

A STUDY ON THE EMPLOYEES JOB SATISFACTION AT ALAMELU ENTERPRISES

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce

by

SELVI K

(40740327)



**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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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **SELVI K (40740327)** who carried out the Project Training at "**ALAMELU ENTERPRISES**" under our supervision for a period of 3 months from January 2023 to March 2023.

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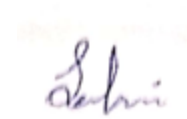
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DECLARATION

I **SELVI K (40740327)** hereby declare that the Project work done by me under the guidance of **Dr. S. KRISHNAKUMARI, MBA., Ph.D.,** (Internal) and **MR. D KESAVAN** (External) at **ALAMELU ENTERPRISES AT KALPAKKAM** is submitted in partial fulfillment of the requirements for the award of Bachelor of Commerce.



DATE: 29.04.2023

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SIGNATURE OF THE CANDIDATE

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SELVI K

ABSTRACT

Job satisfaction has a big impact on how an employee performs his job. Both elements have an impact on job safety and employee perception of it. A satisfied employee devotes himself to work, performs orders better, cares for others and for himself. He feels safe in the enterprise. The aim of the paper was to assess employees' job satisfaction and their work performance with use of simply survey. In order to achieve this aim, a survey was conducted among employees of a chosen metallurgical enterprise who were asked to assess level of their job satisfaction. The employees defined their job satisfaction by referring to 20 statements describing this satisfaction and evaluating three factors that were used to compute the satisfaction index. The survey allowed for indication the general level of employee satisfaction.

Job satisfaction refers to one's feelings towards one's job. If the employees expectations are fulfilled (or) the employees get higher than what he / she feels satisfied. If the job satisfaction increases organization commitment will increased. This results in the higher productivity. The main objectives of this paper are to assess the job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction.

The study helped in revealing the level of satisfaction of employees with reference to the various factors provided in the organization. This study clearly shows that employees under organization are more or less satisfied with the job. The organization should consider on the salary, relationship of employees and supervisors, grievance handling and give more opportunity for the new employees.

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LIST OF ABBREVIATIONS

S.NO.	PARTICULARS	PAGE NO.
1	M-Sand - Manufactured sand	8
2	P-Sand - Plastering Manufactured sand	8

CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION OF THE EMPLOYEES JOB SATISFACTION

Job is one of the important elements of people's life. Their living style and their social lives depend on their jobs. Therefore, it is necessary for every organization to have satisfied workforce. Nowadays, private sector plays significant role in uplifting the economy of Pakistan. They are not only providing good services but are also providing job opportunities to a large group of people. Keeping in view the contribution of private sector in the society and the significant role of job satisfaction in order to improve the employees' performance, the aim of the present study is to know the job satisfaction of employees and its relationship with the performance level.

There is a general understanding that the overall productivity and success of an organization depends on the effective and efficient performance of employees and that better performance depends on the employees' job satisfaction. For that purpose, researchers have identified various aspects of job satisfaction, its relative importance, and its relationship with performance and productivity.

1.1.1 CONCEPT OF EMPLOYEES JOB SATISFACTION

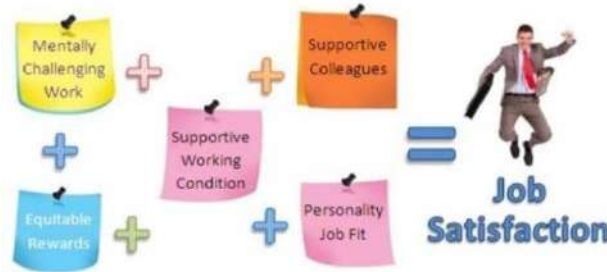


Fig 1.1 concept of employees job satisfaction level

Job satisfaction is one of the most researched variables in the area of workplace psychology and has been associated with numerous ranging from leadership to job design. It can be defined as an employee's attitude towards the job. It is not same as motivation; rather it is concerned with the attitude and internal state of an individual regarding a particular job. It could, for example, be associated with a personal feeling of achievement, and hence, shaped or determined by pay, supervisory style, and age factors. If the existing job fails to provide psychological or physiological need of an individual, satisfaction from the job might be low.

The concept of job satisfaction, viewed through different lenses by various scholars, is defined differently. Greenberg and Baron (2008), for instance, viewed job satisfaction as a feeling that can produce a positive or negative effect toward one's roles and responsibilities at work and added that it is important to understand the concept of job satisfaction as there is no single way to satisfy all workers in the workplace.

1.1.2 MEANING OF EMPLOYEES JOB SATISFACTION

- Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It is not the self - satisfaction, happiness or self-contentment but the satisfaction on the job. Job satisfaction is an individual's feeling regarding his or her work. It can be influenced by a multitude of factors.
- Job Satisfaction does mean the simple feeling state accompanying the attainment of any goal; the end state is feeling accompanying the attainment by an impulse of its objective.
- Job satisfaction has many dimensions. Commonly noted facets are satisfaction with the work itself, wages, and recognition, rapport with supervisors and coworkers, and chance for advancement. Each dimension contributes to an

individual's overall feeling of satisfaction with the job itself, but different people define the "job" differently. There are three important dimensions to job-satisfaction:

- ❖ Job- satisfaction refers to one's feeling towards one's job. It can only be inferred but not seen.
- ❖ Job satisfaction is often determined by how well outcomes meet or exceed expectations. Satisfaction in one's job means increased commitment in the fulfillment of Formal requirements. There is greater willingness to invest personal energy and time in job performance.
- ❖ The terms job-satisfaction and job attitudes are typically used interchangeably. Both refer to effective orientations on the part of individuals towards their work roles, which they are presently occupying.

Though the terms of job-satisfaction and attitudes are used interchangeably, there are differences between the two. Attitude refers to predisposition to respond. Job-satisfaction, on the other hand, relates to performance factors. Attitudes reflect one's feelings towards individuals, organizations, and objects. But satisfaction refers to one's attitude to a job. Job satisfaction is, therefore, a specific subset of attitudes. Attitudes endure generally. But job satisfaction is dynamic; it can decline even more quickly than it developed.

1.1.3 DEFINITION OF JOB SATISFACTION

Job satisfaction speaks on the satisfaction the employees have towards their jobs and different aspects of the jobs. It also says about the extent to which people like (or) dislike their jobs. It is a posture variable and people have different perceptions about job satisfaction. The word job satisfaction can be assessed based on different angles like need fulfillment, psychological needs, new opportunities, career development etc. The higher job satisfaction, lesser the level of attrition in companies.

Theoretical views of Job Satisfaction for clear understanding of the meaning And measurement of job satisfaction, it was necessary to review some of its theories and process by which job satisfaction is determined for individual. Following are the theories of job satisfaction.

- Subtractive theory,
- Social theory,
- Equity theory,
- Two factor theory

According to E.A. Locke: “Job satisfaction is as a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experience”.

As defined by Feldman and Arnold “Job satisfaction as the amount of overall positive affects (or feelings) that individuals have towards their jobs”.

1.1.4 FACTOR OF JOB SATISFACTION

- ◆ Appreciation for your work
- ◆ Good relationship with colleagues
- ◆ Good work life balance
- ◆ Good relationship with superiors
- ◆ Company’s financial stability
- ◆ Learning and career development
- ◆ Job security
- ◆ Attractive fixed salary
- ◆ Interesting job content
- ◆ Company values

1.1.5 IMPORTANCE OF JOB SATISFACTION

- ❖ When the employees are allowed to operate freely, job satisfaction can contribute substantially to the organizational effectiveness. It can contribute to productive output in the form of high quantity and quality of products or service as well as to Organizational maintenance.
- ❖ Ultimately the stress may catch up with a person and signs of poor Corporate citizenship may appear. Hence job satisfaction is much more important to the Individual than to the organization.
- ❖ Individuals can change their job thereby obtaining more Satisfying work. Organization can shift people from job to job but their capacity to move is limited.
- ❖ The study of job satisfaction enriches management with a range of information pertaining to job, employee, environment etc. which facilitated it in decision making and correcting the path of organizational policies and behavior.
- ❖ It indicates the general level of satisfaction in the organization about its programmes, policies etc. It is a diagnostic instrument for knowing employees "problems, effecting changes and correcting with least resistance.
- ❖ Strengthens the communication system of the organization and management can discuss the result for shaping the future course of action.
- ❖ It facilitates in determining the training and development needs of the both, employees and the organization. It helps in improving the attitudes of employees towards the job and facilitates integration of employee with the organization.

- ❖ It inspires sense of belongingness and sense of participation leading to the overall increase in the productivity of the organization.
- ❖ It helps unions to know exactly what employees want and what management is doing. Thus, it facilitates mutual settlement of grievances and other unwanted situation in it.

1.2 INDUSTRY PROFILE

- The development of sustainable building material companies in India is on rising for the past few years. Strict environmental regulations and policies causing increased attention towards the event of environmentally friendly materials in both manufacturing and operational phases.
- Building material is material used for construction. Many present substances, like clay, rocks, sand, and wood, even twigs and leaves, are wont to construct buildings. Aside from present materials, many man-made products are in use, some more and a few less synthetic.
- One major area of wholesale distribution is the Construction Materials Industry. The construction materials industry includes suppliers of the raw materials used by construction firms when building commercial and residential properties.
- This means that basic materials such as brick, stone, concrete and cement in addition to wood, lumber, wood paneling and mill work products fall into this category. Additionally, distributors also supply roofing, guttering and insulation products.

- Construction Materials - stacked lumber: There is a secondary market with associated products for the sector such as glasswork, wire and fencing are also supplied. With such a wide variety of products within the construction materials industry, it becomes very important for wholesale distributors to exercise good stock control to maintain profitability.
- The construction and building materials industry is often difficult to track because it is wholly dependent on the trends of the building industry. Fortunately, a rise in urbanization and expanding industry coupled with a growing population and economic growth has seen the sector grow considerably.
- It is a challenge to use the potentials of the by-products of coal combustion. Because of environmental, economical and technical reasons the present worldwide utilization rate of 35% will strongly be stimulated.
- In many countries like the Netherlands these by-products are fully accepted, which results in a 100% utilization, mainly in the building materials industry.
- By adequate measures like quality control and up-grading, fly ashes prove to be excellent raw materials for the building industry. Fly ash fineness proves to be an important parameter for the quality of the products.
- By appropriate grinding it is possible to micronize fly ash to sizes under 5 μm . By micronizing all fly ash can be processed, while in the case of air-classification the output of fine material is very limited (< 10%). The effect of addition of these ground fly ashes on properties of concrete was determined and compared to the effects of air classified fly ash, silica fume and combinations of these two types of fillers.

- It was found that in concrete, the fluidity was positively effected by these types of fillers. So, the irregular shape has no significant effect. Also high strength values were reached.
- Fly Ash bricks are made of fly ash, lime, gypsum cement and sand. These can be extensively used in all building constructional activities similar to that of common burnt clay bricks. The fly ash bricks are comparatively lighter in weight and stronger than common clay bricks.
- Manufacturing of commercial brick produce a lot of air pollution. The technology adopted for making. The fly ash bricks are eco-friendly. It is no need fire operation in production unlike the conventional bricks among the traditional fossil fuel sources; coal exists in quantities capable of supplying a large portion of nation's energy need. That's why the power sector in India is a major consumer of coal in India and will continue to remain so far many years to come.
- Therefore, using a building material has assumed great significance like never before. Several investigations have been carried out throughout the world to make an attempt to use fly ash in many civil engineering projects by virtue of its good properties as an ingredient of concrete.

