**A PROJECT REPORT**

**On**

**“JOB SATISFACTION”**

**IN**

**“NUGENIC PHARMA PVT LTD. BADDI”**

**SUBMITTED TO HP UNIVERSITY SHIMLA**



**In Partial Fulfillment of the Requirement for the Award of the**

**The Degree of**

**BACHELOR OF BUSINESS ADMINISTRATION**

**SESSION 2021-2022**

# IN GOVT SWAMI VIVEKANAND GOVT.COLLEGE GHUMARWIN

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**ACKNOWLEDGEMENT**

“Acknowledgement is an art, one can write glib stanzas without meaning a word, on the other hand one can make a simple expression of gratitude” I take the opportunity to express my gratitude to all of them who in some or other way helped me to accomplish this challenging Project report on “**RECRUITMENT AND SELECTION”.** No amount of written expression is sufficient to show my deepest sense of gratitude to them. I very sincerely acknowledge my sense of reference to **Prof.** **RAM KRISHAN (Principal), Assistant Professor RAJENDER KUMAR (Coordinator BBA), and Assistant Prof. Swati Thakur** and faculty members of **Swami Vivekananda Govt. College Ghumarwin.**

I also express deepest gratitude to my family for their blessings and good wishes. I also acknowledge with a deep sense of reverence, my gratitude towards my parents and member of my family, who has always supported me morally as well as economically. At last but not least gratitude goes to all of my friends who directly or indirectly.

**PANKAJ KUMAR**

**DECLARATION**

I hereby declare that the Project Report was submitted by me under the supervision and guidance of **Asst. Prof. Swati Thakur** Project Guide of **Swami Vivekanand Govt. College, Ghumarwin** in partial fulfillment For the Award of the Degree of Bachelors of Business Administration (BBA) I further declare that I am solely responsible for omission and commission of errors if any.

**Signature of the student**

## CERTIFICATE

This is to certify that the project report entitled **“ JOB**  **SATISFACTION”** for the award of the degree of Bachelor of Business Administration (**BBA**) from **Swami Vivekananda Govt. College, Ghumarwin (H.P.)**, is a record of project report carried out by **Pankaj kumar**  **6th Sem., Roll No-5190350020** under my Supervision and guidance, no part of this report has been submitted to any other Degree/Diploma and this report may be taken for evaluation.

**Sign of Candidate Sign of Guide**

**Sign of coordinator (BBA)**

**Date:**

**Place: Ghumarwin**

**TABLE OF CONTENT**

|  |  |  |
| --- | --- | --- |
| **Sr.**  **No.** | **Title** | **Page No.** |
| **1**. | **Chapter 1**  1.1 Introduction of the company.  1.2About the topic. | 1-12 |
| **2**. | **Chapter 2**  2.1Need and Objectives of the Study.  2.2Scope of the study.  2.3Research Methodology.  2.4Limitations of the Study. | 13-17 |
| **3.** | **Chapter 3**  3.1 Data Analysis and Interpretation. | 18-33 |
| **4.** | **Chapter 4**  4.1 Findings, Conclusions and Recommendations. | 34-36 |
| **5** | **Bibliography** | 37 |
| **6** | **Questionnaire** | 38-40 |

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# CHAPTER-1

**1.1 Introduction of the Company**

**1.2 About the Topic**

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# CHAPTER-1

**1.1 INTRODUCTION OF THE COMPANY**

***INTRODUCTION OF PROJECT***

This project is about the HR Policies in NUGENIC PHARMA PVT. LTD.. The HR Policies in an organization helps every individual to raise his/her potential in all facets by helping him to be satisfied and secured about his present and future.

**PROJECT TITLE**

The title of the project is “HR Policies and Its Implementation in

**NUGENIC PHARMA PVT. LTD.”.**As the name indicates it is the study of the HR Policies prevalent in the organization.

**ORGANISATION**

Nugenic Pharma Private Limited is a Private incorporated on 09 December 2004. It is classified as Non-Govt company and is registered at Registrar of Companies, Himachal Pradesh. Its authorized share capital is Rs. 20,000,000 and its paid up capital is Rs. 18,727,500. It is involved in Manufacture of other chemical products Nugenic Pharma Private Limited's Annual General Meeting (AGM) was last held on 28 September 2018 and as per records from Ministry of Corporate Affairs

(MCA), its balance sheet was last filed on 31 March 2018.

