research analysis showed that the customer satisfaction index was supervised strictly by unit managers and failure or success possibly interpreted into management practices that inclined employees' job attitudes. The major limitation of the study is that the data for study was collected from a single organization which restricts the general inability of the outcomes.

Ostroff (1992) took the sample of 364 schools in his study and

investigate the relationship between employees' attitudes and organizational performance. Ostroff concluded that aggregated teacher attitudes such as organizational commitment and job satisfaction were simultaneously correlated to school performance in terms of performance outcomes such as student academic accomplishment and teacher turnover rates. Across 12 organizational performance manifestations, the enormity of the correlations between teacher job satisfaction and organizational performance ranged from 11 to 54, and the mean value was 28. Conclusions of the study were strongest for teacher work satisfaction; thus, the institutions with the satisfied staff achieve better than the organizations with less satisfied staff.

Navalani (1990), studied that the levels of Job Satisfaction

of professionals

and semiprofessional library staff working in Indian University libraries. The primary data were collected through questionnaire. The analysis revealed that the majority of

the library staff was satisfied with most of the attributes of their work, but there were differences in the perception of men and women, and seniors and juniors. It concluded with suggestions for improvement which includes: more attention to in-service training, re analysis and redesigning of jobs for better utilization of skills and abilities and more internal motivation of staff and improvement in the quality of work performance.

Mira Singh and Pestonjee (1990), Hypothesized that Job

Satisfaction is influenced by the levels of Occupation, Job involvement and Participation. The sample for the study consisted of 250 officers and 250 clerical cadres belonging to a Nationalized bank in Western India. The study confirmed the hypothesis and it was found that Job Satisfaction of the Bank employees was positively affected by the Occupational level, Job involvement and participation

Etuk(1989),Started that in his study has pointed out that the majority of the staff was found to be dissatisfied with their pay, working conditions and lack of facilities to improve their talents. The author suggested some measures like the interaction between the subordinates and the supervisors, provision of better facilities and involvement of junior staff in decision making for higher level of Job satisfaction.

Sheffield Manpower Project (1970), examined a sample of public, academic and special Librarians in Job Satisfaction study and reported that more preference

has been expressed for greater responsibility of various kinds: more freedom of choice, greater opportunity to improvise and to act in a solo capacity and less choice for supervision .Work restructuring and job enlargement techniques should be considered in order to try and meet this desire. This applies at all levels, including the junior most staff. It also applies in a situation where duties have been rigidly divided into professionals and non-professionals.

Vaughn and Dunn (1974), studied that the job satisfaction among the library employees who had been employed in six university libraries. They used job description index for the study. This job description Index asked the employee to describe their job environment in six university libraries, in relation to five job characteristics i.e.

workitself, supervisory climate, interpersonal climate, pay condition and promotionopportunities. The six libraries were compared in terms of their scores for each dimensions of satisfaction. The study revealed that no one library scored consistently high or low on all dimensions of satisfaction.

Managerial performance was related

toemployee satisfaction, employee productivity and organisational effective ness. The

action of managers in regard to leading, staffing, coaching and selling had a direct

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

The research design for a study of employee satisfaction will depend on the specific goals and objectives of the study, as well as the available resources and the nature of the organization being studied. Here are some key considerations for designing a study of employee satisfaction

Research questions.

Sampling.

Data collection.

Data analysis.

Ethical considerations.

Timeframe.

Reporting.

3.2 SOURCES OF DATA

Data collection is the term used to describe a process of preparing and collecting data.

- Primary Data – Questionnaire given to 110 respondents
 - Secondary Data - Websites and online journals, Published reports & Review of literature from published articles
- (WHICHEVER IS SUITABLE FOR YOUR STUDY)

3.3 STRUCTURE OF QUESTIONNAIRE:

Questionnaire was divided into two sections. First part was designed to know the general information about customers and the second part contained customer satisfaction level of Winners Overseas

3.4 SAMPLE SIZE

The collected data from 110 respondents is being used for research.

3.5 SAMPLING TECHNIQUE

Simple Data sampling is adopted to collect data from the respondent. A Convenience sampling method is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.6 PERIOD OF STUDY

The period of study is January 2023 through March 2023.

3.7 ANALYTICAL TOOLS

Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

CHAPTER 4 DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

Table 4.1.1 Gender wise classification of the respondents

Gender	No. of Respondents	Percentage
Male	88	73.33
Female	32	26.66
Total	120	100.00

INTERPRETATION:

From The 4.1.1 Table We Came To Know That There Are 51.66% Of Males Working And 48.33% of Females Working In The Organization

Source: Primary Data

Chart 4.1.1

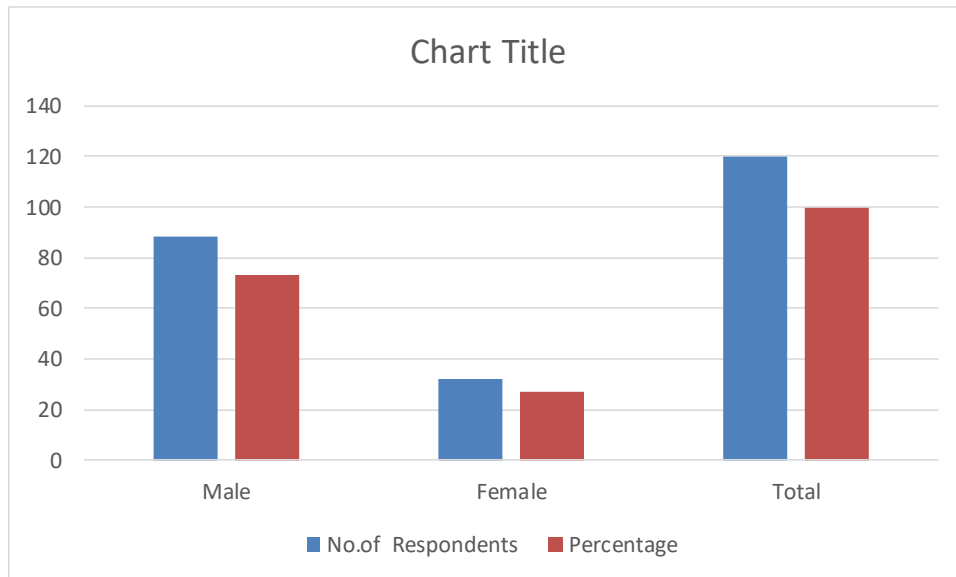
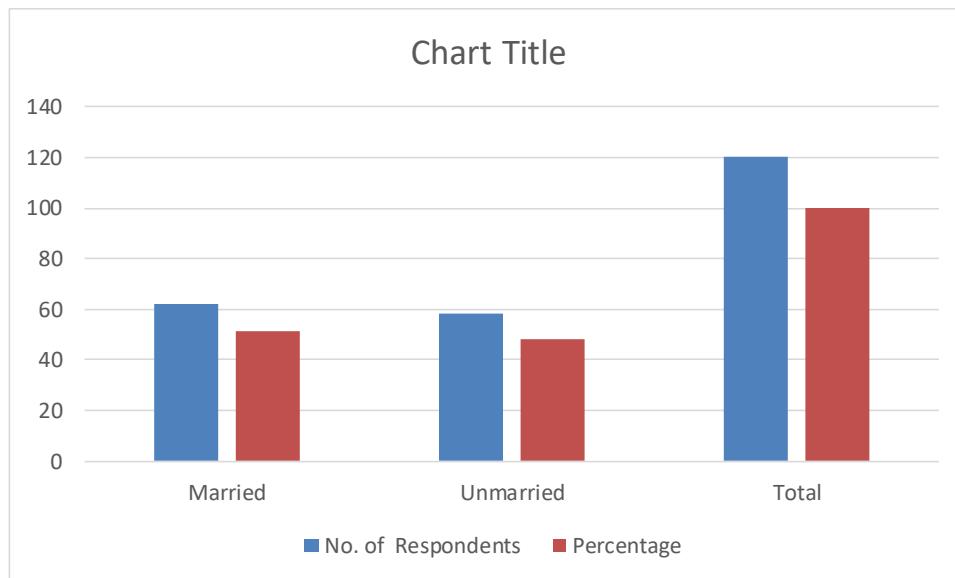


