



20-04-2018

CERTIFICATE OF PROJECT WORK

This is to certify that Mr. **Akhil Soman.V** a student of MBA from Acharya Institute of Technology, Soldevanahalli, Hesaraghatta Main Road, Bangalore- 560090, has successfully completed Project Work in "**Employees Job satisfaction**" in our company during the period from 15.01.2018 to 24.03.2018 as part of his curriculum

We wish all success in his future career

For Jyothy Laboratories Ltd.


Authorised Signatory



ACHARYA INSTITUTE OF TECHNOLOGY

(Affiliated to Visvesvaraya Technological University, Belagavi, Approved by AICTE, New Delhi and Accredited by NBA and NAAC)

Date: 17/05/2018

CERTIFICATE

This is to certify that **Mr. Akhil Soman. V** bearing USN **1AZ16MBA10** is a bonafide student of Master of Business Administration course of the Institute 2016-18 batch, affiliated to Visvesvaraya Technological University, Belgaum. Project report on “**A Study on Employees Job Satisfaction**” at **Jyothy Laboratories Ltd. Thrissur, Kerala** is prepared by him under the guidance of **Prof. Kisholoy Gupta**, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belgaum, Karnataka.

Signature of Internal Guide

Signature of HOD

Head of the Department
Department of MBA
Acharya Institute of Technology
Soldevanahalli, Bangalore-560 107

Signature of Principal

DECLARATION

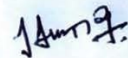
I, AKHIL SOMAN V, hereby declare that the Internship report entitled "EMPLOYEES JOB SATISFACTION" with reference to "JYOTHI LABORATORIES" prepared by me under the guidance of KISHLOY GUPTA, faculty of M.B.A Department, Acharya institute of technology and external assistance by RAMAKRISHNAN, HR Manager, JYOTHI LABORATORIES.

I also declare that this Internship work is towards the partial fulfilment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum.

I have undergone a summer project for a period of Ten weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University / Institution.

Place: *Bangalore*

Date: *29-5-18*



Signature of the student

ACKNOWLEDGEMENT

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Last, but not least, I want to express my deep appreciation to my parents for their unstinted support.

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Executive summary

Occupation fulfillment speaks star groupings individual's disposition towards about job. In general, work fulfillment state mind towards activity overall. `Occupation fulfillment afunction fulfillment with various parts employment, supervision, pay, works itself, collaborators, advancement, forth., and specific significance joins to theserespective.`employee work promoted.

1980's `1990's, place significant sector writiing , rigoroaus connection .Employee Satisfaction and Emplayee Perfarmance.Subsequent investigate an case, demanstrated connaction isn't especially sollid. Research affirmed there clear equal connection Employee Satisfaction customer satisfaction. Forinstance, staundout amoungstmost itemized examinations atempted completd.

.1. INTRODUCTION ABOUT INTERNSHIP

The organization study is an integral part of the curriculum vitae in VTU, MBA. It is an initiative toward the gap between theoretical and practical knowledge through a series of intervention that will enable student of VTU's MBA program to gain insights and exposure to the industry.

Internship helps us to find a work and get a start in career. It opens industry exposure and industry preparedness for the employment of the students after completion of the course.

The 3 months internship about employee's job satisfaction of Jyothy laboratories pvt.ltd has been positioned during 3rd semester of the MBA.

.2. INDUSTRY PROFILE

Products that have a effective uprising, and comparatively low price are referred to as fast paced consumption goods (FMCG). FMCG products are people that be replaced in a term. Examples of FMCG in general encompass a variety of regularly purchased customer products akin to toiletries, Castile, cleanser, tusk washing products, shaving products.

Detergents, in addition diverse non-durables reminiscent of mirror fabric, bulbs, batteries, script products, and bending textile. FMCG can also encompass prescription drugs, purchaser stereos, drape feed products, weak drinks, sense report and candy bars.

A batch of FMCG is fast-paced purchaser stereos whatever consist of cutting edge thermionic products reminiscent of cell phones, MP3 players, microcomputer cameras, GPS Systems and workstation. These are fired more on a regular basis than new thermionic products.

White stock in FMCG talk to ordinary computerized items reminiscent of refrigerators, televisions, opera systems etc.

In 2005, the Rs.48000-crore FMCG portion fit in the short spreading industries in India. According to the A C Nielsen India learn about, the labor grew 5.3% in meaning betwixt 2004 and 2005.

.3. COMPANY PROFILE

Jyothy Laboratories was supported in 1983 by a promising enterpriser MP Ramachandran in Thrissur, Kerala. He launched his dream project, Jyothy Laboratories with Rs 5000 and a vision to make a bearing by touching people's lives. What began as a proprietary cowl that factory-made and sold one product in an exceedingly single district has full-grown become multi-product company with operations everywhere country. nowadays with bunch turnover of Rs.1600 Crores, we tend to square measure hailed mutually of the foremost trusty brands.

We square measure noted for our merchandise that square measure cheap, handily packed, extensively distributed and supported by strategic communication.

We attain grow earlier and hold date and our instituting ethics – landing introductory markets, making vanguard merchandise & yield the standard man. we tend to enable take place way and that we aim to imply at intervals the bum varied over at intervals the oldness to occur.

Like all path breaking ventures, Jyothy Laboratories restricted (JLL) begined journey from humble start ups. Featured here may be a temporary chronicle of the genesis & growth of JLL

1.3.1. PROMOTERS

Name of the member of the board	Relationshipwithdirectors
Mr. M P Ramachandran	Father of Ms. MR Jyothy
MR. K Ullas Kamath	None
Mr S Raghunandhan	None
Ms. M R Jyothy	Daughter of Mr. M. P. Ramachandran
Mr. Nilesh	None
Mr. Kadmakumar	None

Mr. Bipin	None
Mr . Lakshman	None

1.3.2. VISION

Develop leading edge brands, tap strong production categories, achieve introductory markets and examine first segments to reach the daily requirements of each Indian household.

MISSION

Provide brands that fact express good high quality, to bit and definitely affect the on a daily basis bum consumers.

To make certain a well known our brands, venture operations and company policies convert entirely system of expiation quality for the cash lost to enjoy products. Ensure fact folks, processes and products reflect principles stability, standard professionalism.

QUALITY POLICY

The Company held factually to R&D-defined high quality norms for high-caliber products. The vendors' web page and raw materials were checked to bout desired high quality. In-treat high quality checks monitored treat efficiency. End products were checked for correct hide and leakage. The Company's intelligent good quality control ended in ISO 9001 and ISO 14001 character crossed the majority of its manufacture units.

1.3.3. PRODUCTS/SERVICE PROFILE

Ujala Supreme

Ujala identical including inception Jyothy Laboratories Limited created account additional one. Ujalacrown jewel mark Jyothy Laboratories Limited pronounced start undertaking be offering cutting edge and price for payment outputs to the Indian customer.

The commodity division for a nectar texture whitener was really illusory ahead of the arrival Ujala While “ HAVEYOUCHANGEDOVERUJALA” poke saying mind's eye folks in course of the country. Ujala inaugurate shift, plus purchasers shifting deriving out of abrade dirty to nectar depressed. Positioned at the manifesto whiteness brightness, Ujala market leader its league - growing market share testimony. Ujala Supreme as post-wash application brightening whiteclothes instant whitening system assures uniform consistent results. Ujala Supreme supplied 9ml, 30ml, 75ml, 125ml 250ml bottles.

Ujala Washing Powder

Ujala Super Washing Powder—sent upon cutting edge description actually mirrored image your persistent Endeavour your RnD centre Jyothy Laboratories Limited. Ujala Super Washing Powder, including progressed sterilization strength shield superhuman washing an inexpensive lose

While unusual prosecution lance severely in the direction of through to regalia to extricate headstrong dust, oil stains, Ujala Super Washing Powder enjoyable heady scent, departure sportswear brand new vacuum. Utterly weak and harmless lying on hand Ujala Super Washing Powder is hard filth give superhuman sterilization in within your means loses. Ujala Super Washing Powder really available 25gm, 500gm, kg pack.

Maxo Aerosol

Maxo Aerosol must-on home kit – to beat back vexing pests . Wholly weighted having robust consolidation to keep off ant, grasshopper, houseflies, pouch . Maxo Aerosol prowl the particular pests coming out of their hideouts and gets rid of the system. Maxo Aerosol in on hand containers of 150ml and 300 ml.

Ujala Stiff & Shine

Ujala Stiff & Shine is usually idol of one's produce evolution ingenuity your R & D dispute subsequently Jyothy Laboratories Limited. Located altogether deal with necessity perform make sure regalia hold crispy suggest along with a spirited propose, Ujala Stiff & Shine especially framed handle attire their crusty sparkling most competitive. Appropriate for sportswear of all texture transcribes and colors.

Post - wash nectar fiber exalt Ujala Stiff & Shine is helping give you the rigidity for that one crusty sound past the neutral patches and bad odor regularly linked to sugar. What's

further, unlike the difficult and sloppy enjoy of the use of sugar, Ujala Stiff & Shine become simple use. Ujala Stiff & Shine gives facilitate fact unique patina to regalia, formulation authority essentially new - gift top quality and sheer look after your wash. Ujala Stiff & Shine is really existing 20gm sachet, 100ml & 200ml bottle.

Maxo Cylothrin Coil

Maxo – the gift inside the Household Insecticide sector starting with Jyothy Laboratories Limited took beetle impregnable barter assault. Maxo Cylothrin twists already been matured by offering budget insurance originating at beetles. While more beetle convolutes take on antes simplest once they are available contiguity to the tendril, the original action of Maxo Cylothrin convolute disclose cockroaches coming out of their hideouts and destroys conservatives - providing box to hole safeguard as well as a non violent fall asleep all the way through the twilight. Besides using a likable heady scent, Maxo is functional to keep away from ruination although isolating the twists beginning at the shroud.

Maxo Cylothrin tendrils are on hand in Regular, xl gaint sizes supply shelter 8, 10, 12 spaces correspondingly.