1.2.1 FLY ASH BRICKS - AN OVERVIEW:

- Production of burnt clay bricks requires consumption of coal leading to green house gas emissions. The primary raw material used for bricks is the soil, which is often taken from prime agricultural land, causing land degradation as well as economic loss due to diversion of agricultural land.

- Use of traditional technologies in firing the bricks results insignificant local air pollution. The burnt clay brick industry in India produces over 180 billion clay bricks annually with a strong impact on soil erosion and unprocessed emissions.
- At the same time, the thermal power plants in India continue to produce a huge amount of fly ash, disposal of which poses significant challenges for the power plants. Production of building materials, particularly bricks using fly ash is considered to be one of the solutions to the ever-increasing fly ash disposal problem in the country.
- Although there exist several technologies for producing fly ash bricks, the one that is gaining popularity is the FaL-G technology. The FaL-G technology works with the strength of fly ash, lime and gypsum chemistry. The slow chemistry of fly ash and lime is manoeuvred by tapping ettringite phase to its threshold limits through sufficient input of gypsum.
- Therefore, FaL-G does not require heavy duty-press or autoclave, which is otherwise required in case of only fly ash and lime. The FaL-G process completely eliminates the thermal treatment (except open air drying) and does not require combustion of any fossil fuel.
- Fly Ash bricks can be extensively used in all building constructional activities similar to that of common burnt clay bricks. The fly ash bricks are comparatively lighter in weight and stronger than common clay bricks.
- Since fly ash is being accumulated as waste material in large quantity near thermal power plants and creating serious environmental pollution problems, its utilisation as main raw material in the manufacture of bricks will not only create ample opportunities for its proper and useful disposal but also help in environmental pollution control to a greater extent in the surrounding areas of

power plants. In view of superior quality and eco-friendly nature, and government support the demand for Fly Ash Bricks has picked up.



Fig 1.2.1 Fly Ash Bricks an Overview

1.2.2 COMPRESSIVE STRENGTH:

The compressive strength of fly ash brick is three times more than the strength of red bricks or clay bricks. The wet compressive strength of any individual brick shall not fall below the minimum average wet compressive strength specified for the corresponding class of bricks by more than 20 percent.

❖ PROCEDURE:

Preparation of Sample:-

- Remove unevenness observed in the bed faces to provide two smooth and parallel faces by grinding.
- Immerse the sample in water at room temperature for 24 hours.
- Prepare cement mortar and fill the frog and all void in bed faces with it.
- Store the sample prepared under damp jute bag for 3 days in clean water.
- Remove and wipe out a trace of moisture.
- Measure the area of two horizontal faces.

❖ **TESTING:-**

- Place the specimen with flat faces horizontal and mortar filled facing upwards between two plywood sheets and centre carefully between plates of testing machine.
- Load is applied axially at a uniform rate 14 N/mm² per minute till failure occurs; Note the maximum load at failure.

1.2.3 FaL-G TECHNOLOGY:

- Fly ash-lime-gypsum (FaL-G) is not a brand name but it is duct name, christened to the mix for easy identification of its ingredients.
- FaL-G technology is based on the principles namely, that fly ash lime Pozzolanic reaction does not need external heat under tropical temperature condition, and strength of fly ash-lime mixtures can be greatly augmented in the presences of gypsum.
- FaL-G technology is developed by institute of solid waste reach and ecological balance, Vishakhapatnam.
- Fly ash lime mix in different proportions is mixed in predetermined proportion with calcined gypsum which produces FaL-G having strong binding properties and can be used as cement.
- It can be mixed with sand and/or aggregate to produce building blocks of any desired strength.

1.2.4 DETERMINATION OF WATER ABSORPTION:

(24-Hours Immersion Cold Water Test)

❖ **APPARATUS:**

A sensitive balance capable of weighting within 0.1 percent of the mass of the specimen and a ventilated oven.

❖ **PRECONDITIONING:**

Dry the specimen in a ventilated oven at a temperature of 105 to 115°C till it attains substantially constant mass. Cool the specimen to room temperature and obtain its weight. Specimen warm to touch shall not be used for the purpose.

❖ **PROCEDURE:**

Immerse completely dried specimen in clean water at a temperature of 27 $\pm$ 2°C for 24 hours. Remove the specimen and wipe out any traces of water with a damp cloth and weigh the specimen.

Complete the weighing 3 minutes after the specimen has been removed from the water. Water absorption, percent by mass, after 24-hour immersion in cold water.

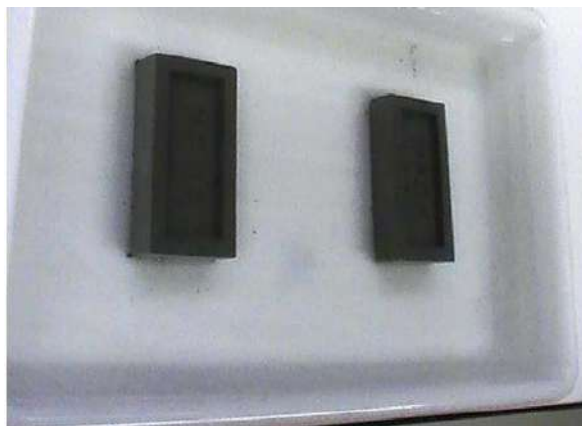


Fig 1.2.4 Water Absorption

1.2.5 PROPERTIES OF FLY ASH BRICKS:

- The particles of the fly ash are spherical in shape with size ranging from 0.5 μm to 100 μm .
- The main constituent of fly ash is silicon dioxide, which is present in 2 forms- Amorphous and Crystalline.
- Certain environmental toxics are also present in fly ash such as arsenic, barium, beryllium baron, chromium, lead, manganese and other heavy metals.
- The chemical properties of fly ash mainly depend on the chemical content of the burnt coal.
- Fly ash produced by burning of anthracite or bituminous coal is called as 'Class F' fly ash. It has only 5% of CaO due to which it only has pozzolanic properties.
- The fly ash produced by burning of lignite or any other sub-bituminous coal may have CaO content more than 10%, hence this class has both the properties of pozzolanic and cementitious.

The following are the main properties of bricks:

- ❖ Size: 9"×4"×3" inch.
- ❖ Colour: Reddish gray
- ❖ Compressive strength of bricks is 55 to 100 kgf/cm^2
- ❖ Water Absorption: 10 to 15%
- ❖ Light weight.

1.3 COMPANY PROFILE

1.3.1 INTRODUCTION:

- “ALAMELU ENTERPRISES” is the company where manufacturing and supplying of constructions raw materials. This company was established in 2006. On-site technical supports are valid in a company.
- The Company is primarily engaged in the building raw materials manufacturing, exporting, and supplying of SKP6000FBMM Hallow block, M-sand, P-sand, Bricks, fly ash, etc..
- The main goals of a company has to bring the latest technology available and create value added products and services that help customers to achieve higher efficiencies.
- The “ALAMELU ENTERPRISES” Company is primarily engaged in the FLY ASH BRICKS making machines manufacturing, exporting, and supplying of SKP6000FBMM Fly Ash Bricks making machine all over the world, which is an Semi Automatic Fly ash Brick making machine.
- Our Fly Ash Bricks making plant produce 5000 to 7000 Bricks in a day and is higher in grades, high performance, and long life. The fly ash Bricks making plant can be available from us at very competitive places.

1.3.2 ABOUT COMPANY

Company Name : ALAMELU ENTERPRISES

Type : Public

Founded year of the Company : 2006

Company Status : Active

Founder of the company : Mr. E. SEKAR

Headquarters : 24/22 Rahim Lay-out Road,
Villupuram
Tamil Nadu,
India.

Area Served : India

Key People : Mr. S. Suresh (Founder)
Mr. T. Jayaraman (Chairman and managing Director)
Mr. D. Kesavan (Managing Director)

Products : Construction Raw Materials – fly ash bricks, M-Sand, P-sand, cement,
Hollow block, concrete, structural steel, glass.

Contact Details: 91-4256-246341

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1.3.3 GOALS OF A COMPANY:

- To bring the latest technology available.
- To create value added products and services that help customers achieve higher efficiencies.
- To be engaged in collaborative working with customer and suppliers and thereby increase satisfaction.
- To align employees personal growth with the company's growth by required training and development.

1.3.4 MANUFACTURING STRUCTURE OF A COMPANY:

- The raw materials are loaded into the mixer(s) through a fully automated batching plant or manually based on the planned production capacity. The ratios of raw material to be feeded are based on the target product strength, application, local availability of raw material and other specifications.
- The specially designed pan mixer would thoroughly mix the material till the required uniform texture is achieved. Thus obtained wet concrete is moved to the Hydro-Vibro pressing machine through conveyer belt. The material would be stored in the hopper and the concrete feeder would load the material to the mould box which is loaded with a wooden or recycled plastic pallet.
- High frequency vibrators would ensure uniform loading of material in the mould. Once the material is loaded the hydraulic press along with high frequency vibration compacts the material without leaving any air gap in the concrete.



Fig 1.3.4 A manufacturing structure of a company

1.3.5 PRINCIPAL BUSINESS ACTIVITIES:

- Trading of construction materials and related products including lumber
Construction materials include plywood and plywood products, wood-fiber board, ceramic building materials, metal building materials, home appliances, decorative fittings, lumber and lumber products, thermal insulating material, fixtures, furniture, construction-related chemicals, industrial chemicals, health appliances, others
- Daily necessities and miscellaneous goods, gardening products.Trading, leasing, brokerage and management of temporary construction materials.
- Commercial planning and design Construction planning, research, design, supervision and contracting. Real estate trading and brokerage

1.3.5 PRODUCT PROFILE:





Fig.1.3.6 Product profile

1.3.7 MANUFACTURING PROCESS OF FLY ASH BRICKS:

The Process of manufacture is simple and suitable to start. A mix of Fly Ash, Cement, Gypsum and Sand/Crusher Dust are automatically weigh batched in a batching plant.

- **LOADING OF RAW MATERIALS:**

Materials are loaded onto PAN MIXTURE. There is a provision to fit a BATCHING PLANT in future and loading can be done by the Mini Loader.

- **AUTOMATIC BATCHING:**

In case a batching plant is fitted, The Raw materials are automatically weighed as per the preset weights by means of Load cells and its control circuit .At present, the loading is done by volumetric proportions directly into PAN mixture.

- **MIXING:**

From the batching plant the mixture hopper pulls the materials and then the mix is blended homogenously and intimately in a semi wet form in a Twin shaft mixture.

- **CARRYING TO BRICK MACHINE:**

The mix is carried to the casting machine by means of conveyer belt.

- **AUTOMATIC BRICK MAKING:**

There are a series of operations which is achieved by automatic PLC system. Pallet is pulled into the Machine. The mix is then collected fed into the machine moulds. Automatic PLC controlled Vibration and hydraulic pressure is given for a while and bricks are cast on the pallets.

The dual application of Pressure and vibration (in a patent pending micro-sequence application) ensures perfect compaction with best quality of bricks.

- **AUTOMATIC STACKING:**

The machine has a provision to fit a stacker in future. The pallets along with the freshly cast bricks are rolled on a roller platform to the pallet stacker.

- **BRICK SHIFTING:**

In the absence of a stacker, the bricks are rolled into the specially provided trolley and they are shifted to the drying yard. If a stacker is present, then the stack is removed by Manual Hydraulic trolley or amine fork lift.

