



# 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 **Ms. Madhurya S V** bearing **USN 1AZ16MBA33** 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 Employee Job Satisfaction"** at **Arvind Ltd., Bangalore** is prepared by her under the guidance of **Prof. Mahak Balani**, 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  
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Signature of Principal

PRINCIPAL  
ACHARYA INSTITUTE OF TECHNOLOGY  
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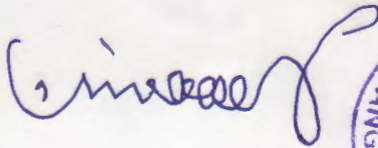
Date: 24 March 2018

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Ms. Madhurya S.V**, MBA student, USN NO. 1AZ16MBA33 from Acharya Institute of Technology, Bangalore affiliated to Visvesvaraya Technological University, Belgaum has successfully completed the Project Work cum Internship in our esteemed company. It was done for the period of **10 weeks** from **15/01/2018** to **24/03/2018**.

During her Project Work cum Internship in our company, we found her to be punctual and hard working. Her character and conduct were good.

Her last day of service with us was 24<sup>th</sup> March 2018. We wish her success in life and career.



FOR

**VIKRAM. N**

**HR MANAGER – EMPLOYEE RELATIONS**

**ARVIND LIMITED – LIFESTYLE APPARELS**

## **ACKNOWLEDGEMENT**

I deem it a privilege to thank our Principal, Dr. Sharanabasava Pilli, Dr. Mahesh, Dean Academics and our HOD Dr. Nijaguna for having given me the opportunity to do the project, which has been a very valuable learning experience.

I am truly grateful to my external guide Mr. Vikram, Senior HR Manager, Arvind Limited, and my internal research Guide Prof. Mahak Balani, for their research guidance, encouragement, and opportunities provided.

I wish to thank all the respondents from the firms who spent their valuable time in discussing with me and giving valuable data by filling up the questionnaire.

My sincere and grateful thanks to all my teachers at the Department of MBA, Acharya Institute of Technology for their valuable support and guidance.

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

## DECLARATION

I, MADHURYA S V hereby declare that the Internship report titled "Study on Employee Job Satisfaction" with reference to "Arvind Limited, Bangalore" prepared by me under the guidance of Prof. Mahak Balani, Faculty of M.B.A. Department, Acharya Institute Of technology and external assistance by Mr. Vikram N, Senior HR Manager at Arvind Limited Bangalore.

I also declare that this Internship work is towards the partial fulfillment of the university regulations for the award of degree of Master of Business Administration by Visvesvarya 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.

Date: 24-05-2018

Place: Bangalore

S.V. Madhurya  
Signature of Student

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## **EXECUTIVE SUMMARY**

The exploration work is done on the HR point called "Worker Job fulfillment" which is led at Arvind Limited situated at Bangalore Electronic City. The fundamental target of the examination is to quantify the representative's activity fulfillment level in Arvind Ltd and different elements which builds their execution.. A pilot overview is led to test the inquiries confined by picking little example measure. Occupation Satisfaction is the thing that associations dependably center and with time it has replaced significance. Employment fulfillment is about how a man enjoys the activity. A fulfilled work power will make a charming climate inside the association to perform well. Subsequently work fulfillment has turned into a noteworthy subject for look into thinks about which is been directed at Arvind Limited for the time of 10 weeks. The particular issue tended to in this examination is to inspect the effect of employment fulfillment on execution. Fulfilled laborer prompts stretch out more push to work execution, at that point works harder and better. The aggregate hierarchical execution relies upon productive and successful execution of individual representatives of the association. Each association puts an impressive dependence on their individual representative execution to increase high profitability in the association. Subsequently every association tries to make a fulfilled work constrain for their prosperity. Different writing audits, is gathered for supporting my examination. The speculation infers that, there is certain association between worker work fulfillment and execution. Association ponder is finished by gathering data on organization thought, undertaking, their promoters, item profile including SWOT investigation. Foundation of study is done as it is imperative if there is basic or earth shattering examination that help our theory, as coordinates in right development, better thoughts are discovered going about as assistance. The venture additionally utilizes poll for gathering information both essential and auxiliary, to help the outcome factual apparatus (CHI-SQUARE) is utilized where information examination and translation is done on different parameters like administration, supervision and initiative, workplace, work viewpoints and execution. In view of which discoveries, proposal and conclusion is made. All in all, HR of Arvind Limited are encountering in huge occupation satisfaction therefore performing with high perfection and constancy to win corporate destinations. A few recommendations are uncovered in light of study which much be centered around, for improved occupation fulfillment thus expanding execution level.



# **CHAPTER 1 –INTRODUCTION**

## **1.1. INTRODUCTION**

Occupation accomplishment states advantageous quality or unwillingness with which agent viewpoint task, imparting measure of comprehension between individual want of action and high value that movement gives which is part of life achievement. The possibility of employee state of occupation is indispensable bit of life as, work achievement impacts employee's general personal satisfaction. Thus, it realizes diverse perspectives controlled done by delegate. As explained in confined sense, these perspectives are related to action under condition of specific components. For instance, pay, supervisors of business, work condition, social association at task, actuates solving resentment and sensible decision by manager. Employment contentment is thing that associations dependably center and with time has replaced significance. Business satisfaction is about how an individual cherishes movement. Today, universe of contention and when work satisfaction isn't felt by delegate it prompts turnover. Pay is supporter of work satisfaction yet not by and large. There are various distinctive components help achieving work satisfaction. Frequently, to accomplish ideal occupation fulfillment, associations embrace a few exercises however, neglect to meet desire of representatives resulting low employment fulfillment.

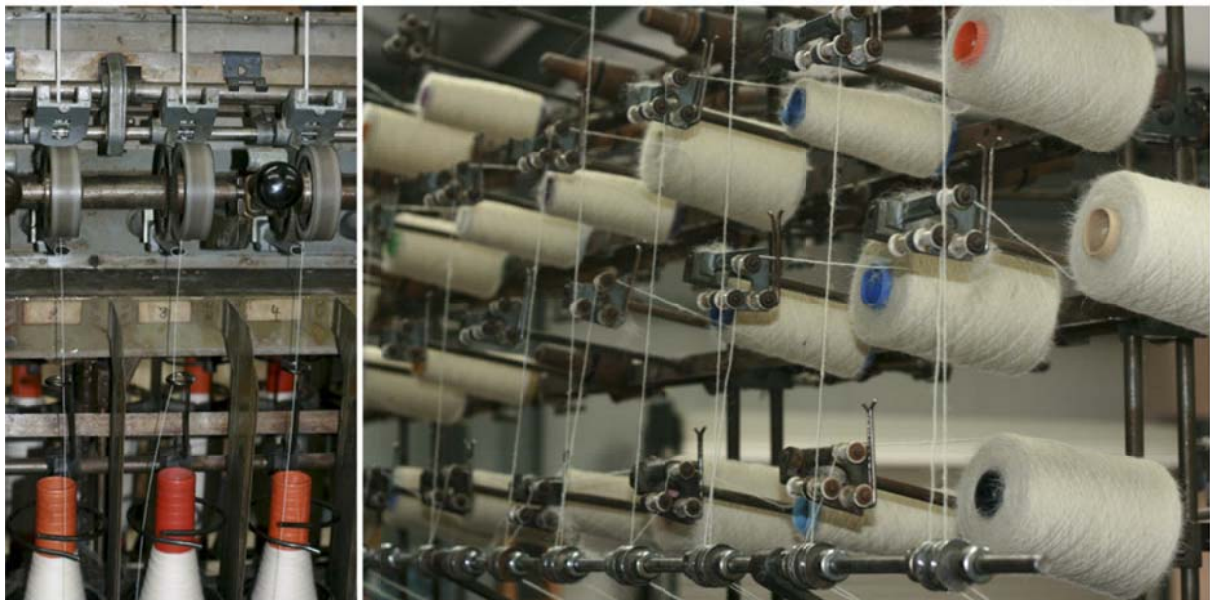
## **1.2. INDUSTRY PROFILE**

India ranks top among cotton producing nations of world including short- long staple cotton. Trading cotton material is greatest ventures in India. It addresses an enormous bit of the aggregate mechanical yield in the nation reliably. Business of cotton in present time is at condition to manage aggregate enthusiasm for materials in local place of selling and to leave a sufficient overflow for others. This trading in like manner contributes towards mean outside pay of our country and interface with considerable number of people.

## **HISTORY OF TEXTILE TRADE**

India tops greatest creator as well as exporter among cotton material things. These exchanges of materials are encouraged to various countries namely - United Kingdom, Australia, Sri Lanka, Italy, Iran, Russia, Germany, Belgium and many others. Appearance of cotton, turning of hand and weaving of cotton is polished for immemorial conditions in India. Material assembling plant was begun with foundation of essential cotton at place called Ghusuri, which is near to Kolkata city in year 1818. Regardless, it was shut down soon in perspective of absence of rough basic elements for production. True blue difference in business investigation is done from 1859 with setting up cotton process in Mumbai, arranged for the same at western part of country. Starting now and into the foreseeable future, snappy advancement of business is observed in Mumbai as well as Ahmadabad. Trading is increased on quick ground from 1880 and is increased on superb ground in midst of season of 40. In any case, yarns turning developed an unfathomable course of action. There was toll trade yarn with China. By and by, nevertheless, both yarn and material are delivered for home-use.

## **ENLARGEMENT AND SCALE OF TEXTILE TRADE**



India's material part covers everything from fiber to articles of clothing is second-biggest business age division after agribusiness, utilizing an expected 32 million laborers. India needs new material arrangement.

### **Key facts related to Indian textile industry:**

- ❖ India's material area covers everything from fiber to articles of clothing is the second-biggest business age division after horticulture, utilizing an expected 32 million laborers.
- ❖ Textile industry gives vocations to a great many family units, as well as is a storage facility of customary aptitudes, legacy and a bearer of legacy and culture as well.
- ❖ Materials produced in country stand out amongst most prepared ventures.
- ❖ Textile zone is greatest backbone charging toll with approximately 11 for every rupee of total admissions
- ❖ Textile trade is task heightened commerce.

### **Purposes behind decrease in Indian material industry:**

- Global subsidence is one of factor in charge of decay of Indian material industry.
- Less fare arranges because of decreases in inventories by worldwide retail monsters like Wal-Mart.
- Infrastructure bottlenecks, for example, control, especially in Tamil Nadu.

### **Issues related with material division:**

- **Lack of funds:** Inadequate credit accessibility has dried generation and fare limit of these power looms.
- **International levy:** Tax on Indian materials differs from 3 to 14% which is high when contrasted with levies on Pakistan, Egypt, Japanese and Vietnamese materials. Subsequently India is losing capability because of right around zero levies on materials from Pakistan, being foreign by US and China.
- **Expensive cotton send out:** Cotton corp. of India traded great quality cotton abroad at costs higher than global market that may have prompted moment benefits in any case influenced Indians to lose their material market.
- **High input costs:** Costly crude material and exchange costs (high extract and custom duties) made this segment more unviable. Long staple cotton imported from Uganda, Egypt and so forth are exceptionally costly

- **High MSP:** Minimum help cost for cotton was too high which additionally made the Indian material area unviable.

#### **Difficulties before Textile industry:**

- This division is experiencing an immense agitate because of computerization, advanced printing and the persistent ascent of online business.
- The world worked under an evidently uncalled for amount framework called Multi Fiber Agreement (MFA), has shackled the development of India's material and article of clothing sends out.
- India's offer of material fares in all out fares remained, at 12%, is half of what it was in 1996. While alternate segments like oil and diesel went from zero to 20% of fare share.

#### **Correlation with different nations:**

1. Bangladesh's piece of clothing trades surpassed India's in outright terms in 2003. Directly it trade more than \$ 35 billion worth of articles of clothing, twice that of India.
2. Even late starter Vietnam surpassed India in 2011, and now sends out articles of clothing worth \$ 32 billion.
3. These two countries (Bangladesh and Vietnam) have particular access to European Union and US markets. Their development in trades has been at 20 % every year, against India's 8%.
4. In general material exchange all around, India has an offer of simply 5%, against China's 39%.
5. In the sub-portion of manufactured strands, India's offer is only 2%, against China's 66%.
6. India has a rich blend of manufactured and regular strands and yarns, including cotton, jute, silk, polyester and goeey yet it remains a cotton-centered nation
7. The nearness of cotton in yarn, fiber, texture and articles of clothing is near 70% of use inside India, which is likewise reflected in sends out. Just 30% is from synthetics and man-made filaments. The worldwide pattern is precisely the front, i.e. 70% comprises of man-made filaments. So India's local and fare blend is the inverse of worldwide form and request patterns.

8. The other enormous factor posing a potential threat on the area is the shade of overabundance limit in the fiber and yarn segments in China, outcomes into a descending weight on costs.

## **FUTURE PROSPECTS**

- Textile assume worth mentioning ingredient in Indian financial system.
  - a. It contributes 14 in support of each denomination to contemporary formation, 4 intended for each coinage to Gross Domestic Product.
  - b. By way of added than 45 million persons, diligence is one of prevalent origin of business age in homeland.
- Commerce represents nearly 15 in favor of every money of full amount fare.
- Size of India's bits and pieces promote in 2017 was US\$ 137 billion, which is vital to touch US\$ 226 billion advertise by 2023, budding at Compound Annual Growth Rate of 8.7 for each coinage linking 2009-23E.
- June 2017, the focal regime wants to wind up and send out innovative material tactic in following 3 months. Arrangement campaign to accomplish US\$ 300 billion value of material fares by 2024-25 and formulate added 35 million occupations.

## **1.3 COMPANY PROFILE**



“We believe, we Endeavour, we dream”

Arvind Limited (previously Arvind Mills), is one of India's driving composite products of materials under lead organization of Lalbhai Group. Chairman and Managing Director of Arvind Limited is noted as Sanjaybhai Lalbhai. Central command of the association is positioned at Ahmadabad, Gujarat, India with its units to be found in Santej (close Kalol) and making denim, sews, cotton shirting, bottom weight (Khaki) textures. Additionally, corporation wandered into specialized materials when it began Advance Material Division in 2011. In the mid 1980's he drove, Reno-Vision where group purchased denim material from local business market, along

these lines launches pants upheaval in India. Arvind Limited is notified as biggest maker of denim products and world's 4<sup>th</sup> largest exporter. Apart from retailing particular image like Excalibur, Flying Machine, Newport and yet additionally authorized global brand products - Arrow, Lee, Wrangler and Tommy Hilfiger. It also runs a esteem retail chain, called Mega mart, stocking their brands. The first spending plan for the organization is totaled to \$ 55 thousand, at show it is 500\$ million. Component of Arvind is that, its endeavors are outfitted with profoundly propelled gear of a full cycle – from painting the fiber to the completed item.

### **ARVIND VIEWPOINT**

- ✚ **THEY TRUST** their individuals and boundless prospective; focus in crisis resolving characteristic, trust in joint effort for effectual performance.
- ✚ **THEY ENDEAVOUR** in selecting, instruction and coaching individuals for obtaining privileged everyday jobs; to foster endowment of people, in constructing leaders for the business of tomorrow; to incentive for their hard work, celebrating activating all intellectual business contributions.
- ✚ **THEY VISION** of excellence in all endeavors'; striving for mutual benefit and prosperity; ultimately making the world a better place to live in.

Leading conglomerate with interests in textile, brands and retail, engineering and advanced material sectors amongst others.

Arvind Limited (Arvind) was solidified in 1931 as Arvind Mills Ltd. The association makes materials and checked pieces of attire and is the greatest cotton materials maker and exporter in India. Its focal station is arranged at Naroda, Ahmedabad, Gujarat, India. Arvind Ltd works in three areas specifically materials, stamped vestments and telecom and others. The association's central things consolidate woven surfaces of cotton, men's/young fellow pants/pants/jeans, shorts and shirts. The association in like manner gives fire security surfaces to use in present day articles of clothing. The association has ~900 retail outlets of shirting surfaces. The association's own specific brands are "Excalibur", "Flying Machine" and "New Port University" while in overall brands, the association's unfaltering joins "Jolt" "Tommy Hilfiger", "Wrangler", "Cherokee",

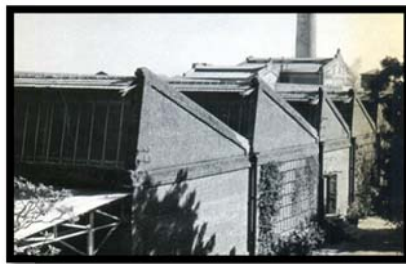
"Lee", and "Izod". The association tolls to US and countries in Europe, the Far East, Asia-Pacific and the Middle East.

### **TIMELINE OF ARVIND LIMITED**



#### **1897: The Beginning**

At the point when there was not by any means any buildup development in India, Lalbhai Dalpatbhai set up his first production line, the Saraspur Manufacturing Company..



#### **1931: The Spirit of Swadeshi**

In light of Mahatma Gandhi's call for Swadeshi in the midst of the fight for Indian Independence, the Lalbhai family matured Arvind Mills, making a power to battle with the world's finest material plants.



#### **1935-38: Swadeshi Goes Global**

Arvind's butta voiles were being conveyed to Switzerland and United Kingdom (UK), in this way understanding the greatest limit of the spirit behind Swadeshi



### **1952: Textiles to Dye For.**

Following two many years of attainment in the material business, Arvind set up India's first colour and synthetic plant, under the aegis of Atul Products Ltd, so as to weaken the country's reliance on imported colours, and chemicals.



### **1973: Innovating the Future**

The Narottam Lalbhai Research Centre was built up, to give confidence the Company's expert abilities. The Centre was home to numerous way breaking developments in the years following its foundation.



### **1980: Denim takes Wings**

Flying Machine, India's first denim attire marks, was propelled to meet the goals of the developing youth fragment.





### **1985: Innovating the future**

Reno vision, another key arrangement for the Company, was presented. It was to put Arvind and India on the worldwide guide of denim fabricating. Similarly as India, a secured economy, was opening up to the world, Arvind had immovably moved its attention on household to global markets.



### **1986: India's first denim manufacturers**

Arvind's – and India's – first denim fabricating plant was authorized at Naroda Road, Ahmedabad. Arvind was soon to rise as a worldwide pioneer in denim creation. Before the finish of 1987, Arvind likewise began producing high-esteem cotton shirting.

**1987, Arvind also started manufacturing high-value cotton shirting.**



### **1993: Global Brands Come Knocking**

Through tie-ups with V.F. Organization (USA) and Cluett Peabody and Co. USA, for assembling and promoting, Arvind could offer fantastic worldwide attire brands like Lee Jeans and Arrow Shirts to the Indian market.



### **1995: CSR focus of Arvind**

To make official Corporate Social Responsibility (CSR) endeavors, Arvind propelled 'Key Help Alliance for Relief to Distressed Areas' through (SHARDA) Trust.



### **1996: Development through a unique partnership**

As a piece of its CSR endeavors, an interesting Private-People-Public association was propelled with SHARDA Trust, the Ahmedabad Municipal Corporation and inhabitants of the Sanjay Nagar ghetto meeting up to change this into a model of urban arranging and ease lodging



### **1996: Modern Manufacturing envisioned**

The establishment was laid for one of India's most current material assembling units at Santej, close Ahmedabad. Spread more than 450 sections of land and a venture over Rs. 1,000 crores, plant was intended to create high-esteem cotton shirting, bottoms and sewed texture for universal markets.