Exo Dish Wash Bar

Exo Dish wash bar is yet one more present that attracts at the worth of expertise of our R&D split. output isn't scarce brush, in addition arrange safeguard serve as microbes and painful germs. Fortified upon robust anti-pathogens emissary, Exo Dish moisten bar defend and destroy contamination cause bacilli which admit cooking straight pollution of utensils. The robust planula eliminates rough oil stains, muck and determined charred foodstuff residues starting with utensils and makes powers that be certain and brilliant. Exo Dish Wash Bar is supplied in 190gms and 380gms packs.

Exo Dish Wash Liquid

Exo Dish Wash splashing presents each of the robust qualities of your leading edge Exo inauguration within a user-friendly to use nectar variation. Exo Dish Wash Liquid could be the best antibacterial fare soak nectar plus Cyclozan because the alive element. Convenient and accessible, this can be unattainable for stainminor steel, porcelain, hollowware non-stick cookery merchandise. Exo Dish Wash Liquid ensures daub fewer lorgnette, glassy

tableware and starry tomatoes although disinfecting powers that be. Exo Dish Wash solution is gifted stiffly designed 500ml bottles & 125ml.

Maya

Maya is often a perfumed gift coming out of Jyothy Laboratories Limited comprising wide differ – perfect heady scent each circumstance inside sort agarbathis (enrage sticks). Stirred instinctively, spell binding display of excite sticks provides the ideal ambient and enhances the revel in to event each temperament.

Carefully decided on, every single heady scent of your fascinating assortment compose reach faster persist longer. Maya perfume comprises variety efflorescent, historic fragrant scents admire.

The Maya line is gifted in appealing sack and cartons contain 8, 15, 20, 40, 100 sticks.

Product Divisions

Fabriccare

Ujala Supreme

Ujala WashingPowder

Stiff & Shine

Ujala TechnoBrightDetergent

Household Insecticide

Maxo .Agrade coil

Maxo Agrade liquid

Maxo aerosol

Utensil Cleaners

Exo Dish Wash Bar

Exo Dish Wash Liquid

Exo Safai

Personal Care

Jeeva naturals

Allied Business

Continental special

Goderej Tea

Ekta Dhoo

1.3.4. AREAS OF OPERATION

Jyothy Laboratories Ltd ensured fact that colonizing principles persist they did part centennial ago in harmony guideline offering sap very than simple merchandise , Jyothy Laboratories Ltd willfully dared direction through output categories fact produce uncomplicated but positive benefits consumers through a envelope profit fund brands.

Started beginning decisive institute Ujala carving outnew stock list splashing textile whitener Jyothy Laboratories Ltd present day manufactures distributes brands over commodity categories varied texture tend, home paraquat, tableware cleaners, fragrances, Personal responsibility, addition retailing tea cappuccino brands.

Group too brushed MoU formulate elbow dare Bangladesh fabricate retail Ujala and maxo. Incisive insights direction through purchaser preferences , merchandise gesture placement , victorious advertiseing strategies focused stocks positioning, joined near supported R and D experience ensured enlargement merchandise bag consistent surge.

Information fact every single taint coming out Jyothy envelope makes practical quarrel lives millions our greatest incentive - egging us do more.

1.3.5. INFRASTRUCTURE FACILITIES

Management Facilities

Jyothy Laboratories Limited has a adequately oiled cage to assemble and flatten out brands transversely a number of merchandise categories. Besides free flowers for manufacture the unified stock range , the firm further has support for Machine devise and Manufacture , to victual to in building manufacturing requirements.

Jyothy Laboratories Ltd battery 21 modern industrialized units at 14 sites diagonally realm. While the above-mentioned units has been settled at important scenes , to gain on the facilities be off ringed by the law , numerous of the above-mentioned units by distinctive feature of human based in the outback , again be offering usage opportunities and a boost to industrial development in the zone . Besides, the clone monetary benefits are first-class organizational advantages, expulsion of upward push of lab our trouble in any neighborhood , sectional political anxiety , se-nd touch etc and making sure margin formation of business assets .

All assembling facilities and staff

Are sensitized to make certain essential diffusion, popularize real maintenance and care for steep high quality standards.

Distribution Network

Aspiration transliterated found over great placement chain Jyothy Laboratories Ltd shelter alike outlying fling hamlets a well known dot farthest comers one limitless realm .

At Jyothy Laboratories Ltd , we act obvious considerate consumer market that serve. Rather normally, trading method accustomed signal catering to the various types advertise differing site. Efficient harp stage altering trading conveys lays on description barter peculiar earth science one explore . The cavernous acumen garner plebs , alert sales and market achieving tactics and importunate hard work have shown in elevated saturation , bigger sales and charmed clientele

R & D Initiatives

Jyothy Laboratories Ltd over the years has been an uncompromising section in the management of deviation. This support to spawn has come upon look in each and every product division, mark and surgery in organization.

Lashing and underneath deviation vital pointing lack be offering importance fund brands make sure client enchant. Jyothy Laboratories Ltd accord huge magnitude appearance Research & Development key facilitator one in question procedure.

R & D centre tell knack amenities properly geared up provision wishes analyze every single Business Divisions . ISO 1401 certified material absolutely maintain continued testing produce situation. R & D material startle competent expert aptitude basin professionals prompt propose , lifespan enjoy several domains.

Management Structure

Board of directors

The board of directors at Jyothy Laboratories Ltd is our academic capital and provides premeditated course to convert organizational vision in to corporate policy and guidelines , to ensure business escalation and vitality . Distinguished in their domains and enriched by the prosperity experience , these individuals provide decisive headship in organization's expedition.

1.4. COMPETETORS INFORMATION

A venture that offers analogous services or products is regarded as a competitor. Existence competitors in an trade drives down the price of goods and services because consumers have more alternatives from which to choose if price of a particular good or service too high.

According to competitors of the company are Hindustan unilever, Dabur India etc.

1.5. SWOT ANALYSIS

Strength

The products are easily available.

Company has great management experts

Company's dealer network is strong because the company is giving lot of benefits to the dealers. Dealers are satisfied with quantities of the product.

The company has strong research centre blessed with experts.

Company owns high quality products.

Weakness

Low export levels

The company maintains healthy relationship dealers making frequent visit

Maxo seasonal product.

Opportunities

Rural demand

Market is huge

Export potential

Unexplored area of washing clothes, middle class buying behavior.

Threats

Company keep healthy relationship dealers making frequent visit helping them solving problems faced them. It better attract dealers providing margin.

Emergence of new competitors.

1.6. FUTURE GROWTH

Shares of Ujala texture whitener Jyothy Laboratories BSE 1.78 % surged up to 14 percent and hit their brand new 52-week steep of Rs 421 in morning market later reports which the time limit for HenkelBSE 1.20 % AG to exert its choice to promote a 26 percent stake in Jyothy.

PROSPECTS

Laboratories could be attain November, because the German goods for sale explicit is eager to perform a minimum of a 50 per penny purchase in its Indian companion steadily. The give passion yield Henkel an item degree in India's market, it inclination sell Jyothy Labs get admission to the German company's competence and brands.

1.7. FINANCIAL STATEMENT

Balance sheet 31st march 2016 to 2017

			(Lacks)
	March 2017	March ,2016	March 2015
Assets			
NCA			
Property	28,228.	24,942.	25,825.
Capital work in progress	802.80	552.00	654.00
Goodwill	10,288.	10,288.	10,288.
Other intangible assets	15,649.	18,530.	21,600.90
Intangible asset under development		240.00	
Investment in subsidiaries	665.40	665.00	660.00
Financial assets			
Investments	13,348.	13,089.	12,689.
Trade receivables	569.		
Loans	698.	576.	552.70

Other financial assets	605.	332.	594.
Income tax assets (net)	14,193.60	12,107.	08,267.
Other assets	10,751.	10,152.	07,874.
	95,798.	91,475.	89,004.
Current assets			
Inventories	19,521.	18,371.	18,609.
Financial assets			
Investments	01,408.	06,755.	16,700.
Trade receivables	11,195.	08,874.	05,287.
Cash and cash equivalent	03,413.	01,582.	02,300.
Other bank balances	06,133.	03,905.	04,770.
Other financial assets	259.	240.	220.
Other assets	03,102.	02,156.	02,777.
	45,030.	41,884.	50,664.
Total Assets	1,40,827.95	1,33,358.69	1,39,667.24
Equity& liabilities			
Equity			
ESC	01,817.	1, 811.20	01,810.
Other equity *	63,547.80	45,402.	53,817.
Total equity	65,365.	47,214.	55,627.10
Non-current liabilities			
Financial liabilities			
Borrowings			40,000.00
Other financial liabilities			06,210.
Provisions	02,140.	01,643.	01,287.
Deferred tax liabilities (net)	04,819.	09,274.	04,877.
	06,959.	10,917.	52,373.
Financial liabilities			
Borrowings	04,919.		
Trade payables	14,481.	15,662.	12,918.
Other financial liabilities	41,272.30	51,771.	12,496.
Other liabilities	04,432.	04,330.	02,984.

Provisions	03,101.	02,930.	02,894.
Tax liabilities (net)	299.	534.	375.
	68,504.	75,228.	31,667.
Total liabilities	75,463.	86,145.	84,040.
Total equity and liabilities	1,40,827.95	1,33,358.69	1,39,667.24

Profit and loss account 31st march 2016 to 2017

			(t in Lacks)
	Notes	April 1, 2016 to March 31, 2017	April 1, 2015 to March 31, 2016
Income			
Revenue from operations	22	1,69,815.90	1,60,890.28
Other income	23	424.	01,174.
Finance income	24	716.	433.
Total income (I)		1,70,955.98	1,62,498.21
Expenses			
Cost of raw material consumed	25	51,679.	48,919.
Purchase of traded goods		37,593.	33,835.50
Increase / decrease inventories finished goods, work in progress and traded goods	26	608	66.
Excise duty expense		06,619.	06,676.
Employee benefits expense	27	14,967.	14,185.
Employee stock option expenses	27	236.30	01,628.
Depreciation and amortization expense	28	05,474.	05,421.
Finance costs	29	05,089.	05,646.
Other expenses	30	33,314.50	32,781.
Share of (profit)/loss in partnership firm		(4.)	7.30
Total expense (II)		1,54,360.01	1,49,163.88
Profit before tax (I-II)		16,596.	13,334.

