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**“A STUDY ON EMPLOYEE JOB SATISFACTION WITH SPECIAL REFERENCE TO
CRP” AT PERUNGUDI TOWN”**

Dr.T.VETRIVEL

Professor and Head

Department of Management studies

Velalar College of Engineering and Technology

Tindal –Erode District Tamilnadu, India

MAIL id: vetreemba@gmail.com

Mobile No: 9843658303

ABSTRACT

In this topic we will discuss how content helps an individual with his or her job. There are a variety of factors that can influence a person's level of job satisfaction. Some of these factors include the level of pay and benefits that perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, the job itself. The impact of all these factors creates gratification and happiness among the employees and the happier people are within their job, the more satisfied they are said to be. Job satisfaction in regards to one's feeling or state of mind regarding nature of their work. Job can be



influenced by variety of factors like supervisor, quality of physical environment in which they work, degree of fulfillment in their work, etc.

Key words: individual, variety of factors, job satisfaction, working conditions

CHAPTER – I

1.1. INTRODUCTION

The topic of our project is “Job Satisfaction”. In this topic we will discuss how content helps an individual with his or her job. There are a variety of factors that can influence a person’s level of job satisfaction. Some of these factors include the level of pay and benefits that perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, the job itself. The impact of all these factors creates gratification and happiness among the employees and the happier people are within their job, the more satisfied they are said to be. Job satisfaction in regards to one’s feeling or state of mind regarding nature of their work. Job can be influenced by variety of factors like supervisor, quality of physical environment in which they work, degree of fulfillment in their work, etc.

1.2. IMPORTANCE OF THE STUDY

1. Human resources is considered to be the most valuable asset of any organization.
2. Some of the total of inherent are abilities acquired knowledge and skill represented by the talents and attitude of the employed person.

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3. It is thus the employees performance with ultimately, in turn depends on the job.

1.3 OBJECTIVES OF THE STUDY

1. To evaluate the level of satisfaction of the employee.
2. To know the effectiveness of welfare and safety measures provided by the company.
3. To analyses the factors affecting work conditions.
4. To ascertain how for the HR policies useful to improve career prospects of individual employee in the organization.
5. To analyses the relationship between superior and subordinate.

1.4 SCOPE OF THE STUDY

1. The scope covers various employees in CRP Pvt Ltd.
2. To know about the job satisfaction of each and every employees in organization.
3. To know the reason for satisfaction and dissatisfaction of employees in the job.
4. To suggest the management to develop the employees in effective way.

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1.5 STATEMENT OF PROBLEMS

1. Arises from frustrated desire for status.
2. Inability to secure satisfying emotional responses from others.
3. Arising from frustrated desired for independence.
4. Sense of insecurity.

1.6. LIMITATIONS OF THE STUDY

1. Time consuming.
2. Employee's inability to respond.
3. The duration of project is only for 30 days.
4. High expensive.

Chapter –II

2.1 REVIEW OF LITERATURE

MEANING

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Job satisfaction is typically refers to the attitude of a single employee. Job satisfaction is the effective orientation on the part of individuals towards work roles, which occupy at present.

According to “E.A.LOCKE” defines job satisfaction as a “pleasurable or positive emotional state resulting from the appraisal of one’s job experiences”.

“Weiss, 2007” has argued that job satisfaction is an attitude but points out that research should clearly.

“Hawthorne Studies, 1924-1933”one of the biggest preludes to the study of job satisfaction was the Hawthorne studies, primarily credited to Elton Mayo of the Harvard Business School, sought to find the effect of various conditions on workers productivity. These studies ultimately shows the novel changes in work conditions temporarily increase in productivity called the Hawthorne Effect.

“Ballentine, Mckenize, Wysocki and Kepner, 2003” monetary incentives include salary increases, profit sharing plans, stock options, warrants, individual and small-group rewards, merit pay, project bonuses, and additional paid vacation time. The purpose of such incentives is to reward employees for outstanding job performance through money.

“Parisi and Weiner, 1990-2000” to understand what causes the people to be satisfied with their jobs, the nature of the work itself is one of the first places for practitioners to focus on.

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“Macey, 1996” highlights of the research on survey analyses and the most important issues for HR practitioners to consider are reviewed below.

2.2.RESEARCH METHODOLOGY

Research may be defined as the systematic and objective analysis and recording of controlled observation that may lead to the development or generalization. Principles or theories are resulting in prediction and possible ultimate control of events.