Table 4.1.2 Martial Status wise classification of the respondents

S.NO	No. of Respondents	Percentage
Married	62	51.66
Unmarried	58	48.33
Total	120	100.00

Source: Primary Data

Chart 4.1.2



INTERPRETATION:

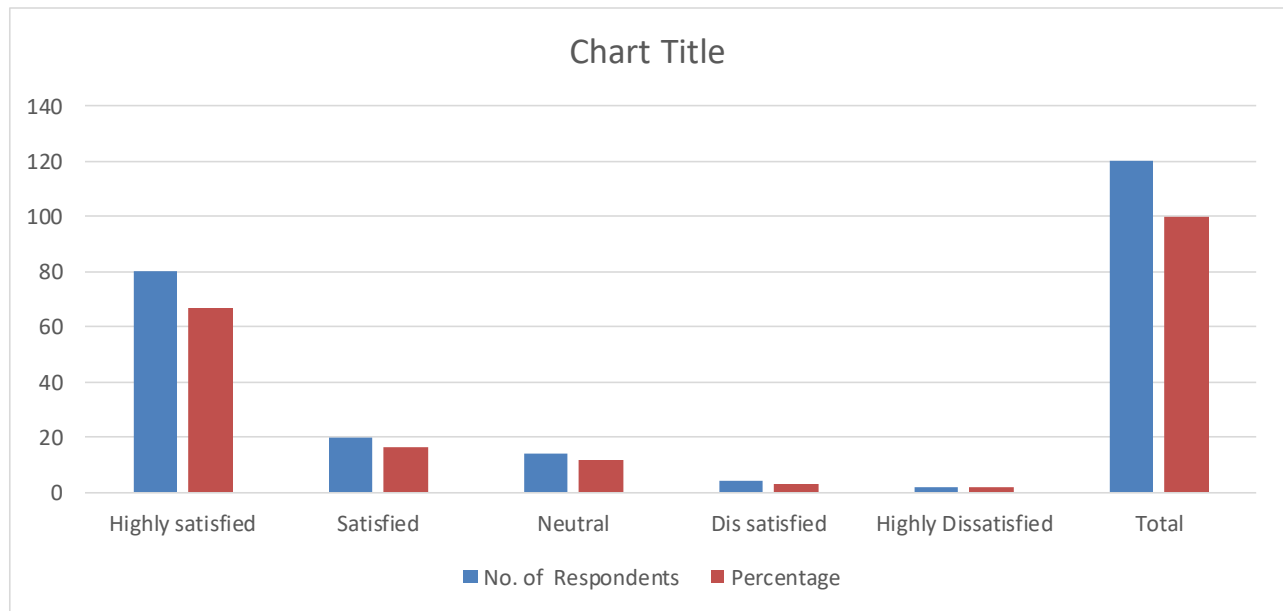
From The Above Table We Came To Know That There Are 51.66% Of Males Working And 48.33% of Females Working In The Organization

4.1.3: Table 4.1.3 Job Satisfaction level of employee

S.NO	No. of Respondents	Percentage
Highly satisfied	80	66.7
Satisfied	20	16.7
Neutral	14	11.7
Dis satisfied	4	3.3
Highly Dissatisfied	2	1.7
Total	120	100.00

Source: Primary Data

Chart 4.1.3



INTERPRETATION:

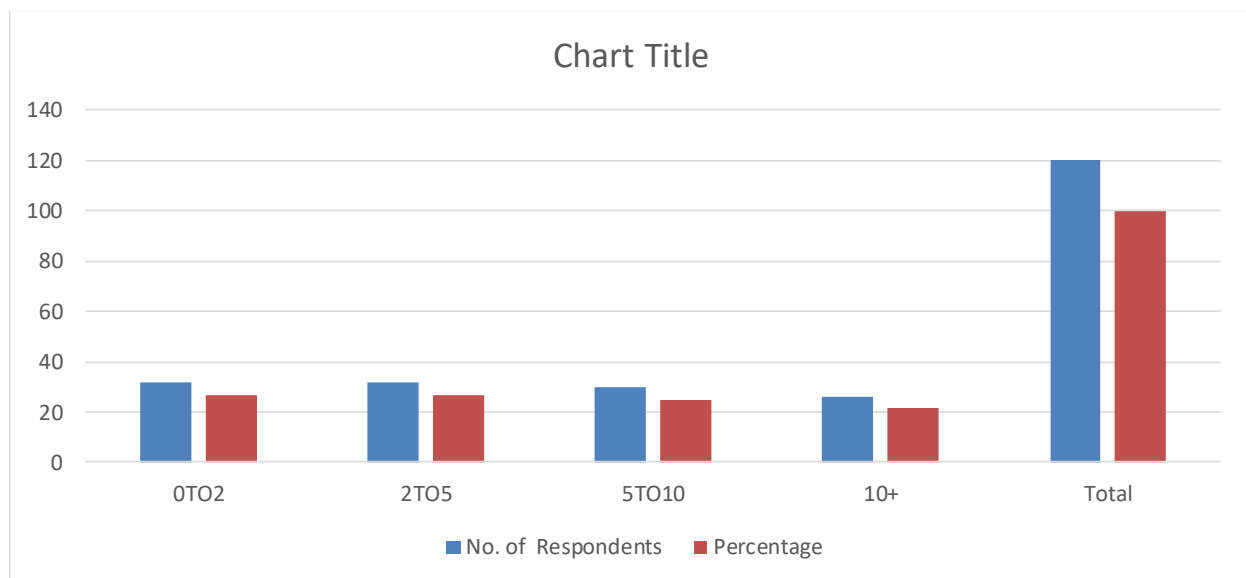
It Is Interpreted In The Table 66.7% Of The Respondents Are Highly Satisfied With Working Environment, 16.7% Of Respondents Are Satisfied And 11.7% Of The Respondents Are Neutral And 3.3% Of The Respondents Are Dissatisfied And 1.7% Are Highly Dissatisfied