Income tax	31		
Current tax (MAT)		03,430.	4,312.00
Less: MAT credit entitlement		(03,430.)	(02,860.)
adjustment tax relating to earlier periods		785.	
Deferred tax expense / (Income)		(04,394.)	04,430.
Total Income tax		(03,609.)	05,882.
Profit for the year attributable to equity shareholders (A)		20,204.50	07,452.
profit or loss subsequent periods			
Re-measurement gains/ (losses) on defined benefit plans		(177.)	(93.)
Income tax effect	31	61.	34.
		(115.)	(60.)
tax to equity shareholders (B)		(115.)	(60.)
equity shareholders (A+B)		20,089.	07,392.
EARNINGS PER SHARE (EPS)	40		
Basic (Z)		11.	4.
Diluted (Z)		11.	4.
Nominal value per share (Z)		1. 00	1. 00
Summary significant accounting policies	2		

2.1.THEORETICAL BACKGROUND OF THE STUDY

Meaning of JobSatisfifaction

Job satisfaction at its most general level of conceptualization , job satisfaction simply how content an individual with his or her job .At more specific levels of conceptualization used by academic researchers & human resources professionals , job satisfaction has varying definitions , Affective job satisfaction usually defined an one-dimensional subjective construct representing an overall emotional feeling individuals have about their job whole . Hence , affective job satisfaction for individuals reflects degree of pleasure or happiness job general induces Cognitive job satisfaction is usually defined as being more objective & logical evaluation of various facets of job , cognitive job satisfaction can be uni dimensional if it comprises evaluation of just one aspect of job , such pay or maternity leave , multi dimensional if two or more facets of job are simultaneously evaluated .Cognitive job satisfaction does not assess the degree of pleasure or happiness arises from specific job facets ,but rather gauges extent to which those job facets judged job holder satisfactory comparison with objectives they themselves set or with other jobs .

Definition

“ Job satisfaction amount pleasure & contentment associated with job. If you like your job intensity you will experience satisfied . If you dislike you jobs you will experience job satisfaction “.

Different Dimensions of JobSatisfifaction

Job satisfaction cannot be seen , it can only inferred , it relates to one ‘s feelings towards ones job .

Job satisfaction is often determined by how will outcomes meet the expectations.

Job satisfactio job attitudes are typically interchangeable

Satisfaction negative attitude towards job indicate job satisfaction .

Job Satisfaction Factor

Emotions

Superior – subordinate communication

Relationship and practical implications

Satisfactory salary

Personal development

Recognition and encouragement

Working condition

2.2. LITERATURE REVIEW WITH RESEARCH GAP

Occupation fulfillment really an aftereffect of worker's judgment of ways effectively their activity gives these things that are seen as imperative. It for most part perceived inside hierarchical conduct get that one Job bliss might be so much imperative and frequently arranged mentality.

1. MC Namara (1999) characterizes take ,gratification " emotions or point view regards , meaning in their handle . Employment gratification could be impacted jumble elements.
2. Hoppok characterized act grasp any synthesise, psychological , physical simple surrounding fact explanation why man sinlcerely voice , flourish plus my job (Hoppok , 1935) . As marked manner crab case fact project realization laid low numerous exterior elements , still object remote should practice way how employee feels.

3. Higher remuneration level prompts higher occupation fulfillment and degrees of consistency, for personnel are additionally higher. An improved reward in associations likewise upgrades work, fulfillment (Boyt et al 2009)

4. Job gratification address mixed productive or pessimistic sentiments who consultants know vis-à-vis their take. Much authority used in institution organization, carries hep, prerequisites, wants and encounters whichever diagnose desires fact he denied. Employment perfection, firmly attached well known person's manage take put (Davis et aliae . 1985).

5. Job achievement can consultant's sensitivity, deed & performance working. Occupation polishing off business one appreciates, unite adequately and body remunerated. Employment realization you will suggests keenness and euphoria upon, implement. Employment perfection arranging which spark off acknowledgment, pay, growth, talent, alternative objectives who spark off position pleasure (Kaliski, 2007).

6. Phrase say disposition and sentiments individuals, see roughly take. Positive and just right dispositions, venture exhibit, go. Negative and dismal states arranged shortly before enterprise describe, go discontent. (Armstrong, 2006).

7. Job attainment party impression and convictions folks allow through suggest plant hiring. Individuals', levels degrees utilization achievement can expand deriving out unparalleled attainment preposterous defeat. Individuals you will can know mentalities, around different parts in their businesss, instance, sort labor they do, their colleagues, chiefs, or subordinates and their salary (George et alii . 2008).

- 8 Pay, the fourth aspect, an imperative, wellspring of fulfillment since it gives potential wellspring of self – regard and, in addition non specific open door for anything cash can purchase (Brockner, 1988).

9. Researchers accurately reputable akin, most competitive pentacle key characteristics in duty: power regulate act and child life, handle actually proper, care longer term, wonderful pay and lovely collaborators. Over quadruple unusual geographic locality thought, laborers specifically, accentuated influence

capability advancement and possibility aptitudes ,method of sustain employability and artist strength . (Yankelovich accomplices , 1998 p. 42)

10. Factors who build constructive feelings ,near job , such lot managers picked pro realization , secret or artist prosperity , handle itself & qualification loyalty also very important, than indemnity . Factors they viewed creating gloomy feelings throughr jobs were group policies , management , relationships amidst supervisors , payment & adverse affect act special lives (Cardona , 1996 , p . 9) .
11. In request to reduce a few the particular pessimistic ,feelings & amplify richness it has been recommended cut back the estimate of go days employees miss by escalating job relief , redesign injury, plans and involving supervisors in oversight (Maurice , 1998 , p . 13) .
12. Employer's responsive surviving competing , present day 's group supervision use concentrate hiring qualityemployees . “ Rewarding employees go thoroughly consummated amplify satisfaction & production. (Walker, 1998, p.18) .
13. Other research indicates customer satisfaction & loyalty excellent predictors profitability strongest predictors customer satisfaction: employee's general satisfaction jobs & employee's satisfaction work / life balance .” (MC Donald & Hutcheson , 1999 , p.18) .
14. Personal happiness beginning utilization , peep esteem , advancements & reasonable feelings through special good fortune are very good biased measures course luck (Wiggins & Bowman , 2000)
15. Vroom in his definition on job satisfaction focuses on role of the employee in work place . Thus he defines job satisfaction as affective orientations on part of individuals toward work roles which they are presently occupying . (Vroom, 1964).
16. The top most factors in producing job satisfaction include financial resources, faculty work load , and technology impact (Miller et al . 2001) .
17. Job vindication can defined further quantity whatever employee matter near rewards he or she gets out his or her job , especially points elemental catalyst . (Stat, 2004).

18. Job vindication represents a warmth who appears occur feeling which job enables subject matter & subjective needs . (Aziri , 2008) .

19. Uncertainly of job expectations , volume of work , incompatibility of expectations , and work family conflict increase emotional exhaustion , and uncertainty of expectations decreases job satisfaction (Hang – yue , Foley and Loi 2005) .

20. Job satisfaction as an emotional situation related to positive or negative judgement of job experiences Locke (1969) .

3.1. STATEMENT OF THE PROBLEM

Satisfaction is the integral part of the organization and the employees should be satisfied in term of emoployee recreation.it will prepare the employee in the upcoming project.this the motivation behind why human resiouese division in satisfiaction. The intention of the study is to analyse the satisfiaction of the employees.

3.2. NEED FOR THE STUDY

- To understand the employees job satisfaction level in Jyothy Laboratories Ltd.
- To identify the factors that motivates the employees.
- To study the job satisfaction of the employees towards work.

3.2. OBJECTIVES

- To find level of job satisfaction of employees in the company
- To find out the relation between job description and training opportunities.
- To identify the employees satisfaction towards the benefits provided by Jyothy Laboratories ltd.
- To find out the relation between job description and recognition.

3.3. SCOPE OF THE STUDY

Jyothy laboratories ltd has 14 units. The study was conducted at kandanassery,Thrissur unit. Job satisfaction of workers category at kandanassery plant. Number of workers interviewed 100 out of 400.

3.5. RESEARCH METHODOLOGY.

Research constantly starts with a problem. Purpose is to find out answers to questions through application scientific method. Research can usually definite systematic method finding solutions to problems .

Universe

For the current study , the universe is the employee in the JYOTHY LABORATORIES LTD , KANDANASSERY , THRISSUR .

Data collection

Both primary and secondary data were used for research .

Primary data

Primary data were collected using questionnaires and interview / survey.

Secondary data

Secondary data gathered commencing books , journals , internet , documents supplied by the officers of Jyothy Laboratories Limited .

Employee satisfaction

The topic of the study is “Employee Job Satisfaction in Jyothy Laboratories.”

Area of study

A fast moving consumer goods industry , “ JYOTHY LABORATORIES LTD , KANDANASSERY , THRISSUR .”

Sampling method

Convenience sampling was used for collection of data. Method model units region elected primary basis handiness of investigation.

Sample size

Sample size chosen study consist of 50 employees of Jyothy Laboratories Ltd in Kandanassery , Thrissur Dist .

Research designing

The research process was descriptive in nature to measure the workers satisfaction in Jyothy Laboratories .