2.2.1. DESCRIPTIVE RESEARCH

Descriptive research describes records analyses and interprets the condition that exist practices which prevail to believe points of views or attitude or held process that are being felt or trends that are developing. It involves some type of comparison or contrast and attempts to discover relationship between existing non manipulated variables. It can be various type survey studies, interrelationship studies casual comparative studies and development studies.

2.2..2. SAMPLING

Through the primary purpose of research to apply the conclusion for universal application it is difficult to study the whole population hence we need to select a small group. When we select some of the elements of the population with the intention of finding outstanding about the population from which they are taken we refer to the elements as a sample.

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In another words sample is a small proportion selected for observation and analysis the way of selecting the sample is referred to as a sampling plane, a measured value based upon sample data is statistic while a population value inferred from a statistic is a parameter.

Sample Size: Fifty respondents were considered for this study.

2.2..3. Simple Random Sampling

It gives each elements in the population an equal chance of being included in the sample, makes the selection of every possible combination of the desire number of cases which equally makes possible independent choice of the other, the selection of sample is based on two methods. Lottery and use of random number tables in lottery method each population will give some identification number which is written on a piece of paper. These chits will be fooled properly and put in a container and reshuffled before each draw.

2.2..4. QUESTIONER DESIGN

There are totally two types of data designs used.

1. **PRIMARY DATA:** The data in which first hand information is collected.
2. **SECONDARY DATA:** The data in which are collected from various books and websites.

2.2.5. CHAPTER SCHEME

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The chapter 1 explains about the job satisfaction, importance of the study, objectives of the study, scope of the study, statement of problem, period of the study, research methodology and limitation of the study.

The chapter 2 explains about perungudi, profile of the study

The chapter 3 explains about data in interpretation and analysis.

The chapter 4 the fifth and final chapter presents the findings, suggestions and conclusion of the study.

CHAPTER – IV

DATA INTERPRETATION AND ANALYSIS

TABLE 4.1 AGE WISE CLASSIFICATION OF RESPONDENTS

S. No	Age	No. of Respondents	Percentage
1	25 Years	30	60
2	25 to 40 Years	12	24

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3	40 to 50 Years	8	16
4	Above 50 Years	-	-
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.1 shows that out of 50 respondents. 60% of the respondents were under the age group of 25 years. 24% of the respondents were under the age group of 25-40. 16% of the respondents were under the age group of 40-50. 0% of the respondents were under the group of above 50 years.

TABLE 4.2 Gender WISE CLASSIFICATION OF RESPONDENTS

S. No	Gender	No. of Respondents	Percentage
1	Male	40	80
2	Female	10	20
TOTAL		50	100

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Source: Primary Data

Interpretation:Table 4.2 shows that out of 50 respondents. 80% of the respondents were under the age group of male and 20% of the respondents were under the age group of female.

Table 4.3 QUALIFICATION WISE CLASSIFICATION OF RESPONDENTS

S. No	Qualification	No. of Respondents	Percentage
1	Illiterate	2	4
2	Primary	12	24
3	Secondary	20	40
4	Degree	16	32
TOTAL		50	100

Source: Primary Data

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Interpretation Table 4.3 shows that out of 50 respondents. 4% of the respondents were under the age group of illiterate, 24% of the respondents were under the age group of primary, 40% of the respondents were under the age group of secondary and 32% of the respondents were under the age group of degree.

TABLE 4.4 MARITAL STATUS WISE CLASSIFICATION OF RESPONDENTS

S. No	Marital Status	No. of Respondents	Percentage
1	Married	30	60
2	Un Married	20	40
3	Window	-	-
TOTAL		50	100

Source: Primary Data

Interpretation: Table 4.4 shows that out of 50 respondents. 60% of the respondents were under the age group of married, 40% of the respondents were under the age group of unmarried and 0% of the respondents were under the age group of window.

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TABLE 4.5 MONTHLY INCOME WISE CLASSIFICATION OF RESPONDENTS

S. No	Monthly Income	No. of Respondents	Percentage
1	Below 5000	15	30
2	5000 to 8000	5	10
3	8000 to 14000	20	40
4	Above 14000	10	20
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.5 shows that out of 50 respondents. 30% of the respondents were under the age group of below 5000, 10% of the respondents were under the age group of 5000 to 8000, 40% of the respondents were under the age group of 8000 to 14000 and 32% of the respondents were under the age group of degree.

