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Study on Job Satisfaction at Eid Parry

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ABSTRACT: In the modern era, organizations are facing several challenges due to the dynamic nature of the environment. One of the many challenges for a business is to satisfy its employees in order to cope up with the ever changing and evolving environment and to achieve success and remain in competition. In order to increase efficiency, effectiveness, productivity and job devotion of employees, the business must satisfy the needs of its employees by providing good working conditions. The objective of this paper is to analyses the impact of working environment on employee job satisfaction. The study employed a quantitative methodology. Data was collected through a self-administered survey questionnaire. The questionnaire is adopted from a previous validated assessment. The target population consists of educational institutes, banking sector and telecommunication industry operating in the city of Hyderabad. Simple random sampling is used for collection of data from 100 employees. The results indicates a positive relationship between working environment and employee job satisfaction. The study concludes with some brief prospects that the businesses need to realize the importance of good working environment for maximizing the level of job satisfaction. This paper may benefit society by encouraging people to contribute more to their jobs and may help them in their personal development and development. Hence, it is vital for an organization to motivate their employees to work hard for achieving the organizational goals and objectives.

I. INTRODUCTION

Human resources are one of the most important assets of the organization & Assessing its current value is both important and difficult, but it must be done if this resources utility is to be optimized, the performance of their resource will determine the overall effectiveness of the organization.

On method of evaluating their value is through the assessment of the climate of the organization. They are working in the research data shows that the job satisfaction does have an equates on the overall organization effectiveness.

Organization is made up of people there for if people do not change then the organization can not change for obtaining the full co-operation & enthusiastic support of the members in achieving the organizational objectives, the organization must satisfy their needs and insurer their feelings. Every organization is different and less a unique feelings and character beyond its structures characters these each org, deals with its members in a distinct way through its policies on allocation of resources, commune action pattern reward and penalty leader ship and decision making style etc. the org policy and connection with regard to all these and a cluster of other related activities influence the feelings attitudes and behavior of its members and results in the creation of a unique organizational climate. Hence job satisfaction is a product of leader ship practices communication parthur, enduring the systemic characteristics f the working relationship among person and divisions of the organization.

II. NEED FOR THE STUDY

Job satisfaction of the employees is important if the employees are satisfied then only the organization can function smoothly increases its production, faces competition.

If employees are satisfied with their job they will carry a positive attitude. Hence the study has been undertaken to assess the employee job satisfaction which is necessary for the organization in order to make sound decisions.



III. OBJECTIVES OF THE STUDY

Broad objective:-

To study the overall job satisfaction of supervisors in EID PARRY .

Specific objectives:-

1. To measure the level of satisfaction among supervisors in EID PARRY
2. To measure the relationship and human relations & job satisfaction.
3. To find out the most distaining factors which influence their performance in the job.
4. To give amicable and practical suggestions to improve job satisfaction of supervisors in EID PARRY
5. To study the growth opportunity programmers & Training programmes in nutine confectionery limited.

IV. SCOPE OF THE STUDY

- The job satisfaction refers to a person's feeling of satisfaction on their job. It is different from person to person. The researcher has chosen to measure the level of job satisfaction in **EID PARRY**
- The study considers the impact of 10 factors on job satisfaction it concentrates on the effect of factors in general, but no exclusive study is made on them.
- The study considers only the perceptual elements of employees and does not focus on ground realities. The scope of study cover: work conditions, compensation, extra benefits, conveyance treatment of superiors, colleagues, duly timings, and grievance redressed mechanism and promotion policy.

V. RESEARCH METHODOLOGY

The methodology that is adopted for the study is such that it facilities the data accumulation. The information is gathered through survey method. The survey method has been adopted for collecting the data from employees.

❖ RESEARCH DESIGN:

Research Design is defined as the specification of methods and procedures for acquiring the information needed. Generally the research design is any of the following three types-DESCRIPTIVE, EXPLORATORY and CASUAL.

❖ DESCRIPTIVE STUDY:

Descriptive study/research is marked by the prior formulations of specific research questions. The investigator already knows a substantial amount about the research problem before the project is initiated. Hence this is chosen for my research.

❖ EXPLORATORY STUDY:

The major purpose of exploratory study is the identification of problem, the more precision formulation of problem and the formulation of new alternative courses of action.

❖ CASUAL STUDY:

The study involves the determination of the causes of what the researchers are predicting. this is mainly a cause and effect study. The research design selected by the researcher in the present study is "DESCRIPTIVE" in nature.