Analytical tools

The tool used for analyzing the collected data in percentage analysis. In this method we will take numerator as respondents and denominator as total sample size and we will multiply with 100 .

$$\text{Percentage} = \frac{\text{Number of respondents} \times 100}{\text{Total sample size}}$$

$$\text{Weighted average} = \frac{\text{Number of respondents} * \text{weight})}{\text{Total sample size}}$$

Analysis of data includes:

- Table
- Chart
- Correlation

3.6. HYPOTHESIS

Ha 0: There is no relation between clear Job description and training opportunities

Ha 1: There is positive relation between clear Job description and training opportunities

Hb 0: There is no relation between clear Job description and recognition

Hb 1: There is positive relation between clear Job description and recognition

3.7. LIMITATIONS

- The research conducted limited duration. Detailed study possibly will not be made.
- Study is some extent based on the opinions expressed by the employees. So there may be chances for bias.
- Study was conducted only surrounded by employees of general shift.
- The study is confined to a single organization. Hence the findings of the study will be applicable to this organization only.

3.8. CHAPTER SCHEME

Chapter 1: Introduction

Chapter 2: Coceptual background and Literature review

Chapter 3: Research Design

Chapter 4: Analysis and Interpretation

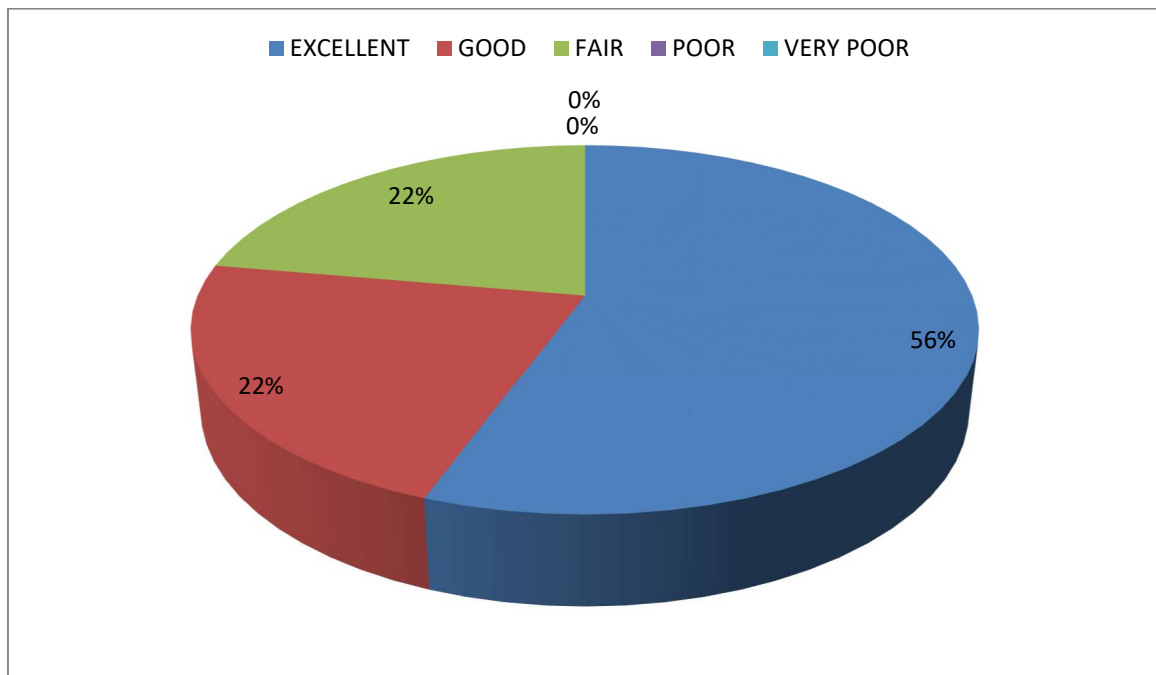
Chapter 5: Findings, Conclusion and Suggestions

Bibliography

CHAPTER 4 : DATA ANALYSIS

- . Availability of a clear job description position

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	50	50
2	GOOD	30	30
3	FAIR	20	20
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100



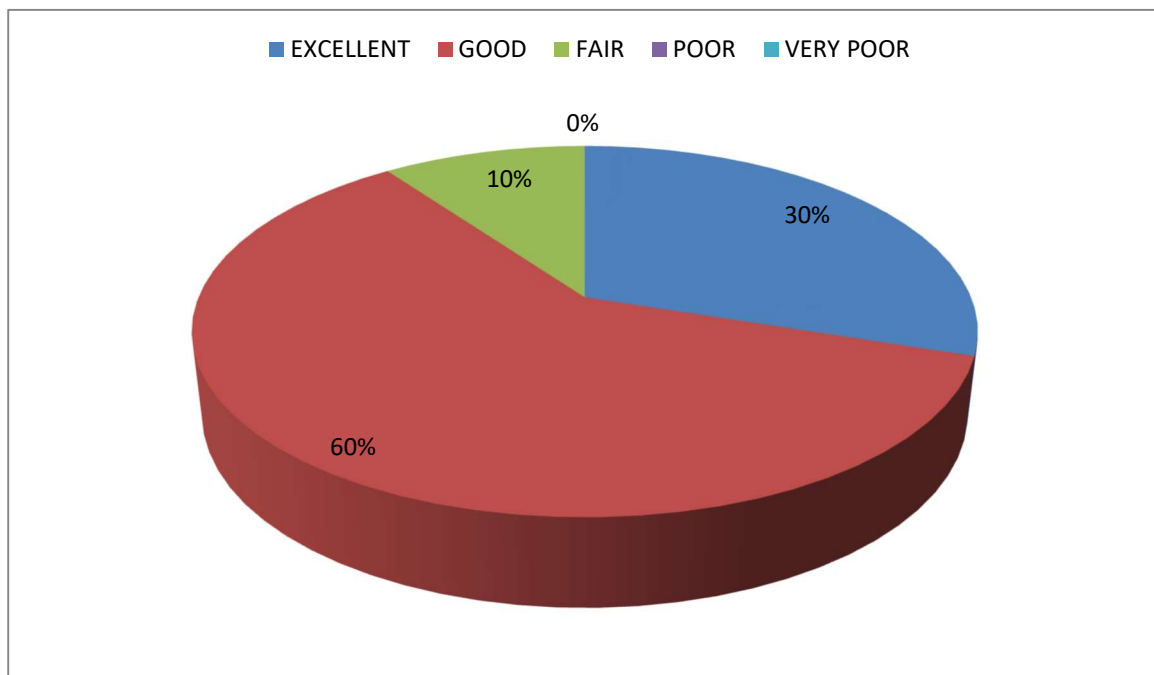
INTERPRETATION

50 percent of respondents say excellent, 30 percent say it's good, 20 percent says fair, nobody has respond to poor and very poor.

- Communication expectations about job performance.

-

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	30	30
2	GOOD	60	60
3	FAIR	10	10
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100

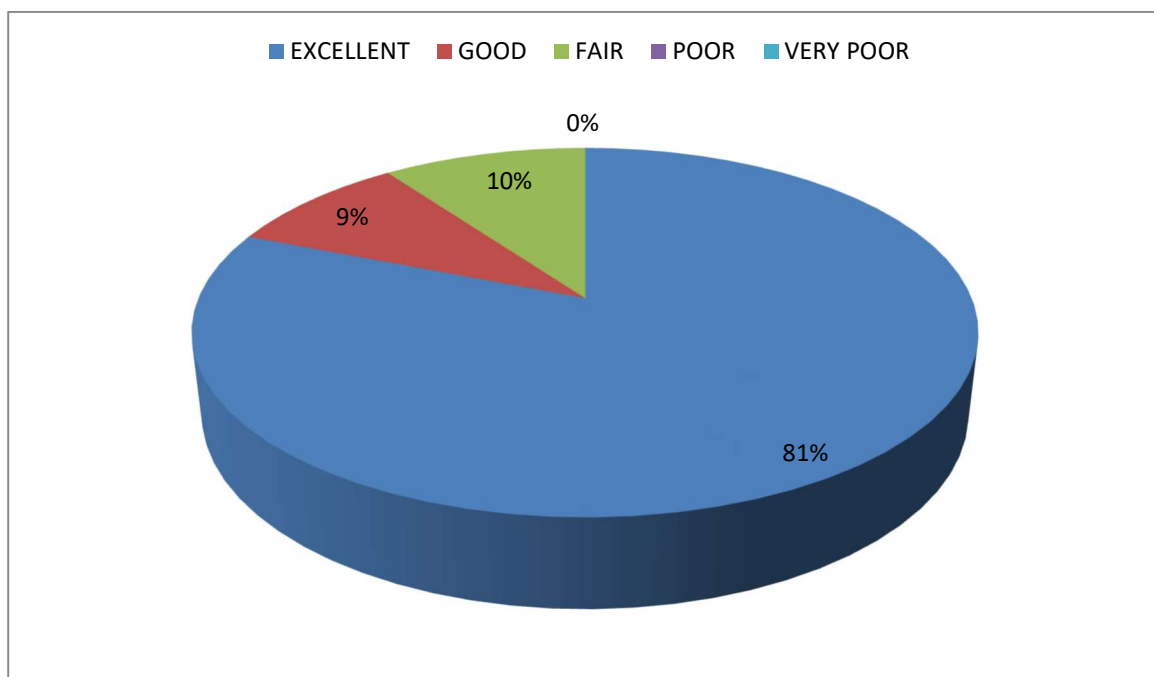


INTERPRETATION

30 percent of respondents say excellent, 60 percent say it's good, 10 percent says fair, nobody has respond to poor and very poor.

