



27th March 2018

TO WHOMSOEVER IT MAY CONCERN:

This is to certify that Ms. **GOUTHAMI H.R (11A16MBA17)** MBA II year student of Acharya Institute of Technology, Bangalore has successfully carried out her project work on **“A STUDY ON JOB SATISFACTION AT FAST TRACK HR SERVICES PVT. LTD”** from our organization, Human Resource Department from 15th January 2018 to 24th March 2018.

During her tenure she was found very regular, attentive and hard working. Her character and conduct were satisfactory.

We wish her the very best in her future endeavours.

For FAST TRACK HR SERVICES PVT. LTD
For **FASTRACK HR SERVICES PVT LTD**


RAJESH NAYAK
HR MANAGER

HR - Manager.



ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 15/05/2018

CERTIFICATE

This is to certify that **Ms. Gouthami H R** bearing USN **11A16MBA17** 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 Job Satisfaction at Fast Track HR Services Pvt. Ltd.,**” **Bangalore** is prepared by her under the guidance of **Prof. Keerthi H K**, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belgaum, Karnataka.

Signature of Internal Guide

Signature of HOD

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

Signature of Principal

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

DECLARATION


I **GOUTHAMI H.R.**, hereby declare that the internship report entitled "A study on job satisfaction at fast track HR SERVICES " prepared by me the guidance of **Prof. KEERTHI .H.K** Faculty of MBA Department, Acharya institute of Technology and External guidance by **RAJESH NAYAK**

I also declared that this internship work is the partial fulfilment of the university regulation for the award of degree of master of business Administration by Visvesvaraya Technological university, Belgaum.

I have undergone a summer project internship for a period of twelve weeks. I further declare that this project is based on the original study undertaken by me and has been submitted for the award of any degree Diploma from any other university/ institution.

PLACE: - BANGALORE

DATE: - 28/5/2018


SIGNATURE

GOUTHAMI HR

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**RAJESH NAYAK**, Service Head in, Fast track HR service Pvt ltd., and my internal research Guide, Prof. **KEERTHI. H.K**, 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 heartfelt 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.

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EXECUTIVE SUMMARY

The study was done at Bangalore “A Study on Job satisfaction at Fast Track HR SERVICES” for 10 weeks. The study was made through the interaction with different levels of officer and employees. Study was mainly focused on cost control and cost reduction management and its effectiveness and efficiency at Seiren India Private Limited.

FastTrack Consultancy and service is one of the major consultancy service sector recruiting the employees to all the branch of FastTrack

Job satisfaction is part of life satisfaction. The nature of the work environment at work does affect the feeling of work. Again, because work is an important part of life. The result of job satisfaction affecting a person’s overall life satisfaction is that satisfaction is generated by a series of complex situations with the same motivation or better motivation.

A major force in providing human resources solutions worldwide. This is a combination of leading and experienced HR professionals, engineers and masters. The company starts with the foundation of human resource management to provide customers with unique ways to meet their needs. We recruit cross-owners for multinational companies and leading commercial organizations.

Fast track Hr Services Private Limited is a private limited company incorporated on April 6, 2009. It is classified as a non-governmental company and is registered with the company registry in Ahmadabad. Its statutory capital is Rs. 100,000 and its paid-in capital are Rs. Involving legal, accounting, bookkeeping and auditing activities; tax consulting; market research and opinion polling; business and management consultancy.

It includes industrial profile, company profile, and vision, mission and quality policy. Products / services profile area of operation, infrastructure facilities, competitor’s information, SWOT analysis, future growth and prospects and financial statement.

It includes theoretical background of the study, literature review.

The researchers personally contacted the interviewees and prepared the questions in order. The questionnaire is based on research objectives. Direct contracts are used for surveys, ie employees are contacted directly to collect data.

It uses a simple random sample of probability sampling.

Sample size

- The sample of research constitutes 100 respondents in the research field.