❖ RESEARCH INSTRUMENT:

HR research has a one main research instruments in collecting primary data. That is questionnaires. In order to extract first hand information from the respondents, a pre-tested questionnaire was prepare and the same was administered to the respondents.

❖ DATA SOURCES:

Data means a collection of facts in real life statistical data is a collection of facts in numerical figures. The data sources are usually identified using the type of data needed. There are two types of data.

1. Primary data
2. Secondary data

❖ PRIMARY DATA:

The first hand information by the investigator by means of observation face to face questioning, telephone interview and mailing questionnaire is called primary data. Primary data consists of original information gathered for a specific purpose.



❖ **SOURCES OF PRIMARY DATA:-**

For the purpose of present study, the primary data collected from respondents by contacting them personally.

❖ **SECONDARY DATA:**

Secondary data consists of information that already exists somewhere, having been collected for another purpose

❖ **SOURCES OF SECONDARY DATA:**

For the purpose of present study, the secondary data was collected from published data of the companies. Population is the aggregate of objects animate and inanimate, under study in any statistical investigation.

SAMPLING PROCEDURE

With a view to arrive at the sample population for the study, a "Purposive-Cum convenient sampling" was followed.

SAMPLE SIZE

The sample size includes 100 employees who are working in the **EID PARRY**

LIMITATIONS

The study is limited to the policies and practices being followed in EID PARRY, get the complete data, in view of its classified nature of the organization.

- ❖ Time factor is the main constraint for the study as it was restricted only to eight-nine weeks.
- ❖ Sampling error is not taken into consideration.
- ❖ The information given by the sample frame is thought accurate by researcher.
- ❖ As the method adopted is Random Sampling, result may not be accurate and believable.
- ❖ As the sample size is 100, whole of the facts could not be collected.
- ❖ The findings of the study are confined only to the question asked in the questionnaire and through personal interviews.

The study has been carried in EID PARRY only.

VI. REVIEW OF LITERATURE

Inegbedion et al. (2020), There is ample research on the topic of employee job satisfaction. Below are a few abstracts from the recent literature. have posited that, the study investigated the perception of workload balance and employee job satisfaction in work organizations. It tried to discover the degree to which employee perception of workload balance impacts job satisfaction.

Cherif (2020), has argued that, the reason for this study was to explore the job of human resource management and employee job satisfaction in anticipating organizational commitment in the Saudi Arabian banking sector. With this end goal of this study, quantitative survey research was employed. The independent factors are human resource management and employee job satisfaction, while the dependent variable is organizational commitment. Human resource management correlated positively with employee job satisfaction and organizational commitment.

Haralayya (2021), has opined that, the theme selected for the study is "Employee Job Satisfaction" in Big Bazaar. The perusing was conceded to find the intensity of the employees' job satisfaction level in the organization. The need of the study was to realize employee job satisfaction and employee coordination in the organization.

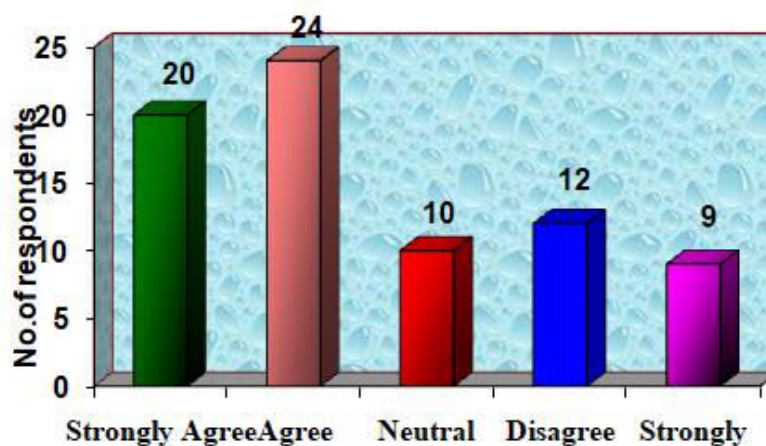
According to Zardasht et al. (2020), employee performance is a critical factor in the organizations for productivity. Also, profoundly performing employees advance the quality of customer relationships. In view of its positive effect on the internal and external achievement of the organization, scholars and practitioners are researching its antecedents and consequences progressively in the recent times.

According to Almohtaseb et al. (2021), the recent study expects to analyze the effect of transformational leadership on government employees' job satisfaction in Jordan. The researchers selected a sample of n= 52 Human Resource employees from public sector organizations by utilizing a convenient sampling method. Structural equational modeling likewise assisted with approving the proposed relationship between study variables.