Table 4.1.4 Job Experience in the working company

NO OF YEARS	No. of Respondents	Percentage
0-2	32	26.7
2-5	32	26.7
5-10	30	25
10+	26	21.6
Total	120	100.00

Source: Primary Data

Chart 4.1.4



INTERPRETATION:

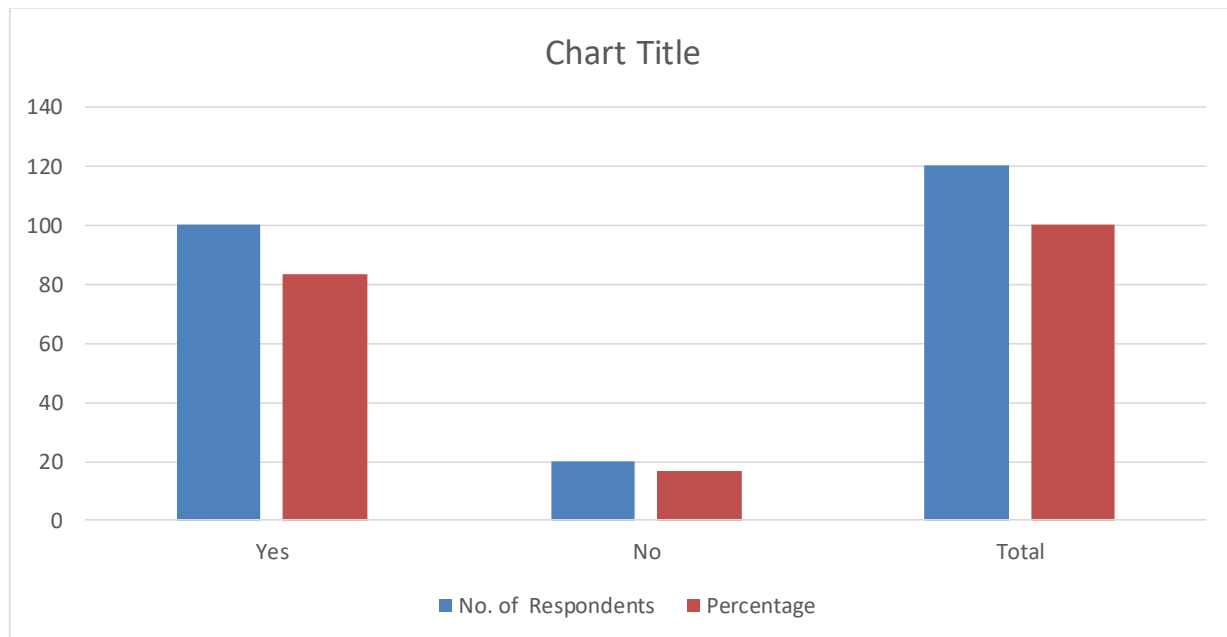
From The Above Table We Came To Know That There Are 26.7% Of Are Working 0-2 Years And 26.7% of Are 2-5 Years Working And 25% Of Are 5-10 Years Working And 21.6% Of Are 10+ Years Working Organization.

Table 4.1.5 salary comes on time in the working company

S NO	No. of Respondents	Percentage
Yes	100	83.3
No	20	16.7
Total	120	100.00

Source: Primary Data

Chart 4.1.5



INTERPRETATION:

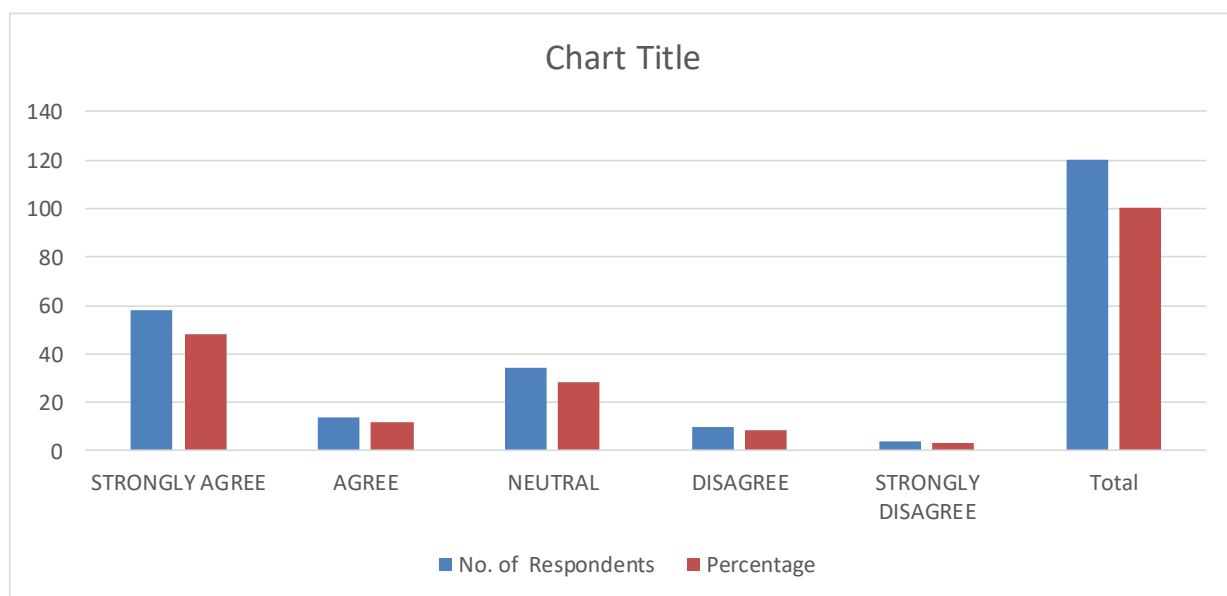
From The Above Table We Came To Know That There Are 83.3% Of Them Said Yes For Salary On Time And 16.7% Them Said No For Salary On Time Organization.