- Sampling area

The study was conducted by employees of Fast Track HR Services Pvt ltd

It includes industrial statement of the problem, need for the study, objectives, scope of the study, research methodology, hypotheses, limitations.

It includes analysis and interpretation of collected data using graphs, tables.

It includes findings, suggestions and conclusions.

On conducting a correlation analysis between the satisfaction towards physical work environment and cooperation between workers the result was + 0.66. This implies that the better the physical work environment at FastTrack, the better would be the level of cooperation between workers.

Bibliography

Annexure

CHAPTER 1

1.1 INTRODUCTION

Job satisfaction is the benefit or disadvantage of employees looking at the job. It expresses the number of agreements between people's expectations. It involves the psychological contract and motivation of equity theory.

Job satisfaction is part of life satisfaction. The nature of the work environment at work does affect the feeling of work. Again, because work is an important part of life. The result of job satisfaction affecting a person's overall life satisfaction is that satisfaction is generated by a series of complex situations with the same motivation or better motivation.

Job satisfaction is dynamic. Managers can't build high job satisfaction at once and forget about it within a few years. Its speed is usually faster, so it must be maintained once a month, again and again, year after year.

Create job satisfaction

So how is job satisfaction created? What are the work elements that create job satisfaction? organizations can help create job satisfaction by establishing systems that will ensure that staff are challenged and then rewarded for success. organizations that desire to create a work environment that increases job satisfaction need to include the following:-

- Flexible working arrangements may include telework
- Training and other professional growth opportunities
- Fun work provides diversity and challenges, and allows staff to “sign” on the finished product
- Take advantage of ya talent and creativity
- Have the opportunity to take responsibility and guide ya work
- Stable, safe working environment including work safety/continuity

- Environment in which the staff is supported by the supervisor who can provide timely feedback and the appropriate team members

Competitive salary and promotion opportunities

In study conducted by Sinha and Nair (1965), it was showed that workers with services of three years and less and those with service over six year were more satisfied than the workers with service of fa to six year

1.2 INDUSTRY PROFILE

The industry profile is an in-depth document that provides an in-depth understanding of the industry. Where does it come from and where does it look? A typical report looks at industry leaders, official data that affects industry strengths and industry.

A major force in providing human resaces solutions worldwide. This is a combination of leading and experienced HR professionals, engineers and masters. The company starts with the foundation of human resace management to provide customers with unique ways to meet their needs. We recruit cross-owners for multinational companies and leading commercial organizations. Over the past few years, we have been able to shape the careers of many professionals. A strong beliefs and values have determined a position and determined the way we work.

Management consulting began to grow soon after the emergence of the Department as a unique area of large business in the late nineteenth century, along with the Industrial Revolution. The first companies started by university teachers. Arthur D. Little, the initial management consulting firm, was named after MIT's founder in late 1890. Initially, this company had some expertise in specialized research, but later became a public management consultant. . Booz Allen Hamilton was founded as an administrative consultant by Edwin J. Booz, a graduate of the Kellogg School of Management at Northwestern University, in 1914, was the first to serve in both industry and government. This company later changed its name to Booz & Co.

The main organization for management consulting that has not been addressed is McKinsey and Company. McKinsey was founded in Chicago in 1926 by James or Mackenzie (aka Mac for a large number of people), an accounting professor at the University of Chicago. Marvin Bauer, who was recruited in the late 1930s as a partner, managed the organization for a long time and around the company to what it is today. He was confident that administrative consultation should stick to high-level models that were indistinguishable from legal advisers and specialists. In this way, McKinsey, under Brower, is attributed to the bulk of the training in the leading management consulting firm in the advanced sense.

McKinsey is also credited with being the main company that transforms it into a training for MBA students who have recently graduated from the best schools to form their own companies (instead of hiring experienced staff). Andrew T. Kearney was McKinsey's first partner and authorized the signing to create A.T. Kearney in 1937.