DATA ANALYSIS INTERPRETATION

1. Job provide scope to achieve goals?

Response	Respondents	% of Respondents
Strongly Agree	20	26.67
Agree	24	32
Neutral	10	13.33
Disagree	12	16
Strongly	9	12

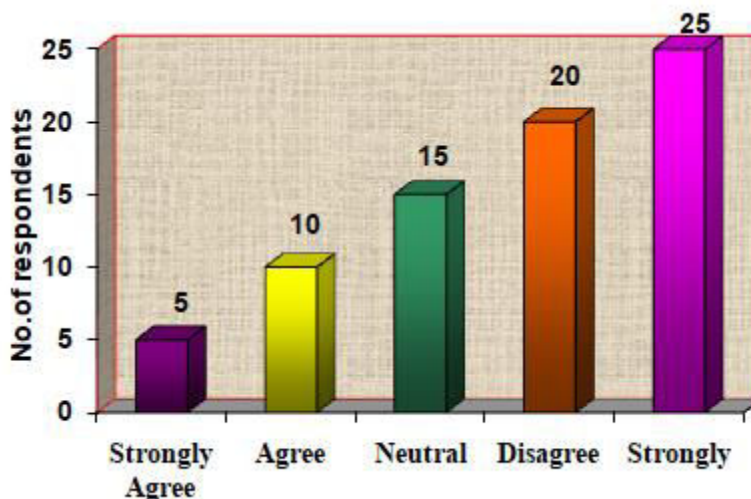


Interpretation:-

From the above table, it is clear that, 32 % of employees agree that there is scope for achieving goals and 26% of them are strongly are agreed.

2. Freedom to take decision?

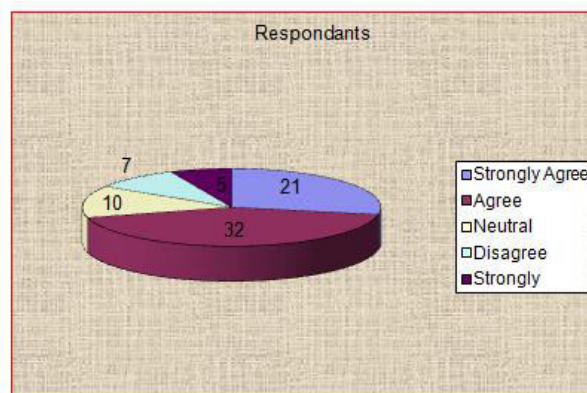
Response	Respondents	% of Respondents
Strongly Agree	5	6.67
Agree	10	13.33
Neutral	15	20
Disagree	20	26.67
Strongly	25	33.33

**Interpretation :-**

From the above table, 13 % of employees agreed that they have The freedom to take decision with the decision taking and 33% of employee doesn't have freedom to take decision.

3. Better position in near future?

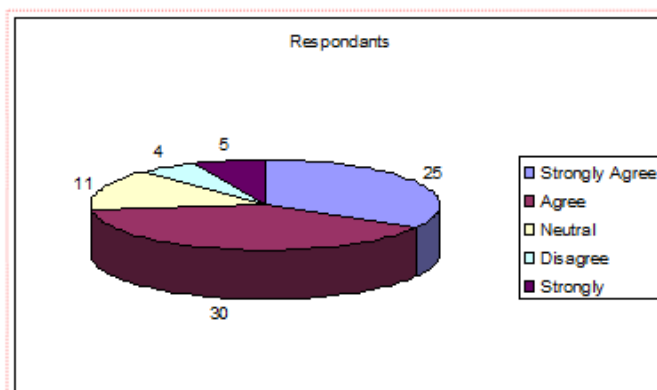
Response	Respondents	% of Respondents
Strongly Agree	21	26.67
Agree	32	42.33
Neutral	10	13.33
Disagree	7	9.33
Strongly	5	6.67

**Interpretation:-**

From the above table, 42 % of employees agree that they can see themselves in a better position in near future and 26% strongly agree that they can place themselves in a better position very few disagrees for the above.