### **1997: Marketing**

Promoting and appropriation system of Newport mark was fortified and reinitiate of Flying Machine as well as Ruggers mark reinforced. Embraced franchisee framework to produce and fitting of Ruf and Tuf pants was done and multiplied ability of assembling office at Bangalore, to carry Lee pants.



### **1998: The world class Santej facility gets commissioned**

Santej shirting office, with a limit of 34 million meters, was charged for current year. Throughout the following 20 years, Santej turned out to be comprehensively perceived as benchmark for manageable practices in material business.



### **2008: The New Arvind**

To precisely mirror the multi-faceted nature of association, the name of Company was changed to Arvind Ltd. from Arvind Mills Ltd.



### **2010: Farm to Retail**

Arvind Store was set up to house the best brands of Arvind under one rooftop. Store offers not just whole scope of Company's textures and attire yet in addition administrations of Studio Arvind, the bespoke fitting unit. There are as of now more than 180 Arvind Stores crosswise over India.



### **2011: Expanding the International Brand Basket**

These years saw Arvind bringing a portion of the greatest worldwide form brands like Calvin Klein, Tommy Hilfiger, Gap, Ed Hardy, Hanes, Nautica and Elle to India..



### **2011: Better Cotton, Now in India**

Primarily Better Cotton Initiative (BCI) bunch create, cultivated venture at Akola, where BCI looks to build up cotton mindfully by controlled use of water and utilization of endorsed manures; later radically declining impression of cotton cultivating and awarded chief usage accomplices of BCI at India.



### **2014: Global Patent**

Arvind scored a noteworthy win. Arvind Envisol, a backup of the Company, which gives squander water treatment arrangements, got a worldwide patent for its Polymeric Film Evaporation Technology (PFET). This progressive innovation spares 80% vitality cost for Envisol's Zero Liquid Discharge water treatment framework.



### **2015: Stretching denim into new areas**

Arvind joined forces with USA-headquartered Invista, the proprietor of Lycra fiber mark, to make extend denim texture in India.



### **Khadi gets re imagined**

With opening of Khadi Denim, legacy of Swadeshi, which had roused establishing of Arvind, turned up at ground zero. Each single yard of Khadi Denim is spun, colour and woven by craftsman carrying on hundreds of years old handloom convention. It is maybe the most manageable denim texture at any point made: no chemicals, no power, no high innovation, no utilization of deplorable assets.



### **Clothing goes smart**

Denim went keen as Arvind teamed up with world's biggest web monster and world's most famous denim brand to dispatch wearable denim innovation and savvy denim coats. Arvind likewise propelled a 4-in-1 keen shirt as a team with Arrow.



### **2016: Saaaachin ... Saaaachin!**

Arvind Fashion Brands tied up with Sachin Tendulkar to dispatch True Blue. Sachin actually invested energy with the plan group to make a menswear name that epitomized soul of worldwide Indian, a 21st-century traditionalist similarly at home in New Delhi and New York.



### **E-shopping**

Arvind propelled Nnnow.com, a one-stop shopping goal for trailblazers the nation over. GAP brand join hands for selling apparels through NNNow.com.



### **2017: Made in Arvind**

Expanding on an 86 year inheritance of craftsmanship, advancement and form authority, Arvind dispatches its own particular Ready-To-Wear mark.

#### **1.3.1 PROMOTERS**

- Narottambhai Lalbhai
- Arvind Lalbhai
- Kasturbhai Lalbhai
- Niranjana Lalbhai
- Chimanbhai Lalbhai

#### **1.3.2 VISION, MISSION & QUALITY POLICY**

##### **VISION**

Facilitate group familiarity on the subject of enhanced value of existence by providing improved and motivating standard of living solution.

## **MISSION**

Elevate principles of existing by generating distinctive landed property solutions. Accomplish consumer pleasure from end to end originality and attention to detail in whole thing they fabricate.

## **QUALITY POLICY**

Quality control process are implemented in Arvind Limited in order to maintain sustainable high production standards passing from defined control points, the products are subject to various test such as entry control test and pilot tests.

- ✓ Feature observing procedure, set up are perceived to be industry pioneer benchmarks with most grounded avoidance on counteractive action as opposed to redress
- ✓ Prepare every staff with learning and assets required to effectively contribute towards our ongoing pursuit of splendor
- ✓ Duty at all levels to Getting it Right first time approach
- ✓ Proceeds with review of frameworks and strategy to keep up a powerful and effective quality
- ✓ Endeavor to make a culture of aggregate quality where persistent change of our people our procedure and items turn into an away of life
- ✓ Hone straightforwardness in ever activities of the administration to guarantee that the target stays same at all levels.

### **1.3.3 PRODUCT PROFILE**

#### **Products: Lifestyle Fabrics**

##### **DENIM**

Arvind Limited has a yearly point of confinement in making 110 stockpile measure of chaps product, ranking 3<sup>rd</sup> greatest manufacturer and developed exchange arrangement of 70 countries around the globe. Unmistakable things in this grouping joins; ring chaps; indigo voiles; organic chaps; bi-broaden chaps; fair trade certified chaps which is apart from regular light, medium and heavy weight chaps. These denims are made out of different shades namely- indigo; sulfur; yarn-hued; 100% cotton with other assorted mixture.



## **SHIRTING**

This category identified as extraordinary products of Arvind class that offers prime at universal display, dumbfounding yearly breaking point of 81 million meters. Unmistakable things inside this order consolidate surfaces with non-squeeze things, mechanical fulfillments, printed surfaces isolated cotton in addition to cotton blends in Linen; Lycra; Polyester; Modal, Silk and by grouping inside yarn shaded as well as chunks.

## **KHAKI**

Separation gives supreme surfaces in array of 100% cotton; cotton rich polyester blend; cotton lycra; cotton tencel; cotton linen and whatnot. Division has a joined place interlacing with getting ready workplaces. Obvious things of this range consolidate - chinos; canvas; ribstop; cavalry; structures and dobbies. The lifted up list consolidates [GAP; JCrew; Polo- Ralph Lauren; Abercrombie N Fitch; Banana –Republic; Ann-Taylor; Liz- Clairborne (US); Marks N Spencer; Pull N Bear; Benetton; Grotto- Gas; Diesel; Debenhams(US); Madura- Garments; Color Plus (India).]

## **KNITS**

Arvind sews office have yearly sewing farthest point of 20,000 tons. Beside the basic sewing limits (shirt, incite, rib and interlock), Arvind has aced strength weaving frameworks, for instance- yarn-hued autostriper; jacquards and expand surface. Weave upright encompass surface shading utmost 7500 heaps for every annum and yarn shading limit 4000 tons for every annum. Procedure enclose tubular along with open-width surface, recommend distinguishing strength conclude like mercerization, singing and diverse sorts of brushing, peaching and division in like manner brags of a best in class print shop equipped with totally modified course of action printing limits.

## **VOILES**

Arvind is evident advertise-initiate in fashion of voiles, confining of 33 stockpile measure for each annum. Arvind's voiles are generally use pullover textile, vending at private bazaar all the way through astonishing arrangement of 150 traders, coming to in excess of 5000 retail outlets

every single through Indium. Amazing Swiss voiles are conveyed to Switzerland, Sri Lanka and countries in the Middle East.

## **PRODUCTS: LIFESTYLE APPAREL**

### **READY TO WEAR**

The produce of instant articles of clothing has developed as solution dealing territory for Arvind, empowering to be converted into one-stop look, driving attire marks over the globe. Arvind articles of clothing get configuration contributions from Studio Arvind, which has very inventive originators from the world over, working diligently at the planning phase.

### **JEANS**

Arvind gloats of the biggest instant Jeans office in India with a yearly limit 9 stockpile measure. Leading clients slot in are – G A P; V.F Corporation; Ben – Sherman; ESPRIT; FCUK; Office being outfitted best in class clothing, which offers claim to fame washes notwithstanding the essential stone, chemical and fade washes. What's more, equipped for claim to fame completes like hand sanding, sand impacting, hairs with laser-hand; piece of clothing tinting, showering, brushing, pounding, lasting, wrinkling, covering. Majority mechanizations - round and hollow encourage of the arm, circle connect machine, stash join machines and so on guarantee the most elevated effectiveness. The item blend incorporates creative items like reused pants, natural and reasonable exchange pants, different execution wraps up.

### **SHIRTS**

Arvind's instant shirt limit remains 4 stockpile measures for every annum which is developed. Association office using studio, fabricate shirt of most elevated quality for brands – E.S.P.R.I.T; Mexx; Next; F.C.U.K so on. The industrial facilities are intended for the most productive material stream and host key computerizations like auto-welt stash machines, pneumatic base stitch machines, and different unique connections and offer a wide range of wet and dry washes and execution wraps up.

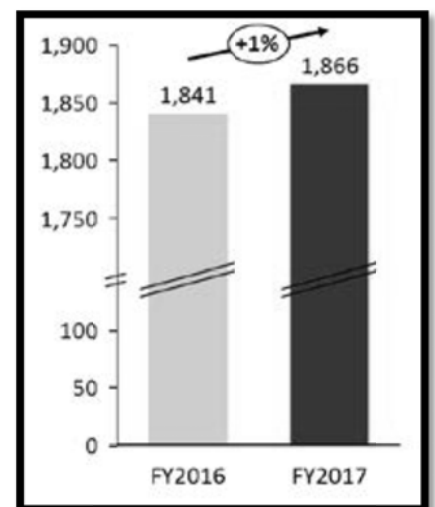
## KNITS

Adjusting clients that incorporate Marks N Spencer; Ree-bok; Adidas; Hanes- Brands; F.C.U.K, ultra-present day sews articles of clothing office has a creation limit of 9 million pieces for every annum. The office, outlined on the guideline of straight line material stream, gloats of a multi-talented work power and key computerizations, for example, the unit creation framework to guarantee the most noteworthy efficiency. The item portfolio incorporates people's tee shirts, people's polo shirts, golf polos, full placket shirts, and preparing wear. The unit is fit for creating inventive items like atmosphere control attire, assortment of printed clothing, reasonable exchange and natural attire and an assortment of execution wraps up. Arvind's instant article of clothing arrangement of Jeans, Shirts and Knits is prepared to develop, and will soon incorporate Khakis also.

## PRODUCT: ANNUAL SALE HIGHLIGHTS

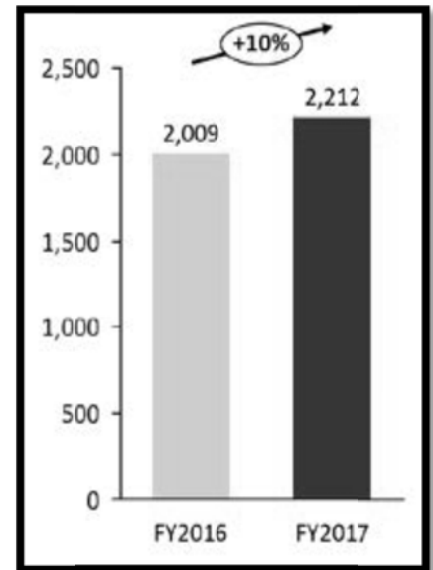
### DENIM

- ❖ Company is one of the biggest producers of denim universally with yearly limit of in excess of 100 mn meters.
- ❖ In an industry tormented by finished limit, Arvind is one of only a handful couple of players with high limit use.
- ❖ Company's solid aptitude in each progression of denim texture fabricating esteem chain (counting turning, coloring, weaving, completing) and its top of the line plan capacities has enabled it to keep up high usage rate and ceaselessly enhance gainfulness



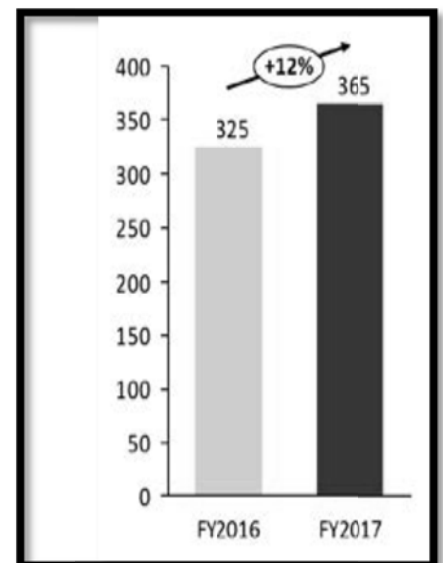
## WOVEN

- ❖ Company has a yearly generation limit of 132 mn meters and is one of the main players in the nation.
- ❖ Over the years, Company's in-house R&D office has effectively created and consummated various gets done with increasing the value of its items and uniqueness to its range.
- ❖ In expansion, organization has a devoted in-house configuration group continually taking a shot at item development and form estimates for the local and global markets, prompting solid associate with its clients.



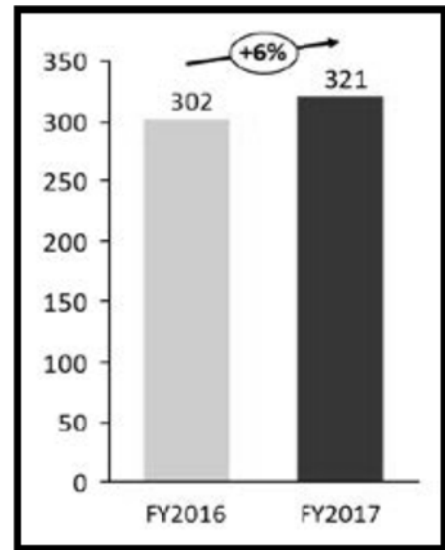
## VOILES

- ❖ Arvind is showcase pioneer in voiles with yearly limit of 40m meters and supplies its super fine texture to both residential and global markets. Organization delivers a scope of Long Cloths, Dress Material, Blouse Material utilizing materials like cotton, polyester thick mix, and polyester cotton mix and so on.



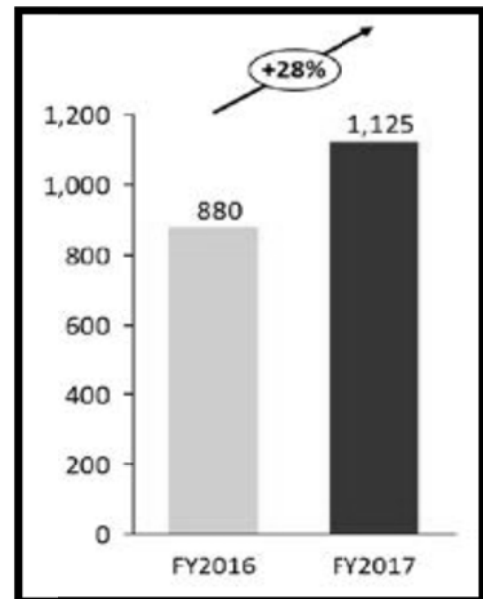
## KNITS

- ❖ Company has a yearly limit of 9,400 tons and keeps on developing quickly.
- ❖ And make both fundamental weaves including pullover, provoke, rib and interlock and claim to fame sews including yarn-colored, auto stripers, jacquards and extend.



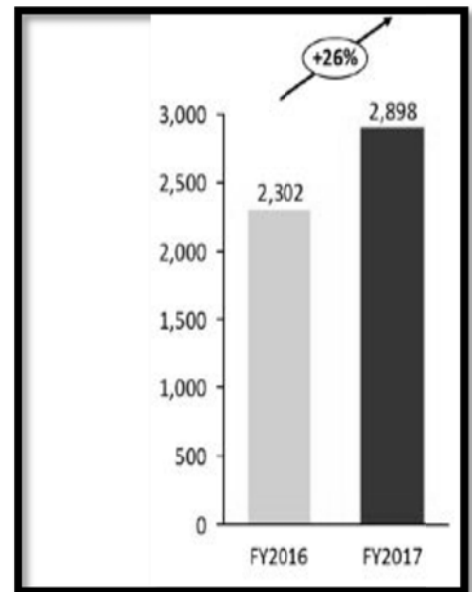
## GARMENT

- ❖ With an expanding generation limit, Arvind is quick turning into a key provider of articles of clothing to driving brands over the globe.
- ❖ Company is a one-stop search for clothing arrangements obliging a variety of national and worldwide customers.
- ❖ Specialized abilities incorporate computerization in different procedures and talented craftsman for hand forms.
- ❖ With Ethiopia activities beginning, our ability will fundamentally go up and enable us to proceed with the development energy of past couple of years.



## FASHIONS

- ❖ Arvind is a main design player and accomplice of decision for some, worldwide brands.
- ❖ It has an arrangement of brands that are particular and significant for assorted arrangement of customers.
- ❖ Company's brands are available over numerous channels, value focuses and shopper fragments.



### 1.3.4 AREAS OF OPERATION

There are 9 units of Arvind Limited operated in Bangalore namely,

1. Naganathapura
2. Mysore Road
3. Electronic City (Main Branch)
4. Arasikere
5. Bhattarahalli
6. AFL – Denims (Bommasandra)
7. Yeshwanthpur
8. Goodhill Suits (Bommasandra)
9. Chitradurga

Each units of Arvind Limited has different ID and password to login into the portal which displays the HR Head of the concerned unit. They have distributed their products both domestically as well as internationally to expand their business in the global market.

### **1.3.5 INFRASTRUCTURE FACILITIES**

Arvind Limited is located at E city, Bangalore. The company recently expanded its area by constructing warehouse for stocking of products for exports. The campus has number of facilities provided namely

- Creche Facilities
- Wash Room facilities
- Canteen facilities
- Transportation facilities
- Medical facilities
- Training facilities

Sewage treatment is done where the water is converted to usable water for plantation, washroom purpose and other purposes.

### **1.4. COMPETITORS INFORMATION**

#### **Gokuldas Exports**

The organization has got ISO 9001:2000 accreditation for its quality administration. Gokaldas Exports' assembling units are situated at Bangalore. It was set up 25 years back by the late Shri Jhamandas H Hinduja. The units are very much outfitted with 48 producing production lines. These units have a generation limit of 2.5 million pieces of clothing a month and the organization sends out the same. It likewise has a state-of-the-craftsmanship clothing completely outfitted with programmed hardware and a preparing limit of more than 100,000 articles of clothing a day. The organization has Poly fill fabricating plant has a generation limit of more than 400,000 yards for each period of poly fill every day going between 40–360gsm GEL stitching unit has a preparing limit of more than 500,000 yards for every month daily. Its printing unit, introduced with arachnid printing machines and printing tables, has an ability to print up to 50,000 to 70,000 pieces of clothing for every day. Its weaving unit introduced with 42 multi-head weaving machines produces appliquesm identifications, basic and complex weavings satisfying a necessity an in excess of 50,000 pieces for every day. The organization has name fabricating units has generation limit of 1,00,000 marks per day. The

weaves fabricating units produces- 500,000 pieces each month. GEL likewise works an in-house outline office that spotlights on making and growing new accumulation of articles of clothing concurring the seasons. The organization likewise works retail chain of piece of clothing under the brand name 'The Wearhouse'. These outlets are situated in Bangalore, Chennai, Hyderabad and Coimbatore.