In the 1960s, many new management consulting firms, notably Roland Berger and Boston Consulting Group (BCG), were formed. These organizations have taken a comprehensive approach to dealing with the investigation of management and procedure. In the 1970s, companies, for example, BCG, Roland Berger, Boaz Allen Hamilton, McKinsey, Bain and Co (1973) and the Harvard Business School, led a large number of logical tools and methodologies that characterize the new key management field. The production of these ideas has established the foundations of some consulting firms.

Bain and Company specifically focused early on the idea of investor wealth, which distinguishes it from different companies and has become the most widely used model in the current business. Payne puts ya money wherever ya mouth is, creating and expanding ya private equity business in the light of these standards. His own private arm was unmanageably effective and was seen as a pioneer in space.

At the end of the 1990s, consulting business flaired, driven by an extensive component exhibition (solid global economy, increased computing power, access to developing markets, privatization, globalization, and new IT advisory practice). Many of the built-in companies were developing revenues at an annual rate of 20% or more, and new companies were flying

everywhere. Therefore, there has been great interest for undergraduate students and MBA students, and companies have been picking incredibly strongly for reasons.

After this period of explosion, development slowed for a long time in the middle of 2000. Burst bubbles from the site. There has been a difficult fall, and many corporate clients have begun to get unprecedented consulting spending plans for decades because of the weakness created by the recapitalized economy of 2001 and 2002. So many small / small businesses have had to limit or reverse the entire market, Major companies sharply reduced recruitment efforts.

1.3 COMPANY PROFILE

Fast track Hr Services Private Limited is a private limited company incorporated on April 6, 2009. It is classified as a non-governmental company and is registered with the company registry in Ahmadabad. Its statutory capital is Rs. 100,000 and its paid-in capital are Rs. Involving legal, accounting, bookkeeping and auditing activities; tax consulting; market research and opinion polling; business and management consultancy.

The Annual General Meeting of Fasttrack Hr Services Private Limited (AGM) was last held on September 30, 2016. According to the records of the Corporate Affairs Department (MCA), its balance sheet was finally submitted on March 31, 2016.

Founded in early 1998, FAST TRACK CAREER CONSULTANT opened a soft skills training organization in Bhubaneshwar, the capital of India's coastal country Odisha. It has now grown to become one of the most recognized and trusted placement and outsourcing organizations in the company. China has a good track record (more than 14,000 candidates have been placed). In Ranchi, India, Patna/Bacchus has a branch office to meet customer needs and to promote its resettlement activities throughout the country.

In fact, FAST TRACK has been working in various industries (manufacturing, core industries, FMCG, FMCD, telecommunications, insurance, hotels and hotels, banking and

finance, etc.) and has successfully handled the manpower needs of various industries in the Jr&Sr position. .

FAST TRACK, led by P. K Pramanik, Odisha's renowned professional advisor, has ambitious plans to expand its business activities to other locations.

Name of the company	FASTTRAK HR SERVICES PVT LTD BENGALURU
Address and location	Ganganagar
Year of establishment	1998
NATURE OF BUSINESS	HR CONSULTANCY
NATURE OF ORGANISATION	PRIVATE OWNERSHIP
WEBSITE	Www.fasttrackhrservices.com
CONTACT US	Contact@fasttrackhrservices.com

Key Clients

- Madura Garments
- Mahindra & Mahindra
- Eureka Forbes
- Amrit Banaspati
- Tata Communications
- With 3 years of experience in operations in service industry

Business managers & Regional Managers taking care of their respective locations with the support staff of 8-10 recruiters at each location. ASM, SM, RSM Guiding principales

- Integrity in dealing with all stake holders
- Profit through value addition and results
- People always come first
- Sky is the limit

Key Positions Handled

- *HR's* Handled by Automobile, Telecom, BFSI, Media IT, Engg. & FMCG Vertical
- Workshop Managers, Service Technicians & sales team (All levels)
- General Manager (S & D), Head DST etc.
- Sr. Manager (HNI customer handling)
- Analyst, Programmer etc
- Tech. Lead, Design *FASTTRACK* Engineer, Programmer,

Core Team

- Avantika Singh - HR Head
- MBA – HR
- More than 4 years of experience in generalist HR Role
- AnshumanBaghel- Talent Acquisition Head
- MBA – HR
- With 6 years of experience in recruitment and manpower planning
- NidhiRajani – Operations Head – India
- MBA – Operations and Marketing

1.3(a) VISION

- The company would be recognized as the Market leader in all its offerings.
- Company success shall established
- Absolute professionalism
- The quality of a service
- The skills and motivation of a employees.