4. Working under in human working conditions:

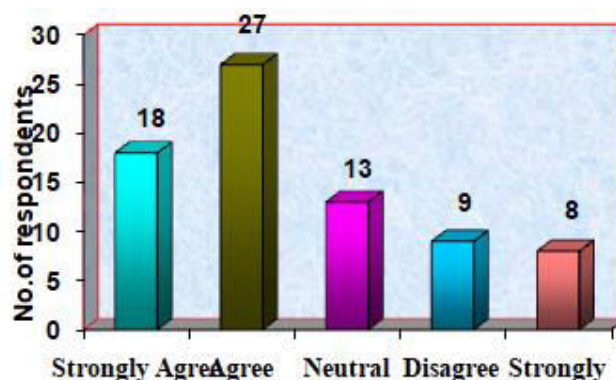
Response	Respondents	% of Respondents
Strongly Agree	25	33.33
Agree	30	40
Neutral	11	14.67
Disagree	4	5.33
Strongly	5	6.67

**Interpretation:-**

From above table 40% of employees agree with the working conditions are human and 33% of employees strongly agree.

5. Placing in a right place

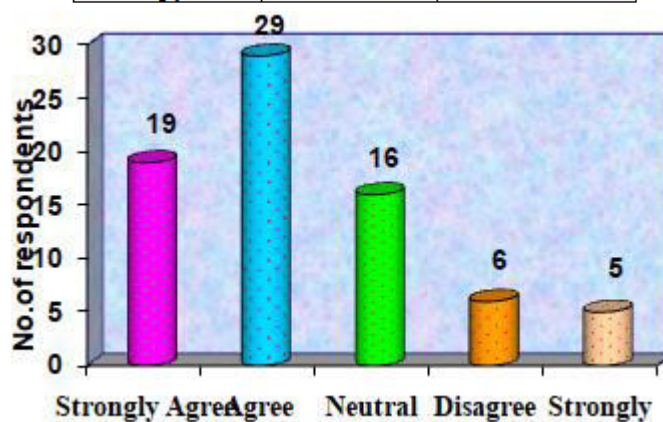
Response	Respondents	% of Respondents
Strongly Agree	18	24
Agree	27	36
Neutral	13	7.33
Disagree	9	12
Strongly	8	10.67

**Interpretation :-**

From the above table, 24% of the employees strongly agree that they are placed in right position, 36% of the employees agree, while 23% of the employees disagree for the above.

6. Relationship with your peers?

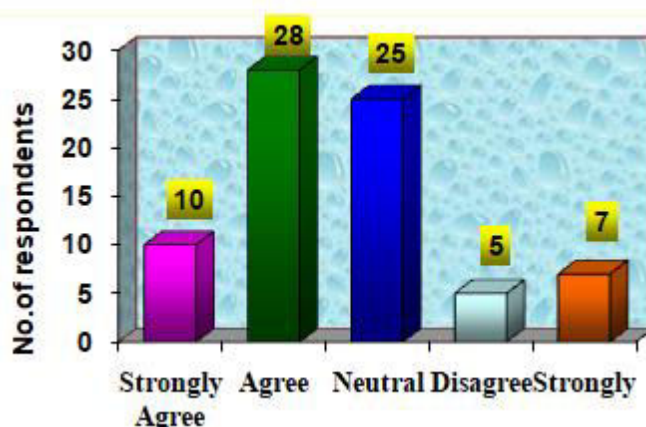
Response	Respondants	% of Respondants
Strongly Agree	19	25.33
Agree	29	38.67
Neutral	16	21.33
Disagree	6	8
Strongly	5	6.67

**Interpretation :-**

From the above table 25% of the employees strongly agreed that they have good relationship with their peers, 39% said it is good 8% said it is average, 67% said they have poor relationship with their peers.

7. Your relationship with superior?

Response	Respondents	% of Respondents
Strongly Agree	10	13.33
Agree	28	37.33
Neutral	25	33.33
Disagree	5	6.67
Strongly	7	9.33

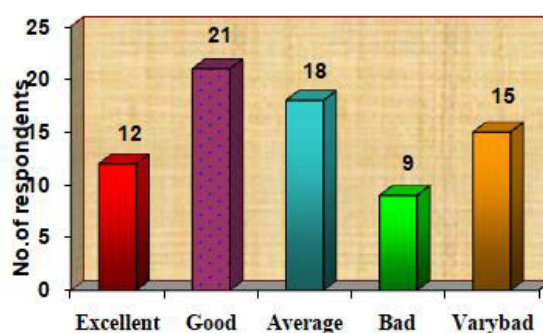


**Interpretation:-**

From the above table, 14% of the employees have an excellent relationship with their superiors, 37% have good relationship 33% of employees are satisfactory with their relationship with superior, 7% have poor relationship.