### **Shahi Exports**

Shahi Exports Pvt Ltd began in the year 1974 at Faridabad Delhi. The tasks at Bangalore started on first November 1988 with 250 partners and 104 machines. It extended more than 200 times from most recent 30 years. It has producing limit of 3 million bits of amazing wovens and weaves every month. It has In-House item advancement and plan studio. Shahi Exports expands its administrations all through the world giving attire items. The organization offers extensive variety of garments and shoe items, for example, weaving outerwear, easygoing wear tops, easygoing bottoms, jumpers and coats. Shahi sends out likewise gives home outfitting items including bed material, sheet sets, cushions and drapes.

### **Madura Garments**

Aditya Birla Group (ABL) is Indian transnational aggregate, headquartered at Worli, Mumbai, India operating at 45 nations, excess of 120,000 representatives roughly all over globe founded by Seth Shiv Narayan Birla (1857), 161 years back. Gathering has interests in areas like - thick staple fiber; metals; concrete (biggest in India), gooey fiber yarn; marked clothing; carbon-black; chemical; manures; separators; money related administrations; telecom; BPO and IT administrations. The gathering had an income of roughly US\$43 billion in year 2015. It is the third-biggest Indian private part aggregate behind Tata Group with income of simply finished US\$100 billion and RIL with income of US\$74 billion.



## 1.5 SWOT ANALYSIS

### STRENGTH

- Access to export market
- Focus more on natural denim generation
- Manufacturing flexibility that expands profitability
- Latest fabricating apparatuses
- Use of most recent innovation delivering astounding multi-fiber crude material
- Knowledge best administration
- Large and expanded fragments that give wide assortment of items
- Supportive government arrangements
- One of the biggest producers of Denims in India and the world
- Strong arrangement of household and worldwide brands
- Economies of scale through total combination
- Arvind runs India's biggest Value Retail Chain-Mega mart with more than 200 stores  
Latest fabricating apparatus underway of denims and dress
- Over 26000 representatives from the workforce of Arvind plants
- CSR exercises like instruction (Sharda Trust), redesigning ghettos have improved brand picture
- Long retailing background of more than 20 years
- Wide cluster of brands gives in dealing power with article of clothing providers and shopping centers for rentals.

### WEAKNESS

- Global entrance is constrained when contrasted with a couple of other universal brands
- Presence of Indian and universal brands offers all the more offering to clients in this manner high brand exchanging
- Lack of fresh contemplations
- Presence in just huge urban communities
- Not doing what's needed to manufacture mark value

- Expanded overall competition as a result of WTO methodologies
- Wrong suspicion and conjecture
- Use of old gathering advancement from low end supplier

## **OPPORTUNITIES**

- Growth in the article of clothing industry
- Rapid development in target assemble and in addition higher livelihoods
- Global development and reach of brands to expand deals
- Changing retail situation
- Rapid development in age gathering of 15-44
- Large establishment wanders
- Product expansion
- Leverage on the rich retailing knowledge they forces to develop mark
- Growing brands past the urban communities and obtaining rustic wallet share

## **THREATS**

- Increasing rivalry from Indian and in addition universal brands
- Cheaper imports from different nations and pilfered/counterfeit items
- Excise obligation
- E business proceeding to engage the chaotic players
- Co-appointment and correspondence issue
- International work and ecological laws
- Lack of money at family level
- Establishment of solid contenders

## **1.6 FUTURE GROWTH AND PROSPECTS**

### **1. PMKVY Project**

The project is undertaken by government aims at providing employment opportunities to people with qualification of 10<sup>th</sup> or PUC or experience in garment industry. The training provided is free of cost for the period of 3 months. All the expenses are borne by the company. After training employees would be given assessment test based on which they are provided employment in the company.

2. Expand globally across India and aim at positioning as No 1 manufacturer in all area of operation.
3. Signed a concurrence with administration of Jammu and Kashmir for giving businesses chances to graduated hopefuls, where they are given preparing by the organization where every one of the costs like nourishment, settlement and preparing is borne by the organization for the time of a half year after which in view of the execution applicants are given all day work in the official level.
4. Arvind Ltd has marked a reminder of comprehension with the Andhra Pradesh Economic Development Board to set up an incorporated clothing and material stop in Chittoor. The MoU (Memorandum of Understanding) was marked between Kulin Lalbhai, Executive Director, Arvind Ltd, and J Krishna Kishore, Chief Executive Officer, APEDB, within the sight of Chief Minister N Chandrababu Naidu. Arvind Ltd, the lead organization of the Lalbhai Group, plans to build up the office in numerous stages crosswise over 100-125 sections of land with an ability to create 24 million bits of shirts, pants per annum. Arvind top India's biggest denim maker and the world's 4<sup>th</sup> -biggest maker and exporter of denim. The proposed office will see an underlying speculation of ₹250-300 crore and is relied upon to make 15,000 occupations in the main stage. Arvind will likewise expertise more than 5,000 laborers in garmenting in the proposed unit. The coordinated stop would help Chittoor, a regressive region, to quickly scale up on esteem included industrialisation.

## 1.7. FINANCIAL STATEMENT

### Standalone Statement of profit and loss for the year ended March 31, 2017

Particulars	Notes	₹ in Crores	
		Year ended March 31, 2017	Year ended March 31, 2016
<b>Income</b>			
Revenue from operations			
Sale of Products	19	5,611.09	5,130.77
Sale of Services	19	16.50	15.97
Other Operating Income	19	328.09	218.08
<b>Revenue from operations</b>		<b>5,955.68</b>	<b>5,364.82</b>
Other income	20	97.55	101.20
<b>Total income (I)</b>		<b>6,053.23</b>	<b>5,466.02</b>
<b>Expenses</b>			
Cost of raw materials and accessories consumed	21	2,385.33	2,077.10
Purchase of stock-in-trade	22	247.14	116.64
Changes in inventories of finished goods, work-in-progress and stock-in-trade	23	(100.12)	(52.35)
Project expenses		12.87	9.71
Employee benefits expense	24	777.52	651.08
Finance costs	25	234.28	292.16
Depreciation and amortisation expense	26	181.98	149.16
Impairment Loss	26	2.81	-
Other expenses	27	1,910.72	1,772.43
<b>Total expenses (II)</b>		<b>5,652.53</b>	<b>5,015.93</b>
<b>Profit before exceptional items and tax (III)=(I-II)</b>		<b>400.70</b>	<b>450.09</b>
Exceptional items (IV)	28	18.06	(1.37)
<b>Profit before tax (V) = (III-IV)</b>		<b>382.64</b>	<b>451.46</b>
<b>Tax expense</b>			
Current tax	29	105.16	95.99
Deferred tax	29	6.60	34.83
<b>Total tax expense (VI)</b>		<b>111.76</b>	<b>130.82</b>
<b>Profit for the year (VII) = (V-VI)</b>		<b>270.88</b>	<b>320.64</b>
<b>Other comprehensive income</b>			
<b>A. Other comprehensive income not to be reclassified to profit or loss in subsequent periods:</b>			
Re-measurement gains/(losses) on defined benefit plans	14	1.19	(5.42)
Income tax effect	29	(0.41)	1.88
Net gain/(loss) on FVOCI equity instruments	14	0.78	(3.54)
Income tax effect	29	-	-
<b>Net other comprehensive income not to be reclassified to profit or loss in subsequent periods (A)</b>		<b>25.99</b>	<b>26.09</b>
<b>B. Other comprehensive income that may be reclassified to profit or loss in subsequent periods:</b>			
Net gains/(loss) on hedging instruments in a cash flow hedge	14	35.46	21.70
Income tax effect	29	(12.27)	(7.51)
<b>Net other comprehensive income that may be reclassified to profit or loss in subsequent periods (B)</b>		<b>23.19</b>	<b>14.19</b>
<b>Total other comprehensive income for the year, net of tax (VIII) = (A+B)</b>		<b>49.96</b>	<b>36.74</b>
<b>Total comprehensive income for the year, net of tax (VII+VIII)</b>		<b>320.84</b>	<b>357.38</b>
Earning per equity share [nominal value per share ₹10/- (March 31, 2016: ₹10/-)]			
Basic	36	10.49	12.42
Diluted	36	10.48	12.41
<b>Summary of significant accounting policies</b>	3		

## Standalone Balance Sheet as at March 31, 2017

₹ in Crores

Particulars	Notes	As at March 31, 2017	As at March 31, 2016	As at April 01, 2015
<b>ASSETS</b>				
<b>I. Non-current assets</b>				
(a) Property, plant and equipment	5	2,877.90	2,815.07	2,601.50
(b) Capital work-in-progress	5	58.32	74.08	75.42
(c) Investment property	6	117.74	118.33	118.92
(d) Intangible assets	7	80.36	14.86	9.40
(e) Intangible assets under development	7	-	23.79	-
(f) Financial assets				
(i) Investments	8	1,264.92	1,147.71	814.00
(ii) Loans	8	2.45	2.76	3.81
(iii) Other financial assets	8	43.45	44.65	40.55
(g) Other non-current assets	9	60.04	53.29	86.57
<b>Total non-current assets</b>		<b>4,505.18</b>	<b>4,294.54</b>	<b>3,750.17</b>
<b>II. Current assets</b>				
(a) Inventories	10	1,299.24	1,137.20	1,040.54
(b) Financial assets				
(i) Trade receivables	8	490.03	453.84	484.97
(ii) Cash and cash equivalents	8	4.31	14.83	17.69
(iii) Bank balance other than (iii) above	8	8.97	8.58	27.29
(iv) Loans	8	353.08	577.21	598.37
(v) Others financial assets	8	161.61	159.60	116.06
(c) Current tax assets (net)	11	40.09	64.76	60.41
(d) Other current assets	9	290.99	279.11	298.66
		<b>2,648.32</b>	<b>2,695.13</b>	<b>2,643.99</b>
(e) Assets classified as held for sale	12	-	-	139.07
<b>Total current assets</b>		<b>2,648.32</b>	<b>2,695.13</b>	<b>2,783.06</b>
	<b>Total Assets</b>	<b>7,153.50</b>	<b>6,989.67</b>	<b>6,533.23</b>
<b>EQUITY AND LIABILITIES</b>				
<b>Equity</b>				
Equity share capital	13	258.36	258.24	258.24
Other equity	14	2,983.35	2,727.89	2,543.03
<b>Total equity</b>		<b>3,241.71</b>	<b>2,986.13</b>	<b>2,801.27</b>
<b>LIABILITIES</b>				
<b>I. Non-current liabilities</b>				
(a) Financial liabilities				
(i) Borrowings	15	1,085.10	1,332.01	1,171.31
(ii) Other financial liabilities	15	1.01	1.81	1.53
(b) Long-term provisions	16	27.18	21.73	18.80
(c) Deferred tax liabilities (net)	29	68.34	49.06	8.60
(d) Government grants	17	30.78	25.24	12.80
<b>Total non-current liabilities</b>		<b>1,212.41</b>	<b>1,429.85</b>	<b>1,213.04</b>
<b>II. Current liabilities</b>				
(a) Financial liabilities				
(i) Borrowings	15	1,750.26	1,521.74	1,488.09
(ii) Trade payables	15	667.73	633.46	584.65
(iii) Other financial liabilities	15	211.96	380.83	350.65
(b) Other current liabilities	18	58.36	29.77	48.07
(c) Short-term provisions	16	6.38	4.51	5.52
(d) Government grants	17	4.69	3.38	2.84
		<b>2,699.38</b>	<b>2,573.69</b>	<b>2,479.82</b>
(e) Liabilities directly associated with assets classified as held for sale	12	-	-	39.10
<b>Total current liabilities</b>		<b>2,699.38</b>	<b>2,573.69</b>	<b>2,518.92</b>
	<b>Total equity and liabilities</b>	<b>7,153.50</b>	<b>6,989.67</b>	<b>6,533.23</b>
<b>Summary of significant accounting policies</b>	3			

## **CHAPTER 2**

### **CONCEPTUAL BACKGROUND AND LITERATURE REVIEW**

#### **2.1 THEORETICAL BACKGROUND OF STUDY**

In any affiliation human resource is believed to be the most noteworthy asset which can be portrayed as the entire of acquired data, aptitudes and trademark limits addressed by the capacities and aptitudes of the used individuals who includes unmistakable level of laborers in the affiliation. In order to achieve individual and affiliation goals HR should be utilized to the most outrageous possible degree. It is thusly, the delegate's execution which finally decides for achievement of these goals. The assignment report in a general sense fixates around an examination on Employee's Satisfaction at Arvind Limited, Bangalore. The two basic components which affect the Employee Satisfaction are advancement and profitability of the firm. Occupation satisfaction survey can give the most gainful information about the acumen and causes. This definition prescribes that movement satisfaction is a general or overall enthusiastic reaction which individuals hold about their action. While researchers and experts frequently measure overall work satisfaction, there is moreover energy for evaluating assorted "perspectives" or "estimations" of satisfaction. Examination of these angle conditions is consistently significant for a more mindful examination of agent satisfaction with fundamental occupation factors. Standard occupation satisfaction highlights include: associates, pay, work conditions, supervision, nature of the work and favorable circumstances." Occupation satisfaction, an expert's sentiment achievement and accomplishment, is generally observed to be particularly associated with execution and notwithstanding singular thriving. Work satisfaction deduces finishing an occupation one acknowledges, doing it well, and being sensibly made up for one's undertakings. Business satisfaction also proposes fervor and delight with one's work.

The term Job Satisfaction was passed on to spotlight by Hoppock (1935). He kept an eye on 32 analyzes on Job satisfaction drove before 1933 and watched that action satisfaction is a blend of mental, physiological and characteristic conditions that reason a man to state, 'I am content with my movement'. Locke portrays work satisfaction as a 'pleasurable or positive excited state happening as a result of the assessment of one's action or business experiences'. To the extent that a man's action fulfills his dominating need and is unsurprising with his wants and characteristics, the movement will satisfy. Specialist satisfaction is the wording used to pick whether delegates are happy and assuaged and fulfilling their needs and need at work. It is essential to the achievement of any business. A high rate of laborer satisfaction is direct related to a lower turnover rate. In like manner, keeping delegates' content with their callings should be an imperative requirement for every business. There are different reasons why delegates can wind up debilitated with their occupations and leave, which consolidates high weight, nonattendance of correspondence inside the association, nonappearance of affirmation or confined open entryway for the improvement. Organization should viably hope to improve these components in case they need to cut down their turnover rate. The term relates to the total association between an individual and the business for which he is paid. Satisfaction implies the fundamental feeling state running with the accomplishment of any target; the end state is feeling the achievement by an inspiration of its goals.

Occupation satisfaction outline can give the most gainful information about the perception and causes. For satisfaction/frustration among the specialists perspective towards work satisfaction may be either positive or negative. This positive feeling can be braced and negative feelings can be corrected. This survey can be managed as the best and beneficial way, which makes the workers to express their internal and honest to goodness feelings no ifs ands or buts. Pay discharge mirrors grade to which those ascertain pleasure or satisfaction in their work. Business fulfillment expresses that character feature. For instance, person necessitate furthermore wishes choose he/she mindset, in conjunction with congregation and hierarchical aspect. Pleased member of staff have inclination on the way to survive truant fewer recurrently, in the direction of formulating hopeful assurance, moreover stay through organization. Collision about pay execution, go precedent hierarchical setting. Happy workers will doubtless be rewarded subjects.

Employment fulfillment has been measured as condition moreover circumstance where individuals seem to be:

- ✓ Provoke intended for effort fruitfully and adequately;
- ✓ Persuade to reside in venture;
- ✓ Organize to act in response completely between emergency;
- ✓ Form to greet the succession exclusive of safety;
- ✓ Involve in promoting representation of alliance;
- ✓ More optimistic and glad with their doings. Level of business settle on profession contentment.

### **Measuring profession implementation**

Significant crucial dimensions to labor achievement:

1. Profession accomplishment suggests individual capability towards sole action.
2. Career achievement regularly controlled through, after what out-comes gather otherwise exceed aspiration. Performance in sole action, involving enlarged role in liking of official requirements. Accounted for noteworthy readiness that personnel strengthens, in addition to point effort implementation.
3. Labor completion and employment frame of mind, normally exploit backwards. Mutually referring powerful beginning admiration to community. Close to effort part that they are possessing.

### **ELEMENTS DETERMINING JOB FULFILLMENT**

#### **Ongoing Feedback**

There is nothing not as good as for a worker than not being aware of his presentation at work. In case of career satisfaction, no feedback is comparable to destruction. Although receiving negative comments may be painful, however, it informs the employee about their areas for improvement. On the other hand, if an employee receives positive comments, it can make a big difference and contribute to job satisfaction.



## **Equitable Pay**

For any worker, regardless of the kind of work they do, it is vital for job fulfillment. If there is a difference between expected increases and real improvements, however, what matters here is perception. For instance, if you feel that other persons are working for you, you're more likely to be pleased with your work. But on the contrary, you will have a better job fulfillment if you think you attract more than you. Since everything is as if the glass was half full or half empty.

## **Control**

You see bigger job fulfillment when people are allocated certain tasks, but with a free hand to know how they should reach them. If people perceive greater control in the performance of their work, they get more satisfaction from a job. On the contrary, if people are not given any control, they tend to take it back by taking shortcuts, looking for ways to weaken the system or not do it wholeheartedly. Psychologists have made the decision that people who do jobs with minimal control at all levels find that their work is stressful and less satisfying.

## **Little Hassles**

Job satisfaction is surprisingly associated with everyday problems that we tend to ignore. We are so committed to solving the biggest problems in the workplace that we tend to undermine the daily hassles that employees tend to face. While initially these trivial problems may not seem like much, but eventually they become problems that eventually come out of our control and, therefore, affect job satisfaction with great force.

## **Realization**

It has been observed that people are more satisfied with their work, if they feel they have been able to get something. The sense of accomplishment is more obvious in some works than the others.

### **Complexity and variety**

If the works offer further assortment and complexity, it has been detected that individuals find such works more sustaining. One of the reasons why people love complex jobs is that it pushes them to their optimal limits. Easy jobs are more likely to create boredom. To be satisfied, people do not bother to be challenged a little and prefer a series of tasks that they must perform. It may seem easy when speaking in this way, but it is a fact that many jobs offer neither complexity nor variety that leads to any professional satisfaction among employees.

### **Organizational Support**

Employees are always interested in knowing if their organization cares about them instead of the efforts they are investing one day in and out. Employees resolve it through things like the way they are treated by their managers, the benefits they receive and similar subtle messages. If the employees perceive the support of the organization, they experience a great job satisfaction.

### **Work-life balance**

Psychologists have also observed that low job satisfaction is not always the fault of the manager or organization. Sometimes it also reduces to domestic life. If you have mental problems at work, you will also be transferred to the workplace. However, some research findings suggest otherwise, that is, problems in the workplace are more likely to be transferred into the family space. In any case, you must find ways to distance yourself from work while you are at home to stay stress-free.

### **Simply satisfied**

The level of satisfaction of an individual is different. Some people are more easily satisfied or even dissatisfied than others, regardless of how good or bad the job is. In general, it is observed that people are more satisfied with their work as they grow up. This is because with age and experience, people tend to find the right job for them.

