

**A STUDY ON ANALYSIS OF JOB SATISFACTION LEVEL OF EMPLOYEE IN THE
PHARMACEUTICAL COMPANY WITH REFERENCE OF PAR FORMULATION PVT LTD**

(PUDUPAKKAM)

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

SANTHOSH KUMAR E

Register No.40410221



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade “A” by NAAC | 12B Status by UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI – 600119

APRIL 2022



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **E.SANTHOSH KUMAR 40410221** who carried out the project entitled "**A STUDY ON ANALYSIS OF JOB SATISFACTION LEVEL OF EMPLOYEE IN THE PHARMACEUTICAL COMPANY WITH REFERENCE OF PAR FORMULATION PVT LTD**" under my supervision from JANUARY 2022 to MARCH 2022.

DR.J.RANI MBA, M.PHIL.PH.D

Internal guide

External Guide

Dr. BHUVANESWARI .G

Dean – School of Management Studies

Submitted for Viva voce Examination held on_____

Internal Examiner

External Examiner

DECLARATION

I **SANTHOSH KUMAR.E (40410221)** hereby declare that the Project Report entitled “**A STUDY ON ANALYSIS OF JOB SATISFACTION LEVEL OF EMPLOYEE IN THE PHARMACEUTICAL COMPANY WITH REFERENCE OF PAR FORMULATION PVT LTD** ” done by me under the guidance of **DR.J.RANI MBA, M.PHIL.PH.D** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

SANTHOSH KUMAR.E

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

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean - School of Management Studies and Dr. A. Palani, Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR.J.RANI MBA, M.PHIL. PH.D** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project

SANTHOSH KUMAR.E

ABSTRACT

The pharmaceutical industry plays an imperative role in strengthening the economic progress.

The purpose of this study is to evaluate the level job satisfaction Of employees in various pharmaceutical companies.

The present study focuses on the relative significance of job satisfaction factors and their effect on the overall job satisfaction of employees.

The outcomes of study show that compensation, work efficiency, and employee relations are the most significant factors contributing to job satisfaction.

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CHAPTER – 1

INTRODUCTION

1.1 INTRODUCTION:

Job is one of the important elements of people's life. It is necessary for every organization to have satisfied workforce. Job satisfaction is one of the important factors the organization to enhance the productivity of employee.

Successful combination of two factors (finance & non-finance) is the outcome of proper job satisfaction. Management role is also considered as an important factor that gives proper job satisfaction to the employee. It may also be defined as “a function of perceived performance and expectations”

In the event that the performance misses the mark concerning desires, the worker is disappointed and dissatisfied and in the event that it meets up the expectation, the employees are satisfied. The productivity of employees developed if they feel satisfied in their work. The process is however, more complicated than it appears.

It is more imperative for any organization to put forward high satisfaction, as it mirrors high loyalty and it will not lead to come back if they get better satisfaction.

1.2 COMPANY PROFILE:

PAR FORMULATION private limited is an unlisted private company incorporated on 22 September, 1982. It is classified as a private limited company and is located in Chennai Tamil Nadu. Its authorized share capital is INR 2.00 cr and the total paid-up capital is INR 1.79 cr.

Par formulation private limited operating revenues range is INR 100 cr -500 cr for the financial year ending on 31 march,2019.

Par Formulations has appointed well Experienced Qualified and Competent Technical Personnel in various departments like Quality Assurance, Quality Control, Production, Personnel & Administration, Engineering & Warehouse and more.

1.3 STATEMENT OF THE PROBLEM:

It is said that satisfied employee is a productive employee, any kind of grievance relating to organizational or personal to a greater extent influence on the jobs. So every organizations is giving higher priority is to keep their employees with satisfaction by providing several satisfies which improves satisfaction and which reduces dissatisfaction. Job satisfaction is considered as a key issue by the entrepreneur where effective are taken and program are initiated.

1.4 OBJECTIVES OF THE STUDY:

- ❖ To Measure the employee job satisfaction level.
- ❖ To study the employees perception towards organization.
- ❖ To study the attitude the employees towards their work.
- ❖ To identify the factors that motivates the employees.
- ❖ To give suggestions for the growth and perspective of the company.
- ❖ To know the employee satisfaction towards the facilities.
- ❖ To offer valuable suggestions to improve the satisfaction level of employees.
- ❖ To identify the factors which influence the job satisfaction of employees.

1.5 NEED OF THE STUDY:

Job satisfaction plays a key role in organization success. Without employee satisfaction towards their jobs none of the employee will perform well and it is very difficult to reach the organizational goals and objectives. The study on the employee job satisfaction is know the level of the employee's satisfaction towards his particular job in the organization. It is also measures of how happy workers are with their job and working environment. The main aim of the study is to know the policies and procedures in day to day functioning of the organization to bring job satisfaction.

1.6 SCOPE & SIGNIFICANCE OF THE STUDY:

- Job satisfaction is an important output that employees work for organization.
- It comprises of extrinsic and intrinsic factors and helps maintain an able and willing workforce.
- It is an interesting and significant area for conducting research.
- The study made on the topic of job satisfaction will reveal the factor of feelings of employees.
- This report is useful to the management of the company to know the satisfaction level of employees and they can take measures to increase productivity.

CHAPTER-2

REVIEW OF LITERATURE

INTRODUCTION:

A literature review is a text of a scholarly paper, which includes the current knowledge including substantive findings, as well as theoretical and methodological contributions to a particular topic. Literature reviews are secondary sources, and do not report new or original experimental work.

ALAM SAGEER (2021) Employee satisfaction is the terminology used to describe whether employees are happy, contented and fulfilling their desires and needs at work. Many measures support that employee satisfaction is a factor in employee motivation, employee goal achievement

HARTER (2019) conducted an analysis to examined aggregated employee job satisfaction attitudes and employee commitment.

LOCKE and LATHAM (2018) A theory of goal setting and task performance.

BRIKENDAZIRI (2015) Employee satisfaction is one of the most complex areas facing by today managers when it comes to managing their employees. Many studies have shown an unusually large impact on the job satisfaction and motivation of workers, while the level of motivation has an impact on productivity, and hence also on performance of business organizations.

SRIVASTAVA (2012) The Impact of workers on Employee attitudes and Job satisfaction, a comparative study was conducted on workers in the private and public sectors. The researcher attempted to assess the quality of workers welfare activities, measure the degree of job satisfaction of workers provided with worker facilities in private and public sectors and evaluates the attitudes of workers towards management in both the sectors.

ALLEN AND MEYER (2009) Organization commitment can be defined as affiliation of employees to the organization and involvement in it. In general there are three dimensions of commitment which are continuance commitment, affective commitment and normative commitment.

MACDERMID (2008) Studied the job satisfaction level of workaholics. The job satisfaction level and career satisfaction level was much more in Relaxed Workers than Workaholics, Unengaged Workers and Disenchanted Workers because of the future career prospects and working involvement.

GOYAL (2006) determined the extent of employee satisfaction experienced by workers due to primarily the worker facilities. The awareness and implementation of these welfare facilities and their correlation with job satisfaction.

MELVIN (2004) Stated that the environmental design of an organization plays a very important role in job satisfaction at the same time it also plays an important role in employee's high job involvement.

OSTROFF (2002) took the study and investigate the relationship between employee's attitudes and organizational performance. The study were strongest for employees work satisfaction, thus the companies with the satisfied employees achieve better than the organizations.

SAVERY (1999) Highlighted the job satisfaction level of the employees was mainly due to interesting and challenging work. Employee relationships and personal relationships of an employee which will in return help the employees in achieving job satisfaction.

BEUMONT (1997) in his article highlights the job satisfaction level of employees. In this study he found that there is a positive relationship between Job satisfaction and Age it was considerably low.

PARTRIDGE (1995) studied the job satisfaction level of men in which he found that the job satisfaction level of men was more as compared with women, as they normally have low expectations from their jobs. At the same time they have a greater feeling that the alternative jobs available to them differs very less than those available to them.

\

CHAPTER – 3

RESEARCH METHODOLOGY

Research Methodology is a systematic approach to solve the research problem. It can be a science as new research is done scientifically. Research methodology has many dimensions and research methods are a part of it.

3.1 RESEARCH DESIGN:

The research design used in this study is **Descriptive Research**.

A research design is an arrangement of conditions for collection and analysis of data in a manner.

Descriptive research is concerned with the research studies with a focus on the portrayal of the characteristics of a group or individual or a situation, the main objective of such studies is to gather knowledge.

3.2 SOURCES OF DATA:

Primary Data:

Primary data was obtained through a questionnaire survey administered on a sample of 150 employees.

Secondary Data:

The secondary data was obtained from the company records, journals, projects and through web sites.