Directors of Nugenic Pharma Private Limited are Manoj Kumar Lohariwala, Vinay kumarLohariwala and RohitLohariwala.

Nugenic Pharma Private Limited's Corporate Identification Number is (CIN) U24230HP2004PTC027717 and its registration number is 27717.Its Email address is vinay@innovacaptab.com and its registered address is **VILL BAROTIWALA.TEH .BADDI DISTT. SOLAN ,HIMACHAL PRADESH .**

**1.2 ABOUT THE TOPIC**

**JOB Satisfaction:**

Job satisfaction is defined as “the extent to which people

like (satisfaction) or dislike (dissatisfaction) their jobs” (Sept, 1997, p.2).This definition suggest job satisfaction is a general or global affective reaction that individuals hold about their job. While researches and practitioners most often measure global job satisfaction, there is also interest in measuring different “facts” or “dimensions” of satisfaction. Examination of these facet conditions is often useful for a more careful examination of employee satisfaction with critical job factors. Traditional job satisfaction facets include: co-workers, pay, job conditions, supervision, nature of the work and benefits.

Job satisfaction is in regard to one’s feelings or state-of-mind regarding the nature of their work. Job satisfaction can be influenced by a variety of factors, e.g., the quality of one’s relationship with their supervisor, the quality of the physical environment in which they work, degree of fulfillment in their work, etc.

(To my knowledge, there is no strong acceptance among

researchers, consultants, etc., that increased job satisfaction produces improve job performance—in fact, improved job satisfaction can sometimes sit around all day and do nothing. That may make them more satisfied with their “work” in the short run, but their performance certainly didn’t improve.)

**Employee satisfaction:**

**Employee satisfaction** have always been important issues for physicians. After all, high levels of absenteeism and staff turnover can affect your bottom line, as temps, recruitment and retraining take their toll. But few practices (in fact, few organizations) have made job satisfaction a top priority, perhaps because they have failed to understand the significant opportunity that lies in front of them. Satisfied employees tend to be more productive, creative and committed to their employers, and recent studies have shown a direct correlation between staff satisfaction and patient satisfaction, Family physicians who can create work environment that demands quality and cost efficiency. What’s more, physicians, may even discover that by creating a positive workplace for their employees, they’ve increased their own job satisfaction as well.

**Meaning of Job satisfaction:**

Job satisfaction refers to a person’s feeling of satisfaction on the job which acts at a motivation to work. It is not the self satisfaction happiness or self both satisfaction and dissatisfaction were seen as function of the perceived relationship between what one prevail it as offering one entailing.

**Applying the theory:**

To apply Herzberg’s theory to real-world practice, let’s begin with the hygiene issues. Although hygiene issues are not the source of satisfaction, these issues must be dealt with first to create an environment in which employee satisfaction and motivation are even possible. Company and administrative policies. An organization’s policies can be a great source of frustration for employees if the policies are unclear or unnecessary or if not everyone is required to follow them. Although employees will never feel a great sense of motivation or satisfaction due to your policies, you can decrease dissatisfaction in this area by making sure your policies are fair and apply equally to all. Also, make printed copies of your policies- and-procedures manual easily accessible to all members of your staff. If you do not have a written manual, create one, soliciting staff input along the way. If you already have a manual, consider updating it (again, with staff input). You might also compare your policies to those of similar practices and ask yourself whether particular policies are unreasonably strict or whether some penalties are too harsh. Supervision. To decrease dissatisfaction in this area, you must begin by making wise decisions when you appoint someone to the role of supervisor. Be aware that good employees do not always make good supervisor. The role of supervisor is extremely difficult. It requires leadership skills and the ability to treat all employees fairly. You should teach your supervisors to use positive feedback whenever possible and should establish a set means of employee evaluation and feedback so that no one feels singled out. The old adage “you get what Think of a time when you felt you pay for” tends to be true when it especially good about you job. Why did you feel that way comes to staff members .Salary is not a motivator for employees, but they do want to be paid fairly. If individuals believe they are not compensated well, they will be unhappy working for you. Consult salary surveys or even you local help- wanted ads to see whether the salaries and benefits you’re offering are comparable to those of other offices in your area. In addition, make sure you have clear policies related to salaries, raises and bonuses.