TABLE 4.6



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WORKING ENVIRONMENT WISE CLASSIFICATION OF RESPONDENTS

S. No	Working Environment	No. of Respondents	Percentage
1	Highly Satisfied	5	10
2	Satisfied	35	70
3	Dissatisfied	10	20
4	Highly Dissatisfied	0	0
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.6 shows that out of 50 respondents.10% of the respondents falls under the group of highly satisfied, 70% of the respondents falls under the group of satisfied, 20% of the respondents falls under the group of dissatisfied and none of the employees says dissatisfied.

TABLE 4.7 SALARY

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S. No	Salary	No. of Respondents	Percentage
1	Highly Satisfied	2	4
2	Satisfied	10	20
3	Dissatisfied	38	76
4	Highly Dissatisfied	0	0
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.7 shows that out of 50 respondents.4% of the respondents falls under the group of highly satisfied, 20% of the respondents falls under the group of satisfied, 76% of the respondents falls under the group of dissatisfied and none of the employees says dissatisfied.

TABLE 4.8 RELATIONSHIP WITH SUPERIORS

S. No	Relationship	No. of Respondents	Percentage
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1	Highly Satisfied	5	10
2	Satisfied	40	80
3	Dissatisfied	5	10
4	Highly Dissatisfied	0	0
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.8 shows that out of 50 respondents.10% of the respondents falls under the group of highly satisfied, 80% of the respondents falls under the group of satisfied, 10% of the respondents falls under the group of dissatisfied and none of the employees says dissatisfied.

TABLE 4.9 WORK LOAD IS UNIFORM

S. No	Work Load	No. of Respondents	Percentage
1	Often	25	50

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2	Sometimes	17	34
3	Rarely	7	14
4	Never	1	2
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.9 shows that out of 50 respondents.50% of the respondents falls under the group of often. 34% of the respondents falls under the group of sometimes. 14% of the respondents falls under the group of rarely. 2% of the respondents falls under the group of never.

TABLE 4.10 COMMUNICATION SYSTEM

S. No	Communication System	No. of Respondents	Percentage
1	Highly Satisfied	0	0
2	Satisfied	40	80

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3	Dissatisfied	10	20
4	Highly Dissatisfied	0	0
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.10 shows that out of 50 respondents.80% of the respondents falls under the group of satisfied. 20% of the respondents falls under the group of dissatisfied and none of the employees says dissatisfied.

TABLE 4.11 WELFARE FACILITIES

S. No	Welfare Facilities	No. of Respondents	Percentage
1	Highly Satisfied	0	0
2	Satisfied	30	60
3	Dissatisfied	20	40

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4	Highly Dissatisfied	0	0
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.11 shows that out of 50 respondents.60% of the respondents falls under the group of satisfied. 40% of the respondents falls under the group of dissatisfied and none of the employees says dissatisfied.

TABLE 3.12 POLICIES OF THE COMPANY

S. No	Policies	No. of Respondents	Percentage
1	Highly Satisfied	0	0
2	Satisfied	35	70
3	Dissatisfied	15	30

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4	Highly Dissatisfied	0	0
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.12 shows that out of 50 respondents.70% of the respondents falls under the group of satisfied, 30% of the respondents falls under the group of dissatisfied and none of the employees says dissatisfied.

TABLE 4.13 OPPORTUNITIES GIVEN TO YOU THE JOB DEVELOP YOUR SELF

S. No	Opportunities	No. of Respondents	Percentage
1	Strongly Agree	7	14
2	Agree	40	80
3	Disagree	3	6
4	Strongly Disagree	0	0

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TOTAL	50	100
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Source: Primary Data

Interpretation:Table 4.13 shows that out of 50 respondents,14% of the respondents falls **under the group of strongly agree. 80% of the respondent’s falls under the group of agree.** 6% of the respondent’s falls under the group of disagree.

TABLE 4.14SAFETY FACILITIES

S. No	Safety Facilities	No. of Respondents	Percentage
1	Highly Satisfied	0	0
2	Satisfied	20	40
3	Dissatisfied	30	60
4	Highly Dissatisfied	0	0
TOTAL		50	100

Source: Primary Data

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Interpretation:Table 4.14 shows that out of 50 respondents.40 % of the respondents falls under the group of satisfied, 60% of the respondents falls under the group of dissatisfied and none of the employees says dissatisfied.