1.3(b) MISSION

Its mission as a major group of human resources is to develop and supply departments with creative human resources to help take into account the main objective of the client. Its departments and central skills include staff and staff recruitment, representative relationships, hierarchical improvement and staffing, opportunity management, compensation and benefits, finance, human resources data management and management coherence.

Their Vision is to be at the apex, as a complete recruitment and consulting service provider company, creating sustainable solutions essential to a better, dynamic and growth oriented career for people everywhere.

1.3(c) QUALITY POLICY

- Values reflect essential principles, which guide management behavior, action and style in the organization.
- Fast track HR services Make this policy meaningful by
- Carefully select employees and employees to ensure that their educational experiences and attitudes are in line with a commitment to quality.
- Provide a learning environment that actively increases and supports employee growth and development.
- Improve some global capabilities by sharing an experience, knowledge and resources between consulting practice and the office.
- Strengthen a global business to meet international standards.
- Explore new technologies and methods and adopt these technologies and methods where relevant.
- Establish synergies with appropriate strategic partners.
- Non-customers seeking and acting on the project.

PRODUCT OR SERVICES PROFILE

- Like IT, ITES, BPO, Retail, Automobile, Telecom, Banking, Financial Services, Insurance, Media etc
- Sales and Product Training
- High end information Technology Recruitment
- The services provided by the fast track HR solution pvt ltd are

MANAGEMENT CONSULTING

A management consulting services ensure that you focus on ya core business, become stronger, more competitive and capable of managing and growing the existing business and start working on global business expansion.

BUSINESS GROWTH STRATEGY

- Organisation design and structuring
- Market research and product launch in
- Branding, sales and marketing strategy
- Pricing and profit optimization strategy

LEAN MANUFACTURING

Organisations with world class manufacturing and operational excellence will only able to survive and grow in future.

A Lean Manufacturing consulting services spans

- Lean manufacturing business basics
- Value stream mapping
- Quality management system
- Shop floor and process improvements

3. Human resources consulting

Human resource provides a client with a wide range of consulting services to help them establish human resources systems and processes to acquire, share and develop their human capital. We provide a variety of consulting services, including organizing manpower planning and structure design, vision and task building capabilities to analyse roles and role holders.

1.3.5 AREA OF OPERATION

Operations have undertaken turnkey recruitment tasks to address the large number of junior/middle and senior management customers

- Tools used:
- Grand Walk-in
- Campus drive
- Value Search: for BFSI ,ITES ,IT Client, Energy Vertical

1.3.6COMPETITORS

- SutraHR
- ABC Consultants
- Adecco India
- AON Hewitt
- mcareerNets
- GLOBAL INNOV
- IKYA Human capital
- Kelly sevices India
- Manpower Group India

1.3.7INFRASTRUCTURE FACILITIES

- Car parking
- Drinking water facilities

- Garden
- Canteen
- Furnished cabins
- Play ground

1.3.8 SWOT ANALYSIS



STRENGTH

Strength act as an extension of our client's office. We are focused and Knowledgeable partners providing decisive and dedicated support to our customers

- vast network of industry specific candidates
- guaranteed hire of candidates
- good relationship with people
- clients to achieve high business growth by consistently adding/delivering value.

WEAKNESS

- Review resumes and pre-screen candidates
- Business will not need an internal recruiting team.