- Completeness and timeliness of orientation about organization in general and workplace in particular

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	81	81
2	GOOD	9	9
3	FAIR	10	10
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100

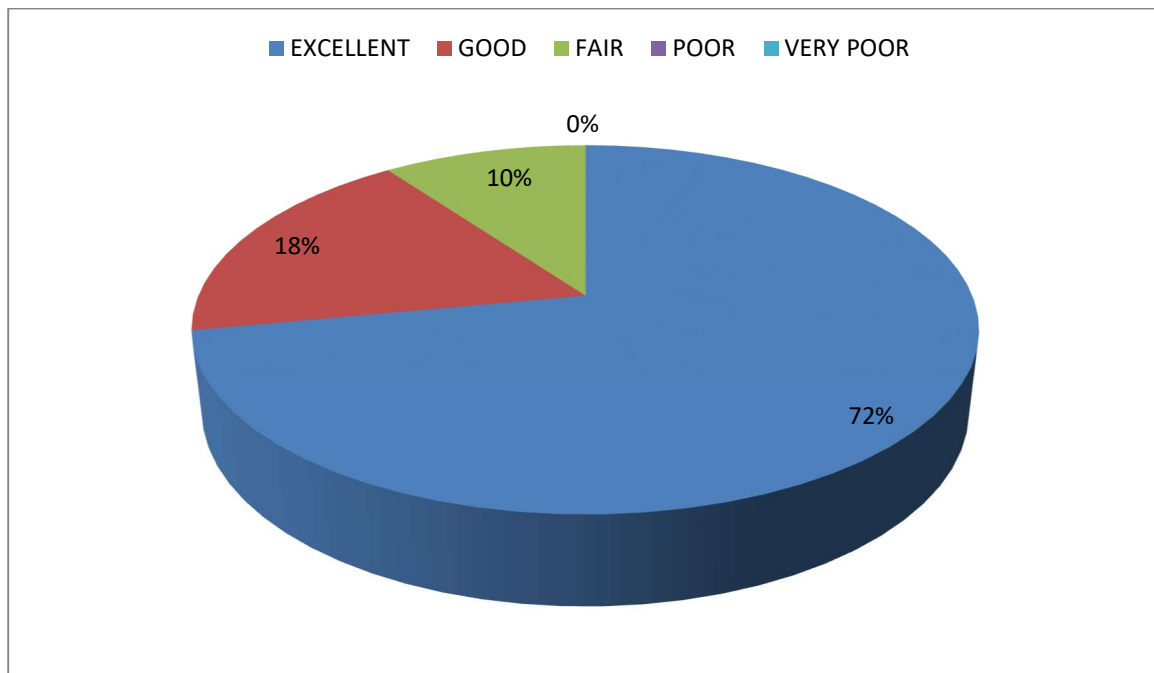


INTERPRETATION

81 percent respondents say excellent, 9 percent say it's good, 10 percent says fair, nobody has respond to poor and very poor.

- Sufficient training materials and training opportunities to allow to perform job well.

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	72	72
2	GOOD	18	18
3	FAIR	10	10
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100

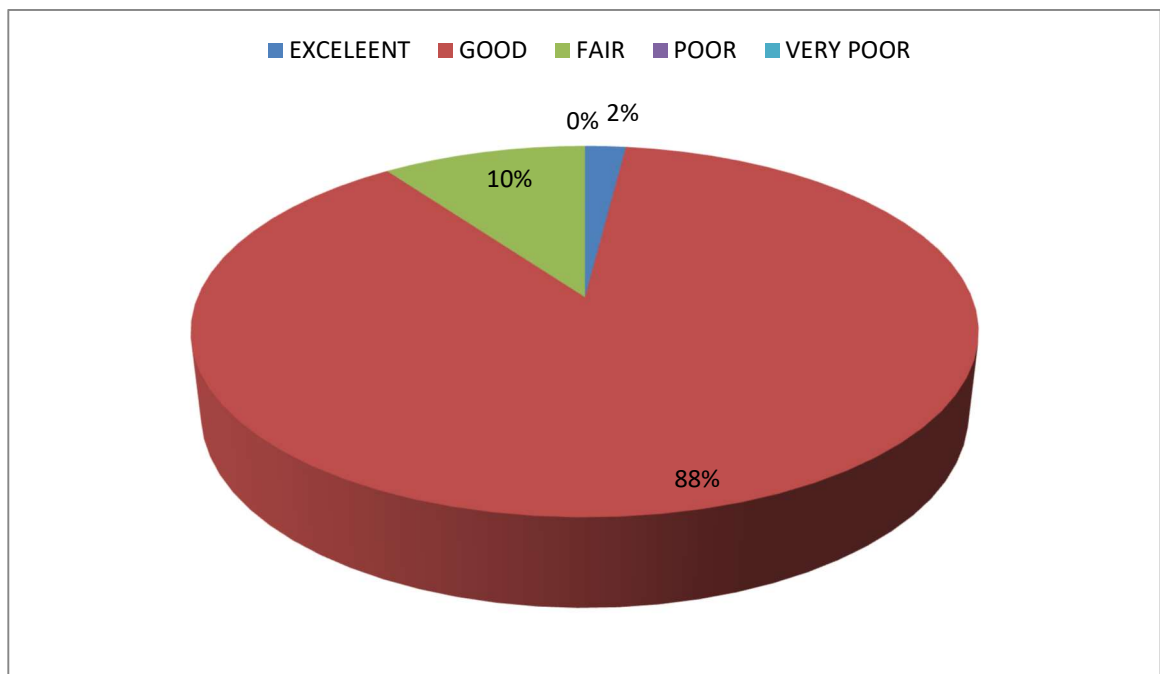


INTERPRETATION

72 percent of respondents say excellent, 18 percent says it's good, 10 percent says fair, nobody has respond to poor and very poor.

- Availability of follow up training

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	2	2
2	GOOD	88	88
3	FAIR	10	10
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100

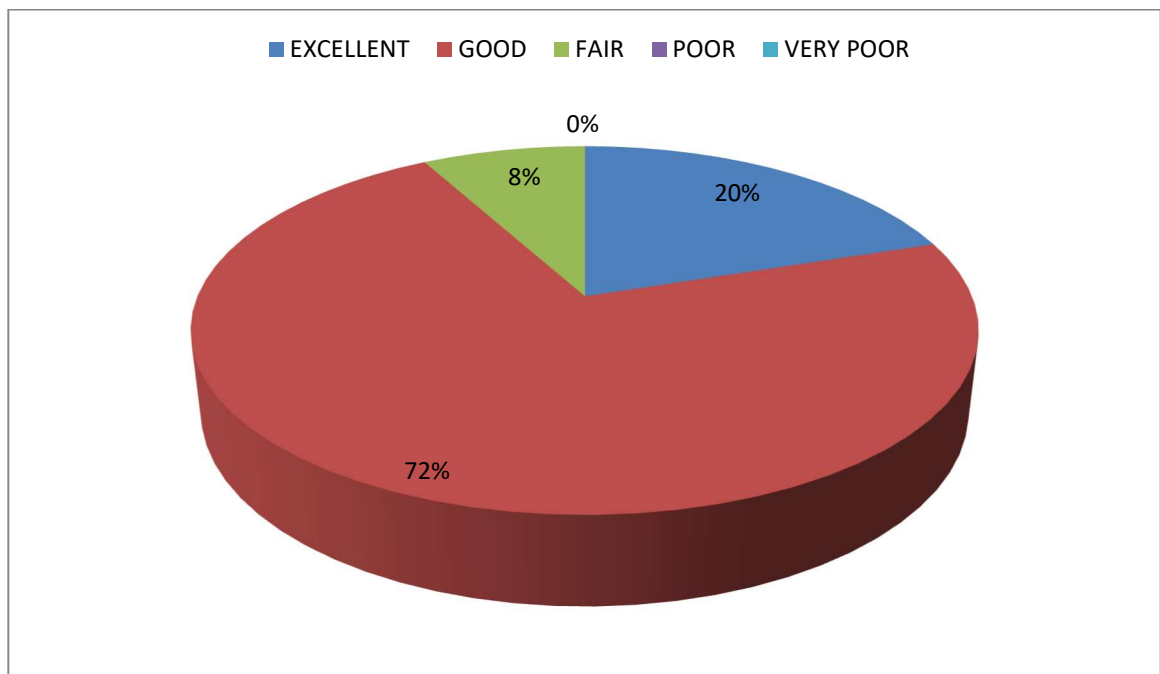


INTERPRETATION

2 percent of respondents say excellent, 88 percent says it's good, 10 percent says fair, nobody has respond to poor and very poor.

- Availability of supervisor to answer questions and to assist to carry out duties

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	20	20
2	GOOD	72	72
3	FAIR	8	8
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100

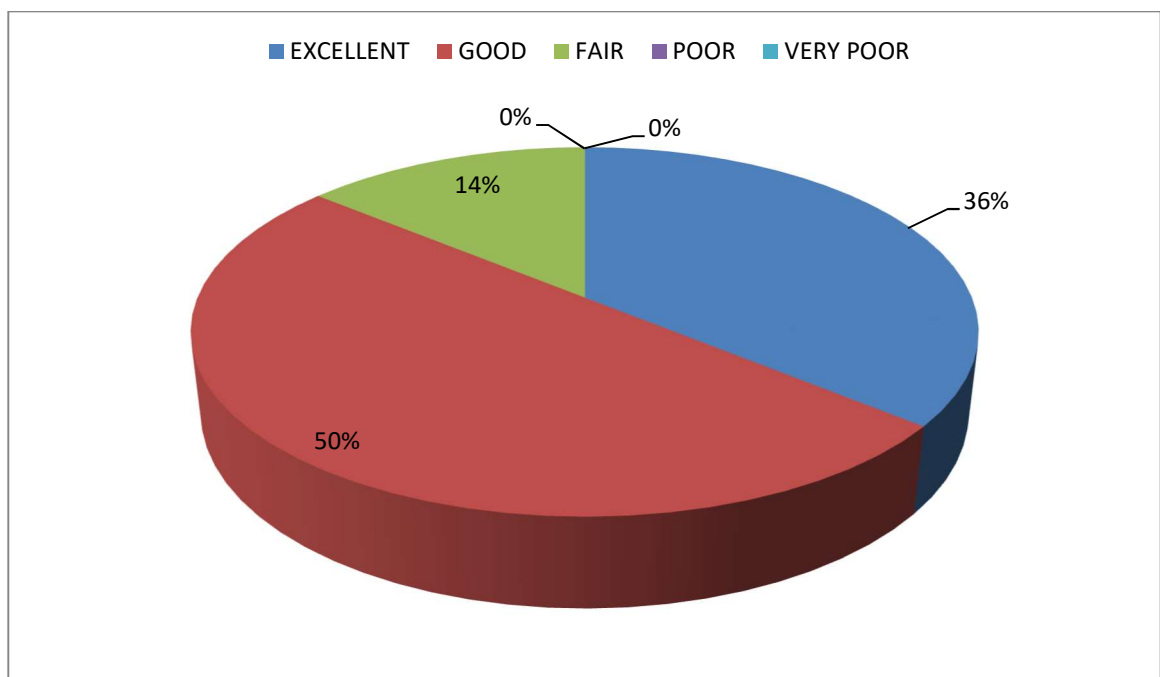


INTERPRETATION

20 percent of respondents say excellent, 72 percent says it's good, 8 percent says fair, nobody has respond to poor and very poor.

