

A STUDY ON JOB SATISFACTION IN TIRUMULA MILK PRODUCTS PRIVATE LIMITED

AT KADIVEDU [AP]

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ABSTRACT

The study aided in illuminating the degree of employee satisfaction in light of the numerous organisational aspects. The results of this study unequivocally demonstrate that workers in organisations are generally content with their jobs. The company must take into account factors like pay, the rapport between workers and managers, how complaints are handled, and how much opportunity it provides new hires.

INTRODUCTION

One of the main areas of study for organisational behaviour and human resource management is job satisfaction. It displays how employees feel about their work and how committed they are to the company. Job satisfaction is the term used to describe how someone feels or is feeling about their employment. It conveys a person's level of satisfaction with their work. The term "job satisfaction" refers to a person's sense of fulfilment when working, which serves as a driving force to do so. It is not self-satisfaction, happiness, or contentment, but rather job satisfaction. The happy emotional state that arises from the perception that one's work contributes to or facilitates the attainment of one's employment values is known as job satisfaction. Job happiness and motivation are not the same thing. It has connections to things like output, drive, motivation, waste accidents, mental and physical health, and general life satisfaction.

REVIEW OF LITERATURE

According to the first perspective, there is a direct causal link between job satisfaction and productivity: as job satisfaction rises, so does productivity; when job satisfaction falls, so does productivity. The fundamental reasoning behind this is that a happy employee will exert more effort to execute their job well. However, this might not always be the case. For instance, a person with modest expectations from his job can feel satisfied, but because of those low expectations, he might not put up greater effort. As a result, this perspective falls short of completely articulating the nuanced connection between productivity and job satisfaction.

The incentives (a source of enjoyment) associated with performance are the primary cause of this phenomena. Rewards come in two flavours: intrinsic and extrinsic. The intrinsic reward derives from the job itself and may take the shape of career advancement opportunities, a tough position, etc. Such a reward's satisfaction may contribute to an increase in output. Management has

control over the extrinsic incentive, which includes wages, bonuses, and other elements that boost productivity and boost job satisfaction.

RESEARCH METHODOLOGY AND DESIGN

NEED OF THE STUDY:

- ✓ Job satisfaction is a key sign of how employees feel about their jobs and a job indicator, such as authoritative, citizenship, absenteeism, and turnover.
- ✓ The relationship between character traits and poor workplace behaviour can, for the most part, be overcome by job happiness.
- ✓ Studies frequently reveal a relationship between life style and job satisfaction. According to this equal relationship, people who are happy with their lives are likely to be happy with their jobs, and those who are persuaded by their jobs are probably persuading people to be happy with them in public.

SCOPE OF THE STUDY:

For the purpose of satisfying the set of courses, a study on milk products was done. Because it is crucial for a person to demonstrate involvement and commitment in an organization, a study on "JOB SATISFACTION" is being undertaken. The study is being done in the hopes that it may aid in my research and future advances.

OBJECTIVES OF THE STUDY:

- ✓ To study about the organization and management.
- ✓ To study about the employees whether they are satisfied in their present job in the organization.
- ✓ To study and analyse management and employees problems.
- ✓ To determine the progress of employees in the organization.
- ✓ To know about the policies, functioning and overall performance of employees in the organization.

LIMITATIONS OF THE STUDY:

- ✓ Due to lack of time limitation test size is presented to 110.
- ✓ Even through care was taken to avoid bias, like and dislike might have crept in.
- ✓ It is assumed that the responses of respondents are true.
- ✓ Lack of availability of confidential data.
- ✓ Time constraint.

DATA SOURCES:

The researcher gathers information from many sources while she writes the report. The following are the data's sources:

Primary data: The researcher acquired this information directly from sources such as employees, managers, clerks, etc. by administering a questionnaire and interacting in person with the workforce.

Secondary data: This will provide the theoretical framework necessary for the presentation of the report and can be found in a variety of places, including publications, office files, intraoffice manuals, and websites.

SAMPLE SIZE:

In order to gather data for this study on "JOB SATISFACTION," a Google form was used to create a questionnaire and collect information from employees regarding their job satisfaction inside the company. There are 110 people in the sample.

STATISTICAL TECHNIQUES\METHODS:

The statistical method "SIMPLE RANDMOM SAMPLING" is used in this study of "JOB SATISFACTION" to draw employee information in the form of data analysis and interpretation to portray the information in graphical form by selecting the greatest number of respondents.

STATISTICAL TOOLS:

In this study on "JOB SATISFACTION," a statistical instrument called a sampling tool is used to collect data on employees that show how satisfied they are with their jobs in this company.