OPPORTUNITIES

- Have the ability to expand and constrict ya labor force easily by using contract employees.
- Management will have more time to focus on business resulting in satisfied customers and a faster growth.
- business will have access to candidates that internal recruiter would not have access too
- Improvement to productivity from current employees.

THREATS

- Threats relay on external sorces to provide ya candidate funnel.
- Arrival of New consultancy companies

1.3.9 FUTURE GROWTH AND PROSPECT

This study is conceptual in nature only based on secondary data available from website from websites and scholarly articles considering the upcoming possibilities of increase in business and hence increased recruitment a more detailed study needs to take place in future with solid primary database plan india because so far proper focus has not been given on recruitment issue companies either have their own department for recruiting or they outsource the process hence fragmented information is available from the corporate Also with increasing use of online recruitment portals its effect should also be increased but only there are increasing number of complaints that online recruitment sites no longer replay candidates resulting in frustration these issues could be addressed by future researchers in their focused primary study

CHAPTER 2

2.1 conceptual background literature review

THEORETICAL BACKGROUND

Corrosion in the client-client interface There is a basic tone in distributions, their work and their interaction with customers. 2. The diversity of the diversity of specialists and clients in the past, between advisory functions and beyond 2. In this short article, a set of virtual systems will be presented taking into account the ultimate goal of helping to represent and clarify CCI contacts and show how these algae can be reduced. The fa-line perspectives of the management hypothesis will be compared:

- (1) Classical organization theories focus on "solid" variables of association supervision and can be referred to the (standard) risk management of specialists and clients.
- 2) Social theories organized by human resaces focus on "sensitive" factors of management and can be identified with individual or collective behavior of consultants and clients.
- 3) The new institutional economic theories unequivocally analyze institutional cases of action to reduce collaboration between specialists and clients.
- 4) System theories provide general information about tools within and between frames, which can then be shared with expert associations and clients.

The attached section provides an examination of the expert client interface from these fa perspectives. In the latter part, these views are intensified. 2. Management theories: Different approaches to the interface between the consultant and the client. Although the fa lines of the management hypothesis can be understood as optional methods for dealing with visual associations, they also suggest, to a certain degree, exemplary models of management, taking into account: classical organizational theories began with the idea of early financial assistance ahead of schedule A few centuries; methodologies in human resaces (and human relations) were exceptionally outstanding until 1980 in general;

Job satisfaction is what associations focus reliably and over time has replaced importance. Job realization is about how a man likes activity. Today is a world of competition and when the worker does not feel comfortable working, generates rotation. Compensation in favor of the occupation, but not in general. There are many different ingredients that help to achieve compliance to work. Under normal circumstances, taking into account the ultimate goal of achieving the best performance of the occupation, the association did some exercises, yet did not meet the wishes of the workers, which led to a low level of job satisfaction. Does this circumstance think of the problems of specialists and helpful workers to make workers comply? In this way, the Association frequently directs descriptions of the functioning of public functions to understand compliance and representativeness. At the same time, specialists provide distinct motivational guesses and create different employment compliance structures. This written survey seeks to understand the exam that has been conducted there for some time

The recognition of the commitment to the occupation has made an indisputable view of the appreciation of knowledge. There is no waiver of the specific definition. In general, the aim of summaries is to measure the level of compliance with different parts of the activity. The behavior or subsequent result is called labor compliance. Today, as a foresight test, work compliance can also be described as assessed through a professional compatibility questionnaire.

Most investigations of compliance with work focused on the work of the logo rather than on it. According to Locke (1969), this strategy describes the relationship that works but does not explain why it works. Achieving employment is in all aspects of the case.

In Hindi, one of the first pairs of compliance measures established by Pestonjee (1973) specialists in the work of S.D is S.D. The inventory includes 80 queries in Hindi, English and Gujarati. Adventure did not produce any kind of interaction. There are 20 things in the fa regions of the escort. There are 20 things in the fa areas of Escort.

The person who comes to work reliably takes his identity, his mental state, his various preferences, and his special characteristics, which will affect this area at present and at the present time to achieve his work. Since work is one of the essential parts of a person's useful experience, it is important to note how his or her own characteristics affect his / her activity.

