
A STUDY ON EMPLOYEE JOB SATISFACTION WITH REFERENCE TO HAAILAND, GUNTUR

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Abstract: This study investigates the level of job satisfaction among employees at Haailand, Guntur. A structured questionnaire was administered to a sample of employees to gather data on various facets of job satisfaction, including work environment, compensation, career growth opportunities, and work-life balance. The results of the study reveal that employees at Haailand, Guntur, experience moderate levels of job satisfaction, with significant correlations between job satisfaction and factors such as salary, job security, and opportunities for growth and development. The study's findings have implications for organizational policymakers and human resource managers seeking to enhance employee job satisfaction and overall well-being.

Keywords: Job Satisfaction, Work Environment, Compensation and Benefits & Recognition and rewards.

I.INTRODUCTION

Job Satisfaction in regards to one's feeling or state of mind regarding the nature of their work. Job can be influenced by a variety of factors like quality of one's relationship with their supervisor, quality of the physical environment in which they work, degree of fulfilment in their work, etc. Positive attitude towards job are equivalent to job satisfaction where as a negative attitude towards job has been defined variously from time to time. "Job satisfaction is defined as a pleasurable, emotional, state resulting from appraisal of one's job. Job satisfaction is not Synonymous with organizational morale, which the possessions of feeling have been accepted by and belonging to a group of employees through adherence to common goals and confidence in desirability of these goals. Morale is the by-product of the group, while job satisfaction is more an individual state of mind.

II. SIGNIFICANCE OF THE STUDY

2.1 The following are the significant of the study

- [1] Understanding the factors that influence job satisfaction can help Haailand, Guntur, develop strategies to retain its employees, reducing turnover and recruitment costs.
- [2] Satisfied employees are more productive, efficient, and deliver high-quality work, which can lead to increased customer satisfaction and loyalty.
- [3] The study's findings can inform human resource management decisions, such as compensation, benefits, and training programs, to improve employee job satisfaction.

2.2 objectives of the study

- [1] To study the level of job satisfaction of employees at Haailand
- [2] To study various factors influencing the job satisfaction of employees

[3] To study the facilities provided by Haailand to improve the job satisfaction

2.3 Data Collection:

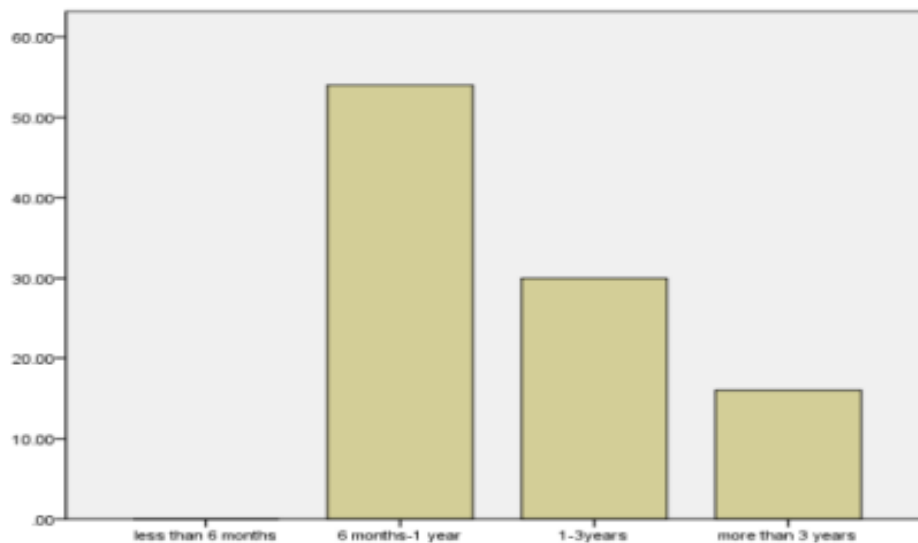
The Analysis of the project was done based on the available information. The information was gathered basically from the primary sources and as well as from the secondary sources. To obtain direct information from the respondents, a systematic questionnaire has been created Secondary data has been gathered through publications, websites, etc.