3.4 STRUCTURE OF QUESTIONNAIRE:

A comprehensive questionnaire covering all aspects of the organizational function was drawn and used in this study.

- ☐ Closed ended questions
- ☐ Likert scale questions
- ☐ Multiple choice questions

3.5 SAMPLE SIZE

The sample size taken for this study of employees is 126.

3.6 PERIOD OF THE STUDY

The period of the study for this project is three month.

3.7 TOOLS FOR ANALYSIS

The collected data are scrutinized, interpreted, and analyzed using simple statistical tools like

- ☐ Anova
- ☐ Chi square
- ☐ Paired T-test

CHAPTER – 4

DATA ANALYSIS AND INTERPRETATION

The following consist of the data analysis and interpretation of my questionnaire:

TABLE NO. 1: GENDER WISE CLASSIFICATION OF RESPONDENTS

Particular	No of respondents	No.of.percentage
Male	47.2%	47.2
Female	52.8%	52.8
	100	100%

CHART NO: 1 GENDER WISE CLASSIFICATION OF RESPONDENTS

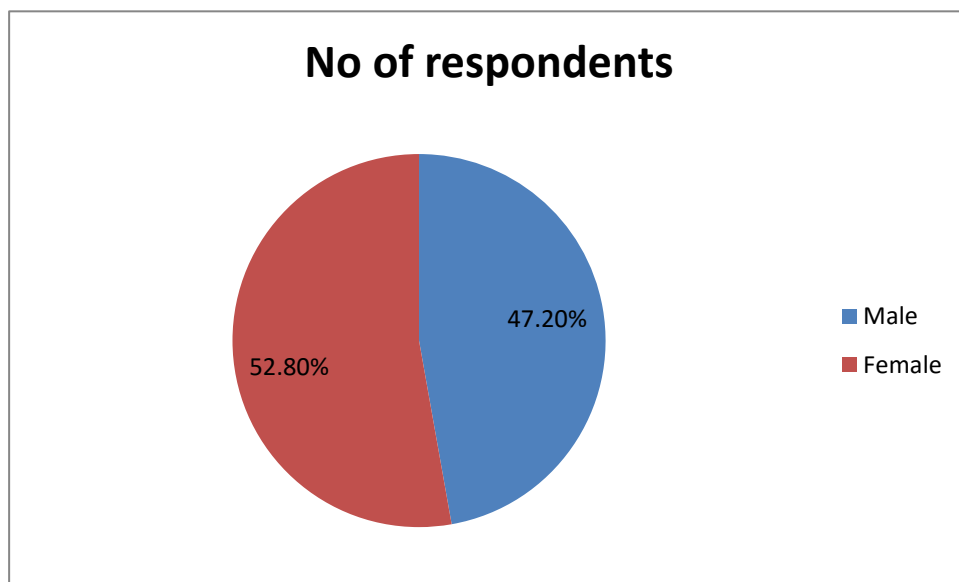
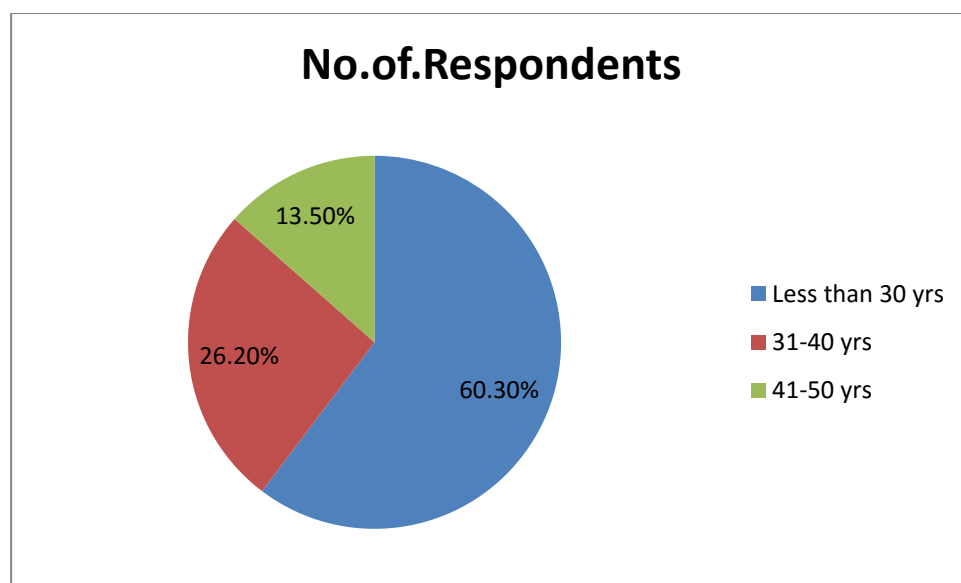


TABLE NO.2: AGE WISE CLASSIFICATION OF RESPONDENTS

Age	No.of.Respondents	Percentage
Less than 30 yrs	60.3%	60.3
31-40 yrs	26.2%	26.2
41-50 yrs	13.5%	13.5
Total	100	100

CHART NO.2: CHART REPRESENTING AGE WISE CLASSIFICATION OF RESPONDENTS



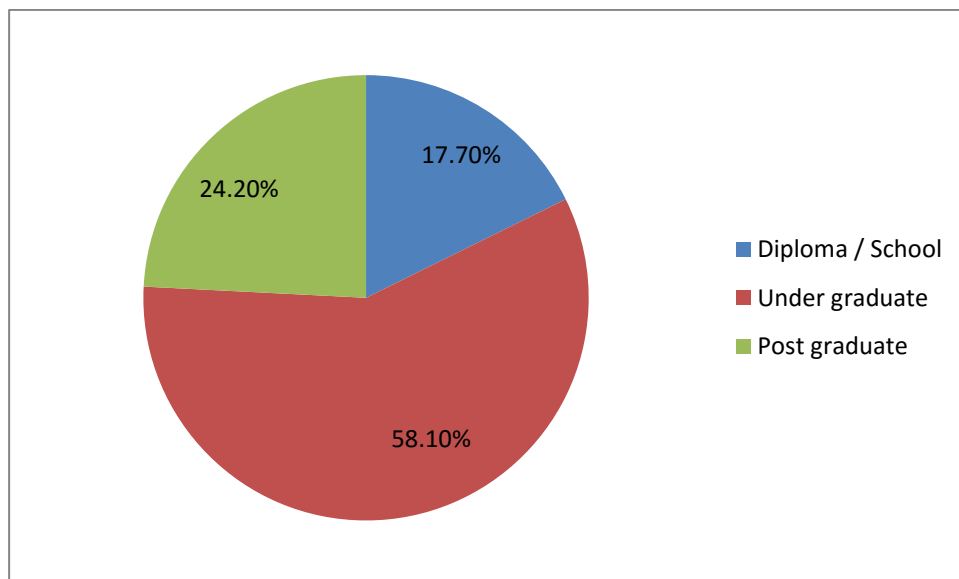
INFERENCE:

The above table says that most of the respondent's lies in between Less than 30 yrs (60.30%) and 31-40 yrs(26.20%) 41-50 yrs (13.50%).

TABLE: 3 Education Level

Diploma / School	17.7%	17.7%
Under graduate	58.1%	58.1%
Post graduate	24.2%	24.2%
	100	100%

Chart: 3 Education Level



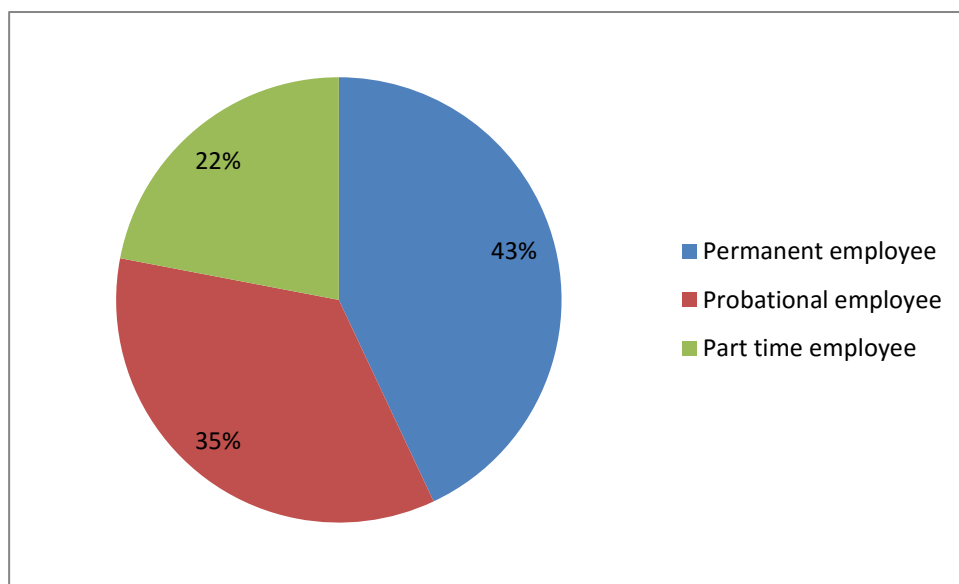
INFERENCE:

The above table says 58.10% majority of the respondents are preferred as under graduate.