**Interpersonal relations:**

Remember that part of the satisfaction of being employed is the social contact it brings, so allow employees a reasonable amount of time for socialization (e.g., over lunch, during breaks, between patients). At the same time, you should crack down on rudeness, inappropriate behavior and offensive comments. If an individual continues to be disruptive, take charge of the situation, perhaps by dismissing him or her from the practice.

**Working conditions:-**

The environment in Even a nice chair can make a people work has a tremendous world of difference to an effect on their level of pride for themselves individual’s psyche and for the work they are doing. Do everything you can to keep you equipment and facilities up to date. Even a nice chair can make a world of difference to an individual’s psyche. Also, if possible, avoid overcrowding and allow each employee his or her own personal space, whether it be a desk, a locker, or even just a drawer, if you’ve placed your employees in close quarters with little or no personal space, don’t be surprised that there is tension among them.

Before you move on to the motivators, remember that you cannot neglect the hygiene factors discusses above. To do so would be asking for trouble in more than one way. First, your employees would be generally unhappy, and this would be apparent to your patients. Second, your hardworking employees who can find jobs elsewhere, would leave, while mediocre employees would stay and compromise your practice’s success. So deal with hygiene issues first, then move on to the motivators:

**Work itself:**

Perhaps most important to employee motivation is helping individuals believe that the work they are doing is important and that their tasks are meaningful. Emphasize that their contributions to the practice result in positive outcomes and good health care for your patients. Share stories of success about how an employee’s actions made a real difference in the life of a patient, or in making a process better. Make a big deal out of meaningful tasks that may have become ordinary, such as new-baby visits. Of course employees may not find all their tasks interesting or rewarding, but you should show the employee how those tasks are essential to the overall processes that make the practice succeed. You may find certain tasks that are truly unnecessary and can be eliminated or streamlined, resulting in greater efficiency and satisfaction.

**Achievement:-**

One premise inherent in Herzberg’s theory is that most individuals sincerely want to do a good job. To help them, make sure you’ve placed them in position that use their talents and are not set up for failure. Set clear, achievable goals and standards for each position, and make sure employees know what those goals and standards are. Individuals should also receive regular, timely feedback on how they are doing and should feel they are being adequately challenged in their jobs. Be careful, however, not to overload individuals with challenges that are too difficult or impossible, as that can be paralyzing

.

**Recognition:-**

Individuals at all levels of the organization want to be recognized for their achievements on the job. Their success don’t have to be monumental before they deserve recognition, but your praise should be sincere. If you notice employees doing something well, take the time to acknowledge their good work immediately. Publicly thank them for handling a situation particularly well. Write them a kind note of praise. Or give them a bonus, if appropriate. You may even want to establish a formal recognition program, such as “employee of the month”.

**Responsibility**.

Employees will be more motivated to do their jobs well if

they have ownership of their work. This requires giving employees enough freedom and power to carry out their takes tasks so that they feel they “own” the result. As individuals mature in their jobs, provide opportunities for added responsibility. Be careful, however, that you do not simply add more work. Instead, find ways to add challenging and meaningful work, perhaps giving the employee greater freedom and authority as well.

**Advancement:**

Reward loyalty and Employees will be more performance with advancement. Motivated to do their jobs well if not have an open position to which to they have ownership of their valuable employee, consider work giving him or her a new title that reflects the level of work he or she has achieved. When feasible, support employees by allowing them to pursue further education, which will make them more valuable to your practice and more fulfilled professionally.

**Two dimensions of employee satisfaction:**

Frederick Herzberg theorized that employee satisfaction

depends on two sets of issues. “Hygiene” issues and motivators. Once the hygiene issues have been addressed, he said, the motivators create satisfaction among employee.

**Hygiene issues (dissatisfies)**

Company and administrative policies

Supervision

Salary

Interpersonal relations Working conditions.

**Motivators (satisfiers**)

Work itself

Achievement

Recognition

Responsibility

Advancement

Motivators, such as recognition and achievement, make worker more productive, creative and committed. Key points:

* Employee satisfaction affects every aspect of Industries Reputation Employee Satisfaction Leads to overall productivity.
* Frederick Herzberg theorized that employee satisfaction has two dimensions. “Hygiene” and motivation.
* Hygiene issues, such as salary and supervision, decrease employees’ dissatisfaction with the work environment.