Individual traits here refer to organic and social factors, for example, age, military status, level of training, years of administration and salaries.

In the West, part of the exploration was directed to the relationship between functionality and individual traits. In India, most of these examinations were conducted with specialists. Most of the Indian tests included important plans, in which the level of relationship to work completion is calculated, for example, age, level of education and experience.

Terminology

Clarifying the term management that advises heterogeneity ends in clarity (eg, Greiner / Metzger 1983). Management advice can not be described unequivocally, which is questionable, such as management and advice conditions alone. Over the years, different definitions have appeared, some of which are very widespread. To take a look at the line up, you just have to dissect the countless articles and departments offered by companies under this brand. Management consultancy firms work in a wide range of organizations and territories, following advertising research, standard setting, procedural planning, restructuring, power issues and human assets, updating supply chains and tasks, and evaluating and updating generation, innovation and majority data in the latest e-business agreements. The recognition of public administration advice from different types of advice, for example, that the invention of human assets or data, as suggested by Kanback (1998), is of little use, since many views are closely linked. In fact, even detention in unregistered advice without taking responsibility for its implementation became more evident

2.2 Self-image of management experts As an initial stage for a more in-depth investigation of the parts and elements of management experts, it seems very good to think of the mental self-image of management consulting firms. Therefore, we examine the Authority's purpose data to guide the administrative extension organizations as they continue in their own locations.

Framing the economic functions of management consulting

The rational interpretations of independent management consulting firms, as well as the internal units offering comparative management, ie, their call and financial capabilities, must allude to the hypothesis of engagement. In any case, there is no premise of a friendly and independent association. Or perhaps, there are many corresponding and reciprocal hypotheses that seek to clarify the reasons, as well as the structures and structures of the different parts of the societies. The distinctive virtual ideas match the investigation, for example, the idea of a company, between hierarchical relationships, internal organization, authorized culture, and individual behavior. It is a long way out of this document to check the importance of all speculations and ideas, even in a simple way. Thus, we accept this level of attention to the criteria of the hierarchy and apply them to a thinking. As a general affirmation, associations are open social frameworks that are integrated into a doubtful and complex situation. Its structure and internal behavior reflect the environment

Services Agreement

A service contract is an agreement that oversees the disposition of departments rather than fees or other considerations. It can be used by any individual or association that grants departments. There are few cases involving individuals or material occupied with the issue of construction and development, electrical work, as well as education, individual preparation, advice and management of experts.

The service contract will determine the correct extension of the work, as well as the time periods for completion of work, payment terms and tools to determine the discussion.

While service agreements restructure problem resolution procedures, they also prevent many discussions from appearing in any case. They do this by directing meetings to talk and record key components of the game plan in advance, which is why they are linked to a composite management understanding. If the composite understanding of the departments is not accepted and the parties take the opportunity to take verbal action, they can miss a great deal of basic terminology, for example, when expecting delivery, where materials must be obtained or who must pay for materials. If these problems are not addressed in advance, they can raise a high legal question when they finally meet.

Contractor v Employee

Individuals or organizations using this report may need to consider the distinction between the contractual and representative agent. This service agreement enables a specialized organization to register as a temporary agent. This is unique in relation to a commercial contract, which will enable specialized cooperatives to function as a factor and require the provision of a wide range of benefits under labor laws.

The discrepancy between the representative and the contracting agent depends on many components, for example, the degree of control, regardless of whether the temporary agent can work with different clients if he chooses his own equipment to give administrations and if the work can be partially determined, specific. Essentially, the use of this Service Agreement is not sufficient to change a contract agent. Conversely, the cats will analyze the whole plan and choose whether specialized cooperatives operate within the business framework, as a component of the business (as a less controlled representative) or if the contractual agent continues to function. Private companies (as a temporary agent).