8. Benefits provided by the company?

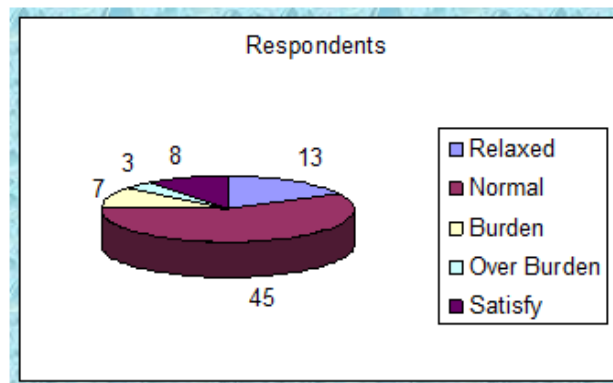
Response	Respondents	% of Respondents
Excellent	12	16
Good	21	18
Average	18	24
Bad	9	12
Very Bad	15	20

**Interpretation :-**

From the above table, 16% of the employees said Excellent benefits provided by the company, 18% of employees Good, 24% of employees have good, 24% off employees have average 12% of employees have bad, 20% of employees have very sad opinion.

9. How do you feel about work load?

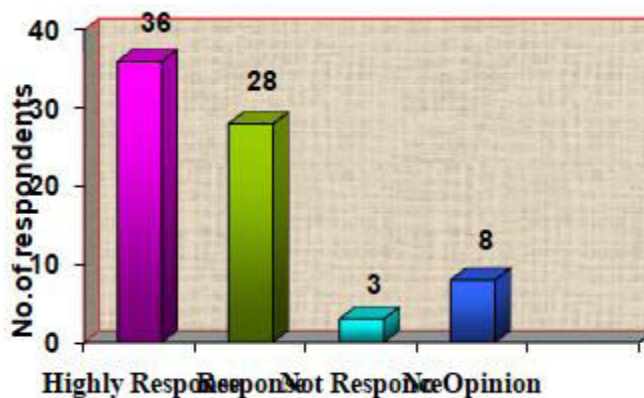
Response	Respondents	% of Respondents
Relaxed	13	17.33
Normal	45	60
Burden	7	9.33
Over Burden	3	4
Satisfy	8	10.67

**Interpretation :-**

From the above table, 17.33% of the employees have told Relaxed work load, 60% of employees have normal, 9.33% of employees have Burden, 10.67% off employees have satisfy the work load in the company.

10. How do you feel about responsibility?

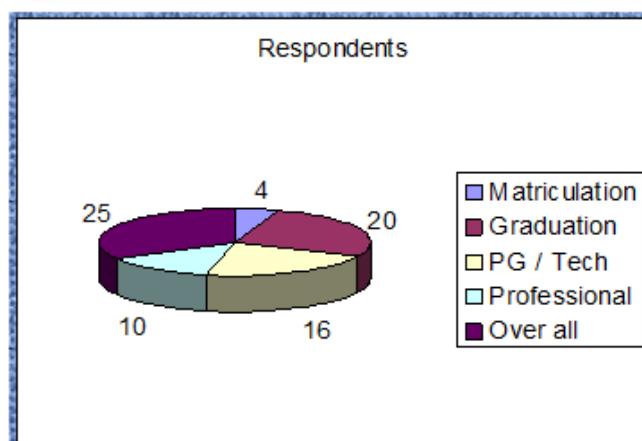
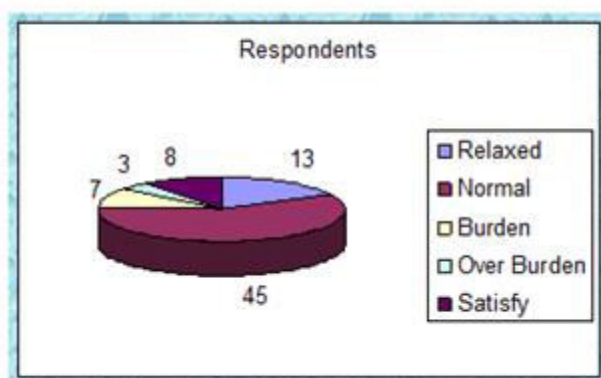
Response	Respondents	% of Respondents
Highly Response	36	48
Response	28	37.33
Not Response	3	4
No Opinion	8	10.67

**Interpretation:-**

From the above table, 48% of the employees feel highly Responsible, 37.33% of employees Responsible, 4% of employees Doesn't feel Responsibility, 10.67% of employees no opinion on the responsibilities.