TABLE 4.15 TRAINING PROVIDED BY MANAGEMENT IS EFFICIENT

S. No	Training	No. of Respondents	Percentage
1	Highly Satisfied	0	0
2	Satisfied	30	60
3	Dissatisfied	20	40
4	Highly Dissatisfied	0	0
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.15 shows that out of 50 respondents.60% of the respondents falls under the group of satisfied, 40% of the respondents falls under the group of dissatisfied and none of the employees says dissatisfied.

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TABLE 3.16 SENIORS ARE MOTIVATING YOU PROPERLY

S. No	Motivating	No. of Respondents	Percentage
1	Yes	40	80
2	Sometimes	7	14
3	Often	3	6
4	Rarely	0	0
TOTAL		50	100

Source: Primary Data

Interpretation Table 4.16 shows that out of 50 respondents.80% of the respondent’s falls under the group of yes. 14% of the respondents falls under the group of sometimes. 6% of the respondents falls under the group of often.

TABLE 3.17 SATISFIED WORKING HERE

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S. No	Satisfied	No. of Respondents	Percentage
1	Highly Satisfied	6	12
2	Satisfied	30	60
3	Dissatisfied	14	28
4	Highly Dissatisfied	0	0
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.17 shows that out of 50 respondents.12% of the respondents falls under the group of highly satisfied, 60% of the respondents falls under the group of satisfied, 28% of the respondents falls under the group of dissatisfied and none of the employees says dissatisfied.

TABLE 4.18 PERFORMANCE APPRAISAL

S. No	Performance Appraisal	No. of Respondents	Percentage
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1	Highly Satisfied	0	0
2	Satisfied	30	60
3	Dissatisfied	20	40
4	Highly Dissatisfied	0	0
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.18 shows that out of 50 respondents.60% of the respondents falls under the group of satisfied, 40% of the respondents falls under the group of dissatisfied and none of the employees says dissatisfied.

TABLE 3.19 WORKING TIME

S. No	Working Time	No. of Respondents	Percentage
1	Highly Satisfied	10	20

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2	Satisfied	30	60
3	Dissatisfied	10	20
4	Highly Dissatisfied	0	0
TOTAL		50	100

Source: Primary Data

Interpretation:Table 4.19 shows that out of 50 respondents.20% of the respondents falls under the group of highly satisfied, 60% of the respondents falls under the group of satisfied, 20% of the respondents falls under the group of dissatisfied and none of the employees says dissatisfied.

TABLE 4.20 MANAGEMENT CONSIDERATION

S. No	Management Consideration	No. of Respondents	Percentage
1	Yes	34	68
2	Often	7	14

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3	Sometimes	9	18
4	Never	0	0
TOTAL		50	100

Source: Primary Data

Interpretation: Table 4.20 shows that out of 50 respondents, 68% of the respondents falls under the group of yes, 14% of the respondents falls under the group of often, 18% of the respondents falls under the group of sometimes.

CHAPTER – V

FINDINGS, SUGGESTION AND CONCLUSION

5.1. FINDINGS

1. 70% of respondents are satisfied with their working environment.
2. 20% of respondents are satisfied with their salary.
3. 80% of respondents are satisfied with the superior relationship.
4. 80% of respondents are satisfied with the communication system.

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5. 60% of respondents are satisfied with the welfare facilities.
6. 70% of respondents are satisfied with polices of the company.
7. 80% of respondents agree that the opportunities given by management develop themselves.
8. 80% of respondents accept that the management motivates them properly.
9. 60% of respondents are satisfied with working in this organization.
10. 60% of respondents are satisfied with the working time.

5.2. SUGGESTIONS

- To maintain the canteen facilities for the employees.
- To provide the transport facilities effectively to all the employees.
- To control the environmental pollution.
- Promotion should be based on seniority as well as merit basis.
- To maintain the relationship between superiors and subordinates in an effective way.

5.3. CONCLUSION

The job satisfaction in this company is really good. Majority of the respondents are satisfied with the working environment. It shows that management is highly enthusiastic in keeping employees satisfied. However some employees are dissatisfied with some of the factors

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which is common in everywhere. This company is not an exemption. Suggestions made by the researcher on the basis of the study and findings will certainly improve the job satisfaction in the coming days. Hence I conclude that job satisfaction is in need for all employees to survive in the organization for long term.

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