- **CURING:**

Soon after the initial setting of one day, the Blocks/ Bricks are stacked for curing in layers. The curing process is continued for 7days. The blocks are allowed to normally dry for a day. Now they are ready for dispatch. Alternatively, the blocks/bricks can be steam cured for 8 hours or mist cured for 24hours immediately after production, and made ready for dispatch immediately.

- **DISPATCH:**

The cured bricks can be dispatched to market. The final strength of bricks will be around 80 to 120 Kg/Cm², water absorption of 6 to 10% and around 1.5 to 1.7Gms/CC Density

FLYASH BRICK MAKING MACHINE Schematic Diagram

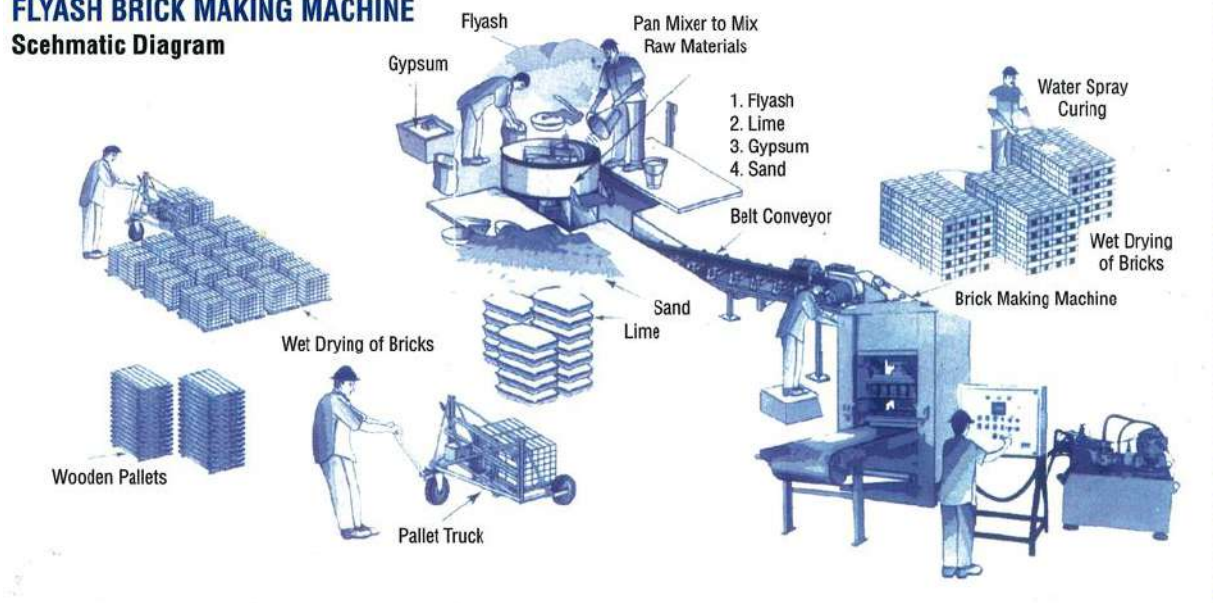


Fig 1.3.7 Schematic diagram of manufacturing of Fly ash Bricks (FaL-G)

- Fly ash, lime, sand and gypsum are manually fed into a pan mixer where water is added in the required proportion for intimate mixing.
- The proportion of the raw material is generally in the ratio 60-80% of fly ash 10-20%lime, 10% Gypsum and 10% sand, depending upon the quality of raw materials.
- The materials are mixed in pan mixture. After mixing, the mixture is conveyed through belt conveyor to the hydraulic/mechanical presses.
- The homogenized mortar taken out of roller mixer is put into the mould boxes. Depending on the type of machine, the product is compacted under vibration / hydraulic compression etc.

1.3.8 FLOW CHART FOR MANUFACTURING OF FLY ASH BRICKS:

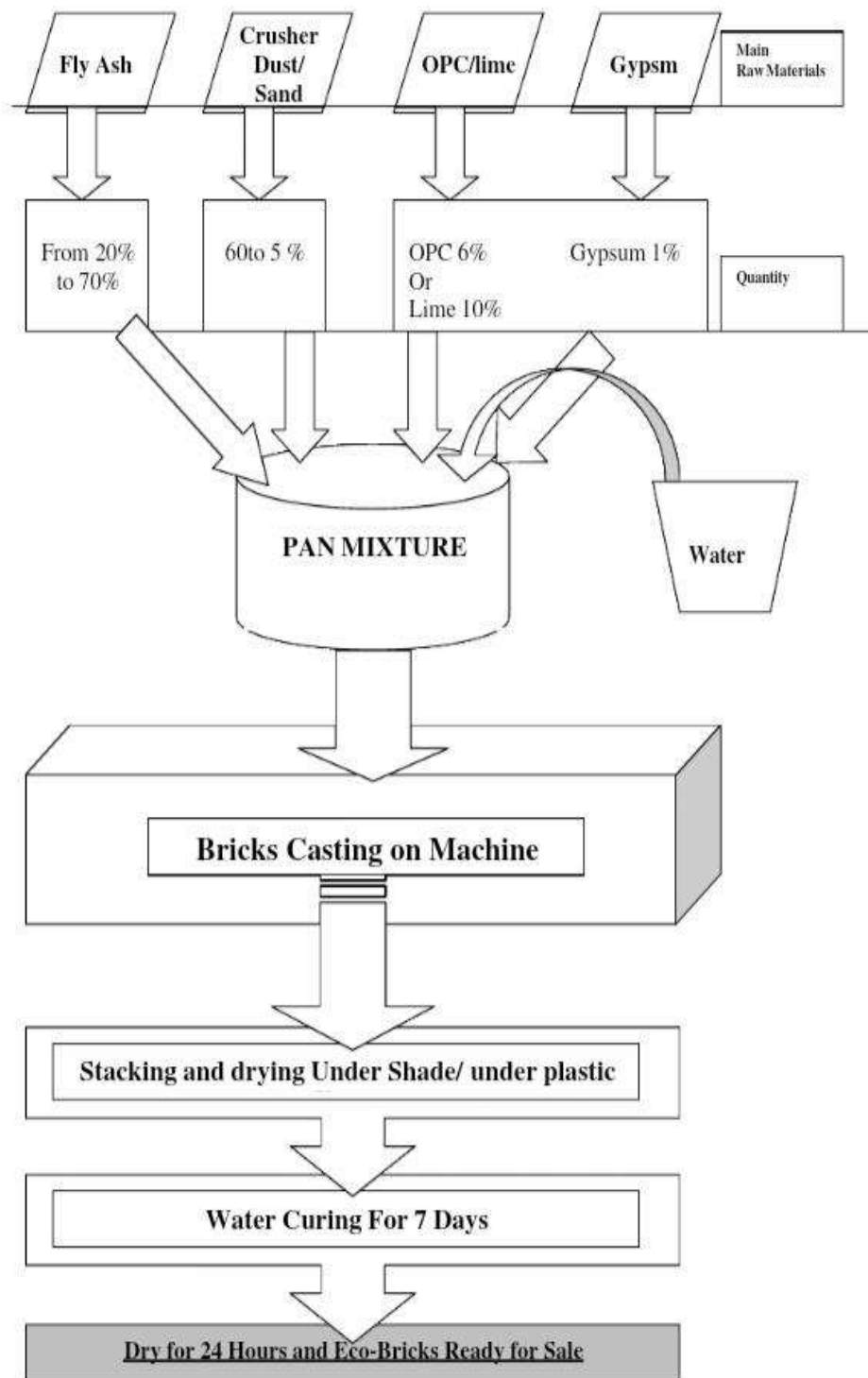


Chart 1.3.8 Flow chart for the manufacture of FaL-G Bric

1.3.9 RAW MATERIAL USED FOR MANUFACTURING OF FLY ASH BRICKS

The raw material that is used for fly ash bricks are:

- **FLY ASH:**

The left out after burning of coal is generally available in Thermal power stations. Paper mills or where steam boilers burning coal are used. The fly ash available in these industries is good quality and normally free of cost. The FaL-G brick making units can be put up in a radius of 150-250Kms. from the fly ash source.

- **SAND/ STONE DUST:**

Sand is used as an economizer and to increase the strength of brick to some extent. Any locally available cheap sand can be used in making the bricks. Any coloring material can be added to give desired color but the cost will be high and it can be stored as a premium brick.

Deleterious materials, such as clay and slit in sand, shall preferably be less than 5 percent. About 10 to 20% may used. Bottom ash used as replacement of sand shall not have more than 12 percent loss on ignition when tested according to IS 1727.

- **LIME:**

Quick lime or hydrated lime or both can be mixed in the composition. Lime should have minimum 40% CaO content. The lime used in this process is hydrated lime powder, which will be available locally.

Low cost and high quality lime will be available in Oxygen, Acetylene, and paper manufacturing Plants. The lime is a waste in these industries and can be very well used in making FaL-G-bricks.

- **GYPSUM:**

The calcined gypsum is available at the rate of 300-400 Rs. / Ton. (Freight extra). The locally available gypsum can be fired in a kiln to get calcined gypsum. Hydrated calcium sulphates are called gypsum. ($\text{CaSO}_4 \cdot 2\text{H}_2\text{O}$) Gypsum should have minimum 35% purity and 5 to 15% may be used.



Fig 1.3.9 Raw materials of Fly ash bricks

1.3.10 FLY ASH BRICKS MIXER MACHINE:

At Jadav, We Are committed towards developing building materials that serve both our customers and the environments.

Fly-Ash Product is the result of R & D of many technical institutes. fly-Ash a waste product of thermal power, steel and other burning pulverized coal is generally disposed off in to environments, polluting the air, we breath, water we drink and the soil we live of the cost of into bricks has turned out to be a step not only to a clear environments.

But has also given the building and construction industry an exciting new material for

building stronger more durable and esthetically better structure for new Generation.

RAJESH- Heavy duty fly-Ash Mix-Muller are specially designed, sturdy constructions and easy maintenance. Best Quality and tested raw materials are use and hence long life ensured even at high working rate. Means fit it forget it.

- **SCRAPERS:**

Two scrapers are provided for combined mixing and aerating action. One aerating the sand the periphery of the pan and the other around the center block. These scrapers are so arranged that sand is continually through in the path of rollers which ensure through mixing & mulling.

- **MULLER:**

Muller are made of heavy weight and having more width. The special design of eliminate the possibility of jamming.

- **MIXER:**

Special design of mixing arm helps to mix quickly. Usually the plate of mixing arm needs often replacement. Due to special design replacement of plate becomes very easy.

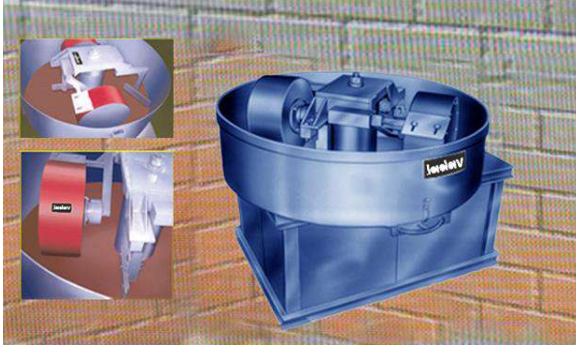
- **BEARING:**

Right type and size of bearing and use of more number of bearing in cover the life of machine and consume less power.