11. Qualification of suitable for your job.

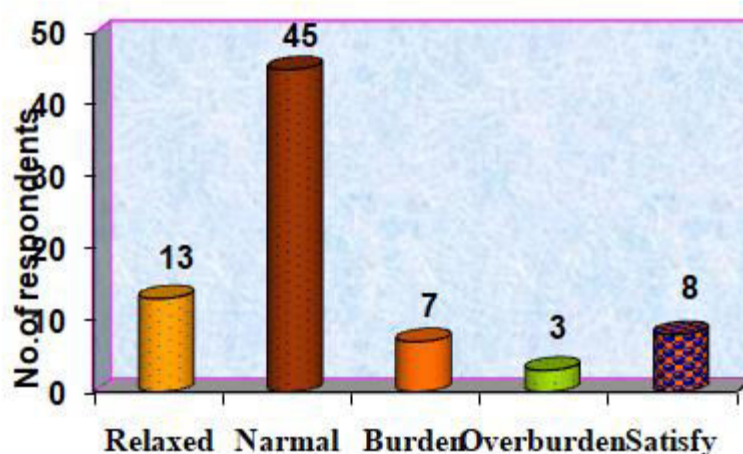
Response	Respondents	% of Respondents
Matriculation	4	5.33
Graduation	20	26.67
PG / Tech	16	21.33
Professional	10	13.33
Over all	25	33.33

**Interpretation:-**

From the above table, 5.33% of the employees said Matriculation for suitable job, 26.67% of employees have Graduation, 21.33% of employees have PG / Tech., and 33.33% of employees have over all qualification for the suitable job.

12. Satisfied the attitude of the Management?

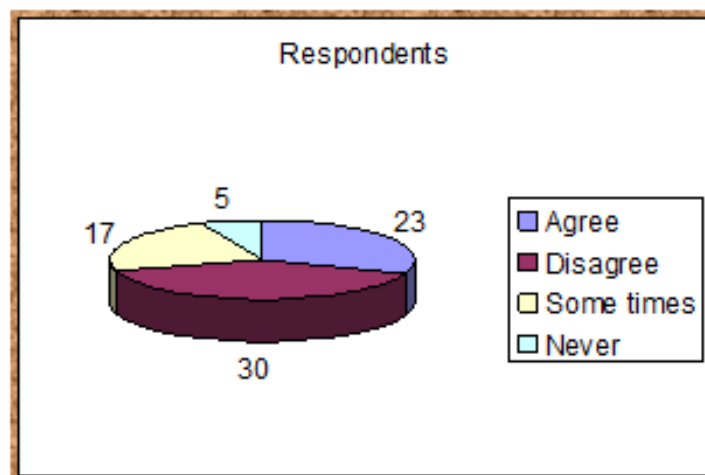
Response	Respondents	% of Respondents
Highly Secure	13	44
Satisfied	28	37.33
Dis Satisfied	3	4
Neutral	5	6.67
Highly Decertify	6	8

**Interpretation:-**

From the above table, 44% of the employees highly secured in their position, 37.33% of employees agreed at the attitude to management.

13. Your suggestion agreed in your company?

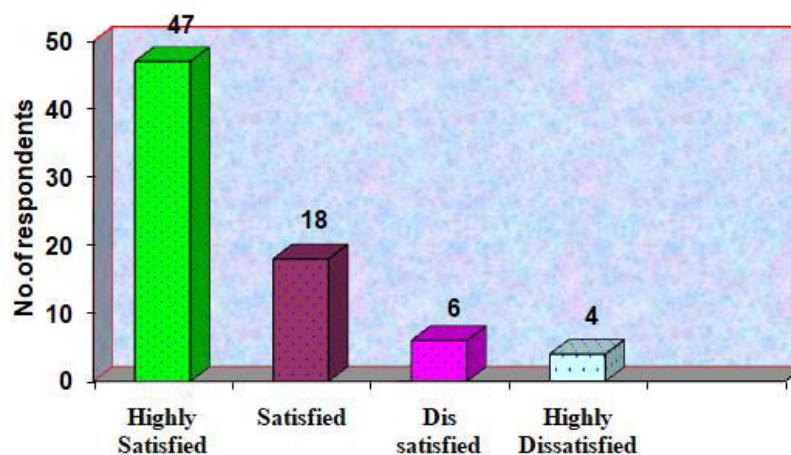
Response	Respondents	% of Respondents
Agree	23	30.67
Disagree	30	40
Some times	17	2
Never	5	6.67

**Interpretation :-**

From the above table, 30.67% of the employees Agreed their suggestions are agreed, 40% of employees Disagreed, 22% of employees some times agreed our suggestions of the company.

14.Satisfied with the company rules?