By using these indicators explained above, if you are a manager, you should focus on improving employee satisfaction at your workplace by focusing first on the small hassles that people face daily at work and facing them. Although it may not seem like much, the employees will surely

appreciate it. It is the true meaning of the term; it does not take much effort to keep employees happy. Employees want to feel respected and trustworthy, work in a safe environment, with good pay and appropriate opportunities to progress in their careers. When a company finds a way to focus on these important factors, it can certainly satisfy its employees and help build a stronger, more stable and profitable future.

### **Occupation Satisfaction and Performance**

Occupation fulfillment is a key driver of employment execution which is connected to esteemed prizes. Higher entertainers get a bigger number of prizes and are fulfilled than low performing workers who get less reward. Occupation fulfillment impact worker's inspiration yet does not influence execution in employments. Where workers have little control over their yield. Occupation fulfillment contribute generously to authoritative development, as high amount and nature of administrations, diminish non-attendance and worker turnover. Worker fulfillment is an element of saw execution and desires.

## **2.2 LITERATURE REVIEW:**

**Muna Ahmed, Zain Abdulla, Shaju George (2017)** The motivation behind this investigation is to distinguish the elements impacting work fulfillment and the determinants of worker execution, and as needs be inspecting the connection between them. This investigation is an interpretive look into spotlights on investigating the impact of employment fulfillment on worker execution and bad habit, the impact of representative execution on work fulfillment. The investigation likewise analyzes the idea of the connection between these two factors. The investigation uncovers the double course of the relationship that makes a cycle cause and impact relationship, so fulfillment prompts execution and execution prompts fulfillment through number of intervening variables. Effective associations are the individuals who apply intermittent fulfillment and execution estimation tests to track the level of these critical factors and set the remedial activities.

**Anitha S., S. Pragadeeswaran (2016)** Representative Performance is a noteworthy worry for all aggressive business associations on the planet today. Driving associations the present suitable necessity is superior work system. It is consistent with say that diverse workers in an association yield distinctive levels of execution under the different conditions as per their fulfillment level, inspiration level, conduct and numerous different reasons contribute in yielding different levels of execution by different people (Arif and Chohan, 2012).. Representative execution may survey through two parameters ie Qualitative and Quantitative. There is a conviction that fulfilled representatives' execution would be higher. This paper features how far Job fulfillment has effect on representative execution.

**Ahmad, Ing & Bujang (2014)** This investigation intends to recognize the connection between chose variables of occupation fulfillment and employment execution. The elements of employment fulfillment that inspect in this investigation are including pay, work itself, advancement, supervision, and associates. The exploration instrument for this investigation was utilized poll to gather information from the respondents. This examination was led at two oil palm enterprises, which situated in Sibul, Sarawak, Malaysia. 100 arrangements of the polls were circulated to the representatives in oil palm industry. In any case, just 81 sets of the surveys were effectively gathered. The information that gathered was investigated through Statistical Package for Social Sciences (SPSS) adaptation 17.0. Pearson Correlation Investigation used to recognize

the connection between the chose components of employment fulfillment and occupation execution. The discoveries in this investigation demonstrated that there is noteworthy connection between chose components of employment fulfillment and occupation execution. Through the discoveries, the association and human asset experts were prescribed to comprehend and fulfill representatives' needs with a specific end goal to make strides workers' activity execution in oil palm industry.

**Karim, Islam & Mahmud (2014)** he point of this investigation is to assess the level of occupation fulfillment of the representatives of state claimed business bank (SCB) named as Janata Bank Limited. Information was gathered for this investigation by poll technique. The consider demonstrates that Job inclination, Cooperation among Co-specialists, Working Environment, Working Facilities, Compensation Satisfaction, Increment Satisfaction, Welfare Facilities, different offices, Performance Appraisal System, Conduct of manager, Career Development living being, and Promotion framework fundamentally impact work fulfillment of workers. The examination demonstrates a positive sign with respect to general occupation fulfillment of representatives of the bank. In such circumstance, work fulfillment of bank officers turns into a vital issue that must be dealt with all together to accomplish extreme objectives of the managing an account segment in Bangladesh.

**Aarti Chahal, Seema Chahal, Bhawna Chowdhary, Jyothi Chahal (2013)** Occupation fulfillment can characterized as degree of positive sentiments or dispositions that people have towards their employments. At the point when a man says that he has high occupation fulfillment, it implies that he truly enjoys his activity, likes it and qualities his activity nobility. Occupation fulfillment is vital procedure used to rouse the representatives to work harder. It is regularly said that "A HAPPY EMPLOYEE IS A PRODUCTIVE EMPLOYEE". This paper in researches the level of occupation fulfillment of Canara Bank representatives in Delhi NCR recognizing the fulfillment level of workers, different variables affecting fulfillment of workers and to examine the connection between individual components of representatives. In light of a review, the paper endeavors to pick up bits of knowledge into the fulfillment level from the point of view of the Bank workers. Variables including pay of workers, execution examination framework, limited time methodologies, worker's association with administration and other co-representatives, preparing and improvement program, work weight and working hours are

discovered essential for enhancing work fulfillment of bank representatives in Canara bank. Increment in level of these variables enhances general fulfillment of representatives which is recognized by utilizing factual strategies.

**Singh and Jain (2013)** features on representatives work fulfillment and its effect on their execution. Representatives' state of mind mirrors the lesson of the organization. Upbeat representatives assume an essential part in the zones of clients' administration and deals as they are the one to collaborate with the client once a day. Workplace is the key factor in work fulfillment. Great workplace and great working conditions prompts work fulfillment in the meantime helps in expanding representative work execution, gainfulness, consumer loyalty and in addition maintenance.

**Samanvitha and Jawahar,32 (2012)** went for deciding and building up a connection between key passionate knowledge and occupation fulfillment among staff individuals in Arts and Science Institutions. Test comprises of 98 employees in Tami Nadu. The aftereffect of the investigation demonstrated that the passionate knowledge at work has an incredible impact on the level of occupation fulfillment and thus on work execution.

**Aziri (2011)** There millions of researches tested the impact of job satisfaction on worker performance. Most of them indicated that there's a bearing of job satisfaction on worker performance since, there's an outsized impact of the work satisfaction on the motivation of employees, and therefore the level of motivation has a bearing on productivity, thence additionally on performance

**Silverthron (2008)** contemplated the commitment of identity variable locus of control on work fulfillment and related results, for example, execution and occupation push. Discoveries uncover that inner locus of control prompts bring down level of employment push and more elevated amount of occupation fulfillment and execution. Outside locus of control doesn't lessen the activity stretch while interior locus of control prompts execution and fulfillment by diminishing the activity push.

**Wright, TA, Cropan-zano R, Bonett, DG(2007)**. Representatives, affirmative prosperity of connection connecting work fulfillment along with occupation execution. Utilizing Fredrickson's (2001) expand and-assemble demonstrate as the hypothetical base, the creators found that PWB

moderates the connection between work fulfillment and occupation execution. Steady with Fredrickson's model, execution was most noteworthy when representatives announced high scores on both PWB and occupation fulfillment.

**Bhatti and Qureshi (2007)** It is broadly trusted that the worker investment may influence worker's activity fulfillment; representative profitability, representative duty and they all can make similar favorable position for the association. The principle expectation of this investigation was to discover relationship among representative cooperation, work fulfillment, worker profitability furthermore, worker duty. For the issue 34 associations from Oil and Gas, Banking and Telecommunication parts were reached, of which 15 reacted back. The discoveries of this investigation are that worker cooperation not just a critical determinant of employment fulfillment segments. Expanding worker support will have a constructive outcome on worker's activity fulfillment, representative responsibility and worker efficiency. Normally expanding worker support is a long haul process, which requests both consideration from administration side and activity from the worker side.

**Markus baptise, Ganapati Iyer, David Soberman (2006)**. The target of this text is to clear up ambiguities within the writing with reference to the connections among 3 key develops of labor connections: travail, work execution, and employment fulfillment. The affiliation between work execution and occupation fulfillment is of focal enthusiasm to appear into in authoritative brain analysis of travail on work fulfillment. The current discoveries underscore the necessity to acknowledge remarkably between factors that talk to representatives' contributions to a piece relationship (i.e., exertion) and people that talk to their yields (i.e., work execution). The article likewise exhibits the importance of fittingly accountancy or dominant for each single key variable to get rid of predispositions which will emerge in experimental analysis on work connections.

**Thomas Sy, Susanna Tram, Linda A O Hara (2006)** This examination analyzed the connections among workers' enthusiastic knowledge, their chief's passionate insight, representatives' activity fulfillment, and execution for 187 sustenance benefit representatives from nine distinct areas of a similar eatery establishment. We anticipated and found that workers' passionate knowledge was decidedly connected with work fulfillment and execution. What's

more, director's passionate insight had a more positive relationship with work fulfillment for representatives with low enthusiastic knowledge than for those with high passionate insight. These discoveries stay noteworthy subsequent to controlling for identity factors.

**Ing-San Hwang; Der-Jang, Chi., (Jun 2005),** This paper has correlated topics on internal marketing, employee job satisfaction and organizational performance with respect to international hotels in Taiwan. They have shown a significant correlations amongst internal marketing, employee job satisfaction and organizational performance .This study forms a basis for future academic research regarding these topics and also forms a solid reference for owners and managers in business service sectors.

**Lise M Saari & Timothy A Judge (2004)** This article recognizes three noteworthy holes between HR hone and the logical research in the zone of worker mentalities all in all and the most central representative state of mind specifically—work fulfillment: (1) the reasons for worker dispositions, (2) the consequences of positive or negative occupation fulfillment, and (3) how to gauge and impact worker demeanors. Future research will probably center around more noteworthy comprehension of individual attributes, for example, feeling, in characterizing work fulfillment and how representative states of mind impact hierarchical execution.

**Alf Crossman & Bassem Abou Zaki (2003)** This paper examines the connections between work fulfillment, singular employment aspects, socio-statistic factors and occupation execution in the Lebanese business keeping money area. The example comprises of 202 workers from nine business banks. The outcomes demonstrate that activity fulfillment isn't autonomous in all activity aspects and that fulfillment with one feature may prompt fulfillment with another. Female representatives were observed to be less happy with all aspects aside from pay. Those with bring down instructive capabilities were slightest fulfilled. Self-detailed occupation execution was found to increment with residency

**Judge, T. A., Thoresen, C. J., Bono, J. E., & Patton, G. K., (2001).** Relationship between Job Satisfaction and Job Performance are reviewed on qualitative and quantitative basis is provided. This review was organized under 7 models of which they couldn't come to a conclusion. Later, the review was carried out using 312 models with a combined *N* of 54,417. They ended up with 0.30 of correlation between Job satisfaction and Job performance. With the help of these



researches and qualitative review, a proposal for research on satisfaction – performance relationship is provided.

**Barry J Babin, James S Boles (1996)** Obviously, retail representatives influence retail execution. However, authoritative hypothesis indicates lopsidedly little enthusiasm for retail workers. This examination tends to key parts of a retail representative's workplace, or 'atmosphere,' and how these discernments impact business related results. In particular, a causal displaying approach tests connections among cutting edge specialist organizations. Results recommend that representative view of colleague association and supervisory help can decrease pressure and increment work fulfillment. Different outcomes show a positive connection between part struggle and occupation execution, a positive connection between work execution and employment fulfillment, and that activity execution intercedes impacts of part weight on fulfillment.

**Mehra & Mishra (1991)** in their investigation investigated the potential mediator impact of psychological well-being on the Intrinsic Job Satisfaction-Occupational pressure relationship. This led on 250 hands on modern laborers of UPTRON India Ltd. The discoveries of the examination demonstrated that psychological well-being moderating affects the Intrinsic Employment Satisfaction-Occupational pressure relationship.

**Laffaldano, Michelle T., Muchinsky, Paul M (1985)** 9 factors in a meta-investigation of 74 exact investigations of employment satisfaction– work execution. Discoveries demonstrate that (1) the best gauge of the genuine populace relationship amongst fulfillment and execution was moderately low (.17); (2) a significant part of the changeability in comes about got in already inquire about was because of the utilization of little example sizes, while questionable estimation of the fulfillment and execution builds has contributed generally little to this watched inconstancy in connections; and (3) the 9 factors coded (composite versus one-dimensional criteria, longitudinal versus cross-sectional estimation of execution in respect to fulfillment, the nature of the execution measure, self-reports versus different sources, utilization of particular execution measures, subjectivity or objectivity of measures, particular feature fulfillment versus worldwide fulfillment, all around archived versus scientist created estimation, and professional versus hands on) were just unassumingly identified with the greatness of the satisfaction– execution relationship.

**EDWARD E. LAWLER III LYMAN W. PORTER, (October 1967)** They stated that Employee job satisfaction is directly proportional to the quality and quantity of individual's output. It also reduces absenteeism, turnover cuts down and lifts up production. Evidences collected from western Electric studies - relay Assembly Test room showed an increased productivity with respect to increase in job satisfaction. With this analysis, Social scientists and managers believed that if job dissatisfaction can be reduced, decrease in production because of human brake can be removed and hence increase in production.

**RESEARCH GAP:**

From the study of thesis it has been found that the lack of occupational contentment and its contact on performance can be observe as a serious burden to association and economy as well. This research attempted to fill the research gap by delivering some of the present issues, latest information and data regarding occupational contentment and performance. Mehra & Mishra and Aziri has studied the importance of occupational fulfillment, but research gap regarding its impact on performance parameters is filled by the above research study.

## **CHAPTER 3**

### **RESEARCH DESIGN**

#### **3.1 STATEMENT OF PROBLEM**

Even with all advances in information technology that are available to managers, job satisfaction plays a vital role in any organization. Dissatisfaction of job is detrimental for managers, employees and organization; it can lead to poor performance, limited career growth, poor work life balance, poor management, low motivation and low morale. For an organization to be effective and gain a competitive advantage, managers at all levels need to focus on job satisfaction aspect of each and every employee. Most problems the organization experience is as a result of job satisfaction, thus the role of job satisfaction as a management aspect has to be overemphasized. Therefore, the current research study is an attempt to study the significance of employee job satisfaction in today's scenario and the impact it has on the performance of employees.

#### **3.2 NEED FOR STUDY**

This research spotlight on current activity for analyzing impact on employee job satisfaction related to employee's performance in the organization and intensity of employee job satisfaction in Arvind Ltd, employee's opinion and their point of view towards various parameters of job aspect which in turn meets employee's expectation increasing their performance. As identified in various studies employee job satisfaction is crucial in improving the employee performance in an organization.

#### **3.3 OBJECTIVES OF STUDY**

- ❖ To study the various factors affecting the job satisfaction level of employees.
- ❖ To find out the reasons for the dissatisfaction of the employee, if any
- ❖ To identify the extent of job satisfaction of employees working at Arvind Limited and its impact on job performance of the employees.
- ❖ To offer valuable suggestions to improve the satisfaction level of employees.

### **3.4 SCOPE OF STUDY**

The scope of research work is limited to Arvind Limited. The parameters taken for current research study are limited which includes employee job satisfaction and impact on performance of employees in organization. Therefore, the study focus on employee's of Arvind Limited only.

### **3.5 RESEARCH METHODOLOGY**

The current research study is descriptive in nature. Descriptive research is used to express individuality of a population which is been studied. This research starts with information collection, which is further used for hypothesis testing or to generate answers to specific question apprehensive about current status of study. The intention of choosing this research is telling nature of particular condition as it exist during period of study, and to investigate the cause of exacting observable fact.

#### **SAMPLE DESIGN**

#### **SAMPLE SIZE**

It is definite route map, for obtaining elements from selected population. Random-Sampling scheme is utilized for selection of units from given area. For the same, 100 respondents are chosen.

#### **METHODS OF DATA - COLLECTION**

Both primary and secondary data – collection ways is used.

#### **Primary Data**

The essential information is gathered from respondents, by overseeing a organized survey concerning work fulfillment level of representatives.

#### **Secondary Data**

Optional information for examination is gathered from: Previously distributed records, Statistics, examine reports doc, books as well as sites.

## **PERIOD OF STUDY**

The investigation on worker fulfillment is directed in the course of 10 weeks (**15-01-2018 to 24-03-2018**)

## **TECHNIQUES UTILISED FOR INVESTIGATION**

Simple Analyzing Technique and Chi-Square test is utilized as measurable devices for breaking down the information/ data.

## **3.6 HYPOTHESIS**

H0: No critical relationship between work fulfillment and execution

H1: Critical relationship between work fulfillment and execution

## **3.7 LIMITATIONS**

- Contemplate are subjected to premise and biases of the elements, where accurate precision can't be guaranteed.
- Discoveries depend on appropriate responses given by the workers, so any mistake or inclination might be influence the legitimacy of the discoveries.
- For making great picture, respondents might have given reactions which shifts from certainties.
- It is possible that respondents might have tried to maintain consistency in terms of their responses.
- It was comparatively difficult to get response from the employees because of their responsibilities and busy schedule.

### **3.8 CHAPTER SCHEME**

**CHAPTER 1** – This chapter consists of introduction about topic “ Job Satisfaction” followed by industry and company profile which includes promoters, vision, mission, quality policy, product profile and areas of operation and so on.

**CHAPTER 2** – This chapter gives information regarding conceptual theoretical background of study and literature review on Job Satisfaction.

**CHAPTER 3** – This chapter includes information of research design followed by explanation of issue, objectives of study, need and scope of study, research methodology with hypothesis and limitations.

**CHAPTER 4** – This chapter explains analysis and interpretation of data and statistical tool result using Chi- Square.

**CHAPTER 5** - This chapter consists of summary of findings, conclusion and suggestions.

## CHAPTER 4 – ANALYSIS AND INTERPRETATION

### Various parameters on employee job satisfaction

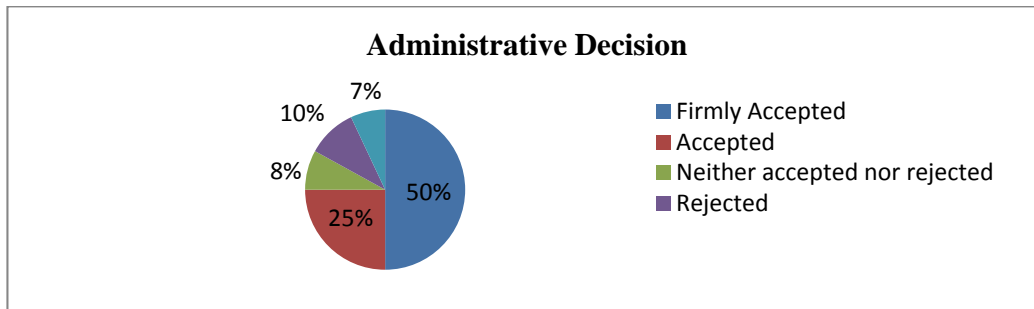
#### MANAGEMENT

**TABLE 4.1:** Table showing satisfaction of employees regarding administrative decision

Categories	Percentage
Firmly Accepted	50%
Accepted	25%
Neither accepted nor rejected	8%
Rejected	10%
Firmly rejected	7%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 50% of representatives firmly accepted with administrative choice, 25% accepted, 8% neither accepted nor rejected, 10% rejected and 7% of staff firmly rejected on similar choice.