III. RESULTS & DISCUSSION

| S.NO | Opinion | No. of respondents | Percentage (%) |
|------|--------------------|--------------------|----------------|
| 1 | Less than 6 months | 0 | 0 |
| 2 | 6 months – 1 Year | 54 | 54 |
| 3 | 1 – 3 Years | 30 | 30 |
| 4 | More than 3 Years | 16 | 16 |
| | TOTAL | 100 | 100 |

Table No: 1 No of years working in Haailand, Guntur

Graph No:



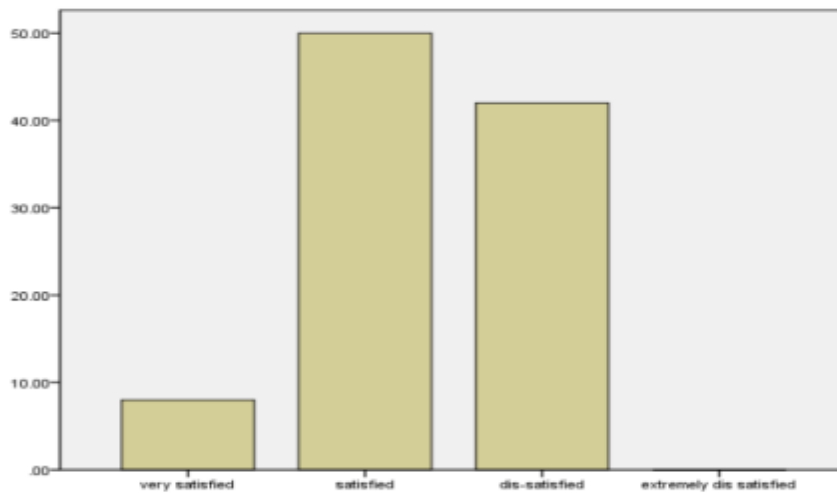
3.1 Interpretation:

From the above chart we observe that 0% of the employees are working from 6 months, 54% of the employees are working from 6 months to 1 year experience, 30% of the employees are working in Haailand from 1 year to 3year experience, 16% of the employees are working in Haailand for more than 3 years' experience.

| S.NO | Opinion | No.of respondents | Percentage (%) |
|------|------------------------|-------------------|----------------|
| 1 | Very Satisfied | 8 | 8 |
| 2 | Satisfied | 50 | 50 |
| 3 | Dissatisfied | 42 | 42 |
| 4 | Extremely Dissatisfied | 0 | 0 |
| | TOTAL | 100 | 100 |

Table No: 2 About Working Environment

Graph No: 2



3.2 Interpretation:

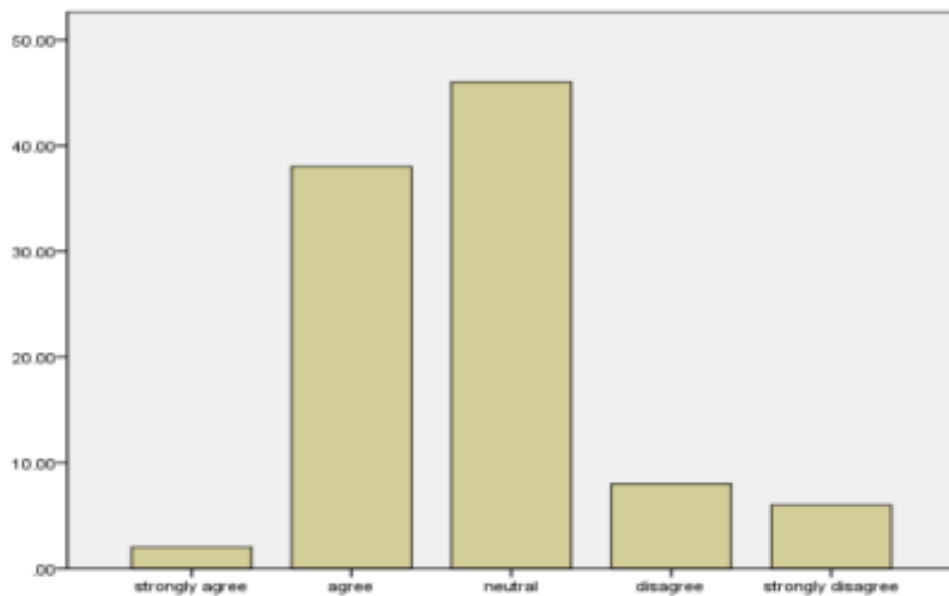
From the above chart we observe that 8% of the employees are very satisfied, 50% of the employees satisfied, 42% of the employees dissatisfied, 0% of the employees Extremely dissatisfied.