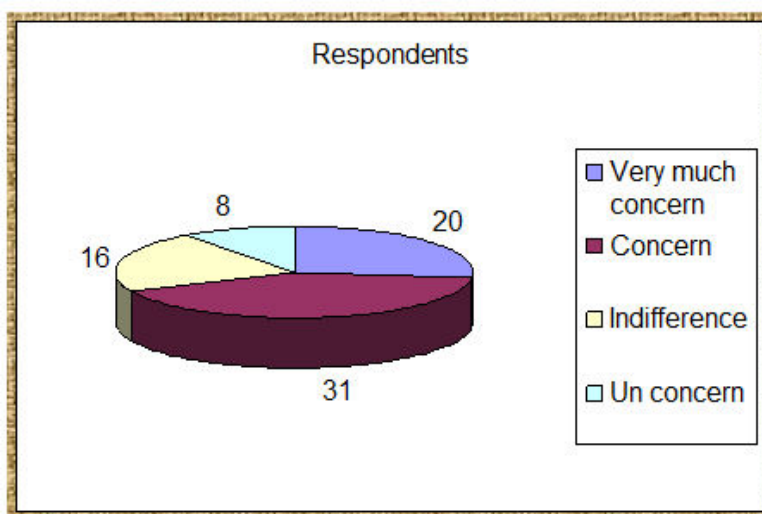
Response	Respondents	% of Respondents
Highly Satisfied	47	62.67
Satisfied	18	24
Dissatisfied	6	8
Highly Dissatisfied	4	5.33

**Interpretation:-**

From the above table 20% of employees have highly satisfy the personal development, 32% of employees satisfy, 40% of employees dissatisfy, 8% of employees highly Dissatisfy with the personal development.

15. Superior reaction towards the complaints?

Response	Respondents	% of Respondents
Very much concern	20	26.67
Concern	31	52
Indifference	16	21.33
Un concern	8	10.67

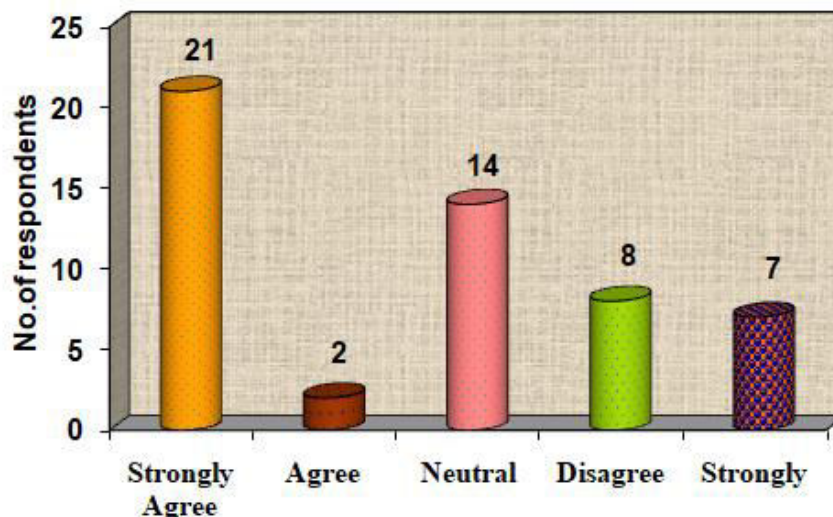


Interpretation :-

From the above table, 26.67% of employees very much concern, 21.33% of employees indifference with superior reaction.

16. Do you belief in culture, ethics and followed by the company?

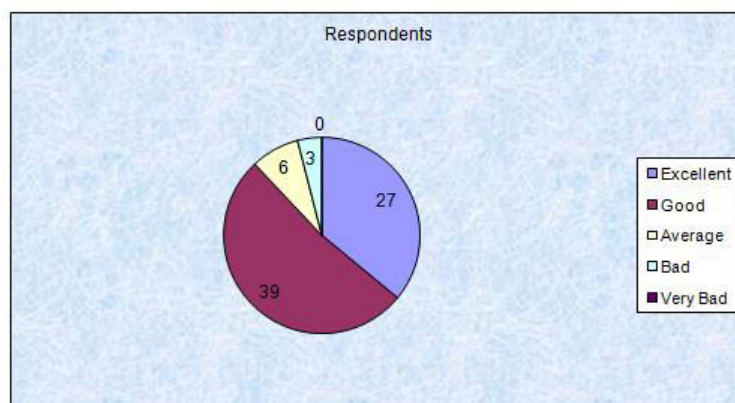
Response	Respondents	% of Respondents
Strongly Agree	21	28
Agree	25	33.33
Neutral	14	18.67
Disagree	8	16.67
Strongly Disagree	7	9.33

**Interpretation:-**

From the above table, 28% of employees belief good culture, ethics follow of company, 33.33% of employees agree, 18% if employees natural, 16.67% of employees disagree, 9.33 of employee strongly disagree of company good culture and ethics.