**GRAPH 4.1**



(SOURCE: Table 4.1)

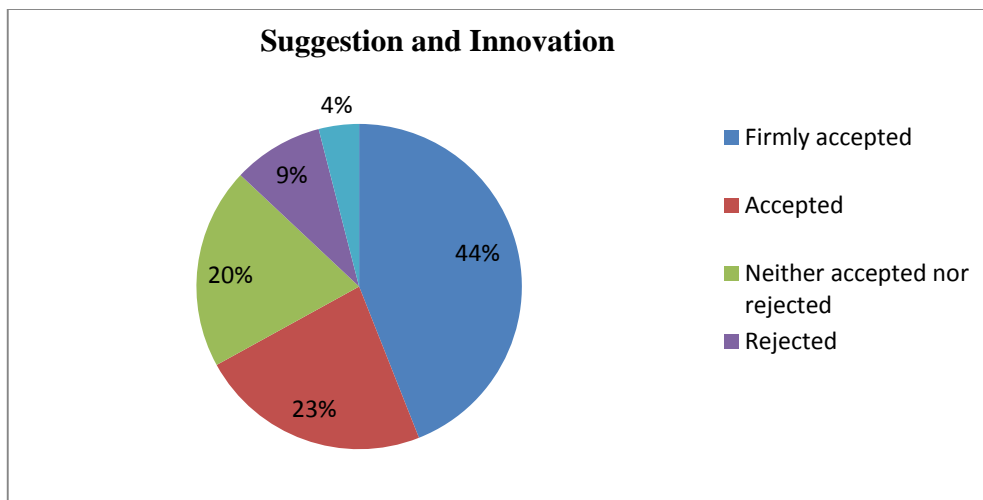
**Interpretation:** Above chart demonstrates that more number of people strongly approved with administrative decisions taken by the management as they are working at higher level in the organization and less number of people disagree as they are working at operational level in the organization.

**TABLE 4.2:** Table showing satisfaction regarding Suggestions and innovations

Categories	Percentage
Firmly Accepted	44%
Accepted	23%
Neither accepted nor rejected	20%
Rejected	9%
Firmly rejected	4%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 44% of representatives firmly accepted with giving suggestion and promoting innovation at work, 23% accepted, 20% neither accepted nor rejected, 9% rejected, 4% of staff firmly rejected on similar choice.

**GRAPH 4.2**



**(SOURCE: Table 4.2)**

**Interpretation:** The above chart interprets that majority of workers are satisfied with opportunities for giving suggestion and promoting innovations as company has an innovative design team while few are new to organizations where they disagree for the same.

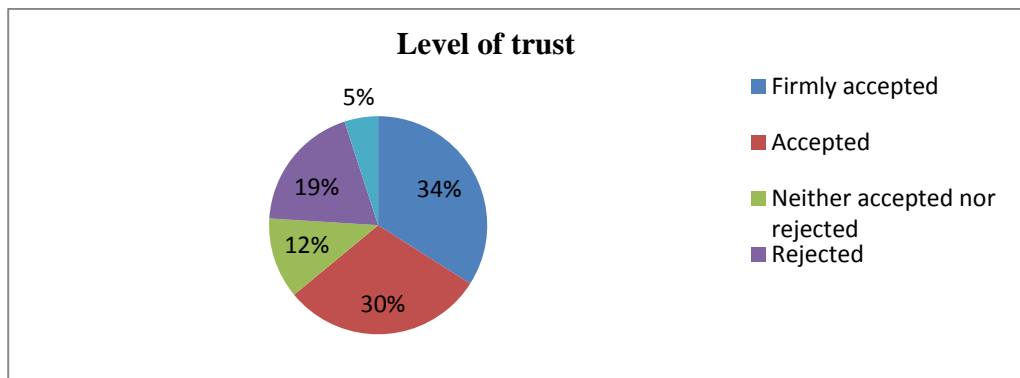


**Table 4.3:** Table showing Trust level

Categories	Percentage
Firmly Accepted	34%
Accepted	30%
Neither accepted nor rejected	12%
Rejected	19%
Firmly rejected	5%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 34% of representatives firmly accepted with level of trust among people, 30% accepted, 12% neither accepted nor rejected, 19% rejected and 5% of employees firmly rejected on similar choice.

**GRAPH 4.3**



**(SOURCE: Table 4.3)**

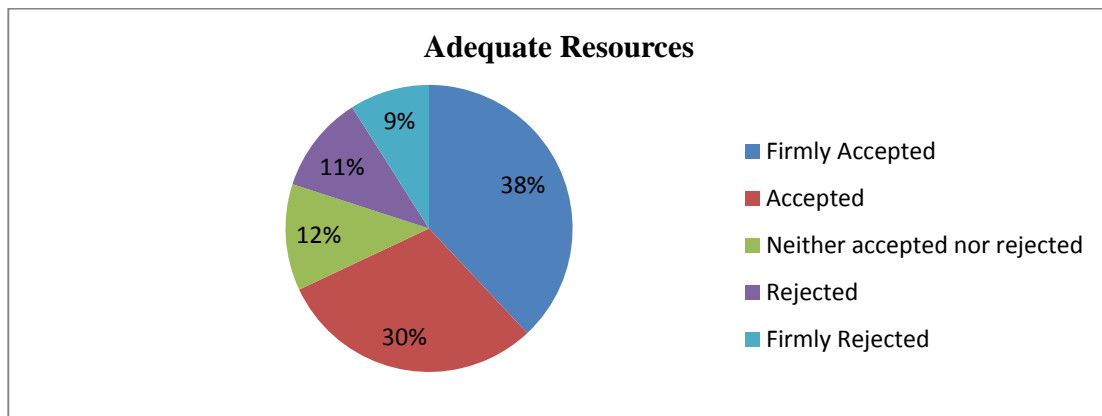
**Interpretation:** From the above chart we can interpret that there is good level of trust among members as employees work in a team and the trust level among each other is high. The staff who are introvert characteristic face that level of trust is low in the organization.

**TABLE 4.4:** Table showing regarding adequate resources

<b>Categories</b>	<b>Percentage</b>
Firmly Accepted	38%
Accepted	30%
Neither accepted nor rejected	12%
Rejected	11%
Firmly Rejected	9%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 38% of representatives firmly accepted with resources provided staff, 30% accepted, 12% neither accepted nor rejected, 11% rejected and 9% of workers firmly rejected on similar choice.

**GRAPH 4.4**



**(SOURCE: Table 4.4)**

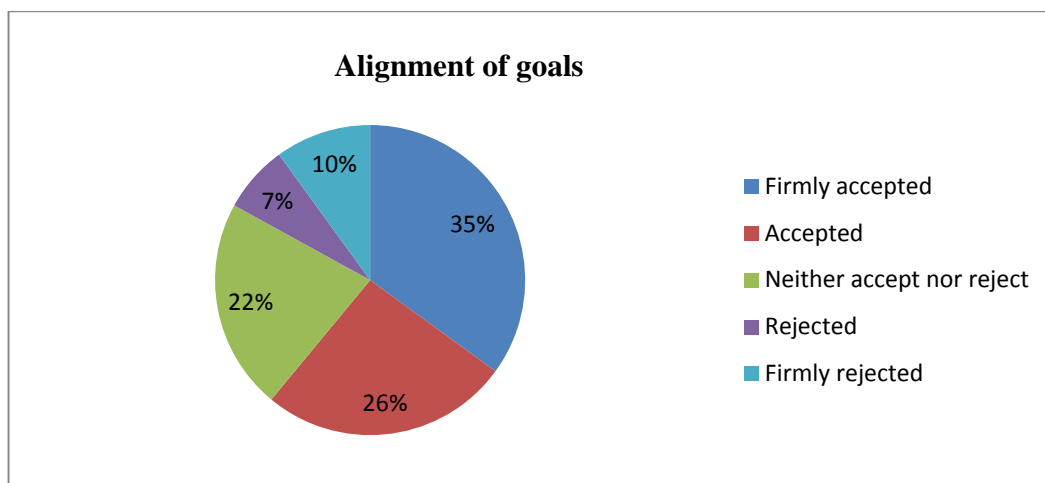
**Interpretation:** From the above chart, interpretation is majority of representative approve, there is adequate resources for workforce to produce the desired output and staff disagree regarding the same due to uncertain situation occurred in the past.

**TABLE 4.5:** Table showing Alignment of goals

Categories	Percentage
Firmly Accepted	35%
Accepted	26%
Neither accepted nor rejected	22%
Rejected	7%
Firmly Rejected	10%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 35% of representatives firmly accepted for aligning goals, 26% accepted, 22% neither accepted nor rejected, 7% rejected and 10% of staff firmly rejected on similar choice.

**GRAPH 4.5**



**(SOURCE: Table 4.5)**

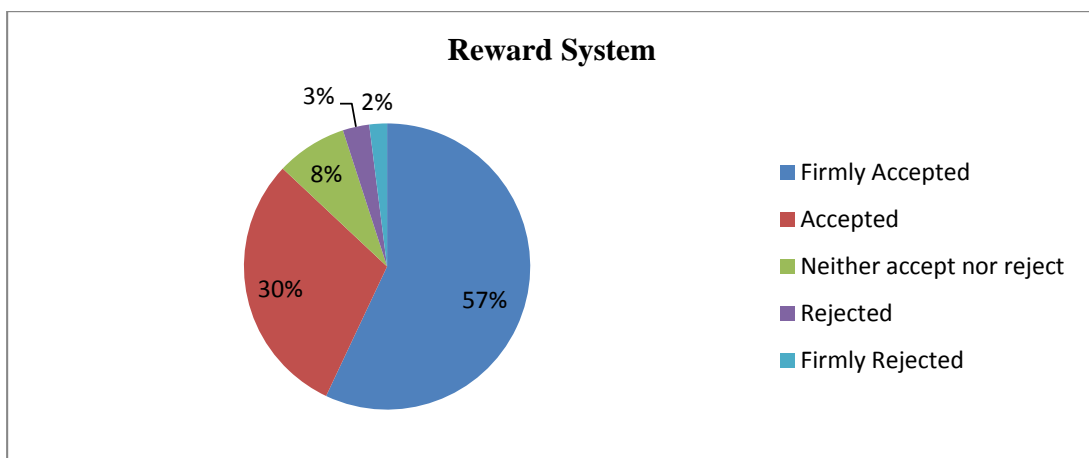
**Interpretation:** Above chart suggests that there is not much acceptance towards alignment of goals in the organization as there are different departments working with different goal which creates diversion of individual into various goal setting leading to decrease in alignment.

**TABLE 4.6** – Table showing regarding Reward System

Categories	Percentage
Firmly Accepted	57%
Accepted	30%
Neither accepted nor rejected	8%
Rejected	3%
Firmly Rejected	2%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 57% of representatives firmly accepted with reward system, 30% accepted, 8% neither accepted nor rejected, 3% rejected and 2% of staff firmly rejected on similar choice.

**GRAPH 4.6**



**(SOURCE: Table 4.6)**

**Interpretation:** Graphical representation interprets majority workers are happy for reward system induced as they are treated as assets of the company by appreciating their efforts for the growth of the organization.

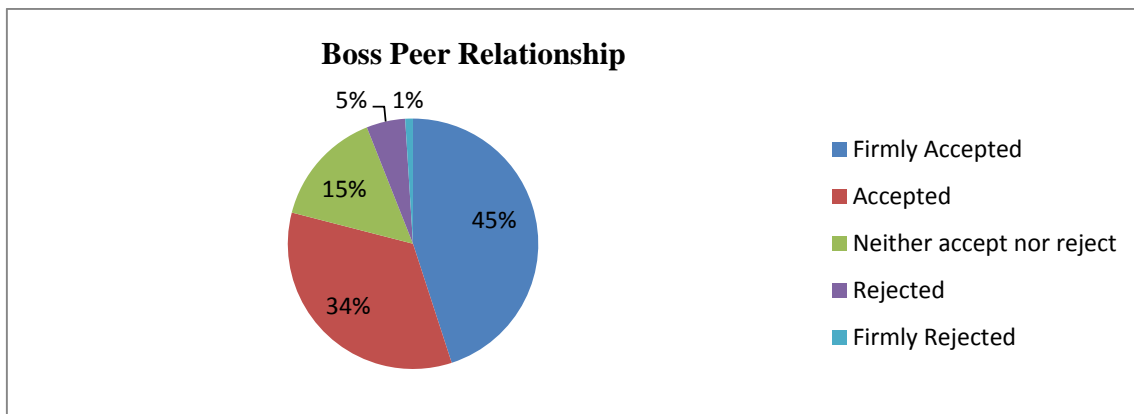
## SUPERVISION AND LEADERSHIP

**TABLE 4.7** – Table showing satisfaction towards Boss and peer relationship

Categories	Percentage
Firmly Accepted	45%
Accepted	34%
Neither accepted nor rejected	15%
Rejected	5%
Firmly Rejected	1%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 45% of representatives firmly accepted with boss peer relationship, 34% accepted, 15% neither accepted nor rejected, 5% rejected and 1% of staff firmly rejected on similar choice.

**GRAPH 4.7**



(SOURCE: Table 4.7)

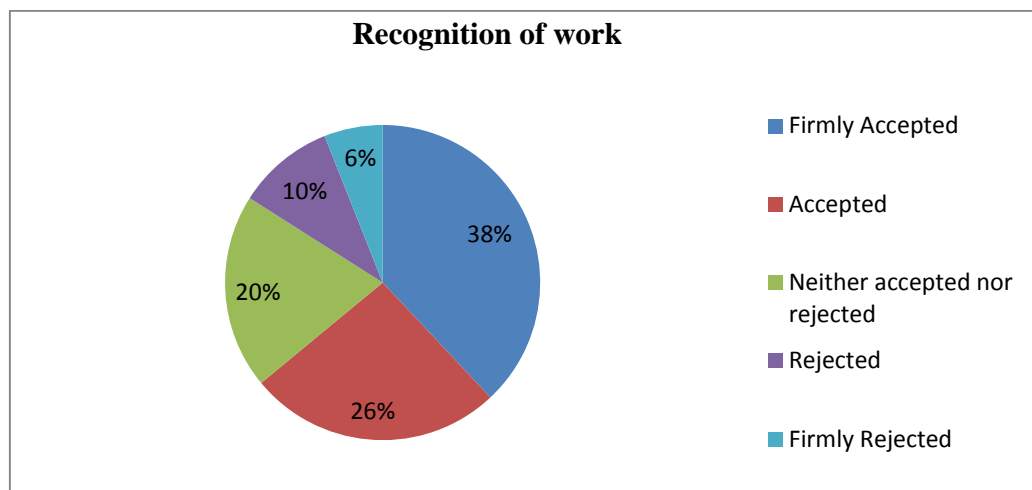
**Interpretation:** The above chart interpret that there is good relationship between Boos & Peer as workforce are given freedom to express their views regarding work related activities and the same if possible is implemented.

**TABLE 4.8** – Table showing satisfaction towards recognition of work

Categories	Percentage
Firmly Accepted	38%
Accepted	26%
Neither accepted nor rejected	20%
Rejected	10%
Firmly Rejected	6%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 38% of representatives firmly accepted with recognition of work, 26% accepted, 20% neither accepted nor rejected, 10% rejected and 6% of staff firmly rejected on similar choice.

**GRAPH 4.8**



**(SOURCE: Table 4.8)**

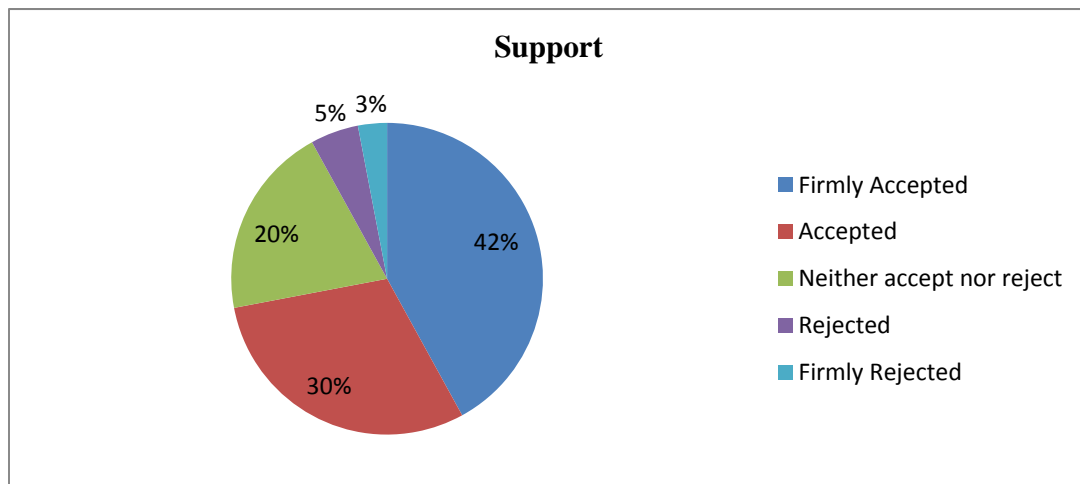
**Interpretation:** Chart interprets; human resources are unhappy related recognition of work as there is good reward system incorporated by the organization. Other workforce, who are not happy is because of poor performance.

**TABLE 4.9** – Table showing support among team members

Categories	Percentage
Firmly Accepted	42%
Accepted	30%
Neither accepted nor rejected	20%
Rejected	5%
Firmly Rejected	3%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 42% of representatives firmly accepted related to supportive system, 30% accepted, 20% neither accepted nor rejected, 5% rejected and 3% of staff firmly rejected on similar choice.

**GRAPH 4.9**



**(SOURCE: Table 4.9)**

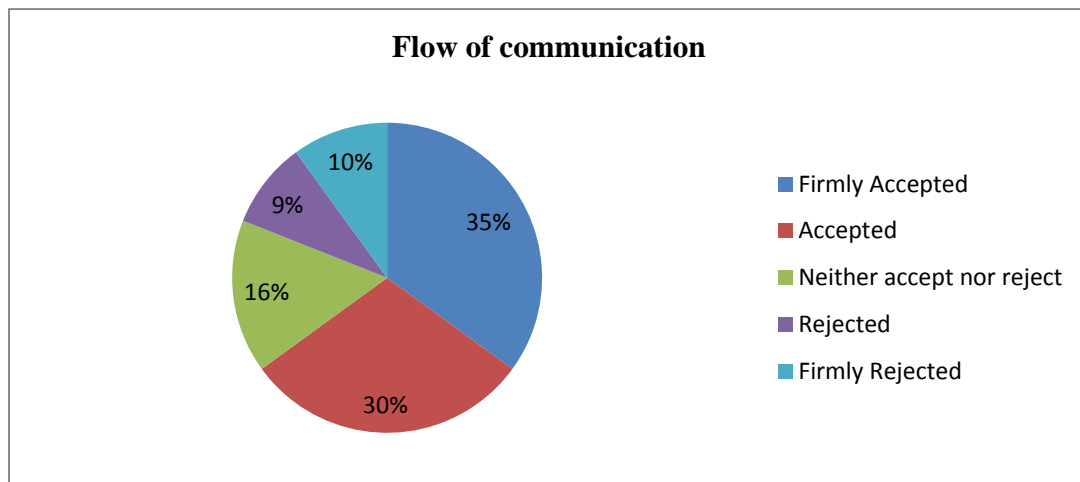
**Interpretation:** From the above chart it interprets that there is good support among team members where the company aims at working in team rather than working individually. The other people who are unsatisfied is due to new joiners' to company.