- Feedback and evaluation regarding your performance.

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	36	36
2	GOOD	50	50
3	FAIR	14	14
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100

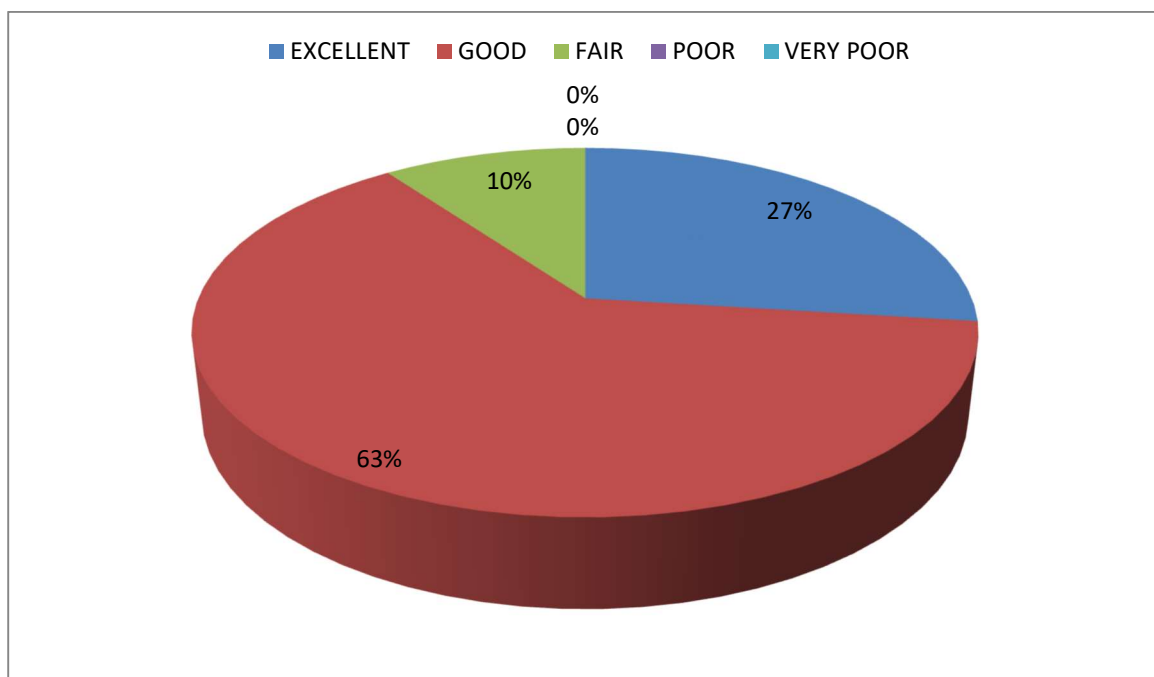


INTERPRETATION

36 percent has responded to excellent, 50 percent respond its good, 14 says fair, nobody has respond to poor and very poor.

- Recognition by your supervisor performance accomplishments.

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	27	27
2	GOOD	63	63
3	FAIR	10	10
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100

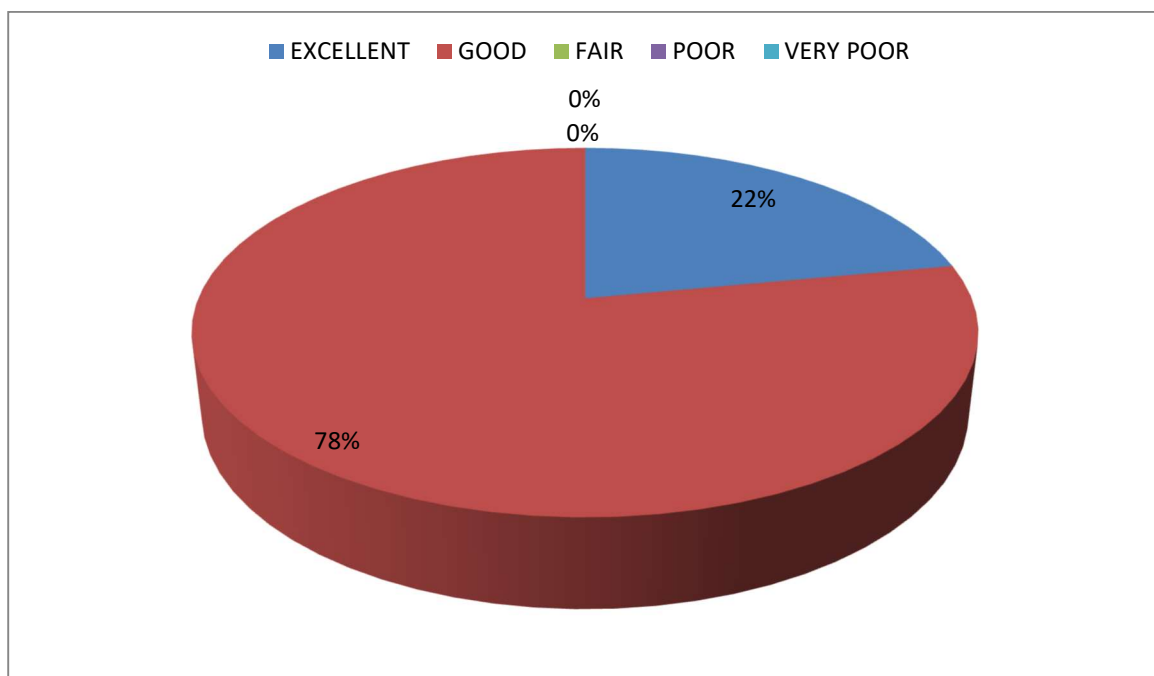


INTERPRETATION

27 percent has respond to excellent, 63 percent respond its good, 10 percent says fair, nobody has respond to poor and very poor.

- Fairness in supervision and employment opportunities.

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	22	22
2	GOOD	78	78
3	FAIR	0	0
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100

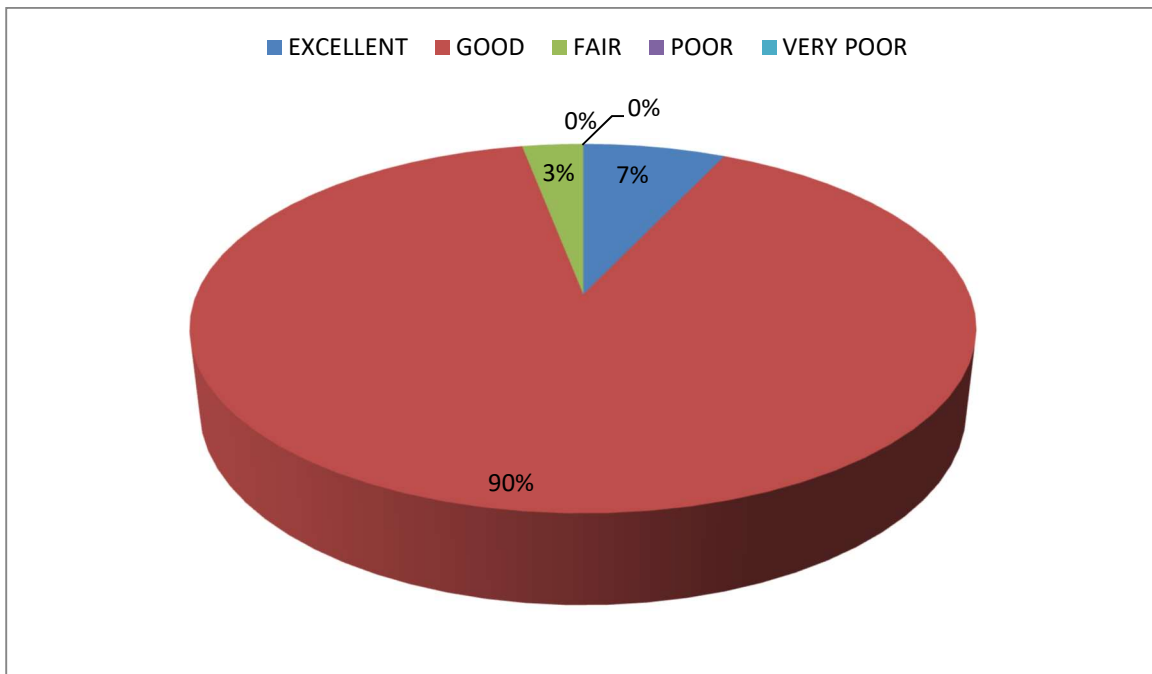


INTERPRETATION

22 percent respond excellent, 78 percent says it's good, nobody has responded to fair, poor and very poor.

- Relationship with your supervisor.