- **GEAR & ELECTRICAL:**

Electrical motor and gears are totally enclosed by covers. Enclosed mechanism protects against accidents and also reduces the vibration and notice. Self lubricating gears are reducing the maintenance cost down time and increase the life of gears and bearings.

In short the machine is perfect in respect of desired performance and out put with maximum sturdiness, durability and reliability. The installation as also maintenance of the machine is very easy.



1.3.10 Fly Ash Bricks Mixer Machine

1.3.11 STATEMENT OF THE PROBLEM:

- The employees are the central forces of an industry and only with their efficiency, an organization can move into success. Only with a group of satisfied employees can the company lead into success. For employees satisfaction the company must provide adequate welfare measures.
- By conducting a job satisfaction survey we can analyse whether the employees are satisfied or not and also whether they are motivated by theral, welfare, financial and other related factors.
- Job satisfaction is considered as a key issue by the entrepreneur where efforts are taken on programs. Every organisation is giving higher priority to keep their employees with satisfaction by providing several facilities which improve satisfaction and which reduce dissatisfaction.
- Employee commitment is essential to increase the productivity. If the job satisfaction increases it will increase the employee commitment, further it will

lead to increase in the productivity. It is very essential to study about the job satisfaction.

- ❖ Lack of appreciation
- ❖ Workplace relationship
- ❖ Insufficient working environment
- ❖ Lack of labour welfare activities

1.4 NEED OF THE STUDY:

- ❖ Adequate salary and benefits tend to be one of the most significant job satisfaction factors.
- ❖ Employees want to feel valued. If their compensation proportionate to their work, they will be more satisfied with their job.
- ❖ The main need of the study was to put into practical the theoretical aspect of the study into real life work experience.
- ❖ The study deals with analysis questioners of many people and idea about industry job satisfaction. Also study has been conducted for gaining practical knowledge about HR practices.

1.5 OBJECTIVE OF THE STUDY:

❖ PRIMARY OBJECTIVE:

To study about the employees job satisfaction at “ALAMELU ENTERPRISES”

❖ SECONDARY OBJECTIVE:

- To analyze the significance between the working conditions and the employees satisfaction towards the infrastructure facilities.

- To know employees opinion about the working environment in the organisation.
- To identify the employees relationship with their supervisors and co-workers.
- To know the security and the safety measure taken by the organization.
- To identify the level of grievance handling procedure in the organization.

1.6 SCOPE OF THE STUDY:

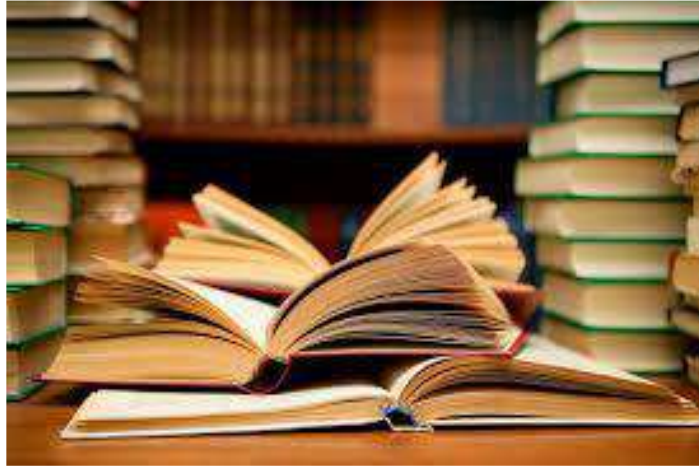
- ❖ The main scope of the study is aims to analyzing the job satisfaction level of the employee.
- ❖ The organisation further decided to improve themselves with more benefits.
- ❖ The study is helpful to the organization conduct further research.
- ❖ And also they are facilitates to overcome the drawback and improve the performance level of employees.
- ❖ The study will be helpful to identify the employee's level of satisfaction towards safety and welfare measures.

1.7 LIMITATION OF THE STUDY:

- ❖ Some of the employees are having fear to fill up the questionnaire. So, all the Data cannot be correct.
- ❖ Job satisfaction is wide area. In that the researcher, cannot cover all the area.
- ❖ There may be error due to this bias of the employees.
- ❖ The sample size at the study was limited to 120, not in entire employees of the employees.
- ❖ The findings and observation made in the study purely based on the respondents answer which may be biased.

CHAPTER- 2

REVIEW OF LITERATURE ON EMPLOYEES JOB SATISFACTION



2.1 REVIEW OF LITERATURE

- ◆ **Gasi(2020)** This research job satisfaction is defined as the extend to which an employee feels self-motivated, content &satisfied with his/her job. Job satisfaction happens when an employee feels he or she is having job stability, career growth and a comfortable work-life balance, is the attainment of peace of mind from work.
- ◆ **Abuhashesh, Al-Dmourand and Masa'deh(2019)** This research found that Jordanian employees care the most about their salaries and position more than any other factors as higher job satisfied determinates.
- ◆ **Yusuf Ali (2019)** This research found that salary, other financial benefits, job security, retirement, working condition, social status, fair promotion act as key factors of job satisfaction and dissatisfaction. Some specific job factors have positive impact on the overall job satisfaction of the respondent's employee.

- ◆ **Clara Vinas- Bardolet(2018)** This research found the knowledge based employees are more satisfied than less knowledge employees. The satisfaction of knowledge based employees depends mainly on the financial and non- financial rewards given by the firm.
- ◆ **Waaier et al(2017)** This research found that temporary employment affects the level of satisfaction and well-being of workers. Also there might be inequalities between permanent and temporary employees. Whereas highly educated employees consider temporary jobs to be stepping stones to permanent jobs.
- ◆ **Wang&Seifert(2017)** This research found that wages cut can affect employees moral. Also, employee's performances tend to do to wrong direction.
- ◆ **Okele& Mtyuda(2017)** This research outcomes indicated that a lack of resources, too much crowd of courses and indiscipline amid pupils were serve source of disappointment amid teachers. Other causes of job dissatisfaction amid teachers are management consequences. All these factors create disengagement among teachers and filled negativity in their job.
- ◆ **Hemalatha (2017)** This research examined the impact of employees welfare facilities on workers job satisfaction. The researcher adopted the interview method for data collection for the primary survey and used regression analysis to explore the causal effect of welfare facilities on job satisfaction. As a result, welfare facilities have been shown to have a moderate positive effect on the job satisfaction of the workers covered for the study.
- ◆ **Alfayad and Arif(2017)** This research found tat the level of job satisfaction defined based on occupation has been determined. It has been estimated that

workers having mid-skills concerning their occupation are highly satisfied with their jobs. It has been calculated to be 38% of high level satisfaction.

- ◆ **Wizer et al.,(2017)** This research found the temporary employment affects workers levels of satisfaction and well being. There may be disparities between permanent and temporary staff. The study found that highly educated employees consider temporary jobs as a stepping stone to permanent jobs.
- ◆ **Tharikh et al(2016)** This research analyzed the data and results showed that workplace satisfaction, organization commitment and organizational nationality behaviour important optimistic relationship.
- ◆ **Salanova and Martinez(2016)** This research carried out a study to examine the effects of collective work unit perceptions of social context on individual work resilience and two key individual outcomes: job satisfaction and job performance as rated by the supervisor. Using a clustered random sample of 350 white-collar employees. Who filled a questionnaire and hierarchical linear modeling, they established that there was a positive relationship between the collective work units and job satisfaction.
- ◆ **Machado- Taylor et al.(2016)** This research found that job satisfaction depends on several demographic factors like age, gender and psychology of the employee.
- ◆ **Yildirim et al (2016)** This research found that positive culture increased the commitment of the employees. Alvesson & Spicer(2012) affirmed that culture encompasses a shared set of key values, understandings, assumptions and norms among a company employees. A successful culture encourages employees to perform their work tasks with energy and enthusiasm. Also,

strong culture can attract talented employees and reduce turnover rate (Kim 2017).

- ◆ **Johnston(2016)** This research have evaluated that the youngest and oldest working generations of working have a higher level of job satisfaction. It is 33% of people being highly satisfied with their jobs. In comparison to this, the level of satisfaction among the young generation is 24% and the level of satisfaction among the old generation is 28%.
- ◆ **Dall'Ora(2016)** This research analyzed that the success and growth of an organization are directly proportional to the job satisfaction of an employee. It has been defined that the business that excels employer satisfaction faces the decrease in overall turnover rate by 50%. This decreases the overall development and growth of an organization.
- ◆ **Wilson(2015)** This research has found that the level of job satisfaction depends on the personal and organizational variables. In which personal variables are defined as the set of the activities and roles defined by individual aspects. An organizational variable is defined as the way of overcoming the unstable or varying conditions identified in an organization. In addition to this, organizational development and policies of benefits and compensation also affect the overall job satisfaction.
- ◆ **Spence, Deal and Langston(2015)** This research carried out a study aimed at analyzing the female workforce in Urology compared to that of men in income, workload and job satisfaction. Using a clustered sample of 6511 domestic members practicing Urologists who filled in a questionnaire and a linear regression model, they established that gender was not a significant predictor of job satisfaction among the workforce in Urology.

- ◆ **Jain&Kuar(2014)** This research conducted a study on “Impact of Work Environment on job satisfaction” he mentioned that comfortable work environment increases the happiness of employees with their jobs and this ultimately leads to the growth of an organization and economy.

- ◆ **Gopinath& Shibu(2014)** This research used Job Descriptive Index(JDI) Scale to examine the level of promotion and transfer related to job satisfaction among BSNL employees. The JDI scale encompassed pay, promotions, supervision, work and co-worker by. The results confirmed that promotion and transfer process are virtual praxis for human resource development and are essential in affecting the organizational attainment. The analysis further demonstrates that the 45% employees are having job satisfaction in high level and 55% employees having job satisfaction in moderate level. The result concluded that the promotion and transfer highly influence job satisfaction of employees BSNL.

- ◆ **Singh &Jain(2013)** This research highlights on employees job satisfaction and its impact on their performance. Employee’s attitude reflects the moral of the company. Happy employees play an important role in the areas of customer service and sales as they are the one to interact with the customer on a daily basis. Work environment is the key factor in job satisfaction. Good work environment and good working conditions leads to job satisfaction at the same time helps in increasing employee work performance, profitability, customer satisfaction as well as retention.

- ◆ **Ekta Sinha (2013)** This research conducted a study on employee satisfaction with a special reference to KRIBCHO in Surat. The study reveals that the level of employee satisfaction varies significantly with respect to experience and regarding salary job rotation policy plays an important role in employee satisfaction.

- ◆ **Nir (2012)** This studies the importance of teachers perceived organizational support on Job Satisfaction. There are two aspects to satisfaction mainly intrinsic and extrinsic. Earned status and respect are those of the extrinsic factors which plays an important role in employee satisfaction. Self-efficacy as an intrinsic factor helps as it promotes individual self-fulfillment. When organization value its employees contribution, cares about their well being then employees are satisfied intrinsically and extrinsically.
- ◆ **Patricia Buhler, Jason Scott (2009)** present an academic argument for building an employee entered culture. They also examined a real-world case study of a company that has experienced the economic benefits of this practice, making it abundantly clear that modern businesses can't afford not to make employee satisfaction a top priority.
- ◆ **Chris Stride, Toby D. Wall, Nick Catley (2008)** presented widely used measurement scales of Job Satisfaction, Mental Health, Job-related Well being and Organizational Commitment, along with benchmarking data for comparison. The benchmarking data is based on a sample of almost 60,000 respondents from 115 different organizations across a wide spectrum of industries and occupations. Information is given by occupational group, and is further broken down by age and gender.
- ◆ **Joanna Penn (2008)** teaches how to improve your position in your current employment, gaining more from your job, discovering more about yourself and what it is you would be happy doing, stress management and people management.
- ◆ **Sophie Rowan (2008)** reveals how to create a happier work life, without changing career. She provides practical and realistic guidance on how one

can achieve optimal job satisfaction and overcome the obstacles that make so many of us unhappy at work.