**TABLE 4.10** – Table showing Flow of communication

Categories	Percentage
Firmly Accepted	35%
Accepted	30%
Neither accepted nor rejected	16%
Rejected	9%
Firmly Rejected	10%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 35% of representatives firmly accepted related to flow of communication, 30% accepted, 16% neither accepted nor rejected, 9% rejected and 10% of staff firmly rejected on similar choice.

**GRAPH 4.10**



**(SOURCE: Table 4.10)**

**Interpretation:** Chart interprets that there is good flow of communication from top level to lower level management. The communication helps in sharing of information which in turn increases the performance of workforce.



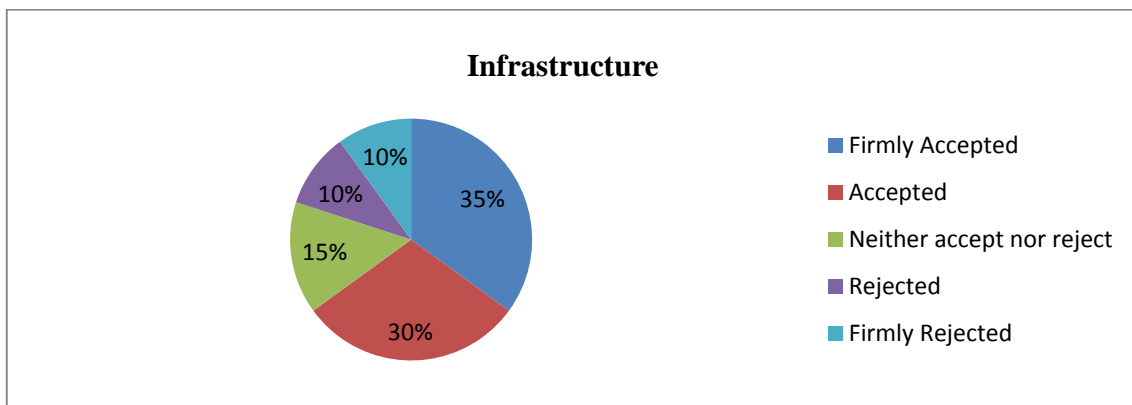
## WORK ENVIRONMENT

**TABLE 4.11** – Table showing satisfaction at Infrastructure

Categories	Percentage
Firmly Accepted	35%
Accepted	30%
Neither accepted nor rejected	15%
Rejected	10%
Firmly Rejected	10%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 35% of representatives firmly accepted related to infrastructure system, 30% accepted, 15% neither accepted nor rejected, 10% rejected and 10% of staff firmly rejected on similar choice.

**GRAPH 4.11**



**(SOURCE: Table 4.11)**

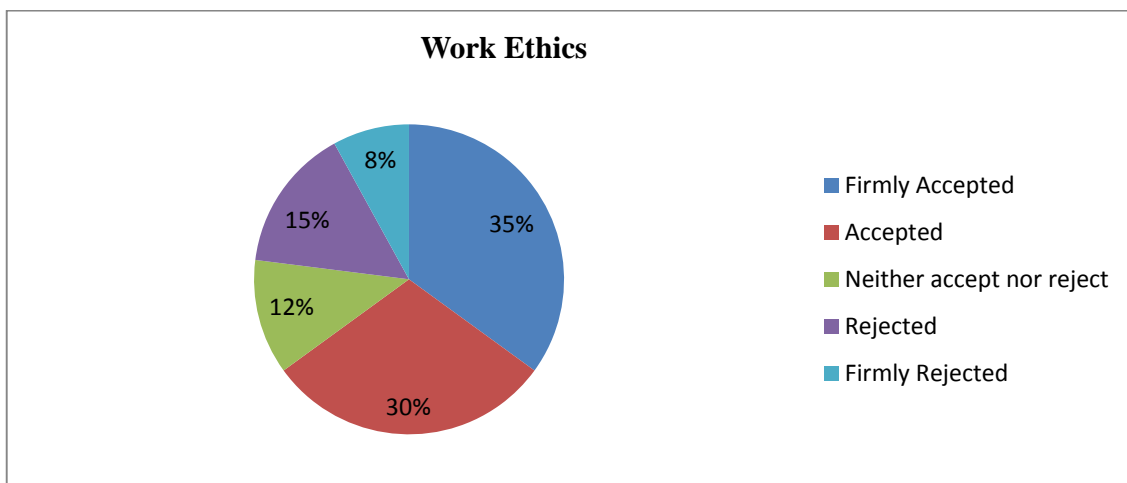
**Interpretation:** Chart interprets as company provide good infrastructure facilities to human resource which helps increasing the effectiveness of results, in turn increases the satisfaction level of people. The other workforce under utilize the facility which decreases the satisfaction level

**TABLE 4.12-** Table showing satisfaction towards Work Ethics

<b>Categories</b>	<b>Percentage</b>
Firmly Accepted	35%
Accepted	30%
Neither accepted nor rejected	12%
Rejected	15%
Firmly Rejected	8%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 35% of representatives firmly accepted related to work ethics, 30% accepted, 12% neither accepted nor rejected, 15% rejected and 8% of staff firmly rejected on similar choice.

**GRAPH 4.12**



**(SOURCE: Table 4.12)**

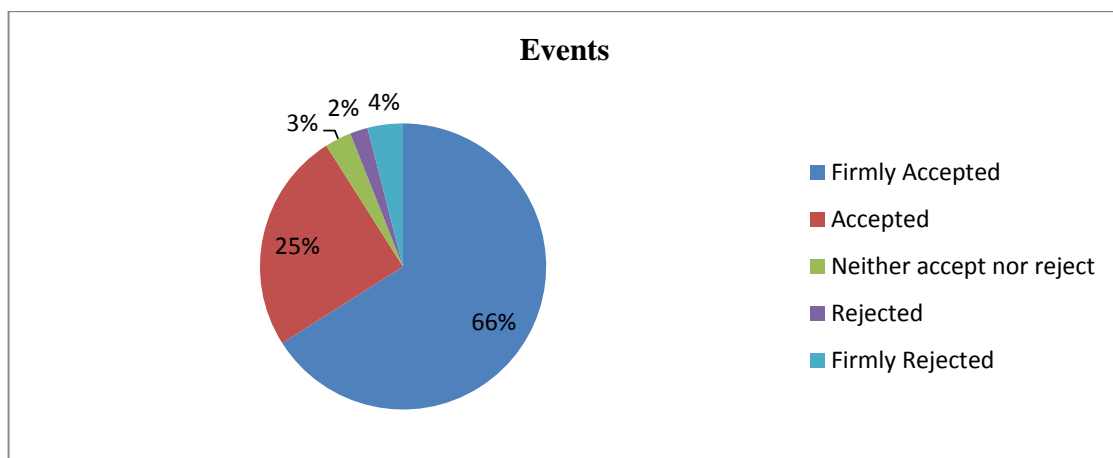
**Interpretation:** Graphical interprets, mass of workers follow work ethics which increases the productivity or performance leading to appreciation of work. This helps increase in overall growth and development of organization. Equally there are some employees who behave unethically for personal benefits.

**TABLE 4.13** – Table showing satisfaction towards Events and Festive

Categories	Percentage
Firmly Accepted	66%
Accepted	25%
Neither accepted nor rejected	3%
Rejected	2%
Firmly Rejected	4%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 66% of representatives firmly accepted related to events and festive, 25% accepted, 3% neither accepted nor rejected, 2% rejected and 4% of staff firmly rejected on similar choice.

**GRAPH 4.13**



**(SOURCE: Table 4.13)**

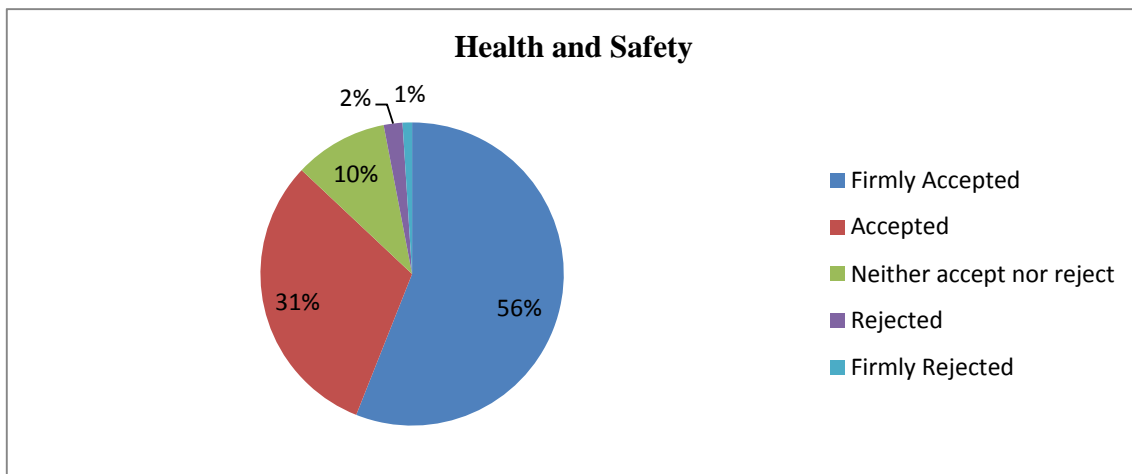
**Interpretation:** Chart interprets; mass of human resources is satisfied with events and festive conducted by the company creating sense of belongingness among workforce, expressing unity in diversity.

**TABLE 4.14-** Table showing regarding Health and Safety Measure

Categories	Percentage
Firmly Accepted	56%
Accepted	31%
Neither accepted nor rejected	10%
Rejected	2%
Firmly Rejected	1%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 56% of representatives firmly accepted regarding health safety measures, 31% accepted, 10% neither accepted nor rejected, 2% rejected and 1% of staff firmly rejected on similar choice.

**GRAPH 4.14**



**(SOURCE: Table 4.14)**

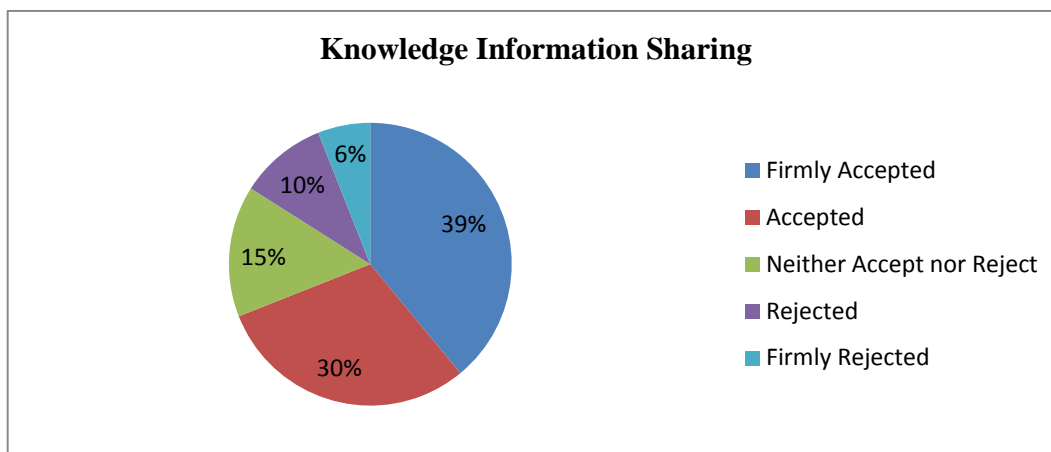
**Interpretation:** Graph interprets, there is good health and safety measures provided to workforce, eliminating fear of accidents, helps to increase results, increasing the confidence level of staff and giving 100% best for the task. The other employees do not follow measures are not satisfied with facilities.

**TABLE 4.15** – Table showing regarding opportunities to share knowledge and information

<b>Categories</b>	<b>Percentage</b>
Firmly Accepted	39%
Accepted	30%
Neither accepted nor rejected	15%
Rejected	10%
Firmly Rejected	6%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 39% of representatives firmly accepted regarding opportunities to share knowledge and information, 30% accepted, 15% neither accepted nor rejected, 10% rejected and 6% of staff firmly rejected on similar choice.

**GRAPH 4.15**



**(SOURCE: Table 4.15)**

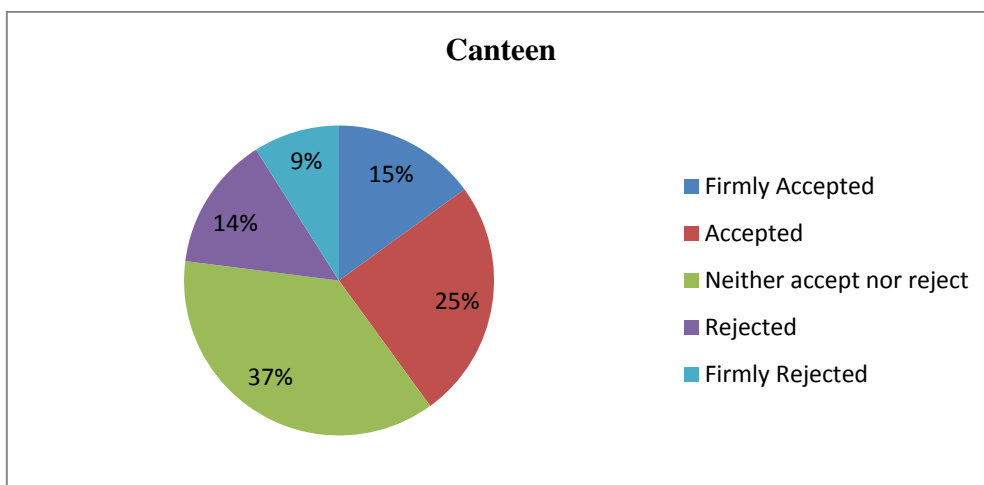
**Interpretation:** The above data interprets that employees are more satisfied with sharing of knowledge and information which increases the relationship and communication among members. This helps in generating new ideas which is used for decision making. The other employees are not participative which restricts them from sharing information.

**TABLE 4.16** – Table showing satisfaction towards Canteen facility

Categories	Percentage
Firmly Accepted	15%
Accepted	25%
Neither accepted nor rejected	37%
Rejected	14%
Firmly Rejected	9%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 15% of representatives firmly accepted regarding facility of canteen, 25% accepted, 37% neither accepted nor rejected, 14% rejected and 9% of staff firmly rejected on similar choice.

**GRAPH 4.16**



**(SOURCE: Table 4.16)**

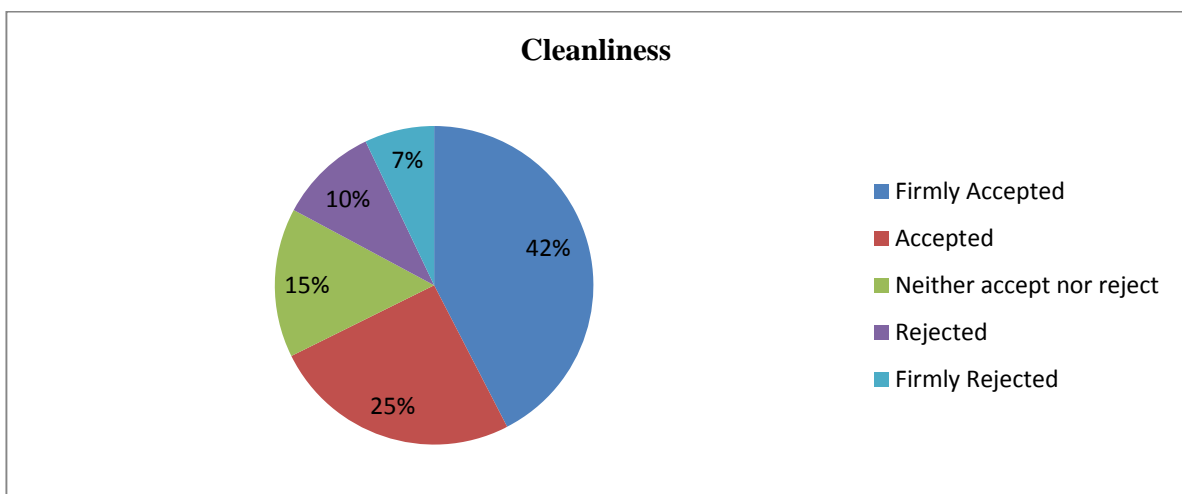
**Interpretation:** Graphical interpretation depicts major workforce are neither fulfilled nor displeased with canteen facilities, decreasing satisfaction level of workers in the organization. This also reduces the strength of employees towards their performance.

**TABLE 4.17** – Table showing satisfaction towards Cleanliness

Categories	Percentage
Firmly Accepted	43%
Accepted	25%
Neither accepted nor rejected	15%
Rejected	10%
Firmly Rejected	7%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 43% of representatives firmly accept there is cleanliness maintained, 25% accepted, 15% neither accepted nor rejected, 10% rejected and 7% of staff firmly rejected on similar choice.

**GRAPH 4.17**



**(SOURCE: Table 4.17)**

**Interpretation:** It interprets employees are pleased with Cleanliness, which improves employee's health factor, aiming for better health issue. The unhappy people can discuss with the committee for improving on the similar topic.

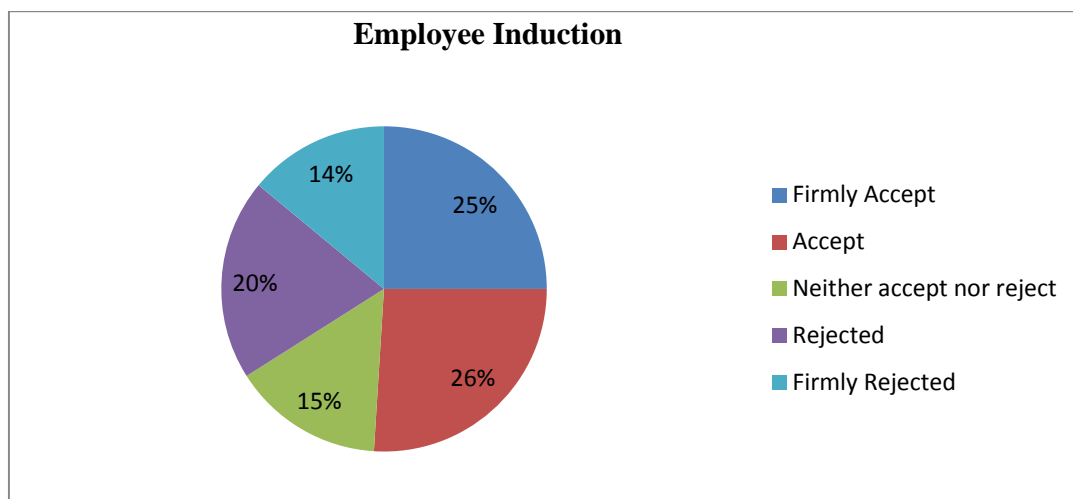
## JOB ASPECTS

**TABLE 4.18** – Table showing satisfaction towards Employee Induction Procedure

Categories	Percentage
Firmly Accepted	25%
Accepted	26%
Neither accept nor reject	15%
Rejected	20%
Firmly Rejected	14%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 25% of representatives firmly accept concerning employee initiation practice, 26% accepted, 15% neither accepted nor rejected, 20% rejected and 14% of staff firmly rejected on similar choice.