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	7	7
2	GOOD	90	90
3	FAIR	3	3
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100

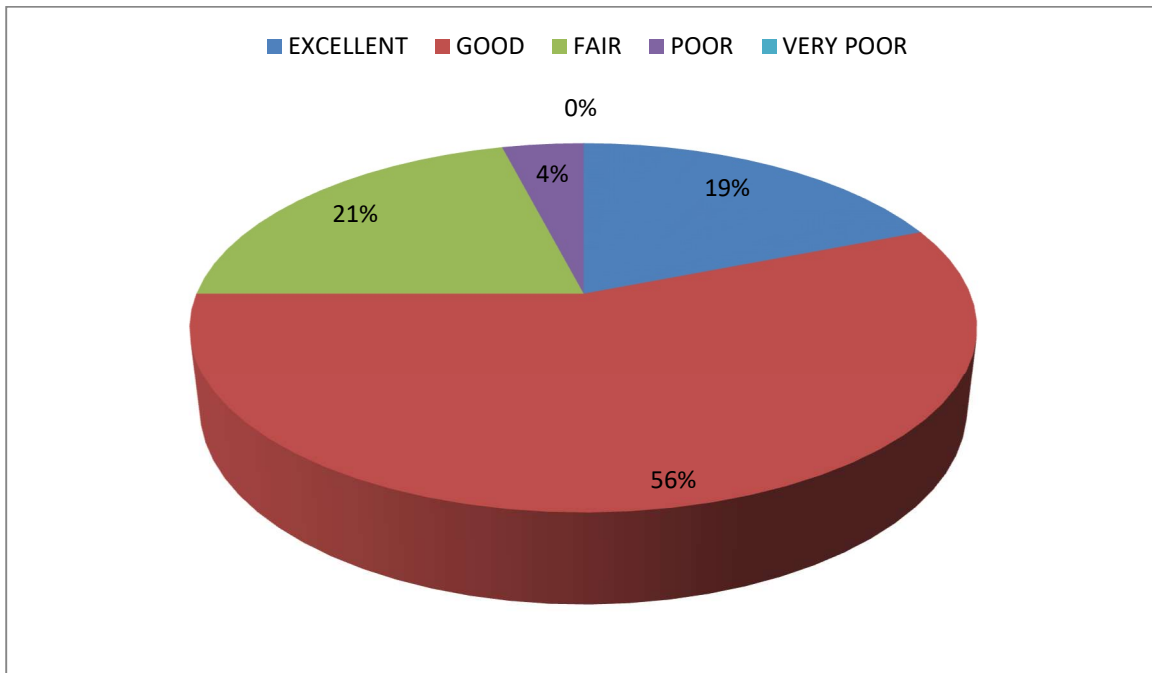


INTERPRETATION

7 percent respond excellent, 90 percent says it's good, 3 percent says fair, nobody has respond to poor and very poor.

- Rate of pay for your work

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	19	19
2	GOOD	56	56
3	FAIR	21	21
4	POOR	4	4
5	VERY POOR	0	0
6	TOTAL	100	100

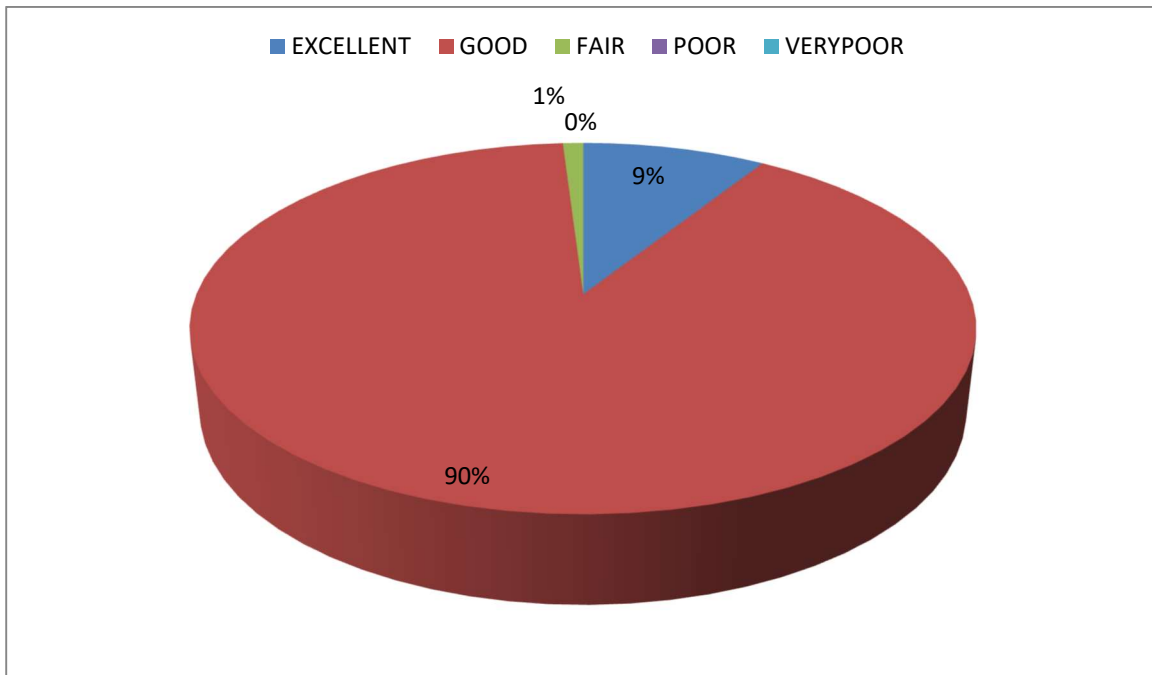


INTERPRETATION

19 percent responds excellent, 56 percent says its good, 21percent say fair, 4 percent say poor and nobody has respond to very poor.

- Salaries are credited on time

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	9	9
2	GOOD	90	90
3	FAIR	1	1
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100

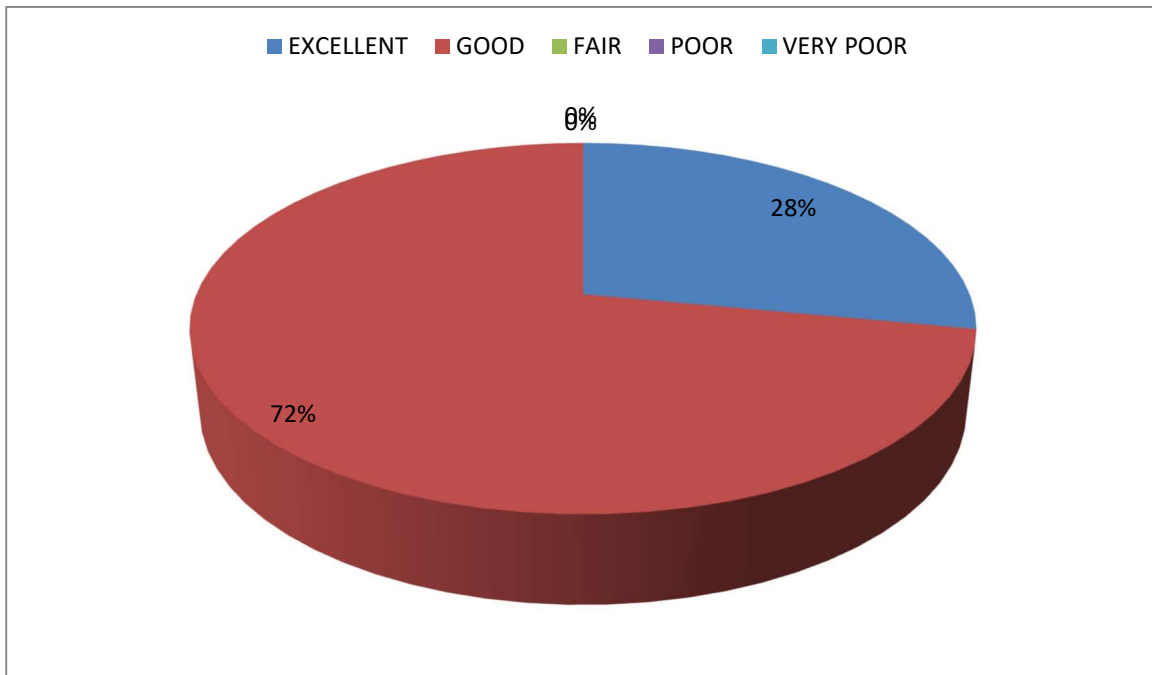


INTERPRETATION

9 percent responds excellent, 90 percent says its good, 1 percent say it's fair, nobody has respond to poor and very poor.

- The policy regarding eligibility for salary credited

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	28	28
2	GOOD	72	72
3	FAIR	0	0
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100

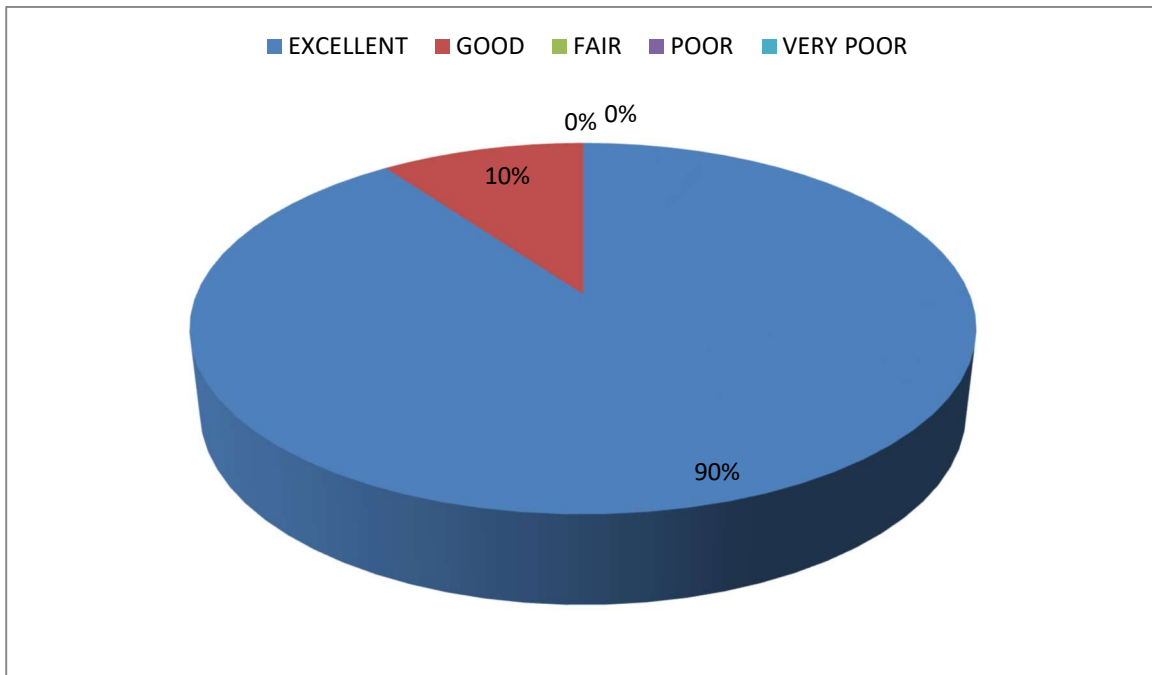


INTERPRETATION

28 percent responds excellent, 72 percent says it's good, nobody has respond to fair, poor and very poor.