- ◆ **Evren Esen (2007)** examined in terms of industry and staff size as well as employee age and gender more than 20 indicators of job satisfaction including career-advancement opportunities, benefits, and the flexibility to balance life and work, and compensation.
- ◆ **Jane Boucher (2004)** offers practical advice for improving both your attitude about your job and the job itself. She shows workers how to cope with keeping their jobs in this difficult economy.
- ◆ **Hole et al. (2003)** he 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 fulfill his\her emotional demands which leads to job satisfaction.
- ◆ **Robert M. Hochheiser (1998)** reassessed the meaning of the workplace and proposed a simple formula for success- Forget the idea that hard work alone leads to success and instead focus on building good relationships. He asserts that the best way to win at work is to understand what is needed to support the egos of bosses, peers, and subordinates. Accurate assessment of those needs can then be indirectly associated with one's own personal goals and exploited to make substantive workplace gains. Methods of determining needs are given for a variety of situations, and strategies are offered to help make some of the worst work situations at least marginally better through networking and personal development.
- ◆ **Oshagbemi (1997)** highlights on the effect of ranking on the job satisfaction level of UK academicians. Based on the analysis it was found that gender and teachers. Female academics in the ranks senior lecturer, reader and professor

were more satisfied than men in the same in the same rank. Female academics were found to be more satisfied in regard to repay, promotion physical conditions working facilities than men.

- ◆ **Paul E. Spector (1997)** summarizes the findings concerning how people feel towards work, including: cultural and gender differences in job satisfaction and personal and organizational causes; and potential consequences of job satisfaction and dissatisfaction.
- ◆ **Elwood Chapman (1993)** helps to determine employee level of satisfaction and then assists in making positive changes to increase both satisfaction level and quality of work.
- ◆ **C. J. Cranny, Patricia Cain Smith, Eugene F. Stone (1992)** reveals perceiving future opportunity can actually be more motivating than actually receiving a raise, getting promoted, or being given additional responsibilities.

CHAPTER 3

RESEARCH METHODOLOGY



Research methodology is a way of explaining how a researcher intends to carry out their research. It's a logical, systematic plan to resolve a research problem.

A methodology details a researcher's approach to the research to ensure reliable, valid results that address their aims and objectives. It encompasses what data they're going to collect and where from, as well as how it's being collected and analyzed.

Research papers, dissertations, thesis, academic journal articles, or any other piece of formal research will contain a section (or chapter) on research methodology. This section stipulates the methodological choices made and also substantiates why these choices were made.

This section is therefore used by researchers to justify why the methods they employed are best suited to achieve the research objective and arrive at valid and reliable results.

This section also allows readers to evaluate the reliability and validity of a study based on the relevance and effectiveness of the procedures employed.

3.1 RESEARCH DESIGN

- A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. This Research design applied for the study is 'Descriptive Research'.
- Descriptive research design: Descriptive research aims to accurately and systematically describe a population, situation or phenomenon. It can answer what, where, when and how questions, but not why questions. A descriptive research design can use a wide variety of research methods to investigate one or more variables.
- The study is to investigate the various factors that influence the employee's satisfaction in their work. The study focuses its attention towards bringing up to satisfaction level of the workers and describes them as search. As the feelings cannot be measured the researcher chooses the descriptive research design to place the facts.

3.2 SOURCES OF DATA

❖ PRIMARY DATA:

- Primary data is collected from the employees. The research was done with the help of questionnaire that proved to be effective in data collecting the relevant information.

- Questionnaire method of data collection is the most common instrument of data collection. It contains a set of question logically related to a problem of study.
- The respondents are required to answer the question by themselves, the questionnaire explained the low level management respondents, because some of them are uneducated.
- The researcher believes that, the questionnaire framed, may lead to gather the relevant data's in a successful manner.

❖ **SECONDARY DATA:**

- Secondary data is collected from journals, magazines, and other reference books. Secondary data is also collected from various websites and company people, guide line book and internet.

3.3 STRUCTURE OF QUESTIONNAIRE:

The questionnaire follows a simple and basic layout. It is made easy for the participants to respond to the questionnaire without any delay or confusion. The set of question and the answer options present in the questionnaire are predetermined and are constructed by myself based on general questions regarding the main topic. Questionnaire was divided into two sections. First part was designed to know the general information about employees and the second part contained the respondent's opinions about employees experience.

3.4 SAMPLE SIZE

Population – 400. From that sample is derived from 140 participants.

The sample size for the project had a target of 140 participants. The fixed target of the sampling size has been achieved as the total number of respondents for the 20 survey questionnaire was 140. Total of 140 responses helped the project to analyze more response and it helped to derive a conclusion regarding employees' perception towards daily works. The collected data from 140 respondents is being used for research at ALAMELU ENTERPRISES.

3.5 SAMPLING TECHNIQUE

Sample design is the theoretical basis and the practice mean by generalizing from characteristics of relatively few of the comprising population. It is the method by which the sample is chosen.

Convenience sampling: A convenience sample is a type of non-probability sampling method where the sample is taken from a group of people easy to contact or to reach.

- It is a definite plan for obtaining a sample from a given population.
- It refers to the technique of the procedure the researcher would adopt in selecting items for the sample.

3.6 PERIOD OF STUDY

A study about the employee's job satisfaction level at ALAMELU ENTERPRISES in three months(January 2023 - March 2023). I refer to the study in that Enterprise for employee job satisfaction in there it was very useful to the project.

3.7 ANALYTICAL TOOLS

○ SIMPLE PERCENTAGE ANALYSIS:

- This method is used to compare two or more series of data, to describe the relationship or the distribution of two or more series of data.
- Percentage analysis test is done to find out the percentage of the response of the respondent.
- In this tool various percentage are identified in the analysis and they are presented by the way of pie chart in order to have better understanding of the analysis.

$$\text{SIMPLE PERCENTAGE} = \frac{\text{No. of Respondents}}{\text{Total No. of respondents}} * 100$$

CHAPTER-4

DATA ANALYSIS AND INTERPRETATION



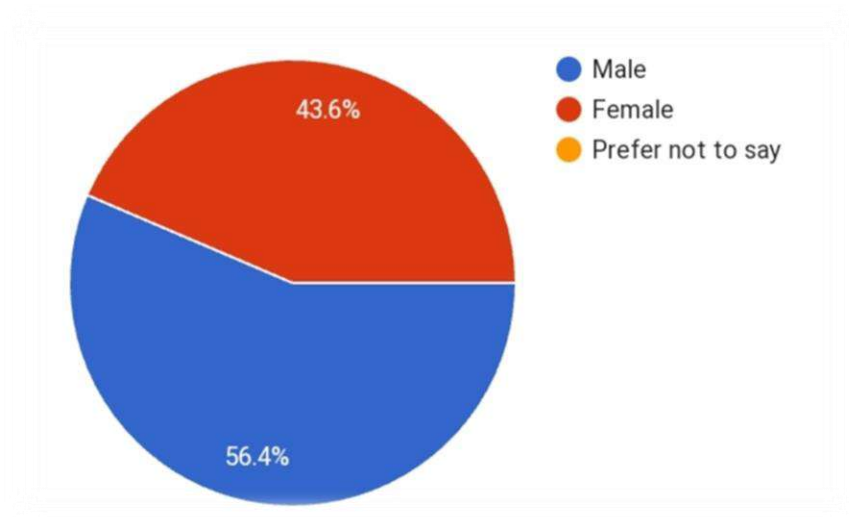
Data analysis and interpretation is the process of assigning meaning to the collected information and determining the conclusions, significance, and implications of the findings. The steps involved in data analysis are a function of the type of information collected, however, returning to the purpose of the assessment and the assessment questions will provide a structure for the organization of the data and a focus for the analysis.

4.1. PERCENTAGE ANALYSIS

4.1.1: Table showing Gender of the respondents

Gender	No. of Respondents	Percentage
Male	79	56.4%
Female	61	43.6%
Total	140	100%

4.1.1: Chart showing Gender wise classification of the respondents



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **56.4%** of respondents are **Male** and **43.6%** of respondents are **Female**.

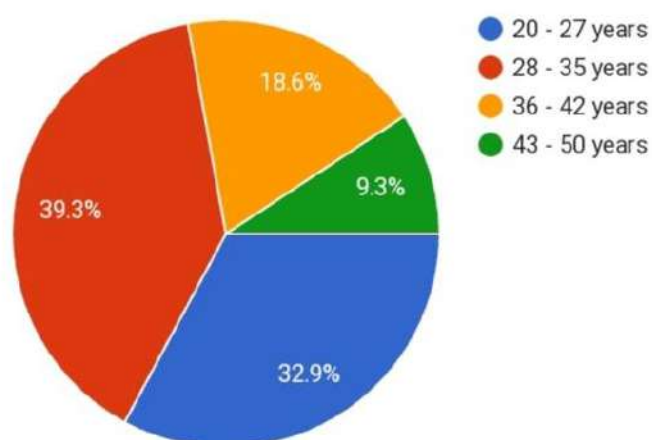
INFERENCE:

Majority (**56.4%**) of the respondents are **Male**.

4.1.2 Table showing Age of the respondents

AGE	NO. of Respondents	Percentage
20 - 27 YEARS	46	32.9%
28 - 35 YEARS	55	39.3%
36 - 42 YEARS	26	18.6%
43 – 50 YEARS	13	9.3%
TOTAL	140	100%

CHART SHOWING AGE OF THE RESPONDENTS



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **32.9%** of respondents belong to the age group of **20 – 27** , **39.3%** of the respondents belong to the age group of **28 – 35**, **18.6%** of the respondents age group of **36 – 42**, and **9.3%** of the respondents belongs to the age group of **43 – 50**.

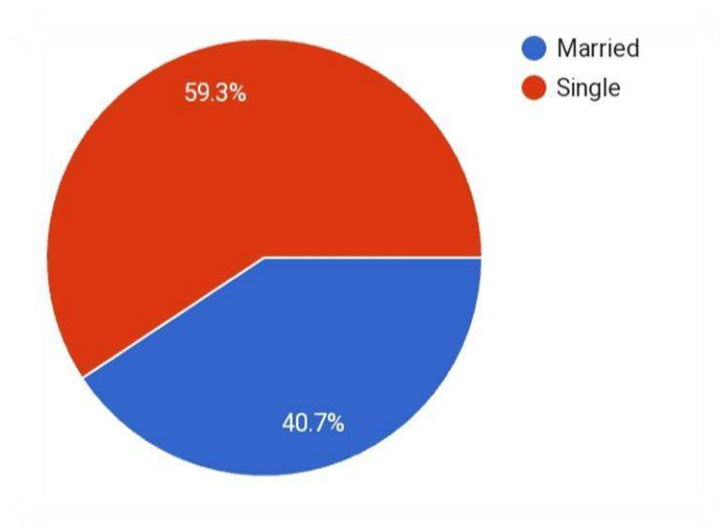
INFERENCE:

The majority (**39.3%**) of the respondents are age group of **28 - 35 years**.