**GRAPH 4.18**



(SOURCE: Table 4.18)

**Interpretation:** It interprets, there must be improvement in employee induction program where staffs are familiar with the company information and it would creates confidence and motivates them to perform better.

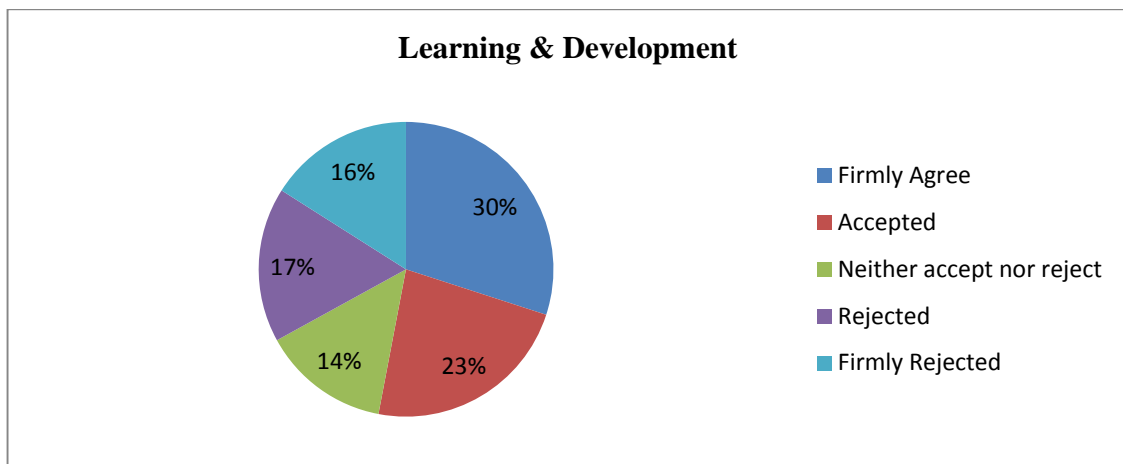


**TABLE 4.19** – Table regarding satisfaction towards Learning and Development

<b>Categories</b>	<b>Percentage</b>
Firmly Accepted	30%
Accepted	23%
Neither accept nor reject	14%
Rejected	17%
Firmly Rejected	16%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 30% of representatives firmly accept pertaining to learning development practice, 23% accepted, 14% neither accepted nor rejected, 17% rejected and 16% of staff firmly rejected on similar choice

**GRAPH 4.19**



**(SOURCE: Table 4.19)**

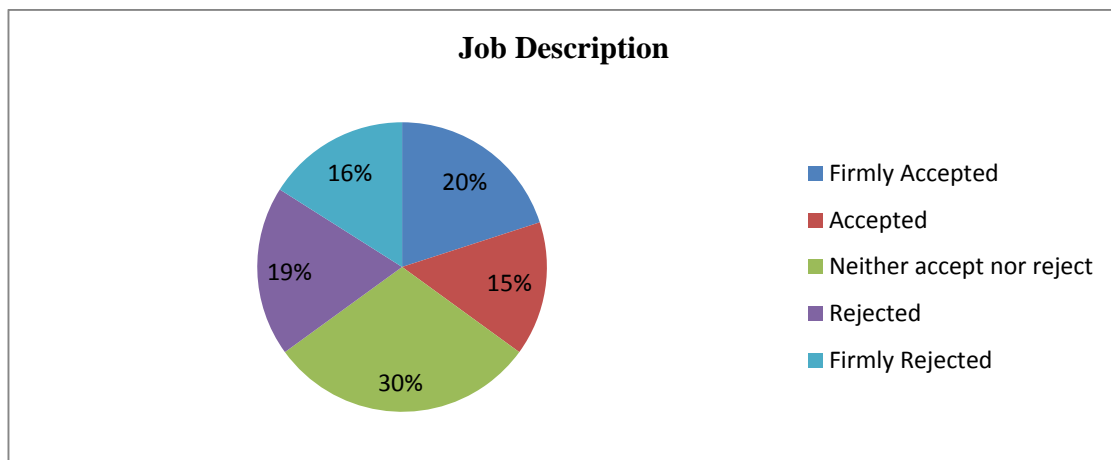
**Interpretation:** It infers workforce has good scope for learning and development at institute, where workforce are placed for process of continuous learning who is updated according to changes in the job roles, responsibilities for staying competitive.

**TABLE 4.20** – Table showing satisfaction towards Job description

Categories	Percentage
Firmly Accepted	20%
Accepted	15%
Neither accept nor reject	30%
Rejected	19%
Firmly Rejected	16%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 20% of representatives firmly accept pertaining to job explanation, 15% accepted, 30% neither accepted nor rejected, 19% rejected and 16% of staff firmly rejected on similar choice

**GRAPH 4.20**



**(SOURCE: Table 4.20)**

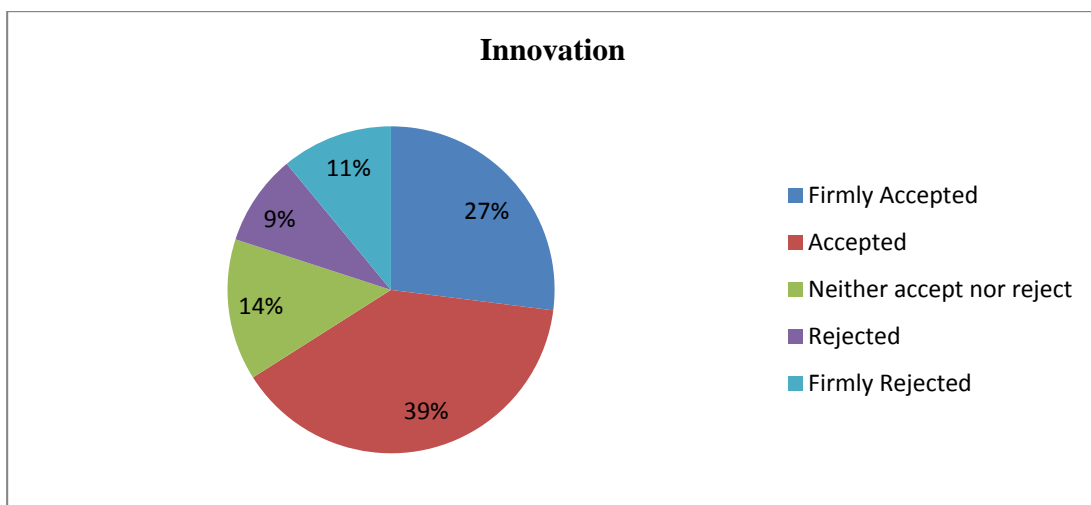
**Interpretation:** It interprets that greater part of staff are discontented with job description where duties, roles, responsibilities of human resources is not clear creating cutback of quality of work distressing the performance of individual.

**TABLE 4.21** – Table showing regarding Innovation at job

<b>Categories</b>	<b>Percentage</b>
Firmly Accepted	27%
Accepted	39%
Neither accept nor reject	14%
Rejected	9%
Firmly Rejected	11%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 27% of representatives firmly accept connecting to innovations, 39% accepted, 14% neither accepted nor rejected, 9% rejected and 11% of staff firmly rejected on similar choice

**GRAPH 4.21**



**(SOURCE: Table 4.21)**

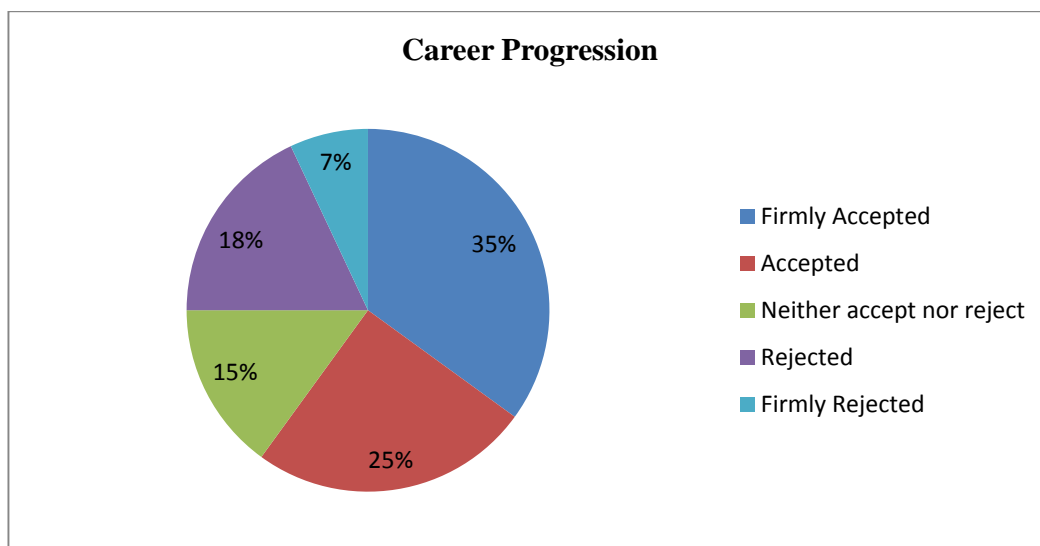
**Interpretation:** It understands company encourages advancement at job, spending much in research and development trying to bring new innovative techniques in order to capture the market by remaining cutthroat among other leading players.

**TABLE 4.22** – Table Showing regarding Career progression

<b>Categories</b>	<b>Percentage</b>
Firmly Accepted	35%
Accepted	25%
Neither accept nor reject	15%
Rejected	18%
Firmly Rejected	7%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 35% of representatives firmly accept for career progression, 25% accepted, 15% neither accepted nor rejected, 18% rejected and 7% of staff firmly rejected on similar choice

**GRAPH 4.22**



**(SOURCE: Table 4.22)**

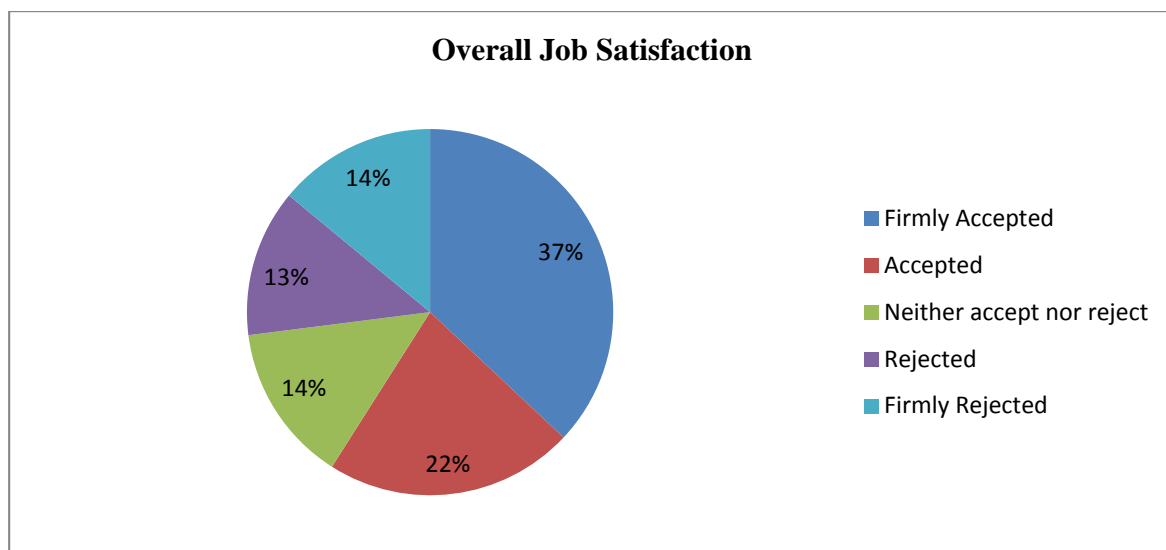
**Interpretation:** As graph interprets member of staff find positive career progression where, based on performance as well as experience workforce is treated fairly, without any discrimination where staff are moved to higher level based on their talent, knowledge, ability and skills.

**TABLE 4.23** – Table showing overall job satisfaction

Categories	Percentage
Firmly Accepted	37%
Accepted	22%
Neither accept nor reject	14%
Rejected	13%
Firmly Rejected	14%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 37% of representatives firmly accept for general employment fulfillment, 22% accepted, 14% neither accepted nor rejected, 13% rejected and 14% of staff firmly rejected on similar choice

**GRAPH 4.23**



**(SOURCE: Table 4.23)**

**Interpretation:** It translates as larger part of human resources are fulfilled with overall job aspects, provided with necessary facilities used for performing best, enhancing the nature of work making inviting workplace expanding representative's assurance.

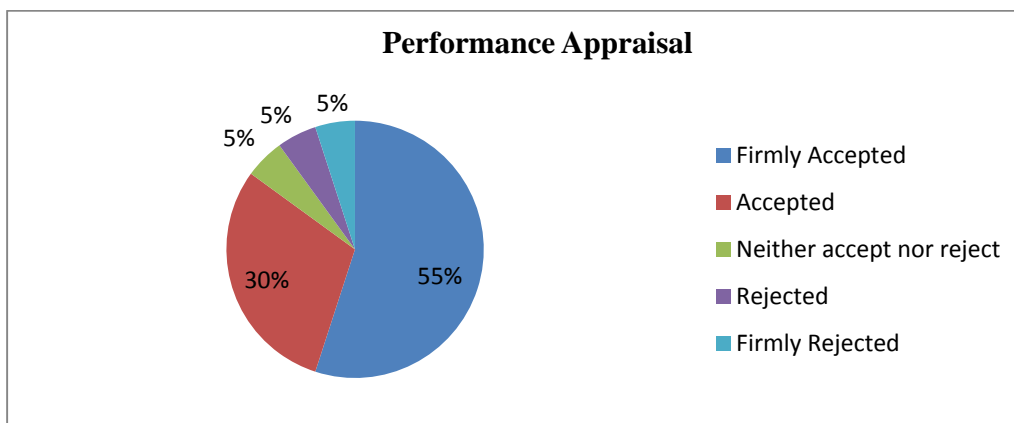
## PERFORMANCE

**TABLE 4.24** – Table showing satisfaction towards Performance Appraisal

Categories	Percentage
Firmly Accepted	55%
Accepted	30%
Neither accept nor reject	5%
Rejected	5%
Firmly Rejected	5%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 55% of representatives firmly accept for execution appraisal, 30% accepted, 5% neither accepted nor rejected, 5% rejected and 5% of staff firmly rejected on similar choice

**GRAPH 4.24**



(SOURCE: Table 4.24)

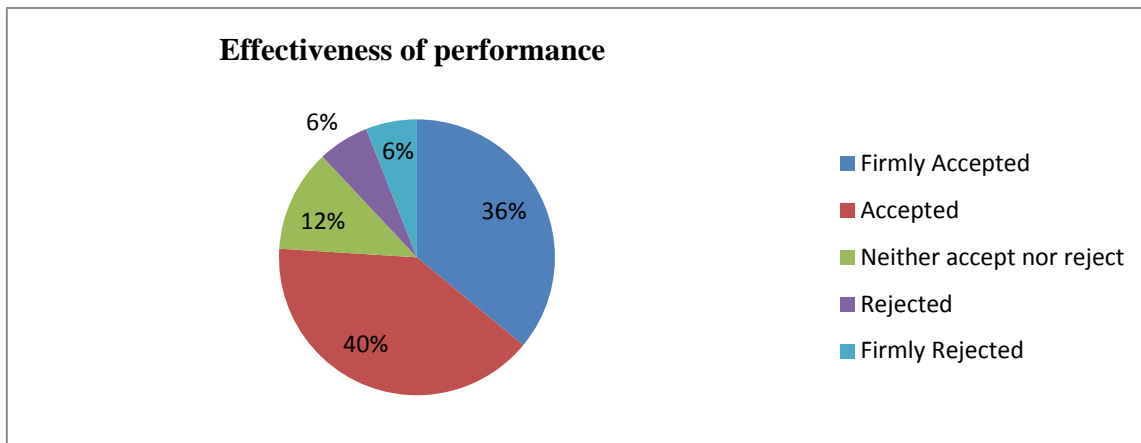
**Interpretation:** It can be translated as staff members is pleased with performance appraisal system followed where performance of each and every individual is documented and evaluated for assessing the effectiveness of performance, further helping to make decisions for appraisal.

**TABLE 4.25** – Table showing satisfaction towards opportunities to improve effectiveness of performance

Categories	Percentage
Firmly Accepted	36%
Accepted	40%
Neither accept nor reject	12%
Rejected	6%
Firmly Rejected	6%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 36% of representatives firmly accept that chances to enhance adequacy of execution, 40% accepted, 12% neither accepted nor rejected, 6% rejected and 6% of staff firmly rejected on similar choice

**GRAPH 4.25**



**(SOURCE: Table 4.25)**

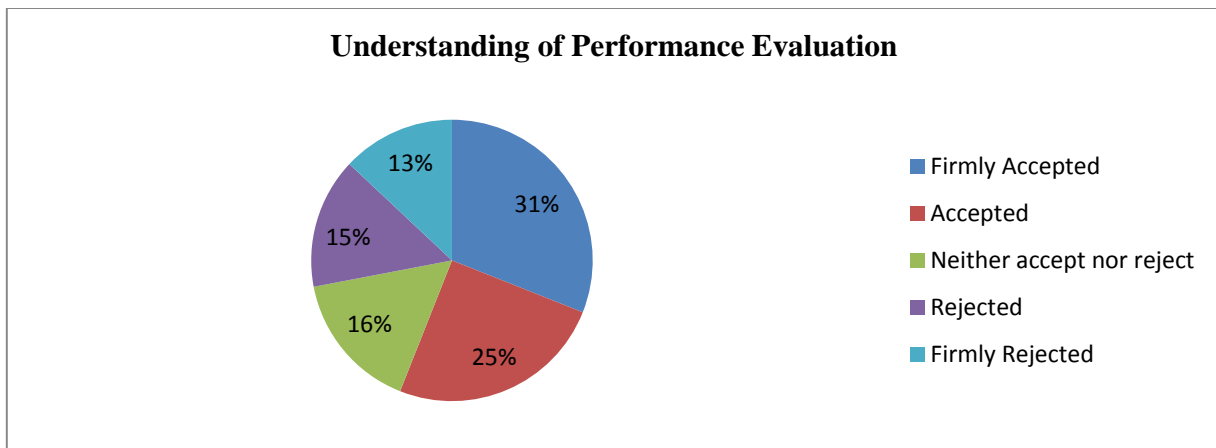
**Interpretation:** Interprets as workers are contented with effectiveness of performance impacting on performance of individual, further decision making for training and improvement is done.