Table No: 4 which category of employee are you in company?

Permanent employee	43%	43
Probational employee	35%	35
Part time employee	22%	22
	100	100

CHART NO: 4 category of employee are you in company



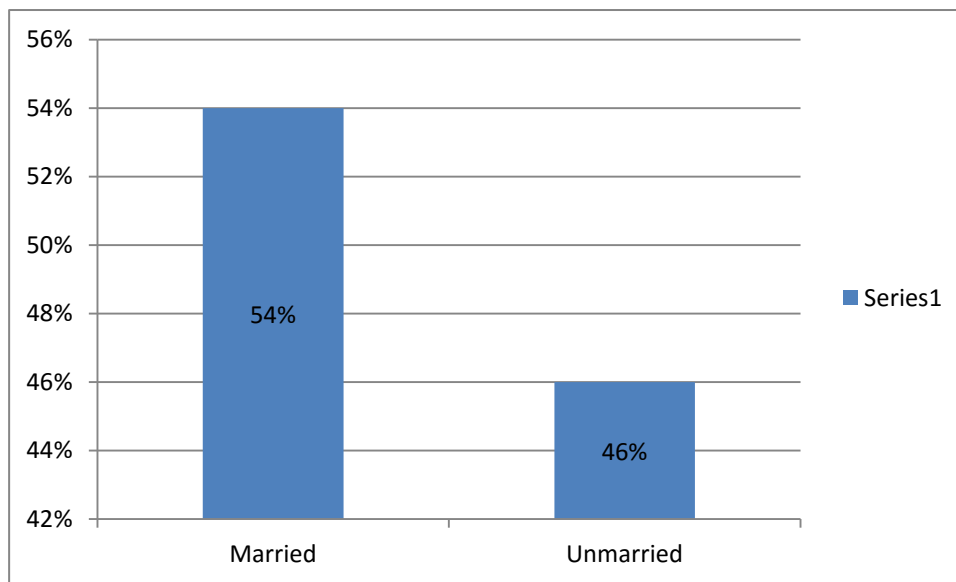
INFERENCE:

The above table says that 43% of the respondents' category of permanent employees is you in company

TABLE NO 5: Marital status

	NO.OF.RESPONENTS	NO.OF.PERCENTAGE
Married	54%	54
Unmarried	46%	46
	100	100%

CHART NO 5: Marital status



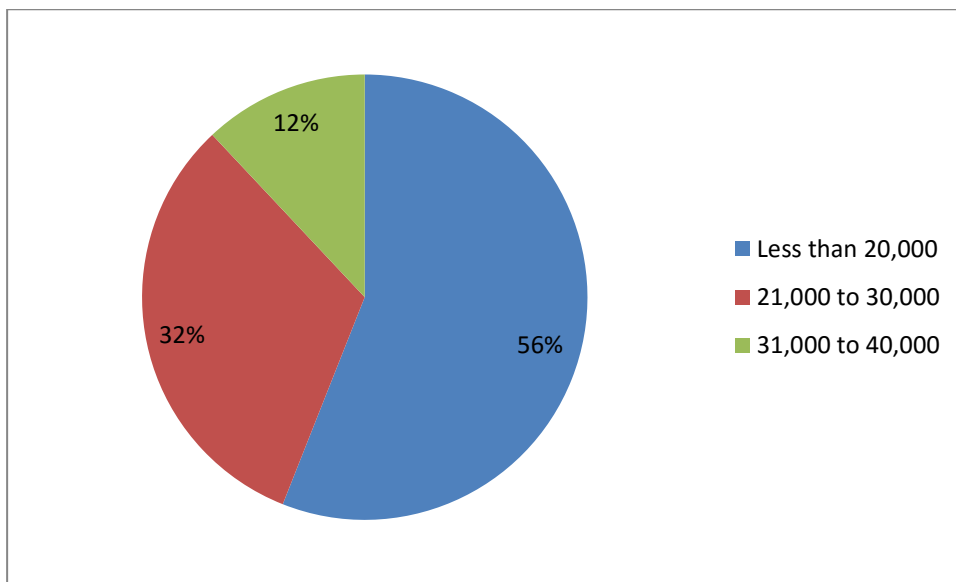
INFERENCE:

The above table says that 54% of the respondents are married.

Table No. 6: TABLE SHOWS EMPLOYEES MONTHLY INCOME LEVEL

Particulars	No. of. Respondents	No. of. percentage
Less than 20,000	56%	56
21,000 to 30,000	32%	32
31,000 to 40,000	12%	12
	100	100

CHART NO. 6: Employees monthly income level



INFERENCE:

From the above table, it is said to be that, 56% of employees monthly income level less than 30.

TABLE NO. 7 Employees work experience

	No. of. respondents	No.of.percentage
Less than 10 years	61.3%	61.3
10 to 20 years	33.1%	33.1
Above 20 years	5.6%	5.6
	100	100%

Chart No. 7 TABLE SHOWS EMPLOYEES WORK EXPERIENCE

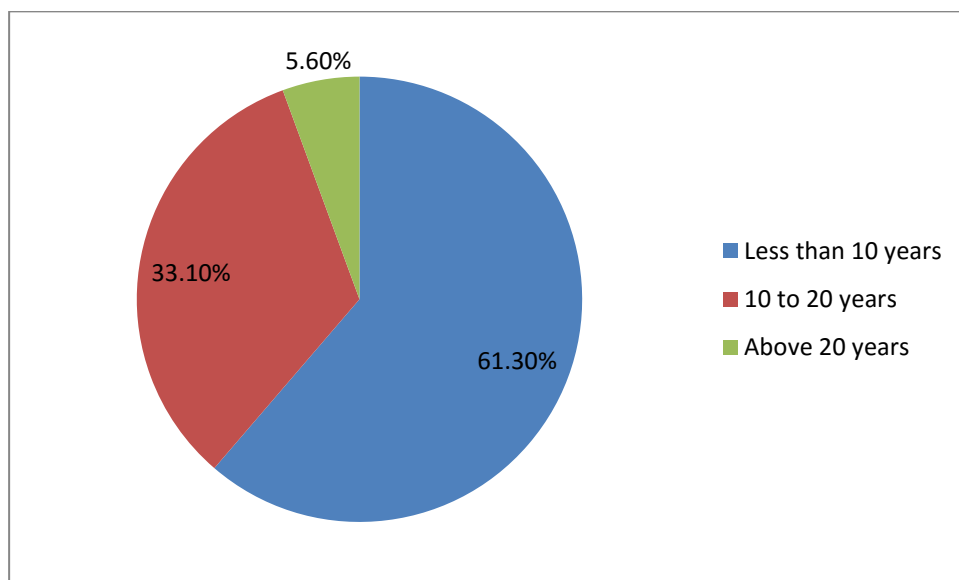
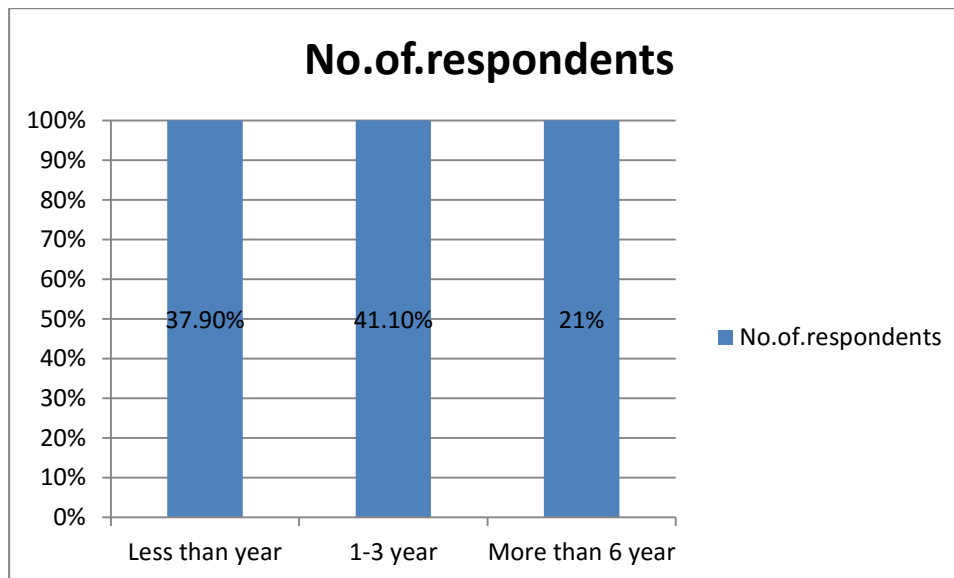