- Health benefits you receive

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	90	90
2	GOOD	10	10
3	FAIR	0	0
4	POOR	0	0
5	VERY POOR	0	0
6	TOTAL	100	100

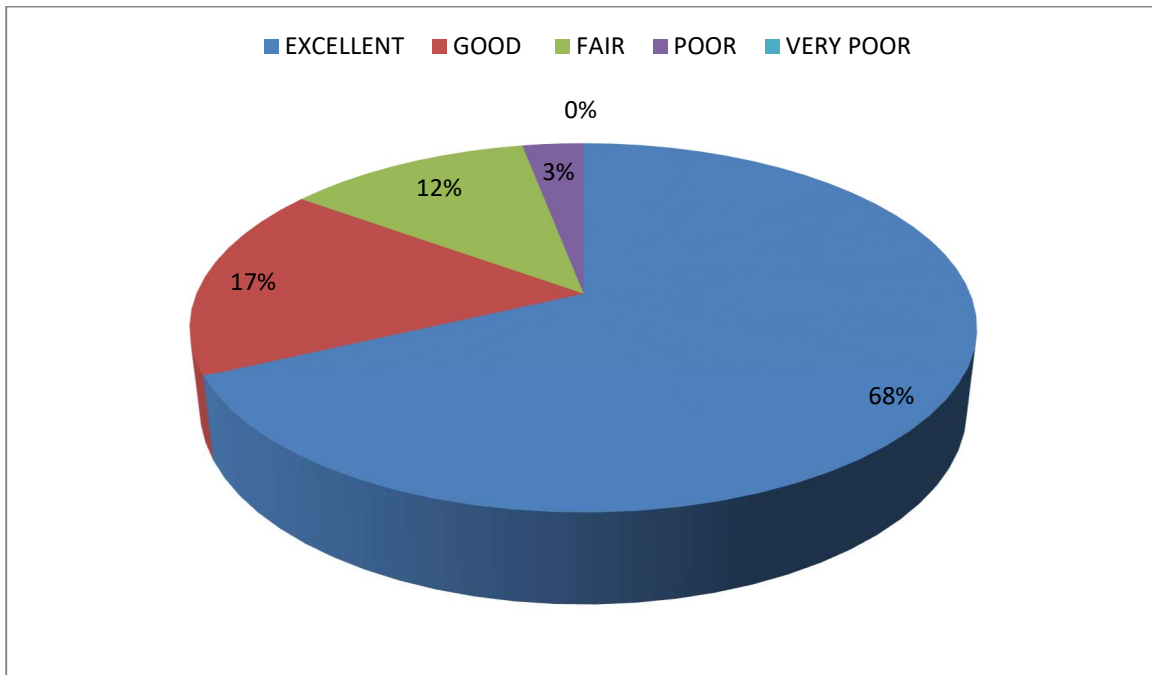


INTERPRETATION

90 percent responds excellent, 10 percent says its good, nobody has respond to fair, poor and very poor.

- The policy regarding eligibility for benefits.

SL.NO.	OPINION	NUMBER OF RESPONDENTS	%
1	EXCELLENT	68	68
2	GOOD	17	17
3	FAIR	12	12
4	POOR	3	3
5	VERY POOR	0	0
6	TOTAL	100	100



INTERPRETATION

68 percent responds excellent, 17 percent says its good, 12 percent says fair, 3 percent has respond to poor and nobody has respond to very poor.

5.1. FINDINGS

1. 50 percent employees say that there is availability clear jobdescription their position.
2. 60 percent employees say that communication expectation about their job performance good.
3. 81 percent of employees say excellent about completeness and timelines orientation organization general and workplace in particular.
4. 72 percent of employees say excellent about sufficienttraining materials and trainingopportunities `allow them actupon their jobwell.
5. 88 percent employees say availability follow up training are good.
6. 72 percent employees say it's good with availability supervisor answer their questions and assist them carry out their duties.
7. 50 percent of employees say it's good about feedback and evaluation regarding their performance.
8. 63 percent of employees say good for recognition by their supervisor for their performance accomplishments.
9. 78 percent of employees say it's good for fairness in supervision and employment opportunities.
10. 90 percent of employees say it's good for relationship with their supervisor.
11. 19 percent say excellent for rate of pay of their work
12. 9 percent say excellent for paid time off they receive.
13. 28 percent say excellent for t policy regarding eligibility paid time off.
14. 90 percent say excellent about benefits that they receive.
15. 68 percent say excellent about policy regarding eligibility for ben

5.2 CONCLUSION

The hypothesis at the beginning were

1. Job description and Training opportunities

In this hypothesis through correlation it is a significant positive associative of .This means if there is clarity of job description, it is probable (0.07), that the training will be appropriate.

2. Job description and recognition

In the analysis it is proved that there is a significant association (0.05), in that he will do good job and will be recognized.

5.3 SUGGESTIONS

1. If we provide good incentives the employees will be satisfied more
2. If we provide the good training then the employee will feel more secured about his job
3. Employees can be satisfied by giving holiday trips
4. Employees in the organization should be credited at time

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ANNEXURE

QUESTIONNAIRE

I am a management student conducting a study on 'Employees Job Satisfaction' Please go through the following statements and mark the one which is the most appropriate in your opinion.

NAME:

DESIGNATION:

- Availability of a clear job description position

Excellent

Good

Fair

Poor

Very poor

- Communication expectations about job performance.

Excellent

Good

Fair

Poor

Very poor

- Completeness and timeliness of orientation about organization in general and workplace in particular

Excellent

Good

Fair

Poor

Very poor

- Sufficient training materials and training opportunities to allow to perform job well.

Excellent

Good

Fair

Poor

Very poor

- Availability of follow up training

Excellent

Good

Fair

Poor

Very poor

- Availability of a supervisor to answer questions and to assist to carry out duties

Excellent

Good

Fair

Poor

Very poor

- Feedback and evaluation regarding your performance

Excellent

Good

Fair

Poor

Very poor

- Recognition by your supervisor performance accomplishments.

Excellent

Good

Fair

Poor

Very poor

- Fairness in supervision and employment opportunities

Excellent

Good

Fair

Poor

Very poor

- Relationship with your supervisor

Excellent

Good

Fair

Poor

Very poor

- Rate of pay for your work

Excellent

Good

Fair

Poor

Very poor

- Salaries are credited on time

Excellent

Good

Fair

Poor

Very poor

- The policy regarding eligibility for salary credited

Excellent

Good

Fair

Poor

Very poor

- Health benefits you receive

Excellent

Good

Fair

Poor

Very poor

- The policy regarding eligibility for benefits

Excellent

Good

Fair

Poor

Very poor

❖ CO-RELATION

Respondent	Q1	Q4	Q8
	Clear job description	Training opportunities	Recognition
1	4	4	5
2	5	5	4
3	5	5	4
4	5	5	4
5	5	4	4
6	5	5	4
7	5	5	3
8	5	5	4
9	5	5	4
10	5	5	4
11	4	5	3
12	3	5	4
13	5	5	4
14	5	4	3
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19	5	5	4
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27	5	5	5
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29	5	5	4
30	3	4	5
31	5	5	4
32	5	5	4
33	5	5	5
34	4	5	5
35	5	5	3

job description
to
training opp
0.07

job description
to
Recognition
0.05

36	5	5	5
37	5	5	5
38	5	5	4
39	5	4	3
40	5	5	5
41	5	5	4
42	5	5	4
43	5	5	4
44	5	5	4
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95	5	4	4
96	5	5	4
97	5	5	4
98	5	4	4
99	3	5	5
100	5	5	5

417

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417



ACHARYA INSTITUTE OF TECHNOLOGY

DEPARTMENT OF MBA

INTERNSHIP WEEKLY

REPORT(16MBAPR407)

Name of the Student : AKHIL SOMAN. V
Internal Guide : KISHOLOY GUPTA
USN No : 1A216MBA10
Specialization : HUMAN RESOURCE
Title of the Project : EMPLOYEES JOB SATISFACTION
Company Name : JYOTHI LABORATORIES LTD
Company Address : JYOTHI LABORATORIES LTD, KANDANASSERY

Week	Work undertaken	External Guide Signature	Internal Guide Signature
09-12-16 to 13-12-16	INTRODUCTION ABOUT JYOTHI LABORATORIES		
14-12-16 to 20-12-16	LEARNING ABOUT DIFFERENT OPERATION		
21-12-16 to 27-12-16	ORIENTATION AND GATHERING		
28-12-16 to 03-01-17	ANALYSIS OF THE POSITION		
04-01-17 to 10-01-17	RESEARCH PROBLEM IDENTIFICATION		
11-01-17 to 17-01-17	POPULATION OF THE RESEARCH INSTRUMENT.		

18-01-17 to 24-01-17	THEORETICAL BACKGROUND OF THE STUDY.	<i>BP</i>	<i>2</i>
25-01-17 to 31-01-17	DATA COLLECTION AND ANALYSIS	<i>BP</i>	<i>18</i>
01-02-17 to 07-02-17	INTERPRETATION OF DATA	<i>BP</i>	<i>10</i>
08-02-17 to 14-02-17	FINAL REPORT PREPARA- -TION AND SUBMISSION.	<i>BP</i>	<i>10</i>

HOD

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