**TABLE 4.26** – Table showing satisfaction towards understanding regarding performance evaluation

Categories	Percentage
Firmly Accepted	31%
Accepted	25%
Neither accept nor reject	16%
Rejected	15%
Firmly Rejected	13%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 31% of representatives firmly accepting with respect to execution assessment, 25% accepted, 16% neither accepted nor rejected, 15% rejected and 13% of staff firmly rejected on similar choice

**GRAPH 4.26**



**(SOURCE: Table 4.26)**

**Interpretation:** Analyzing human resources are aware about performance evaluation which motivates them to achieve the task and receive rewards where information regarding how the performance is been evaluated is provided.

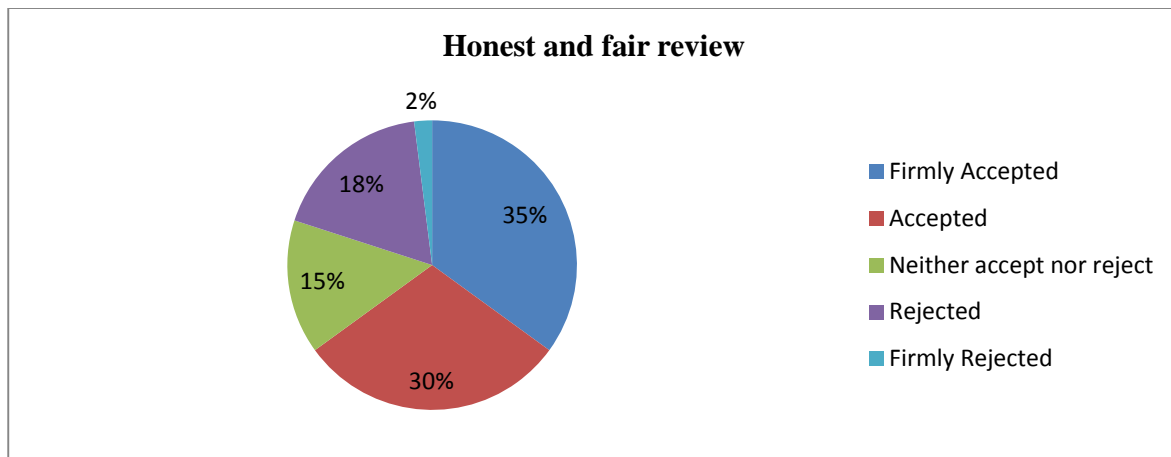


**TABLE 4.27** – Table showing satisfaction towards honest and fair performance review from superiors

Categories	Percentage
Firmly Accepted	35%
Accepted	30%
Neither accept nor reject	15%
Rejected	18%
Firmly Rejected	2%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 35% of representatives firmly accepting with respect to legitimate reasonable execution survey from bosses, 30% accepted, 15% neither accepted nor rejected, 18% rejected and 2% of staff firmly rejected on similar choice

**GRAPH 4.27**



**(SOURCE: Table 4.27)**

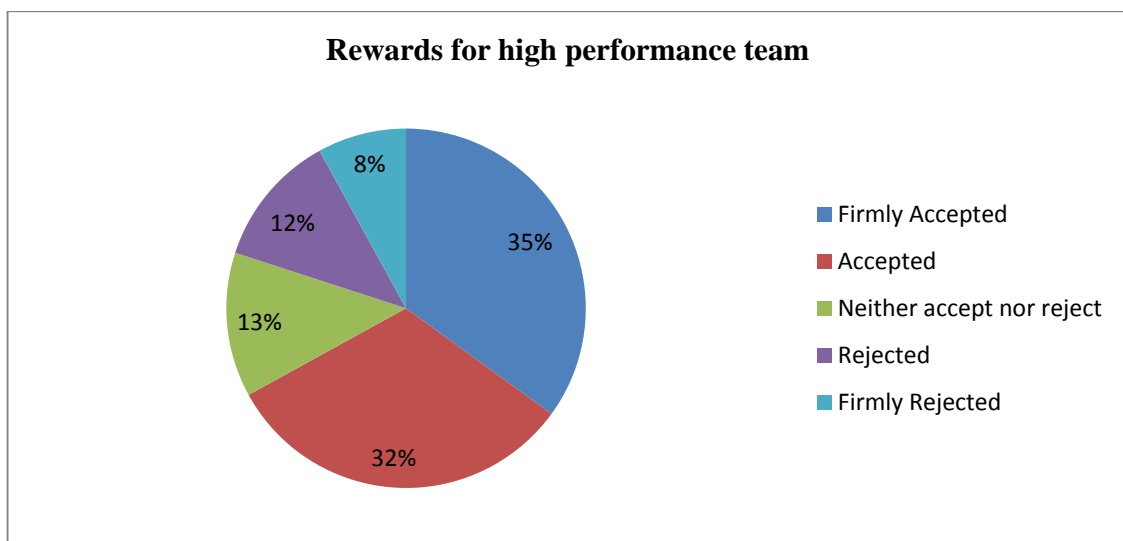
**Interpretation:** Graph interprets as people receive legitimate reasonable execution survey from bosses, motivating to perform better thus improve efficiency and effectiveness of performance creating positive image greater than ever morale of staff as well as loyalty.

**TABLE 4.28** – Table showing satisfaction regarding rewards for high performance team

<b>Categories</b>	<b>Percentage</b>
Firmly Accepted	35%
Accepted	32%
Neither accept nor reject	13%
Rejected	12%
Firmly Rejected	8%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 35% of representatives firmly accept with respect to prize for elite group, 32% accepted, 13% neither accepted nor rejected, 12% rejected and 8% of staff firmly rejected on similar choice

**GRAPH 4.28**



**(SOURCE: Table 4.28)**

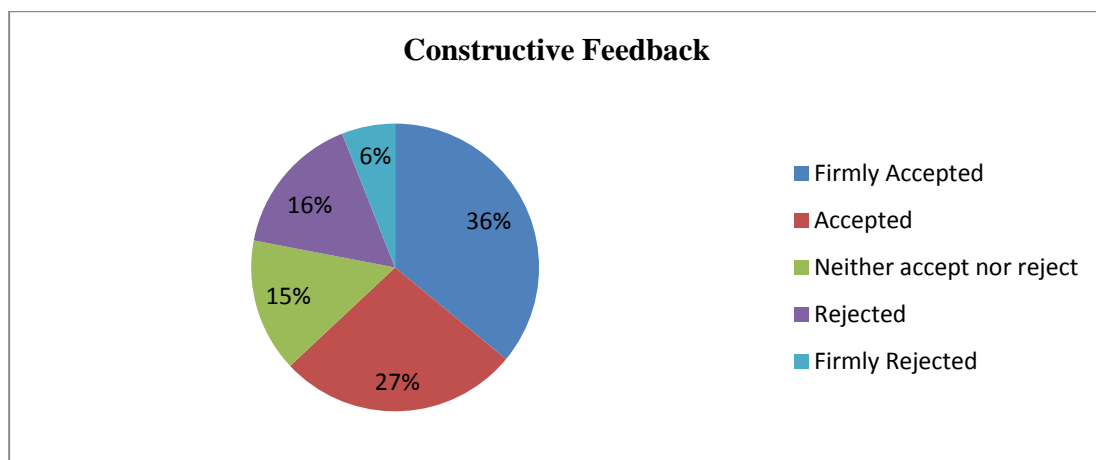
**Interpretation:** Analyzing as high performance team receive appreciation from the management which boosts the confidence and performance level of other people. Performance is excellent only i satisfied with the job further enhancing excellence in job.

**TABLE 4.29** – Table showing satisfaction regarding constructive feedback on performance

Categories	Percentage
Firmly Accepted	36%
Accepted	27%
Neither accept nor reject	15%
Rejected	16%
Firmly Rejected	6%
<b>TOTAL</b>	<b>100%</b>

**Analysis:** It has been analyzed that 36% of representatives firmly accept with valuable input on execution, 27% accepted, 15% neither accepted nor rejected, 16% rejected and 6% of staff firmly rejected on similar choice

**GRAPH 4.29**



**(SOURCE: Table 4.29)**

**Interpretation:** From the above diagram we can dissect that the representatives get productive criticism with respect to execution where there is extent of correspondence to administration if any data isn't considered for assessment and the measures for development is actualized by giving extra preparing and improvement

## Hypothesis:

		Reward System	Boss & Peer Relationships	Recognition of work	Support among team members	Events and Festivities	Career progression
N		100	100	100	100	100	100
Overall Job Satisfaction	Pearson Correlation	.189	.143	.11	.248*	.88	.145
	Sig. (2-tailed)	.009	.014	.011	.013	.003	.001
N		100	100	100	100	100	100

\*. Correlation is significant at the 0.05 level (2-tailed).

Output table depicts where, there is relation amongst the factors which are leading to satisfaction as shown. The variables are Reward system, Boos and Peer Relations, Recognition of work support from team members, evens and festivals and career progression.

**Reward System:** The above table interprets that significant level of reward system .009 is less than significant level 0.05. Therefore reward system is one of the parameter leading to overall job satisfaction level of employees.

**Boss & Peer Relationship:** The above table interprets that significant level of Boss & Peer Relationship .014 is less than significant level 0.05. Therefore Boss & Peer relationship is one of the parameter leading to overall job satisfaction level of employees.

**Recognition of work:** The above table interprets that significant level of Recognition of work .011 is less than significant level 0.05. Therefore Recognition of work is one of the parameter leading to overall job satisfaction level of employees.

**Support among team members:** The above table interprets that significant level of Support among team members .013 is less than significant level 0.05. Therefore Support among team members is one of the parameter leading to overall job satisfaction level of employees.

**Events and Festive:** The above table interprets that significant level of Events and Festive. 003 is less than significant level 0.05. Therefore Events and Festive is one of the parameter leading to overall job satisfaction level of employees.

**Career Progression:** The above table interprets that significant level of Career Progression .001 is less than significant level 0.05. Therefore Career Progression is one of the parameter prompting general occupation fulfillment level of representatives.

**Conclusion:** The above factors are leading to taken as a whole for occupation fulfillment

# **CHAPTER 5 – SUMMARY OF FINDINGS, CONCLUSION AND SUGGESTION**

## **5.1 FINDINGS**

### **VARIOUS PARAMETERS OF JOB SATISFACTION**

#### **MANAGEMENT**

- Majority of the respondents firmly accepted that worker contentment is based on authoritative decisions although few rejected on the same statement.
- Greater part of the respondents firmly accepted that member of staff fulfillment is based on suggestion giving and innovation, however some rejected on the same declaration.
- Majority of the respondents firmly accepted that workforce happiness is based on level of trust among employees, only some discarded on the same choice.
- Greater part of the employees firmly accepted that adequate resources are provided
- Most of the respondents firmly accepted that staff fulfillment is based on alignment of goals for achieving the objectives, whereas 7% rejected on the same decision.
- Majority of the respondents firmly accepted that worker contentment is based on reward system, although some rejected on the same result.

#### **SUPERVISION AND LEADERSHIP**

- Larger part of the employees firmly accepted that there is good satisfaction towards Boss and Peer relationship, while small part of respondents rejected on the same statement.
- Majority of the respondents firmly accepted that workforce fulfillment is based on recognition of work, although few denied on the same.
- Most part of the respondents firmly accepted that staff contentment is based on support among team members, whereas 5% rejected on the same decision.
- Larger part of the employees firmly accepted that there is good flow of communication in the organization, some rejected on the same choice.

## **WORK ENVIRONMENT**

- Majority of the respondents firmly accepted that staff fulfillment is based on good infrastructure capacity, whereas few rejected on the same.
- Major part of the respondents firmly accepted that member of staff happiness is based on work ethics, although some rejected on the same declaration.
- Greater part of the employees firmly accepted that there is good contentment towards Events and Festive, although few rejected on same statement.
- Majority of the respondents firmly accepted that workforce fulfillment is based on health and safety measure, but some rejected on the same choice.
- Most of the respondents firmly accepted that worker satisfaction is based on opportunity to share knowledge and information, whereas 10% rejected on the same decision.
- Greater part of the employees firmly accepted that there is cleanliness in the organization, but some denied on the same statement.
- Most of the employees neither accepted nor rejected that member of staff happiness is based on canteen facility.

## **JOB ASPECTS**

- Majority of the respondents firmly accepted that employee satisfaction is based on Employee Induction Procedure, although few rejected on the same statement.
- Greater part of the respondents firmly accepted that employee satisfaction is based on learning and development, whereas 17% rejected on the same declaration.
- Major part of employees firmly accepted that innovation in job aspects are encouraged, whereas 9% rejected on the same decision.
- Most of the respondents firmly accepted that employee satisfaction is based on career progression in the organization, whereas 18% rejected on the same decision.
- Majority of the respondents firmly accepted that employee satisfaction is based on overall job satisfaction. But only 18% rejected on the same statement.
- Most of the employees neither accept nor reject that employee satisfaction is based on job roles and responsibilities

## **PERFORMANCE**

- Majority of the respondents firmly accepted that employee satisfaction is based on with Performance appraisal used by company. But only 5% rejected on the same statement.
- Majority of the respondents firmly accepted that employee satisfaction is based on Performance appraisal used by company. But only 6% rejected on the same statement.
- Majority of the respondents firmly accepted that employee satisfaction is based on understanding regarding performance evaluation done. But only 15% rejected on the same statement.
- Majority of the respondents firmly accepted that employee satisfaction is based on honest and fair performance review from superiors. But only 18% rejected on the same statement.
- Majority of the respondents firmly accepted that employee satisfaction is based regarding rewards for high performance team. But only 12% rejected on the same statement.
- Majority of the respondents firmly accepted that employee satisfaction is based constructive feedback on performance. But only 16% rejected on the same statement.

## **5.2 CONCLUSION**

Besides several other factors the economic development of the country depends upon effective functioning of employees. Due to more rapid trending globe, rivalry turns out to be additional serious for the reason that of globalization human capability will figure out which associations will be rewarding later on, for achieving same organization has to consider necessary steps for the satisfaction of employees in their respective jobs which in turn impact the performance of employees and are enjoying their work; they are satisfied with the resources provided to them, they are also happy with the trust shown by the manager towards their team. Canteen facilities have to improved, which increases the satisfaction level of employees. Much emphasize must be laid on job description which specifies clearly the duties, responsibilities and roles of employees. Management must focus on aligning goals for better performance. Employees are satisfied with the facilities provided to them and are free to express their views to the management. Information and sharing of knowledge has to be enhanced for success of the organization.



Management has good design team for generating new innovative design and shares very good relations with their worker. Chief are primed in clearing difficulty as well as developing presentation. Employees are highly satisfied with performance evaluation system followed by the company and found to be fair without any discrimination. Constructive feedback is given on performance and training for the same is provided where employees are satisfied to improve the quality of work of employees and feel that company policy protect employee's interest and employees have clear idea of mission, vision and values of Arvind Limited. Employees are highly satisfied regarding rewards for high performance team which motivates them to give the best in future and are satisfied with management decisions. Employees are satisfied with work environment with consist of infrastructure, work ethics, health and safety measure. Employees are satisfied with job aspects such as learning and development, career progression. Management has to take measures for improving Employee induction procedure which creates positive image. Overall job satisfaction of employees is highly rated.

On the whole, human resources of Arvind Limited are experiencing in immense occupation contentment consequently performing with high excellence and diligence to win corporate objectives.

### **5.3 SUGGESTIONS/ RECOMMENDATIONS**

Suggestions for improving employee job satisfactions as specified by employees at Arvind Limited are as follows:

- The company should make space for creativity by asking suggestions from all department employees.
- The company should involve and engage workforce by proper flow of communication.
- The company should enforce timely development of skills
- The company should get better competitive benefits.
- The company should promote workforce for enhanced contentment
- The company should craft positive working environment.
- The company should assist staff to bond with one another.
- The company should develop new-fangled recreational activities to reduce fatigue.
- The company should construct worker sociable Cafeteria (Canteen facilities).
- The company should enhance competitive benefits provided to workforce of the organization.
- The company should clearly provided understanding to employees in terms of job role and responsibilities.
- The company should improve in research and development process for being more competitive in the future.
- The company should concentrate on enhancing employment job satisfaction aspects in the future.
- The company should encourage new employees for participating in decision making process.
- The company should also call experts for any major decisions taken by the management regarding enhancement of job satisfaction of employees.
- The company must also provide opportunities for employees for giving suggestion for improving the job satisfaction level which in turn reduces the turnover.

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Company Documents

Company magazines

**WEBSITES:**

[www.arvind.com](http://www.arvind.com)

**Questionnaire regarding employee job satisfaction at Arvind Limited (CORPORATE)**

**Rate your opinions on the scale of 1-10 for the below questions:**

1. How many years have you been with the company?

\_\_\_\_\_

2. What makes you feel motivated to work in this organization?

\_\_\_\_\_

<b>MANAGEMENT</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
Satisfaction regarding Administrative decisions										
Suggestions and innovations are encouraged										
Level of trust										
Adequate resources										
Alignment of goals										
Reward System										
<b>SUPERVISION &amp; LEADERSHIP</b>										
Boss & Peer Relationships										
Recognition of work										
Support among team members										
Flow of communication										
<b>WORK ENVIRONMENT</b>										
Infrastructure										
Work ethics										
Events and Festivities										
Awareness about health and safety measures										
Opportunities to share knowledge and information										
Canteen facility										
Cleanliness										
<b>JOB ASPECTS</b>										
Employee Induction procedure										
Learning & Development										
Job description										
Innovation at job										
Career progression										
Overall Job Satisfaction										
<b>PERFORMANCE</b>										
Performance Appraisal										

Opportunity to improve effectiveness of performance										
Understanding regarding performance evaluation										
Honest and fair performance review from superiors										
Satisfaction regarding rewards for high performance team										
Satisfaction regarding constructive feedback on performance										

3. Do you have clear idea of mission, vision and values of Arvind Limited?

- a. Yes
- b. No

4. Does company policy protect employee's interest?

- a. Yes
- b. No

5. Suggestions for improving employee job satisfaction (Please specify)

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**Department :**



ACHARYA INSTITUTE OF TECHNOLOGY  
DEPARTMENT OF MBA  
WEEKLY PROGRESS REPORT(16MBAPR407)

Name of the Student: Madhurya S V

Internal Guide: Prof. Mahak Balani

USN No: 1AZ16MBA33

Specialization: Marketing & HR

Title of the Project: Employee Job Satisfaction

Company Name: Arvind Limited

Week	Work undertaken	External Guide Signature	Internal Guide Signature
15-01-18 to 20-01-18	Introduction about Arvind Limited and its operation		
22-01-18 to 27-01-18	Learning about different operations and products by Arvind Limited		
29-01-18 to 03-02-18	Orientation and gathering information about the growth of the company		
05-02-18 to 10-02-18	Orientation with functional department of the organisation and detailed study of Department		
12-02-18 to 17-02-18	Research problem identification		

19-02-18 to 24-02-18	Preparation of the research instrument for data collection	P. S. D.	DMB
26-02-18 to 03-03-18	Theoretical background of the study	P. S. D.	DMB
05-03-18 to 10-03-18	Data collection and data analysis	P. S. D.	DMB
12-03-18 to 17-03-18	Interpretation of the data gathered during the survey	P. S. D.	DMB
19-03-18 to 24-03-18	Final report preparation and submission	P. S. D.	DMB



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