It is concluded that majority of the employees are satisfied with the working Environment at Haailand

| S.NO | Opinion | No. of respondents | Percentage (%) |
|------|-------------------|--------------------|----------------|
| 1 | Strongly Agree | 2 | 2 |
| 2 | Agree | 28 | 28 |
| 3 | Neutral | 46 | 46 |
| 4 | Disagree | 8 | 8 |
| 5 | Strongly Disagree | 6 | 6 |
| | TOTAL | 100 | 100 |

Table No: 3 Your work is according to your qualification and skills

Graph No: 3



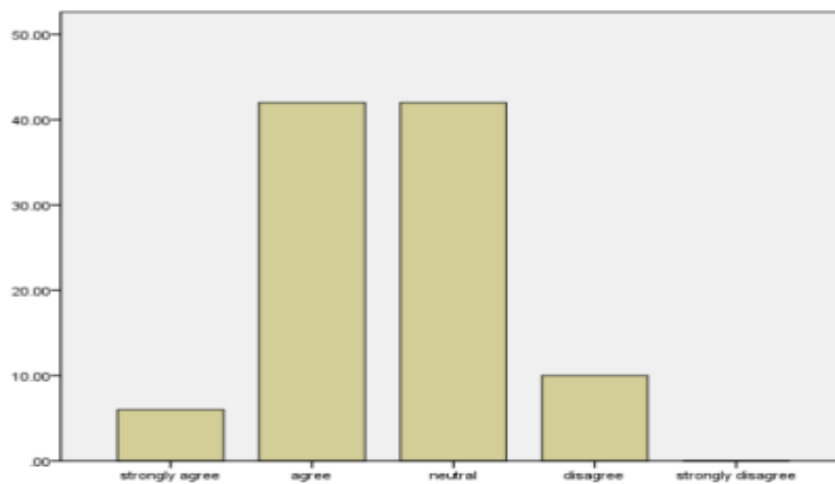
3.3 Interpretation:

From the above chart we observe that 02% of the employees are strongly agree, 28% of the employees are agree, 46% of the employees are neutral, 08% of the employees are disagree, 6% of the employees are strongly disagree. It is concluded that majority of employees are neutral towards their work according to their qualification and skills.

| S.NO | Opinion | No. of respondents | Percentage (%) |
|------|-------------------|--------------------|----------------|
| 1 | Strongly Agree | 6 | 6 |
| 2 | Agree | 42 | 42 |
| 3 | Neutral | 42 | 42 |
| 4 | Disagree | 10 | 10 |
| 5 | Strongly Disagree | 0 | 0 |
| | TOTAL | 100 | 100 |

Table No: 4 Employees are satisfied with the top Management

Graph No: 4



3.4 Interpretation:

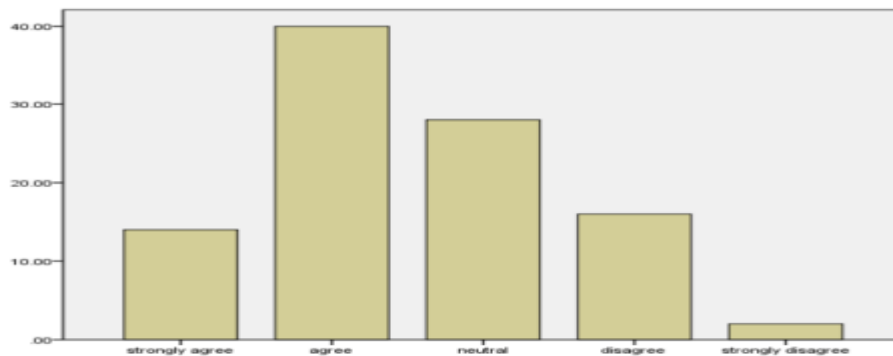
From the above chart we observe that 06%of the employees are strongly agree, 42% of the employees agree ,42%of the employees neutral, 10%of the employees disagree, 0%of the employees

strongly disagree. It is concluded the majority of employees agree and also neutral towards the question.

| S.NO | Opinion | No. of respondents | Percentage (%) |
|------|-------------------|--------------------|----------------|
| 1 | Strongly Agree | 14 | 14 |
| 2 | Agree | 40 | 40 |
| 3 | Neutral | 28 | 28 |
| 4 | Disagree | 16 | 16 |
| 5 | Strongly Disagree | 2 | 2 |
| | TOTAL | 100 | 100 |