4.1.3 Table showing Martial status of the respondents

Particulars	No. of respondents	Percentage
Married	57	40.7%
single	83	59.3%
Total	140	100%

Chart showing Martial status of the respondents



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **40.7%** of respondents are **Married** and **59.3%** of respondents are **single**.

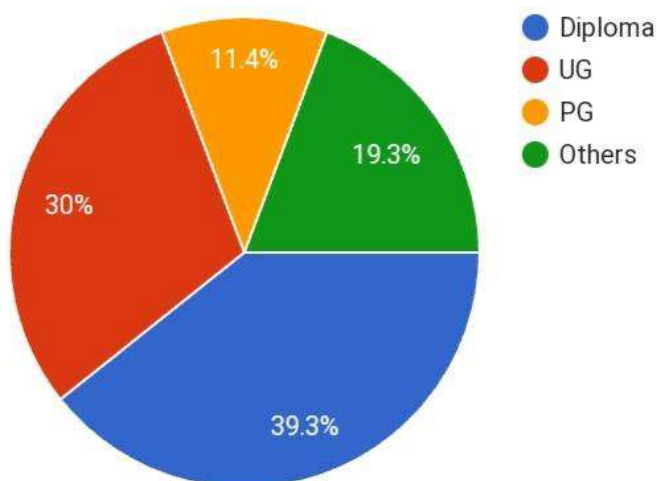
INFERENCE:

Majority (**59.3%**) of the respondents are **Single**.

4.1.4 Table showing Educational Qualification of the respondent

Particulars	No. of respondents	Percentage
Diploma	55	39.3%
UG	42	30%
PG	16	11.4%
Others	27	19.3%
Total	140	100%

Chart showing Educational Qualification of the respondent



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **39.3%** of respondents belong to the Educational Qualification of **Diploma**, **30%** of the respondents belong to the Educational Qualification of **UG**, **11.4%** of the respondents belongs to the Educational Qualification of **PG**, and **19.3%** of the respondents belongs to the Educational Qualification of **others**.

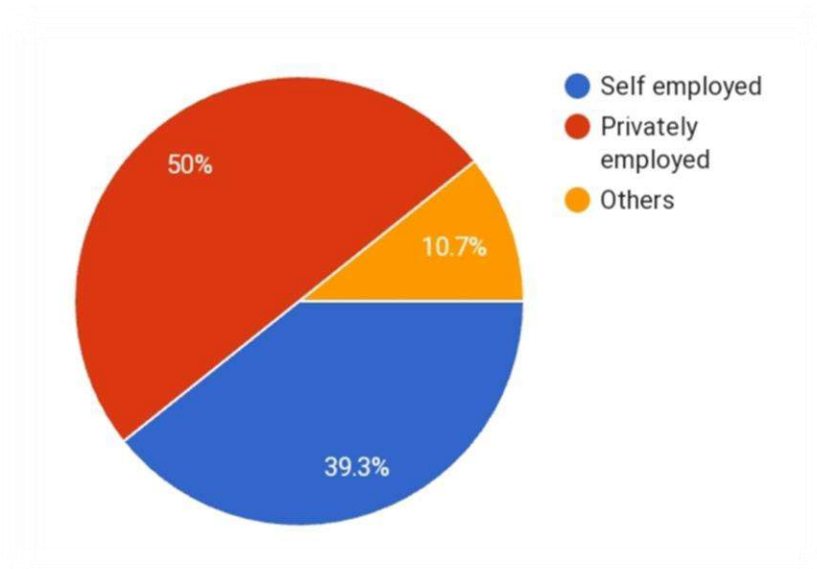
INFERENCE:

Majority (**39.3%**) of the respondents are **Diploma**.

4.1.5 Table showing Occupation of the respondent

Particulars	No. of respondents	percentage
Self employed	55	50%
Private employed	70	39.3%
Others	15	10.7%
Total	140	100%

Chart showing Occupation of the respondent



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **39.3 %** of respondents are **self employed**, **50%** of respondents are **privately employed** and **10.7%** of the respondents are **others**.

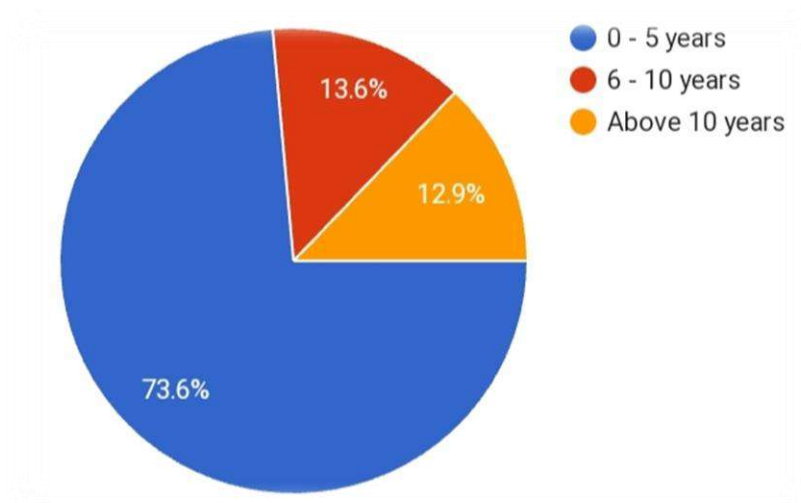
INFERENCE:

Majority (**50%**) of the respondents are **Privately Employees**.

4.1.6 Table showing that the years of working in this organisation

particulars	No. of respondents	percentage
0 – 5 years	103	73.6%
6 – 10 years	19	13.6%
Above 10 years	18	12.9%
Total	140	100%

Chart showing that the years of working in this organisation



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **73.6%** of respondents are **0 – 5 years**, **13.6%** of respondents are **6 – 10 years**, and **12.9%** of the respondents are **above 10 years**

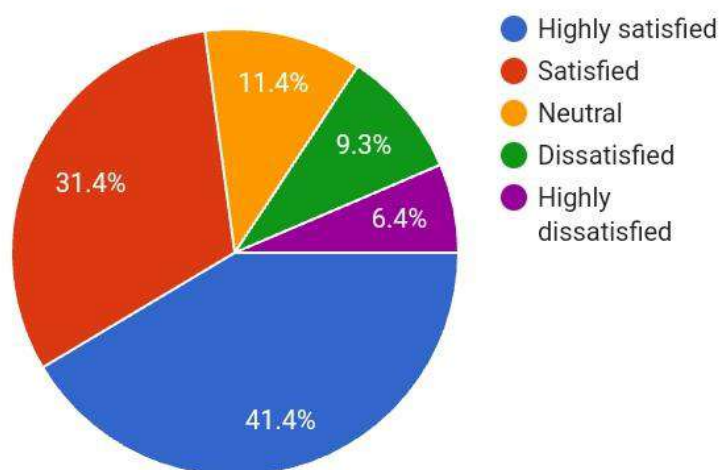
INFERENCE:

Majority (**73.6%**) of the respondents are having the working experience of **0-5 years**.

4.1.7 Table showing Rate the Working Environment of the organisation

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Highly satisfied	58	41.4%
Satisfied	44	31.4%
Neutral	16	11.4%
Dissatisfied	13	9.3%
Highly dissatisfied	9	6.4%
TOTAL	140	100%

Chart showing Rate the Working Environment of the organisation



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **41.4%** of respondents are rated as **highly satisfied**, **31.4%** of respondents are rated as **satisfied**, **11.4%** of the respondents are rated as **Neutral**, **9.3%** of the respondents are rated as **Dissatisfied**, **6.4%** of the respondents are rated as **Highly dissatisfied**.

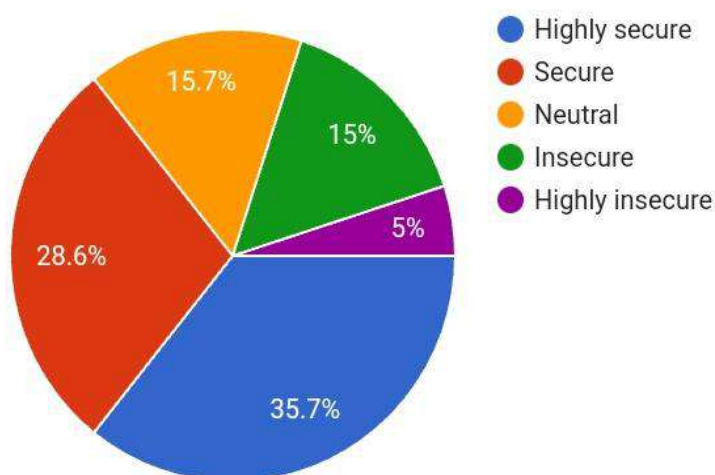
INFERENCE:

Majority (**41.4%**) of the respondents are given the rating of working environment in the organisation as **highly satisfied**.

4.1.8 Table showing that the employees feel secure with their job

particulars	No. of respondents	percentage
Highly secure	50	35.7%
Secure	40	28.6%
Neutral	22	15.7%
Insecure	21	15%
Highly insecure	7	5%
Total	140	100%

Chart showing that the employees feel secure with their job



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **35.7%** of respondents are feel as **highly secured**, **28.6%** of respondents are feel as **secure**, **15.7%** of the respondents are feel as **Neutral**, **15%** of the respondents are feel as **insecure**, **5%** of the respondents are feel as **Highly insecure** in their job.

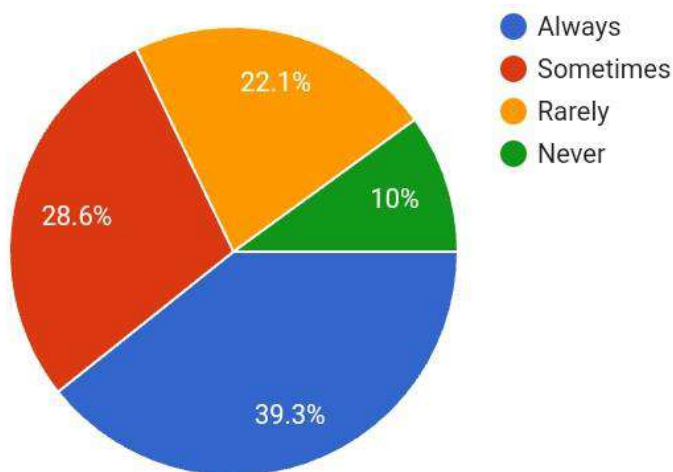
INFERENCE:

Majority (**35.7%**) of the respondents are said that their job feel as **Highly secured**.

4.1.9 Table showing that company takes adequate action to promote Employee wellness

particulars	No. of respondents	Percentage
Always	55	39.3%
Sometimes	40	28.6%
Rarely	31	22.1%
Never	14	10%
Total	140	100%

Chart showing that company takes adequate action to promote Employee wellness



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **39.3%** of respondents said **always**, **28.6%** of respondents said **sometimes**, and **22.1%** of the respondents said **rarely**, and **10%** of the respondents said **never** takes adequate action to promote employee wellness.