TABLE NO. 8: TABLE SHOWING HOW MANY YEARS HAVE YOU BEEN WITH THE COMPANY

Particulars	No.of.respondents	Percentage
Less than year	37.9%	37.9
1-3 year	41.1%	41.1
More than 6 year	21%	21
	100	100

CHART NO. 8: TABLE SHOWS HOW MANY YEAR HAVE YOU BEEN WITH THE COMPANY



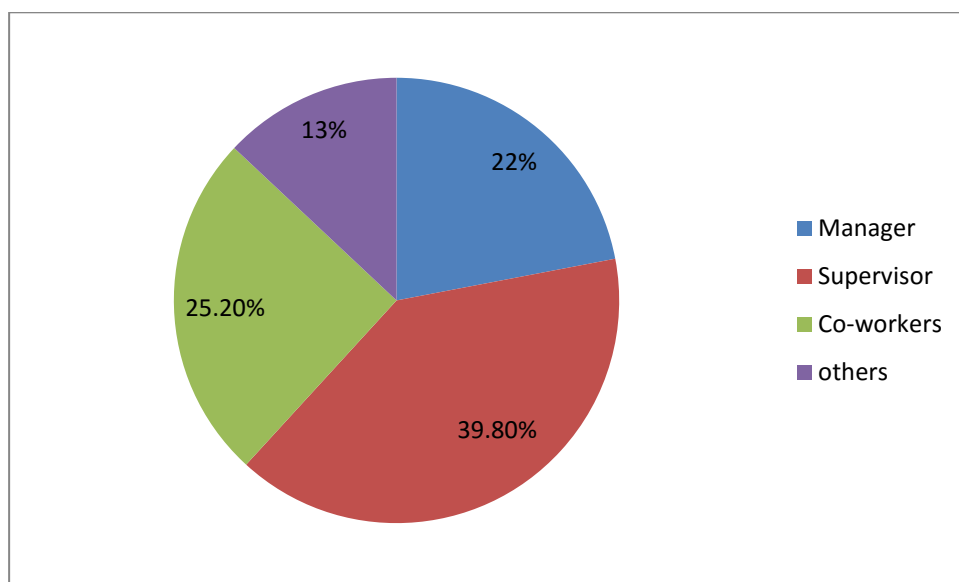
INFERENCE:

The above table shows 37.9% is the majority of respondents.

TABLE NO.9: TABLE SHOWING CURRENT POSITION IN AN ORGANISATION

Particulars	No. of. respondents	Percentage
Manager	22%	22
Supervisor	39.8%	39.8
Co-workers	25.2%	25.2
others	13%	13
	100	100

Chart NO.9: Employees current position in an organization



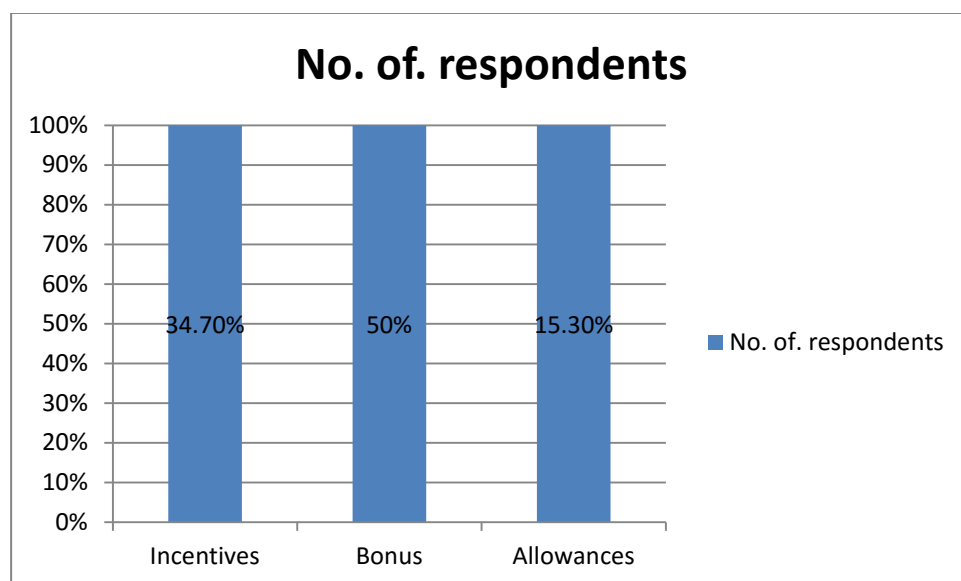
INFERENCE:

The above table majority shows 39.8 % of respondents.

TABLE NO.10: state the benefits gained by employee through the motivation of respondent

Particulars	No. of. respondents	Percentage
Incentives	34.7%	34.7
Bonus	50%	50
Allowances	15.3%	15.3
	100	100

Chart NO.10: Benefits gained by employee through the motivation of respondent



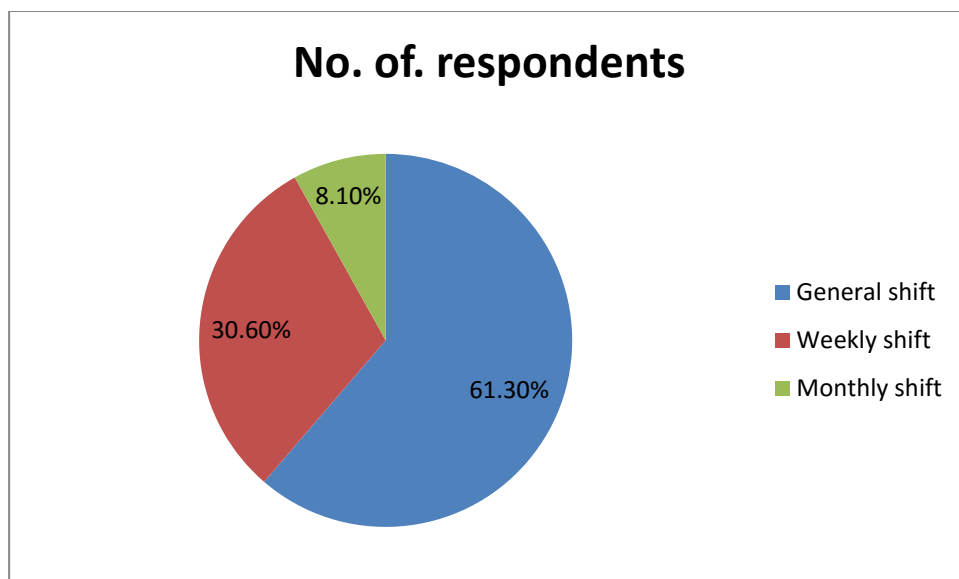
INFERENCE:

The above table majority shows Bonus 50 % of respondents.

TABLE NO.11: Shifts do you prefer of respondent

Particulars	No. of. respondents	Percentage
General shift	61.3%	61.3
Weekly shift	30.6%	30.6
Monthly shift	8.1%	8.1
	100	100

Chart NO.11: Shifts do you prefer of respondent



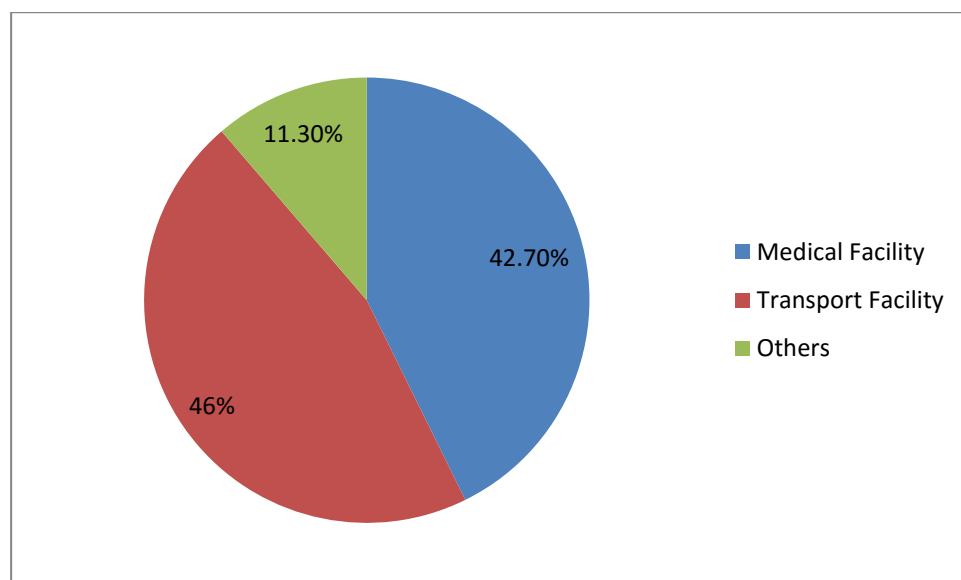
INFERENCE:

The above table majority shows 61.30 % of General shift respondents.