Table No: 5 Working hours are satisfactory

Graph No: 5



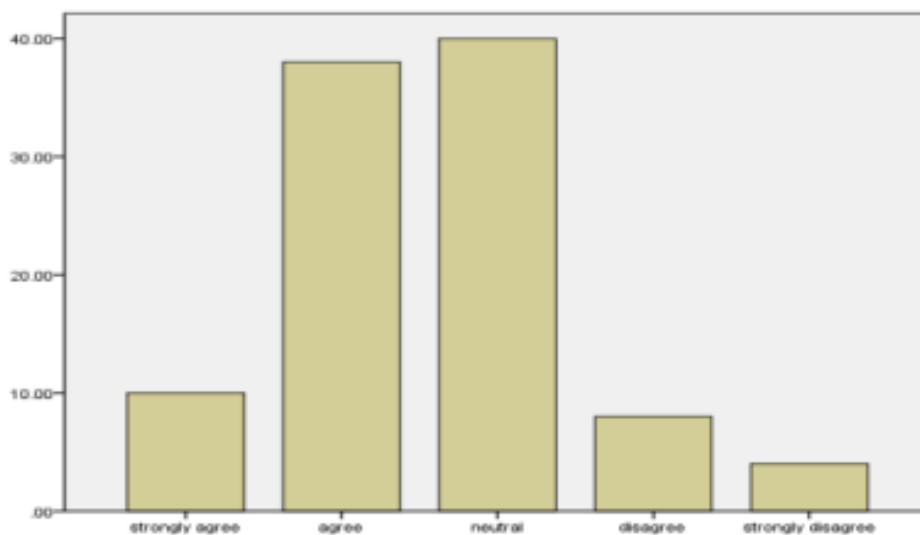
3.5 Interpretation:

From the above chart we observe that 02% of the employees are strongly agree, 42% of the employees agree, 38% of the employees neutral, 18% of the employees disagree, 0% of the employees strongly disagree, it is concluded the majority of employees agree that organization organizes counselling programs regularly.

| S.NO | Opinion | No. of respondents | Percentage (%) |
|------|-------------------|--------------------|----------------|
| 1 | Strongly Agree | 10 | 10 |
| 2 | Agree | 38 | 38 |
| 3 | Neutral | 40 | 40 |
| 4 | Disagree | 8 | 8 |
| 5 | Strongly Disagree | 4 | 4 |
| | TOTAL | 100 | 100 |

Table No: 6 Employees get Appreciation and rewards if the desired work/ targets are accomplished

Graph No: 6



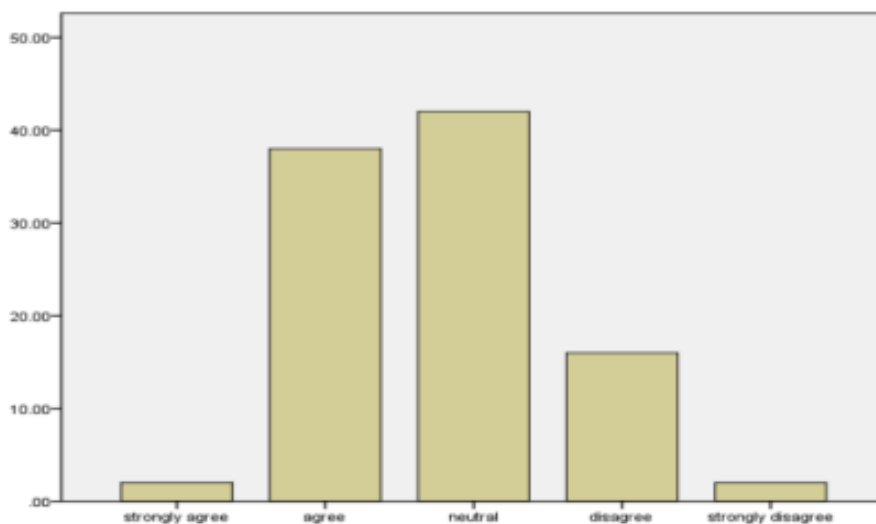
3.6 Interpretation:

From the above chart we observe that 10% of the employees are strongly agree, 38% of the employees agree, 40% of the employees neutral, 8% of the employees disagree, 4% of the employees strongly disagree, it is concluded the majority of employees agree that they get appreciation and rewards if their targets are accomplished.

| S.NO | Opinion | No. of respondents | Percentage (%) |
|------|-------------------|--------------------|----------------|
| 1 | Strongly Agree | 2 | 2 |
| 2 | Agree | 38 | 38 |
| 3 | Neutral | 42 | 42 |
| 4 | Disagree | 16 | 16 |
| 5 | Strongly Disagree | 2 | 2 |
| | TOTAL | 100 | 100 |