Table 4.1.6 Job problem solvency between Workers in working company

S.NO	No. of Respondents	Percentage
STRONGLY AGREE	58	48.3
AGREE	14	11.7
NEUTRAL	34	28.3
DISAGREE	10	8.3
STRONGLY DISAGREE	4	3.3
Total	120	100.00

Source: Primary Data

Chart 4.1.6



INTERPRETATION:

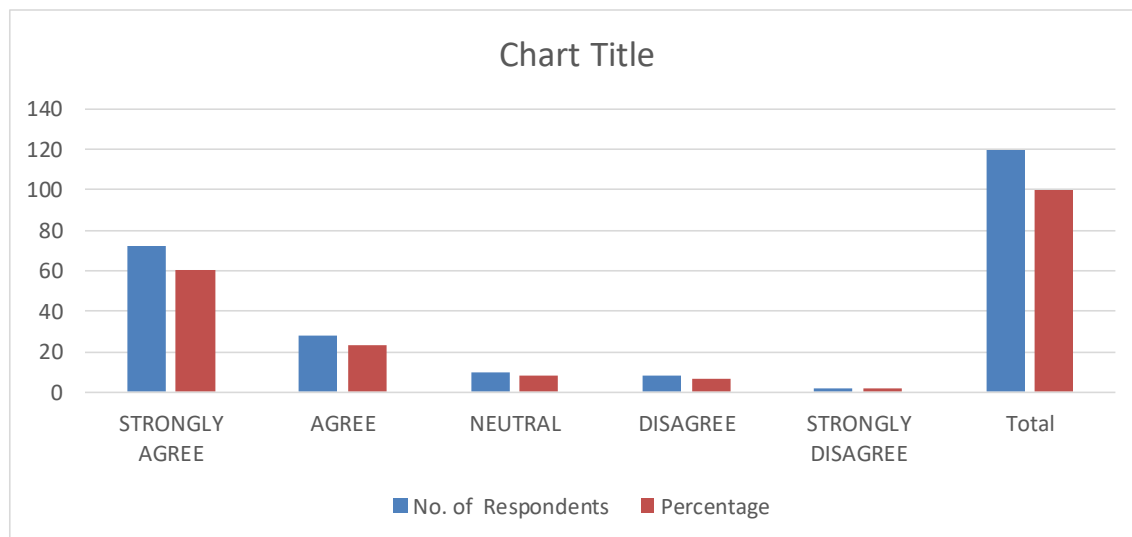
It Is Interpreted In The Table 48.3 % Of The Respondents Are Strongly Agree With Working Environment, 11.7% Of Respondents Are Agree And 28.3% Of The Respondents Are Neutral And 8.3% Of The Respondents Are Disagree And 1.7% Are Strongly Disagree

Table 4.1.7 workers safety working company

S.NO	No. of Respondents	Percentage
STRONGLY AGREE	72	60.1
AGREE	28	23.2
NEUTRAL	10	8.3
DISAGREE	8	6.7
STRONGLY DISAGREE	2	1.7
Total	120	100.00

Source: Primary Data

Chart 4.1.7



INTERPRETATION:

It Is Interpreted In The Table 48.3 % Of The Respondents Are Strongly Agree With Working Environment, 11.7% Of Respondents Are

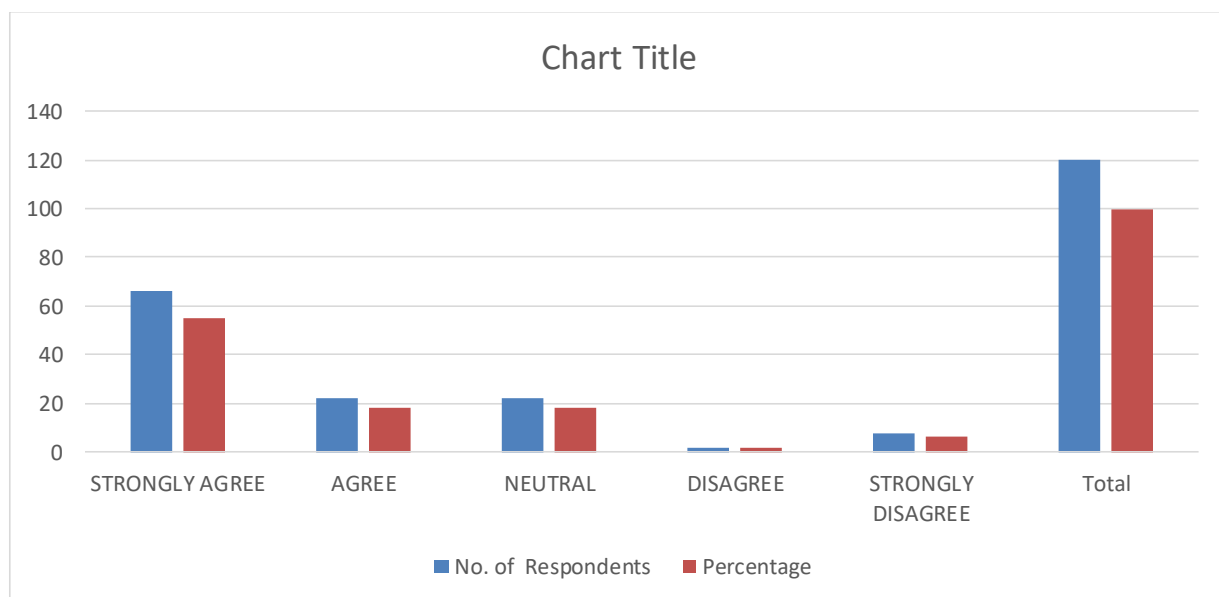
Agree And 28.3% Of The Respondents Are Neutral And 8.3% Of The Respondents Are Disagree And 1.7% Are Strongly Disagree

Table 4.1.8 adequate amount of fire extinguisher working company

S.NO	No. of Respondents	Percentage
STRONGLY AGREE	66	55
AGREE	22	18.3
NEUTRAL	22	18.3
DISAGREE	2	1.7
STRONGLY DISAGREE	8	6.7
Total	120	100.00