TABLE NO.12: Facilities do you except of respondent

Particulars	No. of. Respondents	Percentage
Medical Facility	42.7%	42.7
Transport Facility	46%	46
Others	11.3%	11.3
	100	100

Chart NO.12: Facilities do you except of respondent



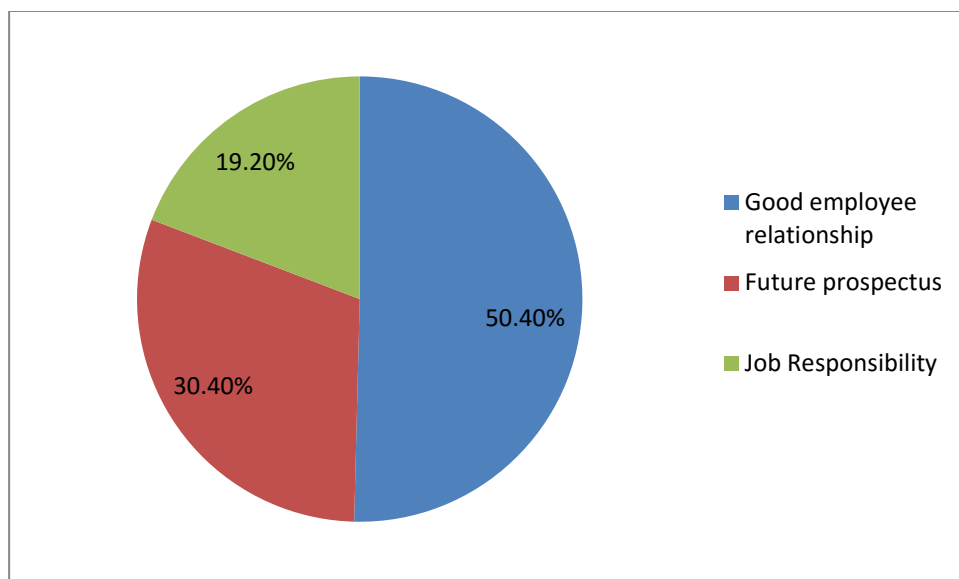
INFERENCE:

The above table majority shows 46 % of transport facilities respondents.

TABLE NO.13: Preferred motivation factor to improve employees regularity

Particulars	No. of. Respondents	Percentage
Good employee relationship	50.4%	42.7
Future prospectus	30.4%	46
Job Responsibility	19.2%	11.3
	100	100

Chart NO.13: Preferred motivation factor to improve employees regularity



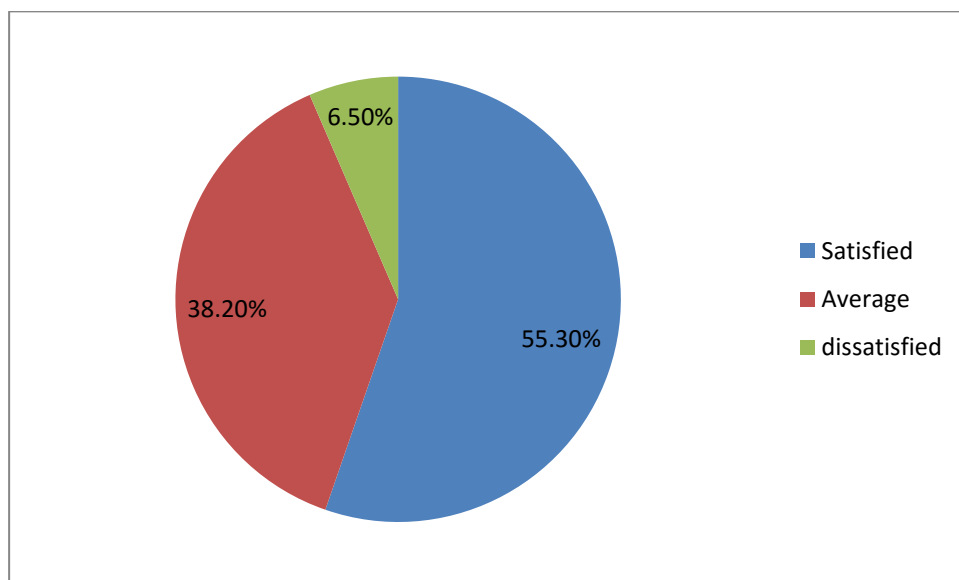
INFERENCE:

The above table majority shows 50.4 % Good employee relationship respondents.

TABLE NO.14: Are you satisfied with the technique of job evaluation of your organization

Particulars	No. of. Respondents	Percentage
Satisfied	55.3%	55.3
Average	38.2%	38.2
dissatisfied	6.5%	6.5
	100	100

Chart NO.14: satisfied with the technique of job evaluation of your organization

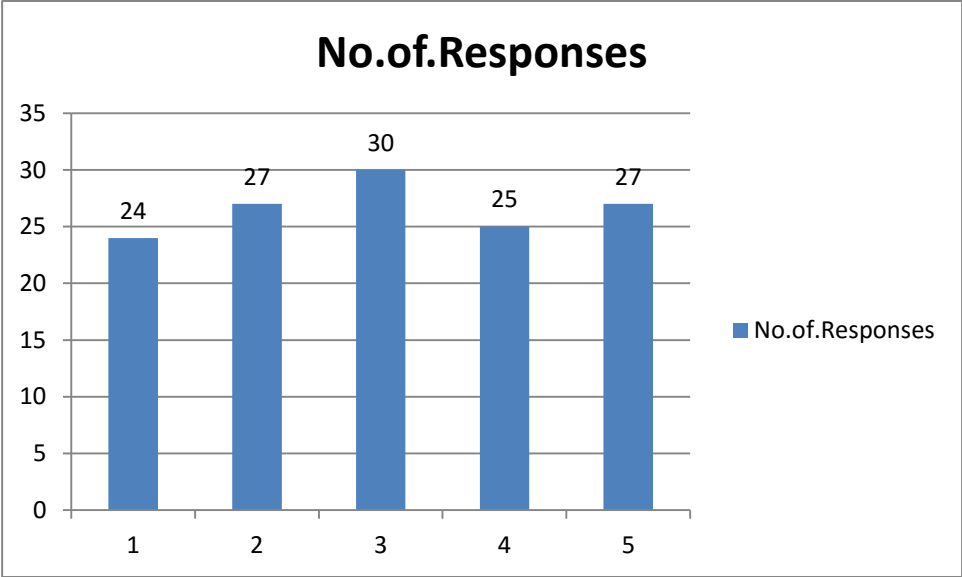


INFERENCE:

The above table majority shows 55.30 % satisfied respondents.

TABLE NO.15: Are you satisfied with the company policy

Chart NO.15: Satisfied with the company policy



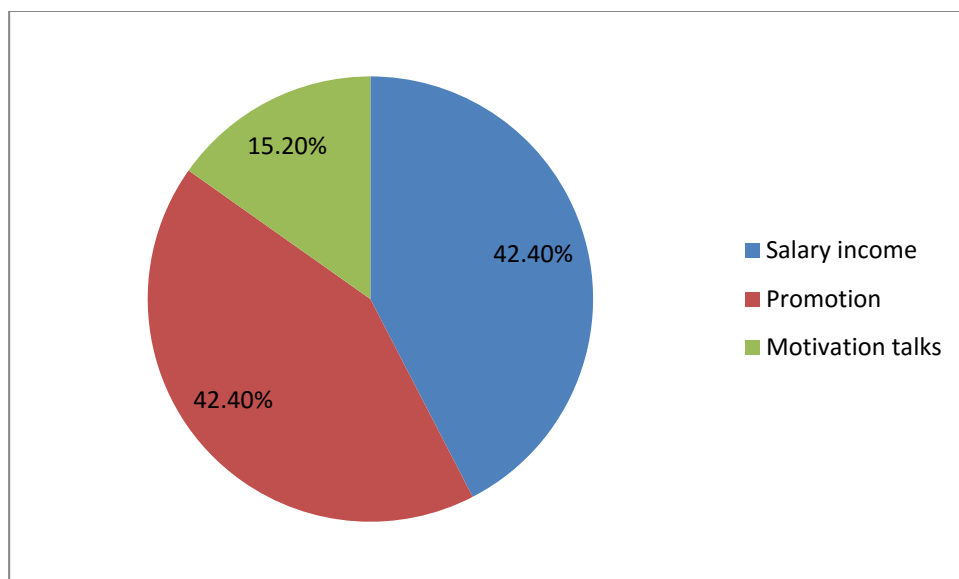
INFERENCE:

The above table majority shows highest ratings 2 is 34 company policy respondents.