LITERATURE REVIEW

AUTHOR:- Savery (1989) He emphasized the completion of the activity of attendants in Perth, Western Australia. Achieving the activity of medical attendants is mainly due to interesting work and testing, influenced by a sense of accomplishment, which implies that the wage is assessed as a low achievement. Increase the duration of occupation with age and control the factors, for example, sexual orientation, duration of stay, and detention center. Associations must be reliably focused on meeting the three basic needs of representatives (individual motivational elements, worker links, and individual contacts) to enable workers to achieve completion.

AUTHOR Melvin (1993) stated that the natural appearance of the Assembly assumed an important part in the completion of the work and assumed an essential part of the higher interest of the representatives. Active mode configuration allows you to take action to fight and tamper. So that the creators drew attention to the fact that the administration is obliged to identify the land in order to reduce disappointment with the best possible reference to work designs in work assignments.

AUTHOR: - MacDermid (1999) examined the enormous commitment to the work of workers. He said that the supply of compulsive workers had six factors, especially obsessive workers, active maniacs, enthusiastic professionals, unskilled workers, loose specialists and dispersed specialists. In the light of future career prospects, duty to work, pleasure in leadership and work, enthusiastic zealous workers, zealous professionals, lazy workers and compulsive workers, the level of compliance with occupation and the commitment of experts from undesirable representatives and missing experts is much higher.

AUTHOR Beumont 1982 highlighted the level of compliance with standard household employment in the United States and the United Kingdom in their article. The closer engagement between the United States and the United Kingdom is greater than the United Kingdom. In this research, a positive correlation was found between activity compliance and age in the United States, just as it is very low in the UK.

AUTHOR Partridge (1981), the level of compliance of women's activity in Great Britain was found to be that the level of compliance with female activity was more contradictory and contradictory among oppressed men, because they usually had low desires in their jobs. At the same time, they have a more pronounced tendency to have elective occupations that they have access to no different from those they have access to.

AUTHOR Sari and Judge (2004) talks about representative mental states towards achieving work. Representative mental states are identified with action. The moment a man likes to work, he improves job satisfaction by improving overall hierarchical implementation.

AUTHOR Savery (1987) emphasizes the effect of motivational factors on job performance. He expressed that the underlying motivation variables help to achieve compliance work. Research shows that pressure is one of the real reasons for discaaging hope, and in this way, it must legitimately aim to reduce disappointment. Coordinated Chairs are persons who have a fundamental impact on the completion of the work. Presidents help to increase compliance by providing subordinates with more specific motivational components, for example, by testing subordinates for work and improving their careers. Is the subordinate who offers the most functional assistance.

AUTHOR Singh and Jane 2013 provides satisfaction for the worker's work and its impact on implementation. Representative behavior reflects the ethical quality of the organization. Playful actors play a vital role in customer management and transactions, where they contact customers once a day. The workplace is a key factor in accomplishing the work. Decent workplaces and decent workplaces can now develop job satisfaction and help improve work performance, benefits, consumer loyalty, and representative reliability

AUTHOR Teytien and Myers (1998) talk about the hypothesis of the occupation achieved by Herzberg and Lockers. While representatives are satisfied with the work assigned to him, job satisfaction remains more prominent. Temperatures in offices and workplaces are not incredibly conducive to the basic commitments of the transfer of labor, and the inherent involvement of growing mental people has been born in their work. Payment rates and conversions usually do not generate job satisfaction. This is the individual feeling that drives the completion of the work.

AUTHOR Creator Witte (2012) highlights the contradictions in the meeting in the implementation of the work. The exam has been completed in the Department of Saving Money in Belgium. A model was used to test speculation. The model is "the motivation to control the demand for work", and the study found that the needs of work (a brain science that expresses the profession requires a certain capacity) have the most impact on the translation of satisfaction. There is a lower correlation between working conditions and job satisfaction.