17. Your over all opinion of the company?

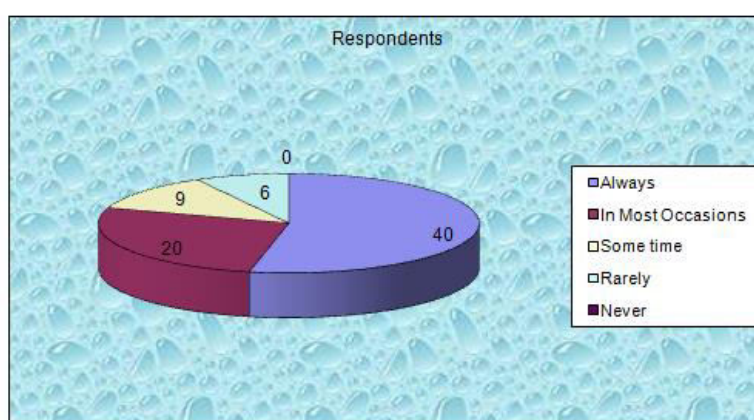
Response	Respondents	% of Respondents
Excellent	27	36
Good	39	52
Average	6	8
Bad	3	4
Very Bad	0	0

**Interpretation:-**

From the above table 36% of employees excellent opinion of the company, 52% of employees good opinion of the company, 8% of employees Average opinion of the company, 4% of employees bad opinion, none of employees have very bad opinion about the company.

18. Your work unit always well planned?

Response	Respondents	% of Respondents
Always	40	53.33
In Most Occasions	20	26.67
Some time	9	12
Rarely	6	8
Never	0	0



Interpretation:-

From the above table 53.33% of employees always Planned, 26.67% of employees in most occasions well planned, 12% of employees some times planned for the company.

FINDINGS

- The morality of the responders is not free to choose. It illustrates centralization in the structure.
- Employees' level of commitment is demonstrated by their perception that they are a very important person in the manner.
- Personnel from EID PARRY can envision themselves in a better position in the near future, a sign of the company's growth.
- Good working conditions are successfully provided by the company.
- Most respondents agree that their pay is inadequate.
- Employees at EID PARRY get along well with co-workers, superiors, and subordinates.
- Employees at EID PARRY feel extremely secure, and this is reflected in the management's positive attitude toward security.
- Only half of the employees are happy with their personal growth.
- The company's policies and procedures are well-liked by the employees of EID PARRY.
- Employees in every department have well-planned activities that they carry out.

VI. CONCLUSION

A positive attitude toward one's job that results from an assessment of its qualities is called job satisfaction. Instead of behavior, job satisfaction represents an attitude. Their basic tenet is that happy employees are more productive than unhappy ones. A person who is highly satisfied at work feels good about their work. Most often, when individuals talk about employee attitudes, they mean work satisfaction. The HR department has a challenging task in ensuring employee happiness. Employees won't be content with a salary check, a decent job, and status alone.



Additionally, they seek a better work-life balance and continual health, and they turn to the organisation to meet even their community's demands. These emphasized expectations lead to unhappiness, and genuine work contentment continues to be an unrealized goal despite job shifting. The total level of work satisfaction at EID PARRY is thus quite good.

The EID PARRY staff members highly value and respect the company's reputation and the organization's future. We may infer from the statistics from the previous chapter that the majority of workers were happy with the regions that were Pay and Benefits Workload Company practises in terms of culture Incentives job stability provides time to practise existing talents and pick up new ones. Overall, EID PARRY personnel are happy with their jobs, and solid relationships, comfortable working circumstances, company policies, and other perks all play a part in this.

SUGGESTIONS

- Since the majority of individuals believe they are paid fairly, this leads to unhappiness. To prevent the corporation from introducing new aggressive schemes that would reduce wages and productivity.
- Employees should have some degree of decision-making flexibility at their place of employment since they feel that they don't have it, which negatively impacts job satisfaction.
- Some workers lack dedication because they believe their importance in the department is little. However, their behaviour shows how significant they are.
- Some of the workers thought that their abilities were not fully used; adequate measures might be done in terms of job design and placement.
- The organisation may provide career development programmes where employees may accomplish their personal and financial objectives as more than half of people are unsatisfied with their personal growth.

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