TABLE NO.16: Factors which motivate you most

Particulars	No. of. Respondents	Percentage
Salary income	42.4%	27.4
Promotion	42.4%	62.9
Motivation talks	15.2%	9.7
	100	100

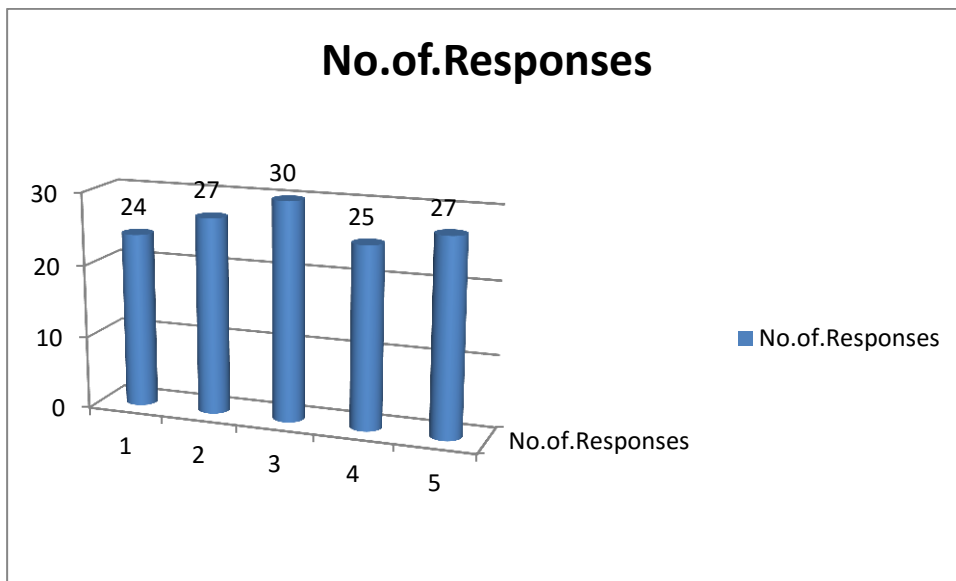
Chart NO.16: factors which motivate you most



INFERENCE:

The above table majority shows 42.4 % respondents.

Chart NO 17: satisfied with the amount of paid vacation time/leave offered?



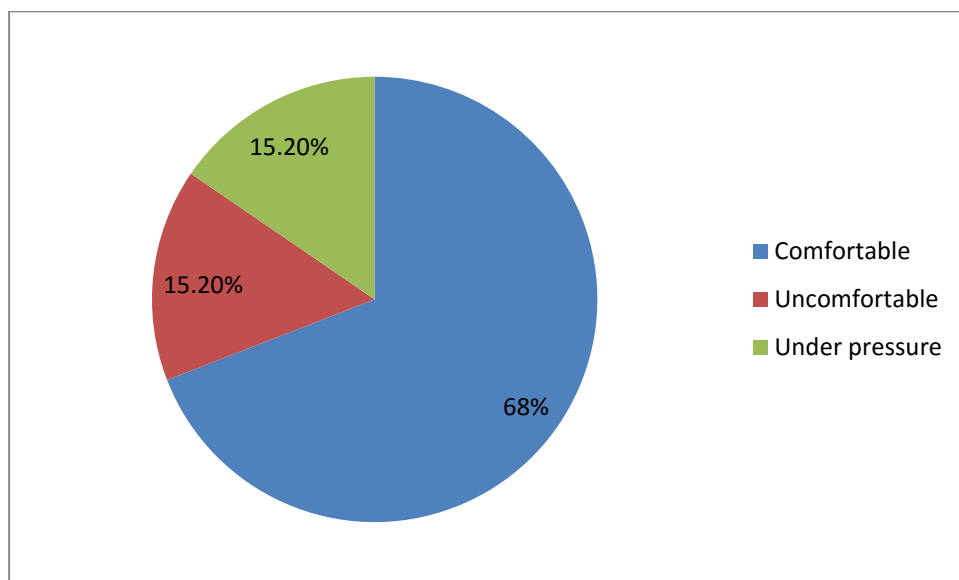
INFERENCE:

The above table majority shows 34 % respondents.

TABLE NO.18: opinion about this organization working hours

Particulars	No. of. Respondents	Percentage
Comfortable	68%	68
Uncomfortable	15.2%	15.2
Under pressure	15.2%	15.2
	100	100

Chart NO.18: opinion about this organization working hours



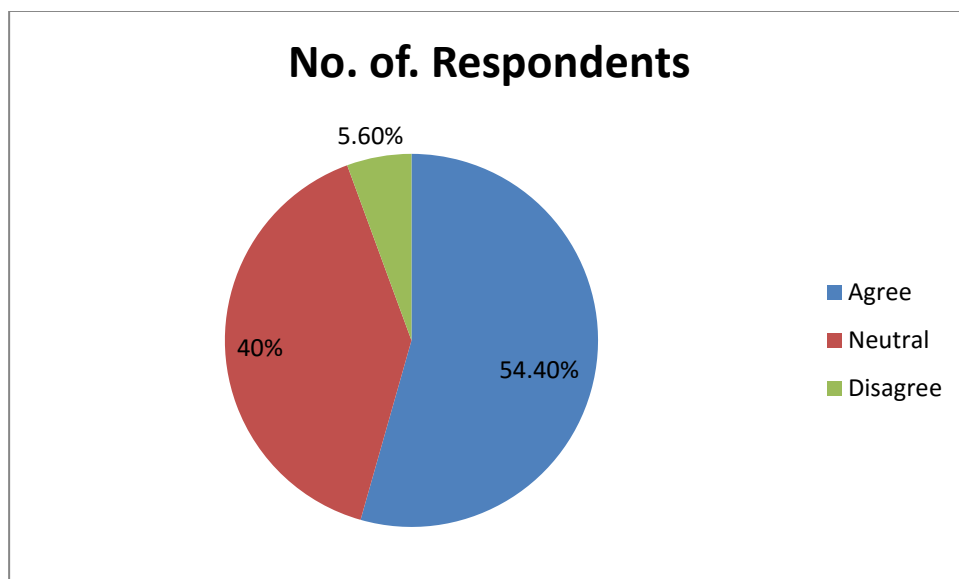
INFERENCE:

The above table majority shows 95.10 % respondents.

TABLE NO.19: senior management communicates well with the rest of the organization

Particulars	No. of. Respondents	Percentage
Agree	54.4%	54.4
Neutral	40%	40
Disagree	5.6%	5.6
	100	100

Chart NO.19: senior management communicates well with the rest of the organization



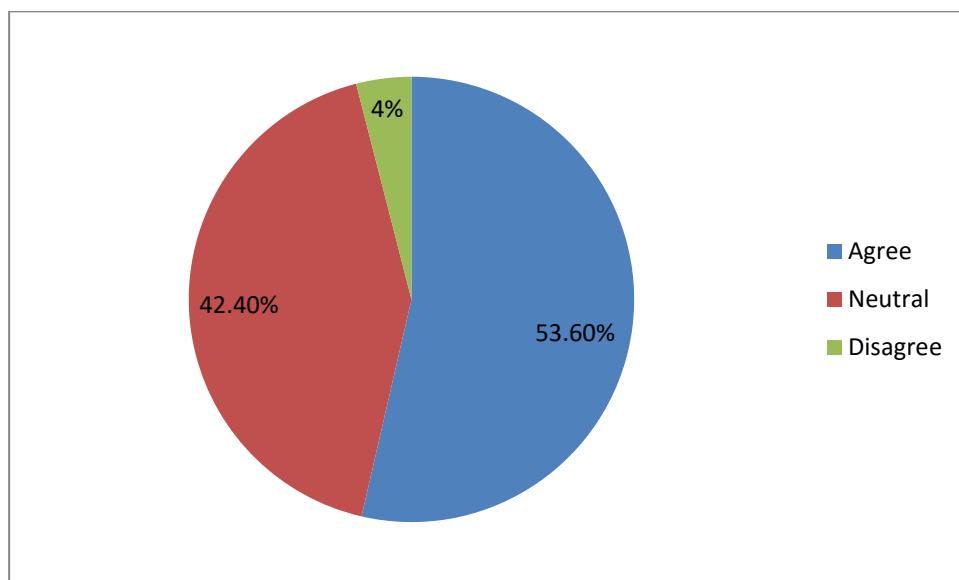
INFERENCE:

The above table majority shows 54.40 % respondents.