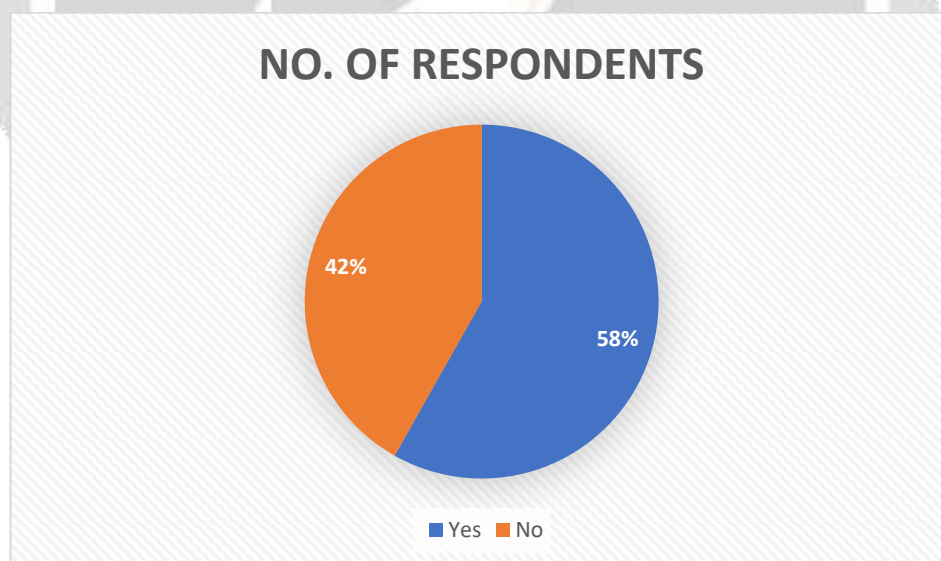
DATA ANALYSIS & INTERPRETATION

1. DO YOU STRUGGLE TO GET INFORMATION TO MAKE BETTER DECISIONS AT WORK?

TABLE – 1 : Distribution of Sample Respondents with respect to opinion on Do you struggle to get information to make better decisions at work.

RESPONSES	NO. OF RESPONDENTS	PERCENTAGE
Yes	64	58
No	46	42
Total	110	100%

CHART- 1 : Graphical Representation of Distribution of Sample Respondents with respect to opinion on Do you struggle to get information to make better decisions at work.



INTERPRETATION:

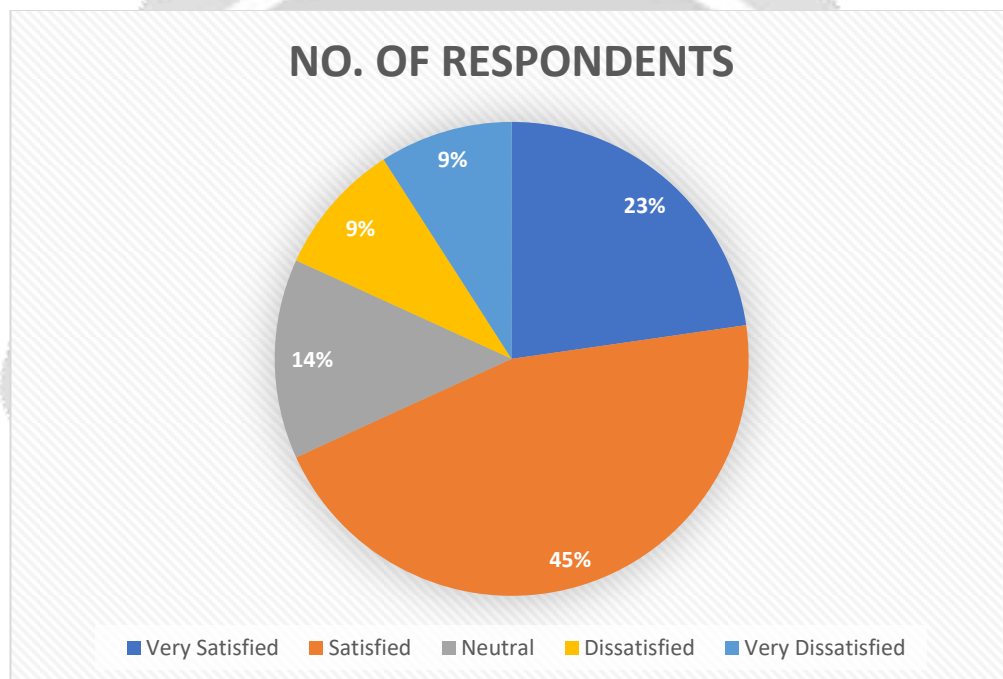
The statistics demonstrate, in addition to analysis, that the majority of respondents said that they struggle to obtain information to enable them to make better judgments at work in this organisation. By doing this, the business has been discreet when disclosing information.

2. ARE YOU SATISFIED WITH YOUR JOB POSITION AS PER YOUR PERFORMANCE?

TABLE-5.9: Distribution of Sample respondents with respect to opinion on Are you satisfied with your job position as per your performance

RESPONSES	NO.OF RESPONDENTS	PERCENTAGE
Very satisfied	25	23
Satisfied	50	45
Neutral	15	14
Dissatisfied	10	9
Very Dissatisfied	10	9
Total	110	100%

CHART- 2: Graphical Representation of Distribution of Sample respondents with respect to opinion on Are you satisfied with your job position as per your performance



INTERPRETATION:

According to this data's analysis, the majority of respondents said that they were satisfied with your employment position based on how well you performed for this organization. This allows the organization to assign jobs based on employee performance.

FINDINGS

- 58% of respondents are responded to 'yes' for their struggle to get information to make better decisions at work in this company.
- 45% of respondents are responded to 'Satisfied' for their satisfaction in the case of providing their job position according to their performance in this organization.

CONCLUSION

For the purpose of determining job satisfaction, a survey was carried out by Tirumala Milk Products Private Limited. The staff members worry that working for Tirumala Milk Products Private Limited would lead to greater job satisfaction, as well as ideas for management and successful performance at the workplace.

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