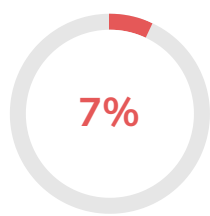
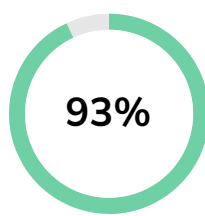


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INTRODUCTION:

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 employees leads to improved service quality and job satisfaction. In such kind of condition it is good for managers and policy makers to turn their concentration towards employees, so that they

are satisfied. The main purpose of this study is to analyze the job satisfaction of employees in IT field. The results enlightened the factors such as pay and promotion, relationship with supervisors, relationship with coworkers and job security.

I conclude that the employee's job satisfaction level is very important and generally depends on facilities provided to the employees. If the recreational facilities and leave packages are provided to the employees, it motivates them to work hard, resulting in better industrial relations between employers and employer and increase job satisfaction.

www.ijcrt.org › papers › IJCRT2012229IMPACT OF WORKING ENVIRONMENT ON THE JOB SATISFACTION OF ...

This study is helpful to that organisation for conducting further research. It is helpful to identify the employer's level of satisfaction towards welfare measure. This study is helpful to the organisation for identifying the area of dissatisfaction of job of the employees. This study helps to make a managerial decision to the company.

<https://www.ijcrt.org/papers/IJCRT2012229.pdf/>

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- Taking appointment of the respondents became a little difficult.

<https://documents.pub/document/hr-policies-in-real-estate-sector-55845eb676cb1.html>

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Sample size is limited due to the limited period allocated for the ...

- The analysis is completely based on the information provided by the employees and hence could be biased.

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