TABLE NO.20: Manager gives freedom you need to your job effectively

Particulars	No. of. Respondents	Percentage
Agree	53.6%	53.6
Neutral	42.4%	42.4
Disagree	4%	4
	100	100

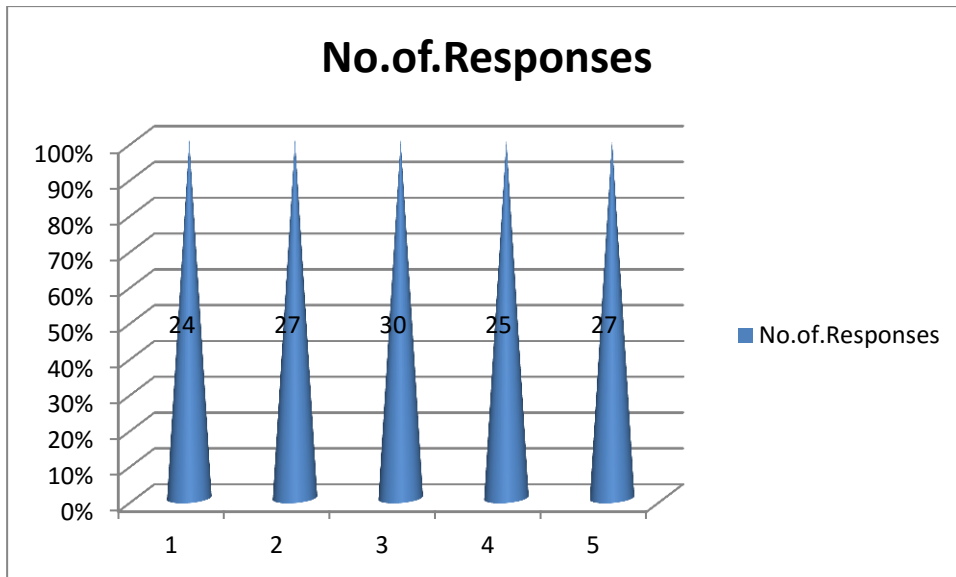
Chart NO.20: Manager gives freedom you need to your job effectively



INFERENCE:

The above table majority shows 53.6 % respondents.

Chart NO.21: Satisfied with the culture of organizations



INFERENCE:

The above table majority shows 30% respondents.

4.2 STATISTICAL ANALYSIS

4.1 CHISQUARE:

Hypothesis: 1

H_0 (Null hypothesis) =: There is no significant difference between age of the respondents of employees.

H_1 (Alternate hypothesis): There is no significant difference between age of the respondents of employees.

Age* What is the current position in an organization					
Cross tabulation					
AGE	Manager	Supervisor	Co-workers	others	TOTAL
Less than 30	4.6	.6	12.1	7.7	25.0
31- 40 Years	8.9	1.1	23.3	14.8	48.0
41-50 years	7.8	1.0	20.4	12.9	42.0
TOTAL	24.0	3.0	63.0	40.0	130.0

Chi-Square Tests

INFERENCE:

Since p value (**0.010**) is less than 0.05. We accept the alternate hypothesis and reject the null hypothesis. Hence there is significant difference between age of the respondents of employees satisfaction.

4.2 ANOVA OUTPUT

Descriptive

16. How much are you satisfied with the company policy?

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	10	3.10	1.449	.458	2.06	4.14	1	5
2	33	3.00	1.275	.222	2.55	3.45	1	5
3	28	3.21	1.228	.232	2.74	3.69	1	5
4	26	3.12	1.243	.244	2.61	3.62	1	5
5	29	3.17	1.537	.285	2.59	3.76	1	5
Total	126	3.12	1.318	.117	2.89	3.35	1	5

Test of Homogeneity of Variances

		Levene Statistic	df1	df2	Sig.
16. How much are you satisfied with the company policy?	Based on Mean	1.189	4	121	.319
	Based on Median	1.278	4	121	.282
	Based on Median and with adjusted df	1.278	4	114.931	.283
	Based on trimmed mean	1.176	4	121	.325

ANOVA

16. How much are you satisfied with the company policy?

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.808	4	.202	.113	.978
Within Groups	216.406	121	1.788		
Total	217.214	125			

Robust Tests of Equality of Means

16. How much are you satisfied with the company policy?

	Statistic	df1	df2	Sig.
Welch	.118	4	43.925	.975
Brown-Forsythe	.110	4	78.370	.979

4.3 PAIRED T TEST OUTPUT

Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	18. How much are you satisfied with the amount of paid vacation time/leave offered?	3.25	126	1.288	.115
	22. Are you satisfied with the culture of organisations?	2.94	126	1.352	.120

Paired Samples Correlations

		N	Correlation	Sig.
Pair 1	18. How much are you satisfied with the amount of paid vacation time/leave offered? & 22. Are you satisfied with the culture of organizations?	126	-.047	.600

Paired Samples Test

		Paired Differences							
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference		t	Df	Sig. (2-tailed)
					Lower	Upper			
Pair 1	18. How much are you satisfied with the amount of paid vacation time/leave offered? - 22. Are you satisfied with the culture of organizations?	.302	1.911	.170	-.035	.639	1.771	125	.079

||

CHAPTER – 5

FINDINGS AND SUGGESTIONS

5.1 FINDINGS:

- ☐ The majority of (52.8%) respondents are male.
- ☐ The majority of (17.7%) of the respondents are diploma/school, (58.1%) of under graduate responses, while (24.2%) of the respondents are post graduate.
- ☐ The majority of (43.1%) of the respondents are permanent employee in a company.
- ☐ The majority of (56.8%) of the respondents are employees' monthly income level.
- ☐ From the study, it is said to be that, 61.3% of respondents work experience company mostly.
 - ☐ The majority of (50%) of employees through the motivation of respondent
 - ☐ The shifts you prefer of respondent (61.3%) of employees are general shifts.
 - ☐ The preferred (50.4%) of motivation factor to improve employees regularity
 - ☐ The majority of (54.4%) of senior management communicates well the rest of the organization.
 - ☐ The majority of respondents is 34% satisfies with company policies
 - ☐ The majority of (53.6%) of respondent manager gives freedom your job effective.

5.3 CONCLUSION:

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.

The study also considered some other problem lie to under by the government I hope the management would consider my suggestions definitely it will improve his business highly motivated employees are consider the great asset of the company.

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A STUDY ON ANALYSIS OF JOB SATISFACTION LEVEL OF EMPLOYEES IN THE PHARMACEUTICAL COMPANY WITH REFERENCE OF PAR FORMULATION PVT LTD

[The Par Formulations Pvt Ltd, pudupakkam, Chennai]

PERSONAL INFORMATION

1. Gender:

- a. Male b. Female

2. Age of the respondents:

- a. less than 30 b. 31-40 c. 41-50

3. Educational level

- a. Diploma / school b. under graduate c. post graduate

4. Which category of employees are you in company?

- a. permanent employee b. probational employee c. Part time employee

5. Marital status

- a. Married b. unmarried

6. Monthly income level

- a. less than 20,000 b. 21,000 to 30,000 c. 31,000 to 40,000

7. Work experience

- a. less than 10 years b. 10 to 20 years c. Above 20 years

8. How many years have you been with the company?

- a. less than year b. 1-3 year c. 4-6 year d. more than 6 year

9. What is your current position in an organization?

a. Manager b. supervisor c. co-workers d. others

10. State the benefits gained by employee through the motivation of respondent?

a. incentives b. bonus c. allowances

11. Which shifts do you prefer of respondent?

a. General shift b. weekly shift c. monthly shifts

12. Which facilities do you except of respondent?

a. Medical facilities b. Transport facilities c. others

13. Which is the preferred motivation factor to improve employees' regularity?

a. Good employee relationship b. Future prospectus c. job responsibility

14. Are you satisfied with the technique of job evaluation of your organization?

a. satisfied b. average

15. How much are you satisfied with the company policy?

1 2 3 4 5

16. Which of the following factors which motivate you most?

a. Salary increase b. promotion c. Motivation talks

17. How much are you satisfied with the amount of paid vacation time/leave offered?

1 2 3 4 5

18. What is the opinion about this organization working hours?

a. comfortable b. uncomfortable c. under Pressure

19. Senior management communicates well with the rest of the organization?

a. Agree b. Neutral c. Disagree

20. The Manager gives freedom you need to do your job effectively?

a. Agree b. Neutral c. Disagree

21. Are you satisfied with the culture of organization?

1 2 3 4 5

Annexure - 2

A STUDY ON ANALYSIS OF JOB SATISFACTION LEVEL OF EMPLOYEE IN THE PHARMACEUTICAL COMPANY WITH REFERENCE OF PAR FORMULATION PVT LTD

E. SANTHOSH KUMAR., MBA.

*School of Management Studies, Sathyabama institute of Science and Technology,
Chennai, Tamil Nadu, South India
Santhoshelumalai360845@gmail.com*

Dr. RANI .J MBA, M.Phil., Ph.D. Assistant Professor

*, School of Management Studies, Sathyabama institute of Science and Technology
Chennai, Tamil Nadu, South India
rani.soms@sathyabama.ac.in*

ABSTRACT

The pharmaceutical industry plays an imperative role in strengthening the economic progress. The Purpose of this study is to evaluate the level job satisfaction of employees in various Pharmaceutical companies. The present study Focuses on the relative significance of job Satisfaction factors and their effect on the overall Job satisfaction of employees. The outcomes of Study show that compensation, work efficiency and employee relations are the most significant factors contributing to job satisfaction.

