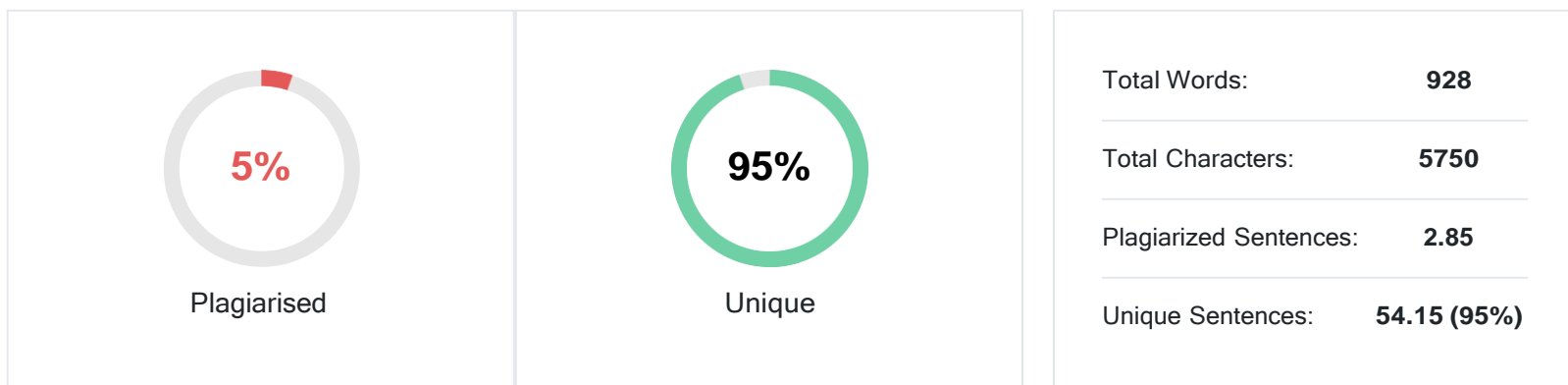


Plagiarism Scan Report

Report Generated on: Jun 06,2022



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INTRODUCTION:

Employee work fulfillment, could be a common estimation utilized inside HR capacities. It alludes to the level of satisfaction an representative feels with their work and work environment encounter, as well as their state of mind toward their organisation. Employees Work fulfillment is portrayed as how representatives feel locked in and satisfied in their work. It is the employees' level of fulfillment with their work. Work fulfillment happens when representatives feel that their work is secured and secure. A fulfilled worker is steadfast to the organization and acts as the organization's brand envoy to others. Representatives upbeat with their employments are more given to the organization and its goals. Job fulfillment can be caught on in terms of its connections with other key components, such as common well-being, push at work, control at work, home-work interface, and working conditions. Employee fulfillment is one key metric that can offer assistance decide the generally wellbeing of an organization, which is why numerous organizations utilize .

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVES:

- To study the Employees Job Satisfaction with reference to IC TECH ENGINEERING SOLUTION

SECONDARY OBJECTIVES:

- To analyze the various aspects related to Employees satisfaction in the organization.
- To analyze Employees satisfaction levels with their team leaders.
- To analyze Employees satisfaction on Compensation and Benefits.

NEED FOR THE STUDY

- The need of the study is to review the job satisfaction of the employees of IC TECH ENGINEERING SOLUTION.
- It mainly focuses on the factors which affect the employees satisfaction in the organization.
- The need for the study is to know the level of employees job satisfaction in the organisation.

SCOPE OF THE STUDY

- This study aims to analysis the job satisfaction of employee in the organisation.
- This study is helpful to the organisation for identifying the area of dissatisfaction of job of the employees.
- This report is useful to the management to know the satisfaction levels of employees and they can take measures to increase productivity.
- This study on job satisfaction will reveal the factor of feelings of employees.
- This study is only limited to the chennai , Tamilnadu region employees.

LIMITATIONS OF THE STUDY

- The respondents felt difficult to answer due to their busy schedule.
- Taking appointment of the respondents became a little difficult.
- The analysis is completely based on the information provided by the employees and hence could be biased.
- Findings based on this study cannot be used in other organization

FINDINGS

- 58% Of the employees are less than 25years
- 57% of employees are female
- 61. 3% of the employees are qualified UG
- 60.7% of employees has 0-5 years experience
- 67% of the employees are working in middle level management
- 40% of the employees agreed that there is good communication from manager to employees.
- 45% of the employees agreed that the organisation provides necessary tools and resources for the work.
- 48.7% of the employees agreed that the organisation provides training program
- 44.7% of the employees agreed that they give their full potential to increase productivity
- 34% of the employees rated very good relationships with colleagues in work place
- 46% Of the employees selected conducting regular meeting by the team leader to maintain team bonding
- 44% of the employees agreed that supervisor provide adequate support and communicate about the areas of improvement to be done.
- 48.7 % of the employees agreed that their queries be answered by the supervisor or the management
- 39% of the employees are satisfied with the salary package
- 35.3% of employees rated good for the career opportunities or growth opportunities offered to them
- 42% of the employees are satisfied with the benefits offered by the company
- 44% of the employees selected on performance basis increment are given in the organisation
- 38.7% of the employees agreed that the workplace is well maintained and safe
- 47% of the employees are satisfied with the working hours
- 45.3% of the employees agreed that the organisation allows them to express their views and opinions in the decision making process
- 46.7% of the employees agreed that the organisation allows them to participate in decision making process
- 60% of the employees are sometimes utilized their talent
- 39.3 % of the employees agreed that they are paid fairly for their work

SUGGESTIONS

- The company can ask the employees for the feedback regarding the salary and other benefits
- The management should give more space to the employees in the decision making process
- The management should improve the career development oppertunities for the employees.
- The management should develop reward system and it should be based on the performance and experience.

CONCLUSION:

Satisfaction of workers leads to moved forward benefit quality and work fulfillment. In such kind of condition it is nice for directors and approach producers to turn their concentration towards workers, so that they are fulfilled. The most reason of this ponder is to analyze the work fulfillment of workers in IT field. The comes about illuminated the components such as pay and advancement, relationship with bosses, relationship with associates and work security. I conclude that the employee's work fulfillment level is exceptionally imperative and by and large depends on offices given to the representatives. In case the recreational offices and take off bundles are given to the representatives, it spurs them to work difficult, coming about in way better mechanical relations between managers and boss and increment work satisfaction