**Employees with higher job satisfaction:**

* Believe that the organization will be satisfying in the long run.
* Care about the quality of their work
* are more committed to the organization
* have higher retention rates, and Are more productive.

**Define Your Terms**:

Be precise. Vague terms like “morale” often include elements of satisfaction, commitment, desire to quit, communication, etc. a major business magazine quoted a CEO who consistently confused job satisfaction with complacency. A lack of conceptual clarity makes it difficult to learn anything useful or precise.

**A single construct or multiple dimensions:-**

One area of disagreement is whether job satisfaction has

multiple dimension Researchers like porter and Lawyer define job satisfaction as a unidimensional construct; that is you are generally satisfied or dissatisfied with your job. In contrast, Smith, Kendall and Hulin argue that job satisfaction is multidimensional; that is you may be more or less satisfied with your job, your supervisor, your pay your workplace, etc

For the purposes of our work, we follow porter & Lawyer

and define job satisfaction as people’s affective (emotional) response to their current job conditions. We also carefully distinguish job satisfaction from its consequence. Desire to stay with an organization is not a **symptom** f job satisfaction, it is a **consequence** of job satisfaction. As an independent factor desire to stay is also affected by other factors such as employees’ job security expectation about their future success in the organization, etc. Sources of confusion

**Negative is strong than positive:-**

Dissatisfaction seems to be more motivating than

satisfaction .In a similar way, people often react more immediately and visibly to pain than to a pleasant stimulus.

**Diminishing returns:**

Frequently, there is not a simple relationship between

satisfaction and its consequent. For example: the greater the dissatisfaction, the greater the motivated to quit. Once people are basically satisfied, they are no longer motivated to quit. How will their behavior be different if they are **wildly satisfied** with their jobs? They jobs, being wildly satisfied may not produce significantly different behavior. This effect can cause managers to under– estimate just how motivating job satisfaction really is. will still not be motivated to quit. Thus, once employees are satisfied with

**What are the statistically significant factors that affect job satisfaction?**

Bibendum Research identified six factor that influenced

job satisfaction when these six factors were high, job satisfaction was high. When the six factors were low, job satisfaction was low. These factors are similar to what we have found in all organizations

16

Job Satisfaction is influenced by

:

Opportunity

Stress

Leadership

Fair

Rewards

Work

Standard

Adequate

**Opportunity.**

Employees are more satisfied when they have challenging

opportunities at work. This includes chances to participate in interesting projects; jobs with a satisfying degree of challenge and opportunities for increased responsibility. Important; this is not simply “promotional opportunity”. As organizations have become flatter, promotions can be rare. People have found challenge through projects. Team leadership, special assignment-as well as promotions.

**Actions:**

* Promote from within when possible.
* Reward promising employees with roles on interesting projects.
* Divide jobs into levels of increasing leadership and responsibility.

It may be possible to crate job titles that demonstrate

increasing levels of expertise which are not limited by a viability of positions they simply demonstrate achievement.

**Stress.**

When negative stress is continuously high, job satisfaction

is low. Jobs are more stressful if they interfere with employees’ personal lives or are a continuing source of worry or concern.

**Actions:**

* Promote a balance of work and personal lives. Make sure that senior managers model this behavior.
* Distribute work evenly (fairly) within work teams.
* Review work procedures to remove unnecessary “red tape “or bureaucracy.
* Manage the number of interruptions employees have it endure while trying to do their jobs.
* Some organizations utilize exercise or “fun” breaks at work.

**Leadership.**

Employees are more satisfied when their manager are good leaders. This includes motivating employees to do a good job, striving for excellence or just taking action.

10

**Actions:**

* Make sure your managers are well trained. Leadership combines attitudes and behavior. It can be learned.
* People respond to managers that they can trust and who inspire them to achieve meaningful goals.

**Work standards.**

Employees are more satisfied when their entire workgroup takes pried in the

quality of its work.

**Actions:**

* Encourage communication between employees and customers. Quality gains importance when employees see impact on customers.
* Develop meaningful measures of quality. Celebrate achievements in quality.