II. REVIEW OF LITERATURE

ALAM SAGEER (2021) Employee satisfaction is the terminology used to describe whether employees are happy, contented and fulfilling their desires and needs at work. Many measures support that employee satisfaction is a factor in employee motivation, employee goal achievement

HARTER (2019) conducted an analysis to examined aggregated employee job satisfaction attitudes and employee commitment.

SRIVASTAVA (2012) The Impact of workers on Employee attitudes and Job satisfaction, a comparative study was conducted on workers in the private and public sectors. The researcher attempted to assess the quality of workers welfare activities, measure the degree of job satisfaction of workers provided with worker facilities in private and public sectors and evaluates the attitudes of workers towards management in both the sectors.

I. INTRODUCTION

Job is one of the important elements of people's life. It is necessary for every organization to have satisfied workforce. Job satisfaction is one of the important factors the organization to enhance the productivity of employee.

Successful combination of two factors (finance & non-finance) is the outcome of proper job satisfaction. Management role is also considered as an important factor that gives proper job satisfaction to the employee. It may also be defined as "a function of perceived performance and expectations"

In the event that the performance misses the mark concerning desires, the worker is disappointed and dissatisfied and in the event that it meets up the expectation, the employees are satisfied. The productivity of employees developed if they feel satisfied in their work. The process is however, more complicated then it appears.

III. METHODOLOGY

RESEARCH DESIGN

From the objective we have studied the research design used in this study is Descriptive Research. A research design is an arrangement of conditions for collection and analysis of data in a manner. Descriptive research is concerned with the research studies with a focus on the portrayal of the characteristics of a group or individual or a

a. HYPOTHESIS QUESTIONS

- **H0: There is no relationship between recruitment and automation**
- H1 – There is a relationship between recruitment and automation**

ALLEN AND MEYER (2009) Organization commitment can be defined as affiliation of employees to the organization and involvement in it

- **H0 – There is no relationship between recruitment and natural language processing**
- H1 – There is a relationship between recruitment and natural language processing**
- **H0 – There is no relationship between recruitment and workforce**
- H1 – There is a relationship between recruitment and workforce**

SAMPLING DESIGN

The population for the study was made up of job seekers of artificial intelligence in e-recruitment in IT industries in Chennai, and convenience sampling methods were used. Samples of 126 are job seekers were questioned and the data has been collected.

DATA COLLECTION METHODS

Primary data collection method comprised survey method while primary data collection instruments was structured questionnaire namely **ARTIFICIAL INTELLIGENCE IN E-RECRUITMENT IN IT INDUSTRIES CHENNAI QUESTIONNAIRE** in forms such as recruitment, natural language process, workforce, automation.

STATISTICAL TOOLS

The main tools used for statistical analysis were percentages, chi square.

AREA OF RESEARCH

The research design consists of population size of 150 people in **the location of Chennai, targeted people are the job seekers, who are looking for jobs.**

CONCEPTUAL FRAMEWORK

The conceptual framework of artificial intelligence in e-recruitment IT industry was based upon research gaps and exhaustive review of literature into 4 variables of the study such as,

- Recruitment**
- Natural language process**
- Workforce**
- Automation**

LIMITATIONS

Small sample size Brief study duration time less Demographic variables effect on the depending variable were not studied Data was collected online than hands on guide

iv. DATA ANALYSIS

Technologies shaping the artificial intelligence in IT especially in E recruitment.

The respondents were rate the technologies which create the satisfaction to job seekers. The attributes comprise of

- Recruitment
- Natural language process
- Workforce
- Automation

The rating table comprises of 5 points with the 1 for lowest rating and 5 for highest rating. The responses statistical analysis is represented in table 1 to table 4.

TABLE. 1 RECRUTMENT AND NATURAL LANGUAGE PROCESS

Correlation				
			Recruitme nt	Natural language process
Spearman's rho	Recruitment	Correlation Coefficient	1.000	.402**
		Sig. (2-tailed)	.	.002
		N	100	100
	Natural language Process	Correlation Coefficient	.402**	1.000
		Sig. (2-tailed)	.002	.
		N	100	100
**. Correlation is significant at the 0.02 level (2-tailed).				

Source: Primary Data

Result: From the table, it is interpreted that the significance value is 0.02 which is less than 0.05 and less than the critical value 1. So the null

hypothesis rejected and alternative hypothesis got accepted. Thus, there is a relationship between recruitment and Natural language process

TABLE. 2 RECRUTMENT AND WORKFORCE

Correlation				
			Recruitment	Workforce
Spearman's rho	Recruit ment	Correlation Coefficient	1.000	.502**
		Sig. (2-tailed)	.	.001
		N	100	100
	Workfor ce	Correlation Coefficient	.502**	1.000
		Sig. (2-tailed)	.001	.
		N	100	100
**. Correlation is significant at the 0.01 level (2-tailed).				

Source: Primary Data

Result: From the table, it is interpreted that the significance value is 0.01 which is less than 0.05 and less than the critical value 1. So the null hypothesis rejected and alternative hypothesis got accepted. Thus, there is a relationship between recruitment and workforce.

TABLE.3 RECRUTMENT AND AUTOMATION

			Recruitme nt	Automation
Spearman's rho	Recruitm ent	Correlation Coefficient	1.000	.802**
		Sig. (2-tailed)	.	.000
		N	100	100
	Automatio n	Correlation Coefficient	.802**	1.000
		Sig. (2-tailed)	.000	.
		N	100	100
**. Correlation is significant the 0.00 level (2-tailed).				

Source: Primary Data

Result: From the table, it is interpreted that the significance value is 0.00 which is less than 0.05 and less than the critical value 1. So the null hypothesis rejected and alternative hypothesis got accepted. Thus, there is a relationship between recruitment and automation.

TABLE 4. COMPARISON OF THE RECRUITMENT, NATURAL LANGUAGE PROCESS, WORKFORCE, AUTOMATION

Recruitment		Sum of Squares	df	Mean Square	F	Sig.
Natural language process	Between Groups	1.739	111	.580	5.108	.002
	Within Groups	56.283	89	.113		
	Total	58.022	200			
Workforce	Between Groups	1.783	120	.594	5.312	.001
	Within Groups	55.505	88	.112		
	Total	57.288	200			
Automation	Between Groups	1.739	111	.594	5.108	.002
	Within Groups	56.283	89	.112		
	Total	58.022	200			

Source: Primary Data

Result: Results state that, there is a relationship between dependent variable and independent variable because of the strong F value, which was greater than the significance value Natural language process $5.108 > 0.002$, workforce $5.312 > 0.001$, automation $5.108 > 0.002$. So the null hypothesis rejected and alternative hypothesis got accepted.

V. Summary of finding

- The The significance value is 0.02 which is less than 0.05 and less than the critical value 1. So the null hypothesis rejected and alternative hypothesis got accepted. Thus, there is a relationship between recruitment and Natural language process
- The significance value is 0.01 which is less than 0.05 and less than the critical value 1. So the null hypothesis rejected and alternative hypothesis got accepted. Thus, there is a relationship between recruitment and workforce.
- The significance value is 0.00 which is less than 0.05 and less than the critical value 1. So the null hypothesis rejected and alternative hypothesis got accepted. Thus, there is a relationship between recruitment and automation.
- The strong F value, which was greater than the significance value. Natural language process $5.108 > 0.002$, workforce $5.312 > 0.001$, automation $5.108 > 0.002$. So the null hypothesis rejected and alternative hypothesis got accepted.

VI. CONCLUSION

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.

The study also considered some other problem lie to under by the government I hope the management would consider my suggestions definitely it will improve his business highly motivated employees are consider the great asset of the company.

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