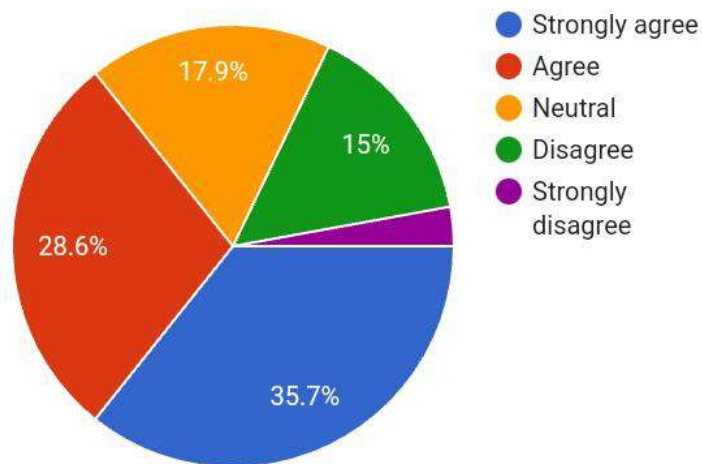
INFERENCE:

Majority (**39.3%**) of the respondents adequate action to promote employee wellness are said **always**.

4.1.10 Table showing that employees are growing professionally

Particulars	No. of respondents	Percentage
Strongly agree	50	35.7%
Agree	40	28.6%
Neutral	25	17.9%
Disagree	21	15%
Strongly disagree	4	2.8%
Total	140	100%

Chart showing that employees are growing professionally



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **35.7%** of respondents are chosen **strongly Agree**, **28.6%** of respondents are chosen **agree**, and **17.9%** of the respondents are chosen **Neutral**, **15%** of the respondents are chosen **Disagree**, and **2.8%** of the respondents are chosen **strongly disagree**.

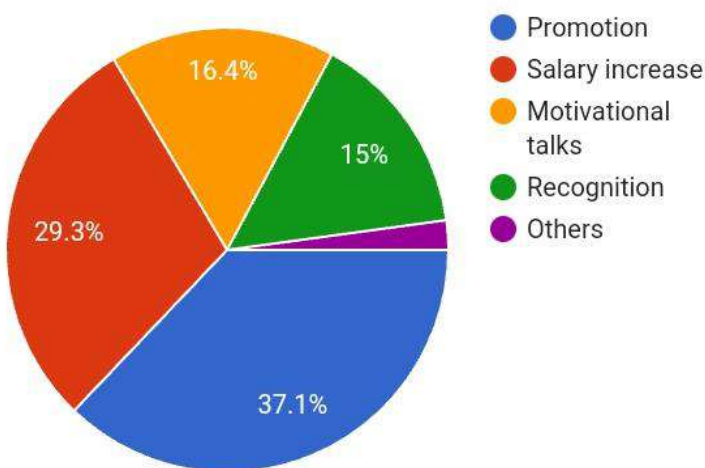
INFERENCE:

Majority (**35.7%**) of the respondents of employees are growing professionally has **strongly agree**.

4.1.11 Table showing the factors that motivates the employees the most

Particulars	No. of respondents	Percentage
Promotion	52	37.1%
Salary increase	41	29.3%
Motivational talks	23	16.4%
Recognition	21	15%
Others	3	2.2%
Total	140	100%

Chart showing the factors that motivates the employees the most



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **37.1%** of respondents are chosen **promotion**, **29.3%** of respondents are chosen **salary increase**, **16.4%** of the respondents are chosen **motivational talks**, **15%** of the respondents are chosen **recognition**, and **2.2%** of the respondents are chosen **others** .

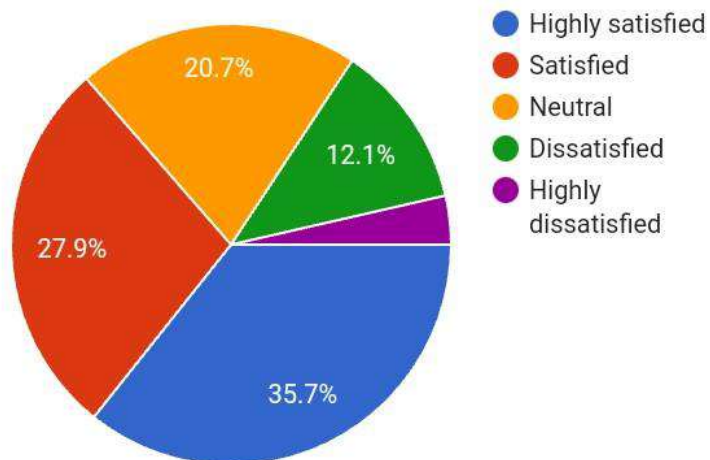
INFERENCE:

Majority (**37.1%**) of the respondents are selected the factors that motivates the employee most as **promotion**.

4.1.12 Table showing that the satisfaction towards the salary given by the company

Particulars	No. of respondents	Percentage
Highly satisfied	50	35.7%
Satisfied	39	27.9%
Neutral	29	20.7%
Dissatisfied	17	12.1%
Highly dissatisfied	5	3.6%
Total	140	100%

Chart showing that the satisfaction towards the salary given by the company



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **35.7%** of respondents are chosen as **highly satisfied**, **27.9%** of respondents are chosen as **satisfied**, **20.7%** of the respondents are chosen as **Neutral**, **12.1%** of the respondents are chosen as **Dissatisfied**, **3.6%** of the respondents are chosen as **Highly dissatisfied**.

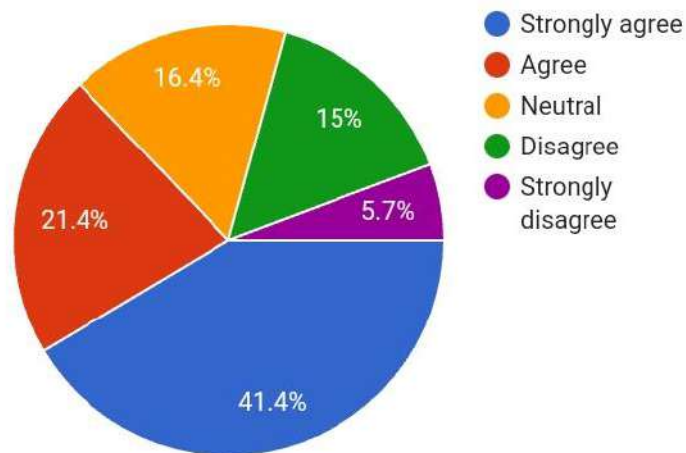
INFERENCE:

Majority (**35.7%**) of the respondents salary paid up by the company are **highly satisfied**

4.1.13 Table showing that employees feel valued for the contribution

Particulars	No. of respondents	Percentage
Strongly agree	58	41.4%
Agree	30	21.4%
Neutral	23	16.4%
Disagree	21	15%
Strongly disagree	8	5.7%
Total	140	100%

Chart showing that employees feel valued for the contribution



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **41.4%** of respondents are chosen **strongly Agree**, **21.4%** of respondents are chosen **agree**, **16.4%** of the respondents are chosen **Neutral**, **15%** of the respondents are chosen **Disagree**, and **5.7%** of the respondents are chosen **strongly disagree**.

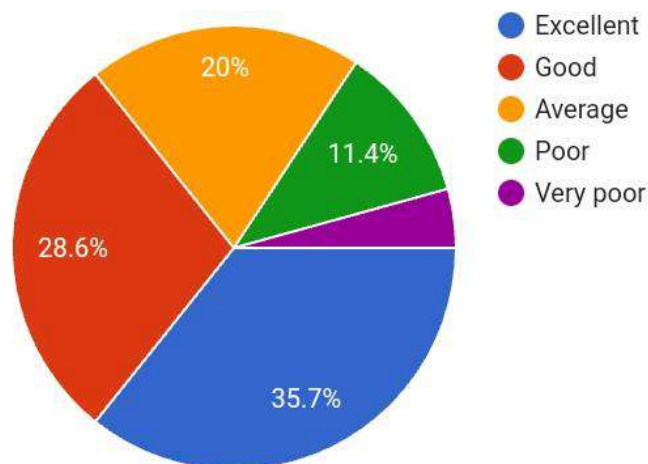
INFERENCE:

Majority (**41.4%**) of the respondents feels valued for their employees contributions as strongly agree.

4.1.14 Table showing that company provides safety facilities in the workplace

Particulars	No. of respondents	Percentage
Excellent	50	35.7%
Good	40	28.6%
Average	28	20%
Poor	16	11.4%
Very poor	6	4.3%
Total	140	100%

Chart showing that company provides safety facilities in the workplace



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **35.7%** of respondents are said **excellent**, **28.6%** of respondents are said **good**, **20%** of the respondents are said **average**, **11.3%** of the respondents are said **poor**, **4.3%** of the respondents are said **very poor** safety facilities in the workplace.

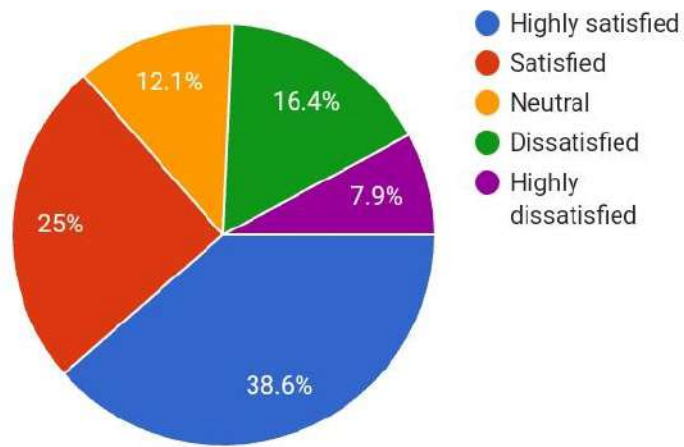
INFERENCE:

Majority (**35.7%**) of the respondents provides a safety facilities in the workplace are said **excellent**.

4.1.15 Table showing that the employees satisfaction towards the policy provided in the organisation

Particulars	No. of respondents	Percentage
Highly satisfied	54	38.6%
Satisfied	35	25%
Neutral	17	12.1%
Dissatisfied	23	16.4%
Highly dissatisfied	11	7.9%
Total	140	100%

Chart showing that the employees satisfaction towards the policy provided in the organisation



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **38.6%** of respondents are chosen as **highly satisfied**, **25%** of respondents are chosen as **satisfied**, **12.1%** of the respondents are chosen as **Neutral**, **16.4%** of the respondents are chosen as **Dissatisfied**, **7.9%** of the respondents are chosen as **Highly dissatisfied**.

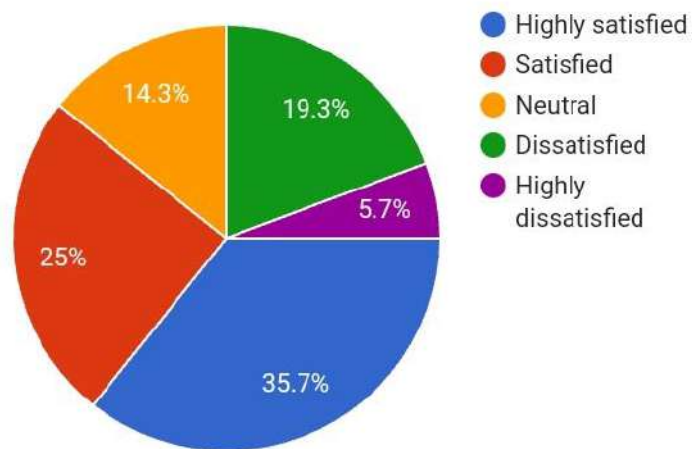
INFERENCE:

Majority (**38.6%**) of the respondents said that the employees satisfaction towards the policy provided in the organisation are **highly satisfied**.