**Trap:**

Be cautions of slick “packaged” campaigns that are perceived as superficial and patronizing.

**Fair Rewards.**

Employees are more satisfied when they feel they are rewarded fairly for the work they do. Consider employees responsibilities, the effort they have put forth, the work they have done well and the demands of their jobs.

**Actions:**

* Make sure rewards are for genuine contributions to the organization.
* Be consistent in your reward policies.
* If your wages sure competitive, make sure employees know this.
* Reward can include a variety of benefits and perks other than money.

As an added benefit, employees who are rewarded fairly, experience less stress.

**Adequate Authority**.

Employees are more satisfied when they have adequate freedom and authority to do their jobs.

**Actions:**

When reasonable:

* Let employees make decisions.
* Allow employees to have input on decisions that will affect them. ❖Establish work goals but let employees determine how they will achieve those goals. Later reviews may identify innovative “best practices.”
* Ask, “If there were just one or two decisions that you could make, which ones would make the biggest difference in your job?”

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# CHAPTER -2

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## 

**2.1 NEED AND OBJECTIVES OF THE STUDY**

**RESEARCH OBJECTIVES**

* The research has been undertaken with following objectives.
* To study the level of job satisfaction among the employees of NUGENIC PHARMA PVT.LTD... if any.
* To study the methods of measuring job satisfaction of

NUGENIC PHARMA PVT. LTD

* To find current motivation policy how much effective to employee
* To know the satisfaction level of existing reward system
* To determine the nature of the concept and scope of job satisfaction
* To determine the effect of job satisfaction on employee performance
* To determine the nature and effect of job satisfaction on employee performance in SIMLA AUTOMOBILES PVT LTD.

**Primary Objective :**

To study the important factors which are needed to motivate the employees.

**Secondary Objective:**

1. To study the effect of monetary and non-monetary benefits provided by the organization on the employee’s performance.
2. To study the effect of job promotions on employees.
3. To learn the employee’s satisfaction on the interpersonal relationship exists in the organization.

## 2.2 SCOPE OF THE STUDY

* The study was conducted on the unique topic i.e. the Job satisfaction. The study concludes with a view that, attitude of workers towards job is an important factory for future development of the company.
* It is helpful to identify the employee level of satisfaction towards motivation 
* The study is helpful to the organization for identifying the area of dissatisfaction of the employee
* The study focuses on the appraisal of the concept and scope of job satisfaction and prefer a case study of the impact of job satisfaction on employee performance in SIMLA AUTOMOBILES PVT LTD.
* To analyze the company’s working environment.
* To check the degree of satisfaction of employees
* To find that they are satisfied with their job profile or not.

## 2.3 RESEARCH METHODOLOGY

**Research Design**:

The research design constitutes the blue print for the collection, measurement and analysis of data. It is the surgery of the study and the plan by which the study is to be carried out. The research design of the project is to be descriptive as it describes data and characteristics associated with the employees facing stress.

Sampling Design: Sampling refers to selecting some of the elements in a population by which one can draw conclusion about the entire population.

.

**DATA COLLECTION METHOD**

Data will be collected through primary and secondary methods. In most of the cases primary method of data collection is used because it seems to be more convenient and reliable.

**Primary Data**

Primary data is that data which is collected for the first time. It is original in nature and is in the form of raw material. For the purpose of collection of primary data, a well-structured questionnaire be framed which will be filled by the responded.

**Secondary Data**

Secondary data is the data which is already collected by someone. They are secondary in nature and are in shape of finished product. Required data will be collected from various books, magazines, journals and internet. It is collected to add value to the primary data.

**SAMPLING UNIVERSE:**

All the employees working in SIMLA AUOMOBILES PVT. LTD are the sampling universe.

**SAMPLING TECHNIQUE:**

**JUDGEMENT SAMPLING**

SAMPLE was taken on judgmental basis. The advantage of sampling are that it is much less costly, quicker and analysis will become easier.

Sample size taken was 60 employees.

