

A Study on Job Satisfaction of Employees in Le-Shark Global Llp, Palladam

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ABSTRACT

The study has been conducted by adopting survey method among the employees in Le-shark Global LLP, Palladam. With the help of Questionnaire. The sample size of 50 respondents from the company was chosen for the study. The scope of the study consists the importance of the employee satisfaction is to find out the satisfaction level of the employees. The objectives tell about the necessity of the study. The project work based on the Descriptive Research. Random sampling is used for data collection. Simple percentage is used for analyzing the collected data. The studies provide some findings that were interrupted from the analysis of collected data. The suggestions were given which may help the company to improve employee job satisfactions.

I. INTRODUCTION

Satisfaction refers to the level of fulfillment of once needs, wants and desire. Satisfaction depends basically upon what an individual wants from the world, and what he gets. Employee satisfaction is a measure of how happy workers are with their job and working environment. It is sure that there may be many factors affecting the organizational effectiveness and one of them is the employee satisfaction. Having good relationships with the colleagues, high salary, good working conditions, training and education opportunities, career developments or any other benefits may berelated with the increasing of employee satisfaction. Many measures support that employee satisfaction is a factor in employee motivation, employee goal achievement and positive employee morale in the work place.

OBJECTIVES OF THE STUDY

- To Identify the Job Satisfactory level of the whole employees
- Perception of employees towards Management

SCOPE OF THE STUDY

The scope of the study is that by analyzing the job satisfaction of the employees, then organization further improve themselves with more benefitsand facilities to overcome the drawback and improve the performance level of employees.

LIMITATIONS OF STUDY

- The data have been collected from the present employees only. So it may vary in the future.
- The duration of the study is limited. So it may not be able to cover the entire scope.
- The study was restricted to only in Le-Shark Globall LLP and sample size was 50.

RESEARCH METHODOLOGY:

Survey Method:

Survey is a finding study. Under this method of research the research is interested in knowing something about the whole population. But revelry he done it. He studies only sample drawn from population. The data are collected directly from the sample by interviewing questionnaires at particular period of time.

Sample Size:

Out of Sample 50 respondents were interviewed.

Source of Data

In this Study both Primary and secondary data were used.

i. Primary Data

Employees were interviewed with help of questionnaires.

ii. Secondary Data

Various information's collected from company records.

Data Collection Instrument

Personal interview based on the questionnaire. The questionnaire was prepared based on the parameters that have to be measured.

Tools used for analysis

Information obtained from the respondents was analyzed and interpreted with the help of Microsoft word 2010.

Chi-square test and Percentage analysis was done.

II. REVIEW OF LITERATURE

A study was conducted by Miss Ruby on the topic "Job satisfaction of Hospital Employee". The study revealed that the hospital employees are highly satisfied with Management Activities and Superior subordinate Relationship.

Dr.Gokulnath had conducted a study on Employees needs in Kart Logistics. An approach of Multidimensional Profile Analysis. As a result he found that Employees. Expectations were not fulfilled by the Management

Chi-square test:

Hypothesis:

H0: There is no relationship between age and employees satisfaction

H1: There is relationship between age and employees satisfaction

age of the respondent * employees work gives satisfaction to employees at le-shark Crosstabulation

		employees satisfaction					Total
		dissatisfied	lessatisfied	neutral	satisfied	highlysatisfied	
age of the respondent	20-30	1	2	0	8	12	23
	31-40	0	0	0	6	13	19
	41-50	0	0	1	1	2	4
	above50	0	0	0	0	4	4
Total		1	2	1	15	31	50

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.955 ^a	12	.117
Likelihood Ratio	13.713	12	.319
Linear-by-Linear Association	2.580	1	.108
N of Valid Cases	50		

a. 16 cells (80.0%) have expected count less than 5. The minimum expected count is .08.

Interpretation:

Since $17.955 < 21.026$ we accept the H0 (Null hypothesis). There is no relationship between the age and employees satisfaction.

Percentage Analysis:

Superior gives adequate support to employees:

Particulars	Respondents	Percentage
Highly satisfied	27	54%
Satisfied	20	40%
Neutral	3	6%
Less satisfied	0	0%
Dissatisfied	0	0%
Total	50	100%

(Source: Primary Data)

Inference

From the above table it was inferred that majority of the respondents satisfied with the superior gives adequate support to employees.

III. CONCLUSION

The studies entitle “A study on job satisfaction of employees in Le-Shark Global LLP, Palladam.” Was conducted with the main objective of level of satisfaction among the employee satisfaction towards their job and evaluation was conducted on the basis of questionnaire method.

From this research it is observed that majority of the Employees were satisfied in their work. It is the responsibility of the Management make the employee satisfy. The company could satisfy the Employee in their job by adopting certain things shown in the Suggestion.

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