4.1.16 Table showing that the company offers any emergency medical facilities

Particulars	No. of respondents	Percentage
Highly satisfied	50	35.7%
Satisfied	35	25%
Neutral	20	14.3%
Dissatisfied	27	19.3%
Highly dissatisfied	8	5.7%
Total	140	100%

Chart showing that the company offers any emergency medical facilities



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **35.7%** of respondents are chosen as **highly satisfied**, **25%** of respondents are chosen as **satisfied**, **14.3%** of the respondents are chosen as **Neutral**, **19.3%** of the respondents are chosen as **Dissatisfied**, **5.7%** of the respondents are chosen as **Highly dissatisfied**.

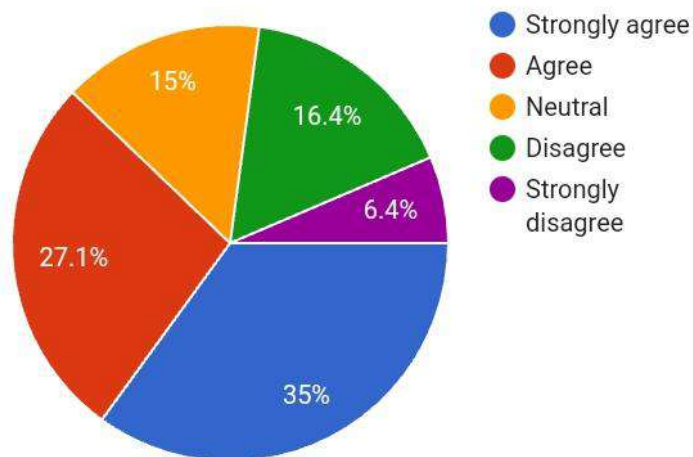
INFERENCE:

Majority (**35.7%**) of the respondents said that the company offers an emergency medical facility as **highly satisfied**.

4.1.17 Table showing that there is any opportunity for individual Career growth in the company

Particulars	No. of respondents	Percentage
Strongly agree	49	35%
Agree	38	27.1%
Neutral	21	15%
Disagree	23	16.4%
Strongly disagree	9	6.4%
Total	140	100%

Chart showing that there is any opportunity for individual Career growth in the company



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **35%** of respondents are chosen **strongly agree**, **27.1%** of respondents are chosen **agree**, **15%** of the respondents are chosen **Neutral**, **16.4%** of the respondents are chosen **Disagree**, **6.4%** of the respondents are chosen **strongly disagree**.

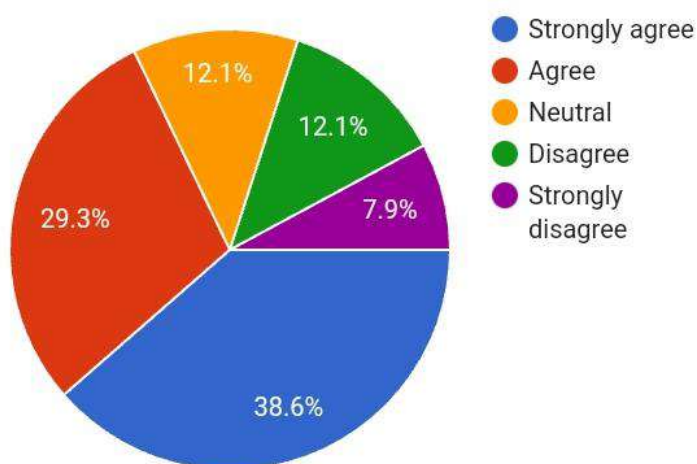
INFERENCE:

Majority (**35%**) of the respondents has given the opportunity for the individual career growth and developments in the company as **strongly agree**.

4.1.18 Table showing that the organisation providing all the resources and tools that employees needs to do their job well

Particulars	No. of respondents	Percentage
Strongly agree	54	38.6%
Agree	41	29.3%
Neutral	17	12.1%
Disagree	17	12.1%
Strongly disagree	11	7.9%
Total	140	100%

Chart showing that the organisation providing all the resources and tools that employees needs to do their job well



INTERPRETATION:

The above table and chart shows that out of 140 respondents, **38.6%** of respondents are chosen **strongly agree**, **29.3%** of respondents are chosen **agree**, **12.1%** of the respondents are chosen **Neutral**, **12.1%** of the respondents are chosen **Disagree**, **7.9%** of the respondents are chosen **strongly disagree**.

INFERENCE:

- ❖ Majority (**38.6%**) of the respondents are said that the organisation providing all the resources and tools that needs to do their job well as **strongly agree**.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

By applying percentage analysis the following findings have been drawn:

- ❖ The majority (**39.3%**) of the respondents are age group of **28 - 35 years**.
- ❖ Majority (**56.4%**) of the respondents are **Male**.
- ❖ Majority (**59.3%**) of the respondents are **Single**.
- ❖ Majority (**39.3%**) of the respondents are **Diploma**.
- ❖ Majority (**50%**) of the respondents are **Privately Employees**.
- ❖ Majority (**73.6%**) of the respondents are having the working experience of **0-5 years**.
- ❖ Majority (**41.4%**) of the respondents are given the rating of working environment in the organisation as **highly satisfied**.
- ❖ Majority (**35.7%**) of the respondents are said that their job feel as **Highly secured**.
- ❖ Majority (**39.3%**) of the respondents adequate action to promote employee wellness are said **always**.
- ❖ Majority (**35.7%**) of the respondents of employees are growing professionally has **strongly agree**.
- ❖ Majority (**37.1%**) of the respondents are selected the factors that motivates the employee most as **promotion**.
- ❖ Majority (**35.7%**) of the respondents salary paid up by the company are **highly satisfied**
- ❖ Majority (**41.4%**) of the respondents feels valued for their employees contributions as strongly agree.
- ❖ Majority (**35.7%**) of the respondents provides a safety facilities in the

workplace are said **excellent**.

- ❖ Majority **(38.6%)** of the respondents said that the employees satisfaction towards the policy provided in the organisation are **highly satisfied**.
- ❖ Majority **(35.7%)** of the respondents said that the company offers an emergency medical facility as **highly satisfied**.
- ❖ Majority **(35%)** of the respondents has given the opportunity for the individual career growth and developments in the company as **strongly agree**.
- ❖ Majority **(38.6%)** of the respondents are said that the organisation providing all the resources and tools that needs to do their job well as **strongly agree**.

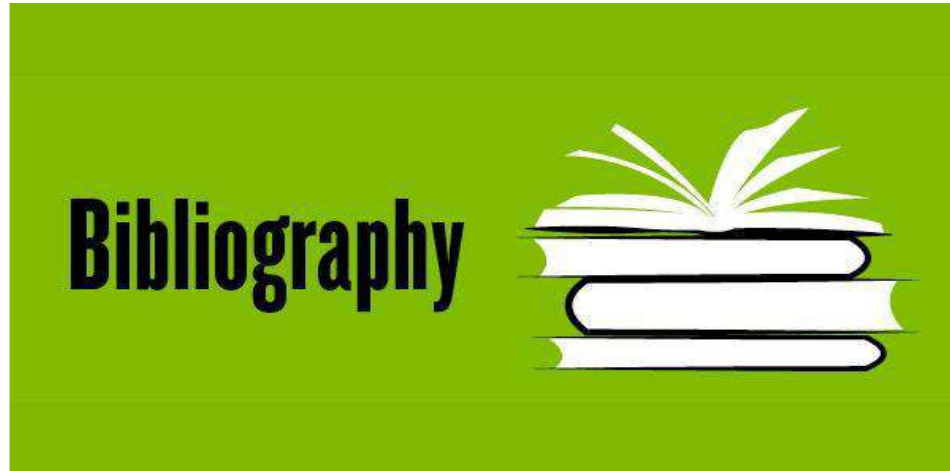
5.2 SUGGESTIONS

- ❖ The company should improve their retirement benefits.
- ❖ The welfare activities in the organization need to be improved, if it is improved it will make the employees happier and they will provide a good result.
- ❖ Most of the employees suggest that they are not highly satisfied with the working hours of the organization there for it needs a slight improvement.
- ❖ Provide entertainment programs to smoothen the tension or depression of employees.
- ❖ The company should provide timely breaks during the working hours.
- ❖ Most of employees are not agreed with their salary for the work in the organization.
- ❖ Some of the employees are not satisfied with the safety measures. So I recommended for providing the sufficient safety measures to the employees.
- ❖ I appeal to the management the organization should provide opportunity to the employees to share their valuable views and suggestions.

5.3 CONCLUSION

- In this study about employees job satisfaction was a procedure by which employees report their feelings towards their job and work environment. It helped to have a powerful diagnostic instrument for assessing employee problems. Improved communication is another benefit of the study.
- As far the researcher has studied, this is a general positive note about the employees job satisfaction level at **“ALAMELU ENTERPRISES”**
- This has great relevance to this society and the management, when a worker is fully satisfied the mental pressure becomes less and he will be contributing to the organization and the nation.
- Certain recommendations are given which may be considered by management to satisfy their employees. Thus, the priceless value of human resources is revealed and there lies the need to satisfy them.

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Website:

- www.jobsatisfaction.com
- www.tnpl.com
- www.google.com
- www.yahoo.com

ANNEXURE – I

QUESTIONARY



1. Name of the respondent: _____

2. Email id: _____

3. Age:

(a) 20 – 27 years (b) 28 – 35 years (c) 36 – 42 years (d) 43 – 50 years

4. Gender;

(a) Male (b) Female (c) Prefer not to say

5. Martial status:

(a) Married (b) Single

6. Education Qualification:

(a) Diploma (b) UG (c) PG (d) Others

7. Occupation:

(a) Self employed (b) privately Employee (c) Others

8. How many years are you working with this organisation?

(a) 0 - 5 years (b) 6 - 10 years (c) Above 10 years

9. How do you rate the working environment of the organisation?

(a) Highly satisfied (b) Satisfied (c) Neutral (d) Dissatisfied (e) Highly dissatisfied

10. How secure do you feel in your job?

(a) Highly secure (b) Secure (c) Neutral (d) Insecure (e) Highly insecure

11. Do you feel that your company takes adequate action to promote employee wellness?

(a) Always (b) Sometimes (c) Rarely (d) Never

12. Do you agree that you are growing professionally?

(a) Strongly agree (b) agree (c) neutral (d) disagree (e) strongly disagree

13. Which of the following factors that motivates you most?

(a) Promotion (b) salary increase (c) motivational talks (d) Recognition (e) others

14. Are you satisfied towards the salary that given by the company?

(a) Highly satisfied (b) Satisfied (c) Neutral (d) Dissatisfied (e) Highly dissatisfied

15. Do you feel valued for your contribution?

(a) Strongly agree (b) agree (c) neutral (d) disagree (e) strongly disagree

16. Does the company provide a safety facility in the workplace?

(a) Excellent (b) Good (c) Average (d) Poor (e) Very poor

17. Are you satisfied with the policy provided in the organisation?

(a) Highly satisfied (b) Satisfied (c) Neutral (d) Dissatisfied (e) Highly dissatisfied

18. Does the company offer an emergency medical facility?

(a) Highly satisfied (b) Satisfied (c) Neutral (d) Dissatisfied (e) Highly dissatisfied

19. Do you believe that there is an opportunity for individual career growth and development within the company?

(a) Strongly agree (b) agree (c) neutral (d) disagree (e) strongly disagree

20. Is your organisation providing you with all the resources and tools you need to do your job well?

(a) Strongly agree (b) agree (c) neutral (d) disagree (e) strongly disagree