**Sample Area:** Ghumarwin

### 2.4 LIMITATIONS OF STUDY

* There existed some respondents who refused to respond and these respondents who did not participate in the survey may be distinct and might have affected the result of the study.
* The sample was chosen randomly which might not to be an actual representative of the total population, due to which there may be an error.
* The information given by few Employees were deemed to the correct in the beginning and later on were found to be partially incorrect which caused inconvenience.
* Even after assuring the respondents that the data will not be made public and will be used for the study only, still they were heritable to reveal certain information.
* Many of the respondents gave a negative the answer in order to finish the interview quickly, which has affected the study.

# 

# CHAPTER-3

Q.1). Are you proud to work for the company?

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondent** | **Percentage** |
| Yes | 51 | 85% |
| No | 9 | 15% |
| **Total** | **60** | **100%** |

**TABLE NO. 3.1**

|  |  |
| --- | --- |
|  |  |

**Fig.No.3.1**

**INTERPRETATION:**

First of all the employees must feel proud of themselves to work in organization. So I have selected this as a first question in the questionnaire. So among the 60 employees that I contacted 85% of the employees feel themselves proud of working the organization, and remaining 15% of them are not proud.

Q.2). Do you think the company cares about its people?

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondent** | **Percentage** |
| Yes | 48 | 80% |
| No | 12 | 20% |
| **Total** | **60** | **100%** |

**TABLE.NO.3.2**

**FIG.NO.3.2**

**INTERPRETATION:**

Every organization has to cares its employees in all aspects. In this organization 80% of the employees say that the company cares them. But the other 20% of the employees feel that the company will not care them.

Q.3). Are you optimistic about the future of the company?

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No of respondents** | **Percentage** |
| Yes | 45 | 75% |
| No | 15 | 25% |
| **Total** | **60** | **100%** |

**TABLE 3.3**

**FIG.NO.3.3**

**INTERPRETATION:**

To tell about the optimistic of the future of the company, 75% of the employees say that they are optimistic about the future of the company. And 25% are not optimistic about the future of the company.

Q.4) Do you feel that working for the company will lead to the kind future you want?

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondents** | **Percentage** |
| Yes | 49 | 82% |
| No | 11 | 18% |
| **TOTAL** | **60** | **100 %** |

**TABLE 3.4**

**FIG.NO.3.4**

**INTERPRETATION:**

Every one is not satisfied with everything. Some feel that they have a future working in the company. But some feel that they don’t have any future with working in the company. So among the 60 employees I have surveyed 81.66% of the employees say that they have a good future working in the company.

Q.5) Do you feel more committed to a career with the company this year than I did a year ago?

**Table No. 3.5**

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondents** | **Percentage** |
| Yes | 45 | 75% |
| No | 15 | 25% |
| **Total** | **60** | **100%** |

**Fig. No. 3.5**

**INTERPRETATION:**

Among the 60 employees surveyed 30 employees say that they are more committed to a career with the company this year than that they did in the previous year. And other i.e. 10 employees say that they are not.

23

Q.6) Are you satisfied with your job?

**Table No. 3.6**

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondents** | **Percentage** |
| Yes | 51 | 85 |
| No | 9 | 15 |
| **TOTAL** | **60** | **100** |

**Fig. No. 3.6**

**INTERPRETATION:**

Among the 60 employees surveyed most of them say that they are satisfied with their job. i.e. 51 of them say that they are satisfied with their jobs and remaining 9 of them say that they are not satisfied with their jobs.

1. *7*). Do you feel that they company is a strong competitor in key growth areas?

**Table No. 3.7**

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondents** | **Percentage** |
| Yes | 38 | 45 |
| No | 10 | 25 |
| No Idea | 12 | 30 |
| **TOTAL** | **60** | **100** |

**Fig. No. 3.7**

**INTERPRETATION:**

Most of them say the company is a strong competitor in there field. Among the 60 employees surveyed 18 of them say yes, 10 Say No, and the others say that they don’t have any idea of the competitor prevailing the market.

Q.8) How much satisfied are you with that the leaders in your work environment are positive role models?

**Table No. 3.8**

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondents** | **Percentage** |
| More Satisfied | 42 | 55% |
| Less Satisfied | 10 | 25% |
| Dissatisfied | 8 | 20% |
| **Total** | **60** | **100%** |

|  |  |
| --- | --- |
|  |  |

**Fig. No. 3.8**

**INTERPRETATION:**

Here in all the remaining question I have used the

multidimensional question, because the may not be only satisfied or dissatisfied they may be more satisfied, Less satisfied. In the table we see that 22 of them are more satisfied with their leader who works in with them. 10 are less satisfied and 8 are dissatisfied.