Table No: 7 Organization has good career prospect for its employees

Graph No: 7



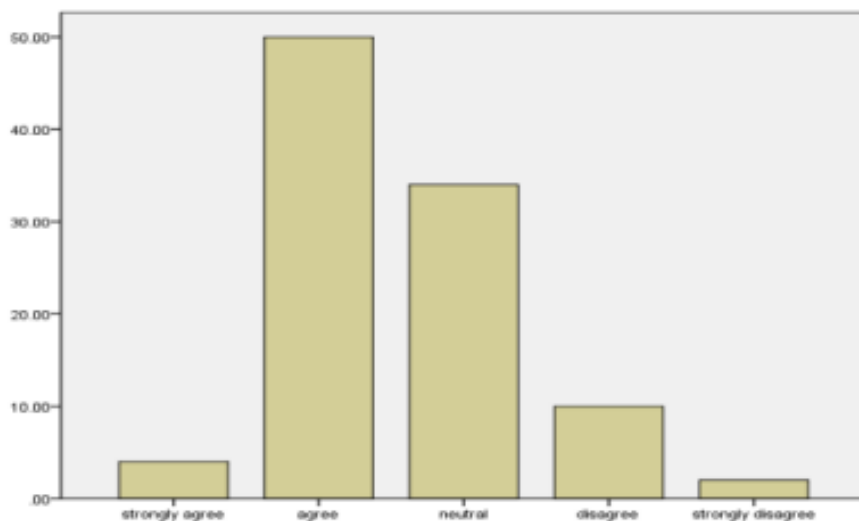
3.7 Interpretation:

From the above chart we observe that 02% of the employees are strongly agree, 38% of the employees agree, 42% of the employees neutral, 16% of the employees disagree, 02% of the employees strongly disagree, it is concluded the majority of employees are neutral towards the question that organization has good career prospective.

| S.NO | Opinion | No. of respondents | Percentage (%) |
|------|-------------------|--------------------|----------------|
| 1 | Strongly Agree | 3 | 3 |
| 2 | Agree | 48 | 48 |
| 3 | Neutral | 35 | 35 |
| 4 | Disagree | 12 | 12 |
| 5 | Strongly Disagree | 2 | 2 |
| | TOTAL | 100 | 100 |

Table No: 8 Welfare facilities provided to the employees by the organization are satisfactory

Graph No: 8



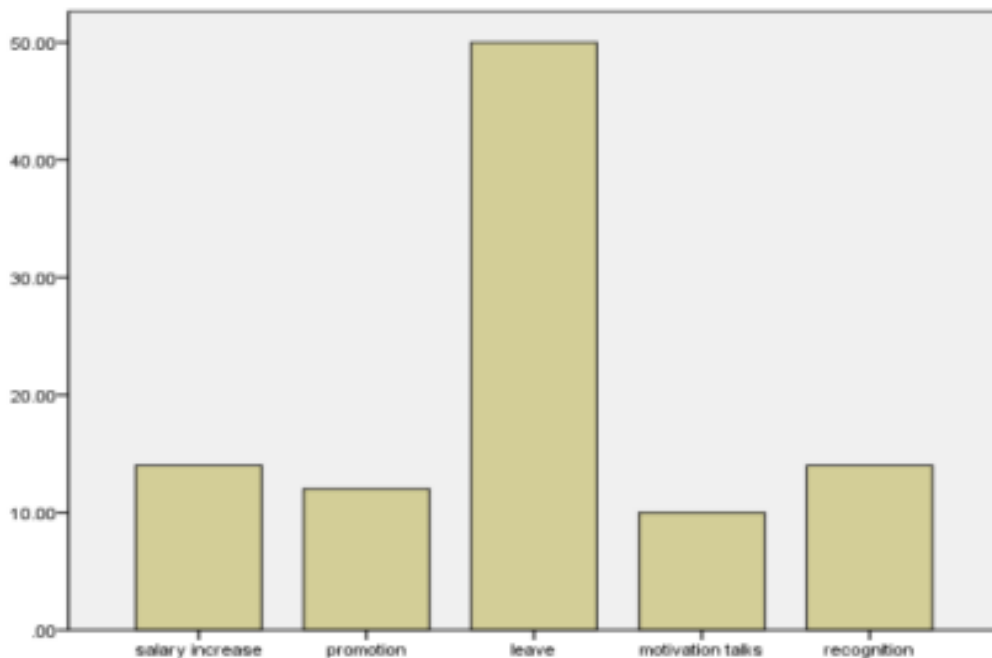
3.8 Interpretation:

From the above chart we observe that 3% of the employees are strongly agree, 48% of the employees agree, 35% of the employees neutral, 12% of the employees disagree, 2% of the employees strongly disagree, it is concluded the majority of employees agree that welfare activities provided by haailand are satisfactory.

| S.NO | Opinion | No. of respondents | Percentage (%) |
|------|--------------------|--------------------|----------------|
| 1 | Salary Increase | 14 | 14 |
| 2 | Promotion | 12 | 12 |
| 3 | Leave | 50 | 50 |
| 4 | Motivational Talks | 10 | 10 |
| 5 | Recognition | 14 | 14 |
| | TOTAL | 100 | 100 |

Table No: 9 Which of the following factors which motivates you most

Graph No: 9



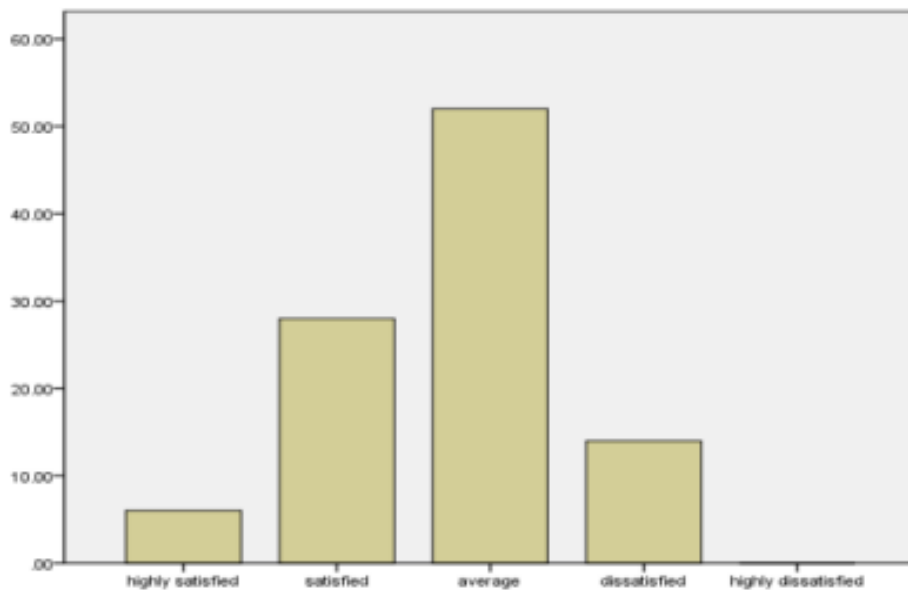
3.9 Interpretation:

From the above chart we observe that 14% of the employees motivated by increase in salary, 12% of the employees get motivated by promotion, 50% of the employees get motivated by leaves, 10% of the employees through motivational talks, 14% of the employees through recognition.

| S.NO | Opinion | No. of respondents | Percentage (%) |
|------|---------------------|--------------------|----------------|
| 1 | Highly Satisfied | 6 | 6 |
| 2 | Satisfied | 28 | 28 |
| 3 | Neutral | 52 | 52 |
| 4 | Dissatisfied | 14 | 14 |
| 5 | Highly Dissatisfied | 0 | 0 |
| | TOTAL | 100 | 100 |

Table No:10 Overall Satisfaction with your Job

Graph No: 10



3.10 Interpretation:

From the above chart we observe that 6% of the employees are highly satisfied, 28% of the employees are satisfied, 52% of the employees are neutral, 14% of the employees are dissatisfied, 0% of the employees are highly dissatisfied. It is concluded that the majority of the employees are neutral regarding overall satisfaction

3.11 FINDINGS:

The following are the some of the findings of the study.

- [1] 52% of the employees are neutral about their jobs.
- [2] 50% of the employees are dissatisfied about their leaves.
- [3] 90% of the employees are satisfied facilities provided by haailand.

3.12 SUGGESTIONS:

- [1] suggested to Management of Haailand to Improve the Job Satisfaction of Employees by recognizing their work.
- [1] suggested to Management of Haailand to provide a good career prospective to employees for their Future Growth.
- [3] I suggested to Management of Haailand Provide more Work Leaves to Employees for the refreshment and their personal life.

IV. CONCLUSIONS

- [1] The job satisfaction of employees at Haailand is average.
- [2] Salary Increments, Promotion, Leaves, Motivational talks, Recognition are the important factors effecting the job satisfaction at Haailand.
- [3] Haailand providing Travelling and Food facilities to employees in which the employees are highly satisfied.

V. BIBLIOGRAPHY

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