Source: Primary Data

Chart 4.1.8



INTERPRETATION:

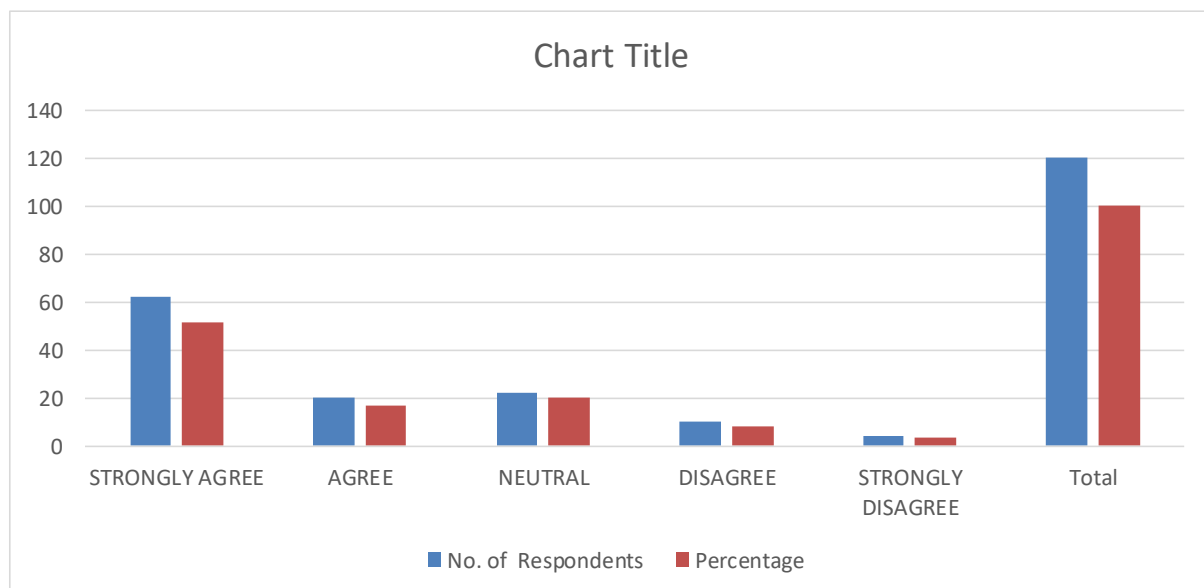
It Is Interpreted In The Table 55% Of The Respondents Are Strongly Agree With , Adequate Amount Of Fire Extinguisher 18.3% Of Respondents Are Agree And 18.3% Of The Respondents Are Neutral And 1.7% Of The Respondents Are Disagree And 8.7% Are Strongly Disagree

Table 4.1.9 organization having proper toilet facility working company

S.NO	No. of Respondents	Percentage
STRONGLY AGREE	62	51.7
AGREE	20	16.7
NEUTRAL	22	20
DISAGREE	10	8.3
STRONGLY DISAGREE	4	3.3
Total	120	100.00

Source: Primary Data

Chart 4.1.9



INTERPRETATION:

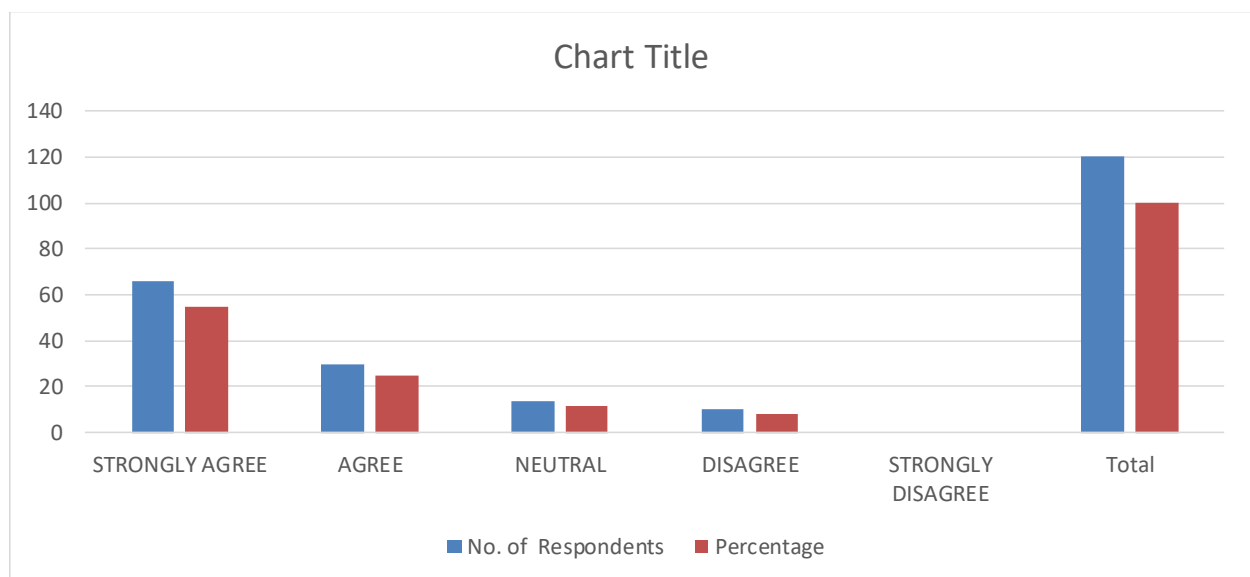
It Is Interpreted In The Table 51.7% Of The Respondents Are Strongly Agree With , Having Proper Toilet Facility 16.7% Of Respondents Are Agree And 20% Of The Respondents Are Neutral And 8.3% Of The Respondents Are Disagree And 3.3% Are Strongly Disagree

Table 4.1.10 organization having First Aid facility working company

S.NO	No. of Respondents	Percentage
STRONGLY AGREE	66	55
AGREE	30	25
NEUTRAL	14	11.7
DISAGREE	10	8.3
STRONGLY DISAGREE	0	0
Total	120	100.00

Source: Primary Data

Chart 4.1.10



INTERPRETATION:

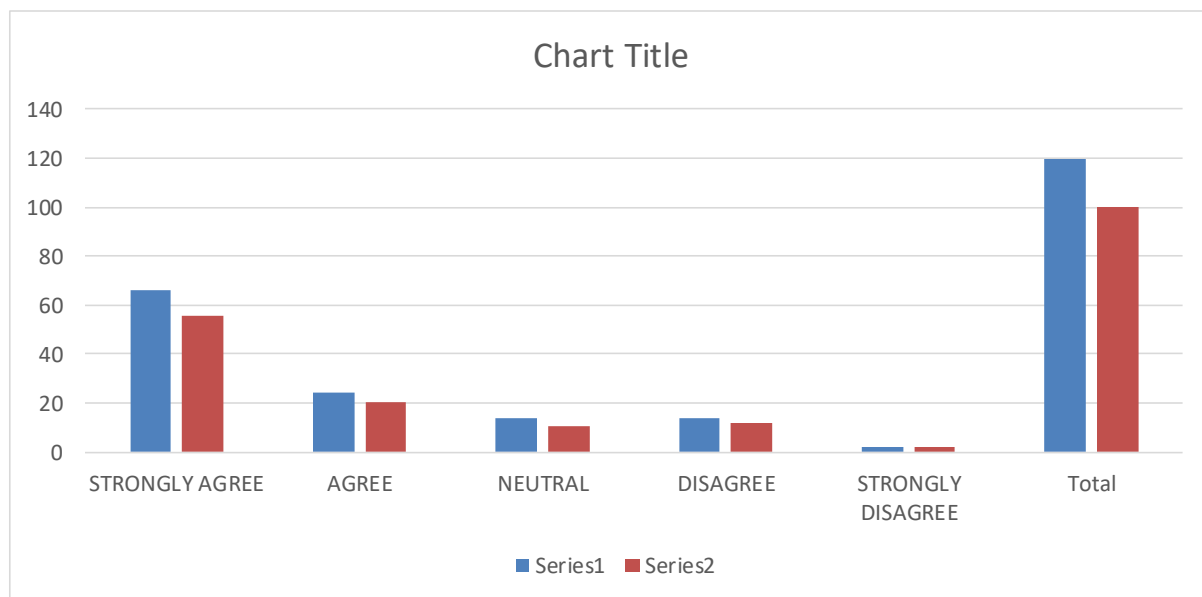
It Is Interpreted In The Table 55% Of The Respondents Are Strongly Agree With , Having Proper First Aid Facility 25% Of Respondents Are Agree And 11.7% Of The Respondents Are Neutral And 8.3% Of The Respondents Are Disagree

Table 4.1.11 organization having Good Working Condition facility

S.NO	No. of Respondents	Percentage
STRONGLY AGREE	66	55.9
AGREE	24	20.3
NEUTRAL	14	10.2
DISAGREE	14	11.9
STRONGLY DISAGREE	2	1.7
Total	120	100.00

Source: Primary Data

Chart 4.1.11



INTERPRETATION:

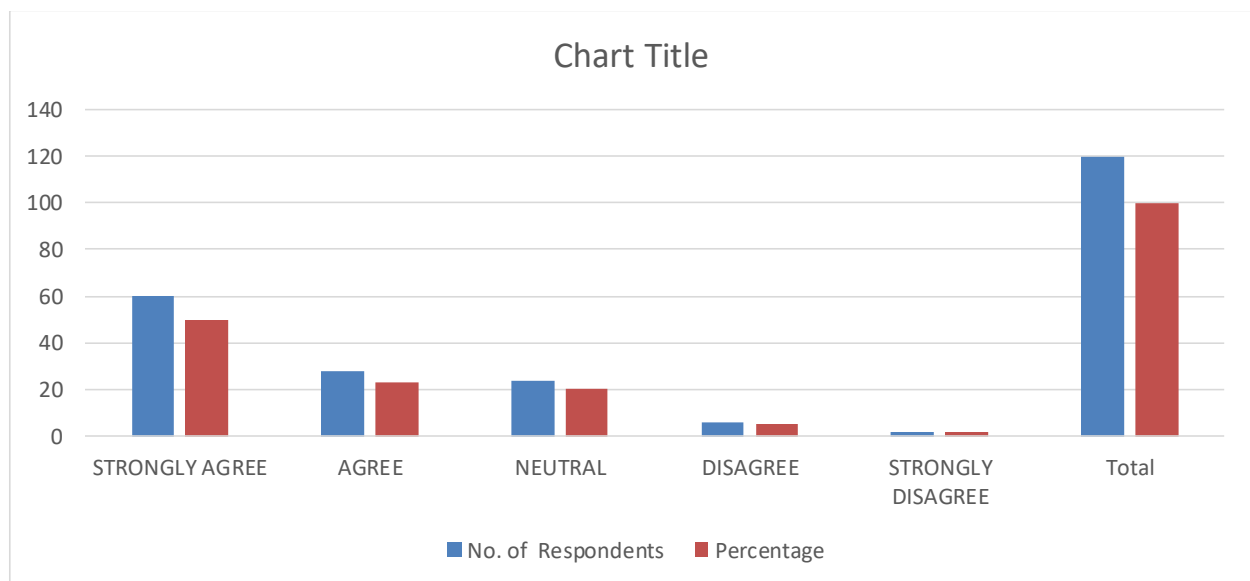
It Is Interpreted In The Table 55.9% Of The Respondents Are Strongly Agree With , Having Working Condition 20.3% Of Respondents Are Agree And 10.2% Of The Respondents Are Neutral And 11.9% Of The Respondents Are Disagree And 1.7% Are Strongly Disagree

Table 4.1.12 organization interaction of top level management With employee

S.NO	No. of Respondents	Percentage
STRONGLY AGREE	60	50
AGREE	28	23.3
NEUTRAL	24	20
DISAGREE	6	5
STRONGLY DISAGREE	2	1.7
Total	120	100.00

Source: Primary Data

Chart 4.1.12



INTERPRETATION:

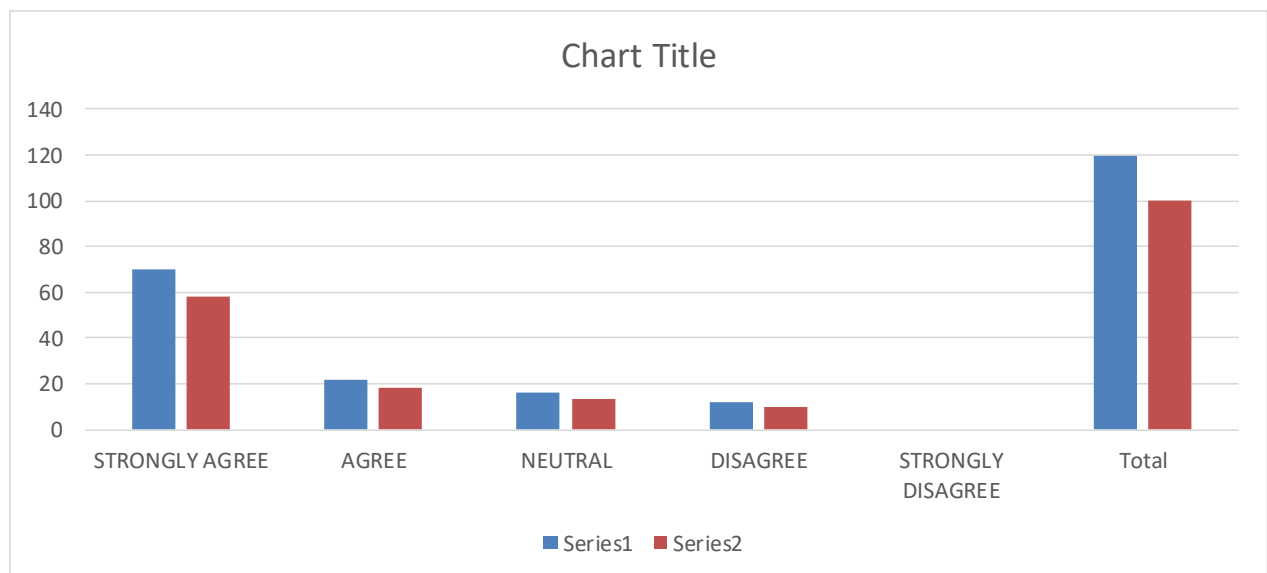
It Is Interpreted In The Table 50% Of The Respondents Are Strongly Agree With , Having Working Condition 23.3% Of Respondents Are Agree And 20% Of The Respondents Are Neutral And 5% Of The Respondents Are Disagree And 1.7% Are Strongly Disagree

Table 4.1.13 organization Work place regularly cleaned

S.NO	No. of Respondents	Percentage
STRONGLY AGREE	70	58.3
AGREE	22	18.3
NEUTRAL	16	13.3
DISAGREE	12	10
STRONGLY DISAGREE	0	0
Total	120	100.00

Source: Primary Data

Chart 4.1.13



INTERPRETATION:

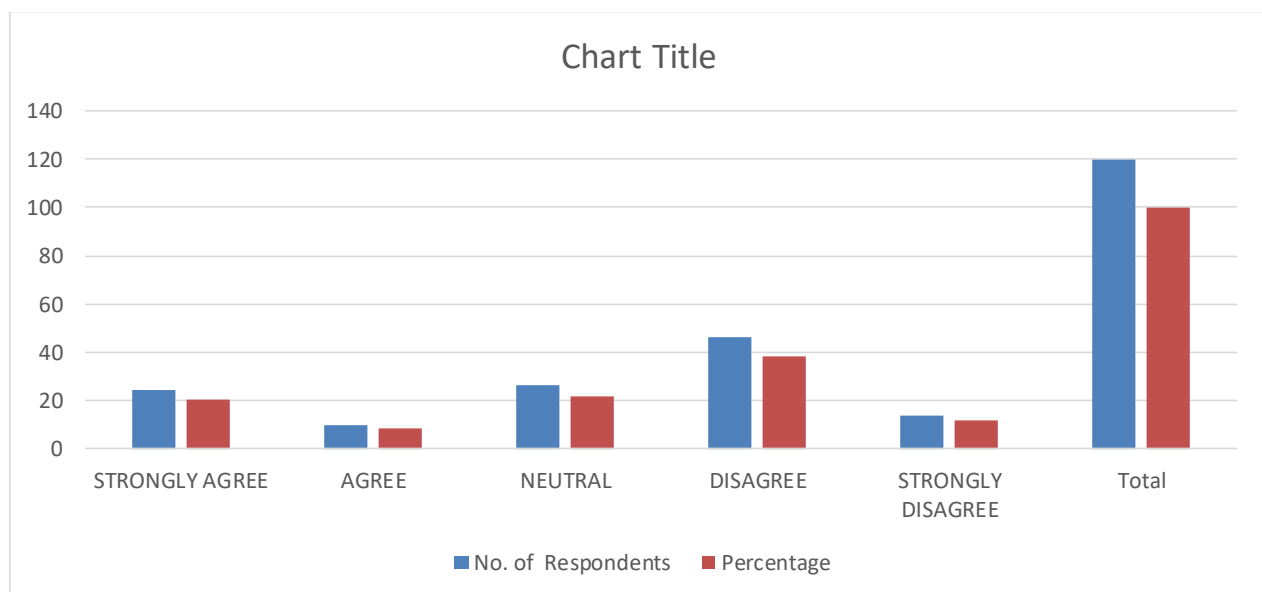
It Is Interpreted In The Table 58.3% Of The Respondents Are Strongly Agree With , Work Place Regularly Cleaned ,18.3% Of Respondents Are Agree And 13.3% Of The Respondents Are Neutral And 10% Of The Respondents Are Disagree

Table 4.1.14 organization Providing Water Facility

S.NO	No. of Respondents	Percentage
STRONGLY AGREE	24	20
AGREE	10	8.3
NEUTRAL	26	21.7
DISAGREE	46	38.3
STRONGLY DISAGREE	14	11.7
Total	120	100.00

Source: Primary Data

Chart 4.1.14



INTERPRETATION:

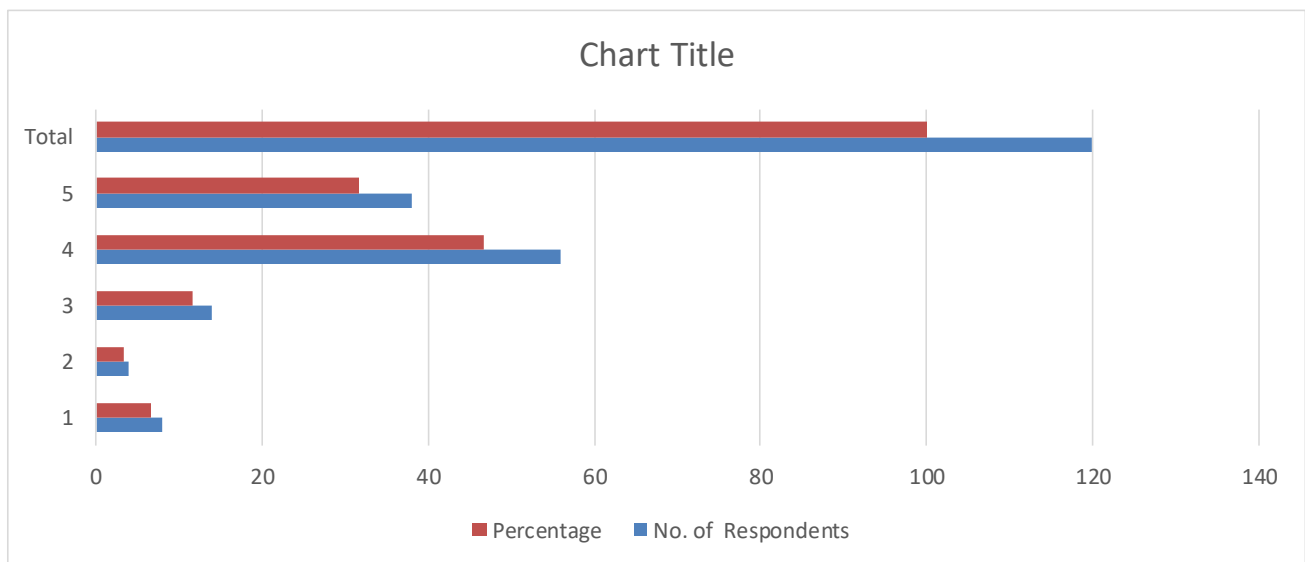
It Is Interpreted In The Table 20% Of The Respondents Are Strongly Agree With, Providing Water Facility, 8.3% Of Respondents Are Agree And 21.7% Of The Respondents Are Neutral And 38.3% Of The Respondents Are Disagree And 11.7% Are Strongly Disagree

Table 4.1.15 Overall level Grading Of the Organization

Overall Grading	No. of Respondents	Percentage
1	8	6.7
2	4	3.3
3	14	11.7
4	56	46.7
5	38	31.7
Total	120	100.00

Source: Primary Data

Chart 4.1.15



INTERPRETATION:

It Is Interpreted In The Table 6.7% Of The Respondents Are Rated As “1’ With ,In Overall Grading ,3.3% Of Respondents Are Opted As “2” And 11.7% Of The Respondents Are “3” And 46.7% Of The Respondents Are “4” And 31.7% Are “5”

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- Majority 73.3% of the respondent are male in the gender list
- Majority 51.7% of the respondents are married
- Majority 66.7% of the respondents are satisfied with their job
- Majority 26.7% of the respondents worked in company from 0-5 years
- Majority 83% of the respondents says salary comes on time
- Majority 48.3% of the respondents problem solving between workers is good
- Majority 60% of the respondents respond about their good workers safety
- Majority 55% of the respondents said they have adequate amount of fire extinguisher
- Majority 51.7% of the respondents responded having good toilet facilities
- Majority 55% of the respondents respond that they have first aid kit
- Majority 60% of the respondents respond that their company provide good working
working
- environment
- Majority 50% of the respondents respond that their top level management
interact with
- employee
- Majority 58.3% of the respondents respond that their place is always cleaned
- Majority 38.3% of the respondents respond that their water facility is good
- Majority 49% of the respondents are satisfied with their
- Company and rated them “4”

5.2 SUGGESTION

- A. Embed a strong, sociable culture
- B. Allow employees to shape their own roles
- C. Stop micro-management
- D. Recognize and reward – outside financial remuneration
- E. Drive communication and transparency
- F. Look after the work environment and housekeeping issues
- G. Reduce bureaucracy, red tape and time-wasters

5.3 CONCLUSION

Employee satisfaction is a critical factor for the success of any company. When employees feel valued, motivated, and engaged, they are more likely to perform at their best, contribute to the success of the company, and stay with the company for the long term.

By providing competitive salaries and benefits packages, opportunities for growth and development, fostering a positive work environment, recognizing and rewarding employees, encouraging feedback and communication, and providing flexibility, companies can improve employee satisfaction and create a workplace culture that attracts and retains top talent. Ultimately, investing in employee satisfaction is an investment in the success and sustainability of the company.

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ANNEXURE (QUESTIONNAIRE):

1. How satisfied are you with the job you are doing?

- A. Highly satisfied
- B. Satisfied
- C. Neutral
- D. Dissatisfied
- E. Highly dissatisfied

2. How are you satisfied with the salary on time in the organization?

- A. Highly satisfied
- B. Satisfied
- C. Neutral
- D. Dissatisfied
- E. Highly dissatisfied

3. How are you satisfied with the job problem solvency between workers in the organization?

- A. Highly satisfied
- B. Satisfied
- C. Neutral
- D. Dissatisfied
- E. Highly dissatisfied

4. How are you satisfied with workers safety working Organization?

- A. Highly satisfied
- B. Satisfied

- C. Neutral
- D. Dissatisfied
- E. Highly dissatisfied

5. How are you satisfied with adequate amount of fire Extinguisher in organization?

- A. Highly satisfied
- B. Satisfied
- C. Neutral
- D. Dissatisfied
- E. Highly dissatisfied

6. How are you satisfied with proper toilet facility In organization?

- A. Highly satisfied
- B. Satisfied
- C. Neutral
- D. Dissatisfied
- E. Highly dissatisfied

7. How are you satisfied with having first Aid Facility In organization?

- A. Highly satisfied
- B. Satisfied
- C. Neutral
- D. Dissatisfied
- E. Highly dissatisfied

8. How are you satisfied with having good working Condition In organization?

- A. Highly satisfied
- B. Satisfied
- C. Neutral
- D. Dissatisfied
- E. Highly dissatisfied

9. How are you satisfied with having interaction of top level Management in organization?

- A. Highly satisfied
- B. B. Satisfied
- C. Neutral
- D. Dissatisfied
- E. Highly dissatisfied

10. How are you satisfied with having work place regularly Cleaned in organization?

- A. Highly satisfied
- B. Satisfied
- C. Neutral
- D. Dissatisfied
- E. Highly dissatisfied

11. How are you satisfied with having providing water facility in Organization?

- A. Highly satisfied
- B. Satisfied

- C. Neutral
- D. Dissatisfied
- E. Highly dissatisfied

DEMOGRAPHICS QUESTIONS:

1. What is your gender?

- A. male
- B. female

2. What is marital status?

- A. Married
- B. Unmarried

3. What is your work experience in the rganization

- A. 0-2
- B. 2-5
- C. 5-10
- D. 10+

4. What is your overall level grading for the organization

- A. 1
- B. 2
- C. 3
- D. 4
- E. 5