Q.9). How much satisfied are you with that your supervisor keeps you well informed about what’s going on in the company?

**Table No. 3.9**

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondents** | **Percentage** |
| More Satisfied | 18 | 30% |
| Less satisfied | 22 | 37% |
| Dissatisfied | 20 | 33% |
| **Total** | **60** | **100%** |

|  |  |
| --- | --- |
| **Fig. No. 3.9** |  |

**INTERPRETATION:**

Many different activities happen in the organization everyone will not know what is happening in the company. So it is the duty of the supervisors to provide information to every one. So among 60 employees 18 of them are more satisfied with the supervisors who give information about what happens in the company.22 of them are less satisfied and 20 of them are not satisfied.

Q.10). How much satisfied are you with that your views and participation are valued?

**Table No. 3.10**

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondents** | **Percentage** |
| More Satisfied | 26 | 43 |
| Less satisfied | 16 | 26 |
| Dissatisfied | 19 | 31 |
| **Total** | **60** | **100%** |

|  |  |
| --- | --- |
|  |  |

**Fig. No. 3.10**

**INTERPRETATION:**

The participation of each and every employee in organization is very important. The employees are motivated when there view and participation are valued. Among the 60 employees I surveyed 26 of them say they are more satisfied, 16 of them say that they are less satisfied, and 19 of them say they are dissatisfied.

Q.11). How much satisfied are you with the professionalism of the people with whom you work?

**Table No. 3.11**

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondents** | **Percentage** |
| More Satisfied | 30 | 50% |
| Less satisfied | 14 | 23% |
| Dissatisfied | 16 | 27% |
| **Total** | **60** | **100%** |

**Fig. No. 3.11**

**INTERPRETATION:**

50% of the respondents say that they are satisfied with the

professionalism of the people with whom they work. And 23% of the respondents say that they are less satisfied and 27% of the respondents sat they are dissatisfied the professionalism of the people with whom they work.

Q.12). How much satisfied are you with the team spirit in your work environment?

**Table No. 3.12**

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondents** | **Percentage** |
| More Satisfied | 30 | 50% |
| Less satisfied | 16 | 27% |
| Dissatisfied | 14 | 23 % |
| **Total** | **60** | **100%** |

|  |  |
| --- | --- |
|  |  |

**Fig. No. 3.12**

**INTERPRETATION:**

There much be team spirit among the employees, because it increases the efficiency of the worker regarding the work. In the table we can see that 50% of the employees are more satisfied with the team spirit in the work environment. 27% are less satisfied and 23% are dissatisfied.

Q.13). How much satisfied are you with the morale of the people with whom you work?

**Table No. 3.13**

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondents** | **Percentage** |
| More satisfied | 24 | 40 |
| Less satisfied | 20 | 34 |
| Dissatisfied | 16 | 26 |

**Fig. No. 3.13**

**INTERPRETATION:**

Among the 60 employees surveyed 24 of the respondents say that they are more satisfied with the morale of the people with whom they work. 20 of them say are less satisfied, and 16 of the respondents say that they are dissatisfied.

Q.14). How much Satisfied are you with that your work gives you a feeling of personal accomplishment?

**Table No. 3.14**

|  |  |  |  |
| --- | --- | --- | --- |
| Attributes | No.  respondents | of | Percentage |
| More satisfied | 34 |  | 56 |
| Less satisfied | 10 |  | 17 |
| Dissatisfied | 16 |  | 27 |

**Fig. No. 3.14**

**INTERPRETATION:**

56% of the employees say that they are more satisfied with their work, which gives them personal accomplishment.17% of the employees are less satisfied. And 27% of the employees are dissatisfied.

Q.15). How much satisfied are you with receive appropriate recognition for your contributions?

**Table. No. 3.15**

|  |  |  |
| --- | --- | --- |
| **Attributes** | **No. of respondents** | **Percentage** |
| More Satisfied | 22 | 37 |
| Less Satisfied | 23 | 38 |
| Dissatisfied | 15 | 25 |

**Fig. No. 3.15**

**INERPRETATION:**

37% of the respondents say they receive a good recognition for their contribution.

38% of the respondents say they are less satisfied.

25% of the respondents say they are dissatisfied.

**CHAPTER -4**

**FINDINGS:**

* In the survey it was found that seventy eight percent of the respondents were satisfied with their Job.
* In the survey it was found that 73 percent of the respondents are proud of working in the company.
* In the survey it was found that they are more satisfied with their overall security, Among the 40 respondents I have surveyed 30 of them are most satisfied.
* According to the survey 64 percent of the respondents are optimistic about the future of the company.
* It was found that 72 percent of the respondents say that they have better future in the company.
* It was found that the company is strong competitor in the key area, 45 percent of the respondents say that the company is a strong competitor in the key growth area 24 percent say that it is not a strong competition prevailing in the market.
* In the survey it was found that only 31 percent of the employees are more satisfied with that the supervisor keeps them well informed about what's going on in the company, 36 percent of the respondents say that they are less satisfied.
* 40 percent of the respondents say that there views and participation are valued 25 of them say that they are less satisfied. And 35 percent of the respondents dissatisfied.

**RECOMMENDATIONS:**

The company has to give appropriate recognition to the employees for their contribution. Since most of them (48%) are grouped under Less Satisfaction. So measures have to be taken place in order to recognize the employees for their contribution. Most of the employees are less satisfied with their morale. So measures have to be taken to increase the moral of the employees.

There must be transparency in providing the appropriate compensation which must match their responsibilities.

Whenever the company wants to make any changes consider the employees. The Views of the employees should be considered while making any changes.

The supervisors must inform all the employees about what's going on in the company.

**CONCLUSIONS:**

The Objective of the study was the study about the “attitude of the employees towards job satisfaction” in SIMLA AUTOMOBILES PVT.LTD. The study helped in knowing how much the employees are satisfied in the work environment. The study is concluded with the view that, attitude of workers towards job is an important factors for future development of the company.

SIMLA AUTOMOBILES PVT. LTD. is a company were more than 100

Employees are working. The company is taking much of the care about the employees. Most of the employees feel themselves proud of working in such a big organization. The company has to inform all employees about the happenings that take place in the come.

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### QUESTIONNAIRE

This questionnaire aims at finding out the employee motivation of NUGENIC PHARMA PVT LTD (HP). Kindly support by providing unbiased answers to the following questions.

1. Name................................. Designation
2. Age.....................
3. **Gender Male.............. Female..................**

**4.Qualification....................................................................................... ............................................................................................................**

**5. Marital status.........................................................**

Q-1). Are you proud to work for the company?

* Yes
* No

Q-2). Do you think the company cares about its people?

* Yes
* No

Q-3). Are Optimistic about future of the company?

* Yes
* No

Q-4). Do you feel that working for the company will lead to the kind future?

You want?

* Yes
* No

Q-5). Do you feel more committed to a career with the company this year that

I did a year ago?

* Yes
* No

Q-6). Do you feel that the company is a strong competitor in key growth?

Areas?

* Yes
* No

Q-7). How much satisfied are you with your job?

* Yes
* No

Q-8). How much satisfies are you with that the leaders in your work Environment are positive role models?

* More satisfied
* less satisfied
* Dissatisfied

Q-9). How much satisfied are you with that your supervisor keeps you well

Informed about what’s going on in the company?

* More satisfied
* less satisfied
* Dissatisfied

Q-10). How much satisfied are you with that your views and participation are Valued?

* More satisfied
* less satisfied
* Dissatisfied

Q-11). How much satisfied are with the professionalism of the people with Whom you work?

* More satisfied
* less satisfied
* Dissatisfied

Q-12). How much satisfied are you with the team’s spirit in your work?

* More satisfied
* less satisfied
* Dissatisfied

Q-13). How much satisfied are you with the morale of the people with whom

You work?

* More satisfied
* less satisfied
* Dissatisfied

Q-14). How much satisfied are you with that your work gives you a feeling of

Personal accomplishment?

* More satisfied
* less satisfied
* Dissatisfied

Q-15). How much satisfied are with that you receive appropriate recognition

For your contributions?

* More satisfied
* less satisfied
* Dissatisfied

**Thank You**