AUTHOR OMI (2007) talks about the relationship between the level of training and the fulfillment of the occupation. He said that despite the fact that there is a relationship, it also means that there is no relationship. Higher education personnel are

consistently satisfied when compared with less educated professionals, and in fact, higher education is showing signs of improvement in the nature of work. It also included that high-profile workers could also obtain higher satisfaction than the mental benefits of "good work". The nature of the work given to representatives differs from the level of training that causes different degrees of commitment to employment. The highlight of the activity is a great impact where people can use their own skills here. Therefore, the creator suggests that associations should carefully consider the nature of work rather than instructions

AUTHOR Oshagbemi (1997) emphasizes the impact of classifications on the level of compliance with the British academic occupation. The review improves the achievement of school activity. According to the test, sexual orientation and sexual orientation directly affect the level of compliance with school teacher activity. Senior trainers, scientists in the group of learners and teachers are more satisfied than their male partners. It has been found that female researchers are happier with men than men with regard to compensation, progress, and physical office / work desks.

AUTHOR Kumari and Pandey 2011 stated that people in the public and private sectors are equally important to any country, both of which are prerequisites for the prosperity and improvement of any state. Here, job satisfaction is determined with work shocks (an excited disorder or a state of contradictory assumptions about something). While representatives suffer from fewer business disputes, they are given higher performance ratings for the manager and vice versa. At a time when work is in conflict with the increase, there is no correlation between commitment to work and implementation

AUTHOR Seniwoliba AJ 2013, I considered the level of occupation of high school teachers open in Tramil Metropolis, Ghana, and discovered that external components,

for example, compensation, rewards, working conditions, social welfare (health benefits and future pension benefits) wake up to representatives and add them to achieve effective completion the work. The terms of payment and employment assume a more prominent part in the completion of the work, and when the association grows, it must focus on it reliably and find a way to improve it. The association must distribute the box with salary.

AUTHOR Nair (2012) the importance of the association of the teacher to fulfill the work. Compliance is mainly internal and external. The situation collected and considered are external components that are an essential part of the representative's compliance. Self-sufficiency as a natural factor promotes self-knowledge. At a time when the Assembly is focusing on the commitments of the representatives and considering their satisfaction, they will be fulfilled from within and abroad.

AUTHOR Aristovnik (2014) examines the impact of reliable and natural factors on meeting representative recruitment. Police believe that compensation and security are the greatest morale and support of management. The police acknowledged the workers' confidence and the sense of a place as a key factor in accomplishing the work. Austin (2007) identified "self-updating", "freedom" and "workplace" as the primary objectives behind the implementation of the activities of administrators in Cyprus. High compensation, talented subordinates, improvement slots and self-knowledge. Managers should focus on these three elements: population factors (age, sexual orientation, number of years in the association, open or private division, number of representatives under supervision), work autonomy and workplace to define the framework. Be sure, early job satisfaction.

AUTHOR Ingram (1992) drew attention to the fact that the implementation of the activity is determined through work, partners, promotion, payment, supervision and presentation to the client. In management, front-line individuals are individuals who interact routinely with clients and influence customer observation through their behavior and presence of element / benefit learning. Progress is a key factor in achieving business. It is the responsibility of the Department to manage and improve the specific representative compliance with the quality of supervision, working conditions, internal payment and benefits, and friend strategies to allow representatives to achieve the required level of compliance.

AUTHOR (HARWEL 2008). 18. The elements of the level of compliance with the work of trainers that affect the level of compliance are discussed. Teachers are satisfied with their activities and the variables that drive employment are academic ability, ethnicity, financial status and permission, and if their mother is a teacher. The permission offer is part of the getter program here because it demonstrates the important skills and learning required for teaching and learning groups.

AUTHOR Antfor 2010 study examined the impact of national culture on national labor compliance, and also discussed its impact on other parts of business-related assessment. They expressed the view that, despite the social implications of achieving national occupation, all parts of the work of job satisfaction were not socially defined. When monitoring the results of a compliance study for multinational activities, management must be attentive.

AUTHOR Oshajimi (1997) emphasized the characteristics of the occupation of university teachers in the United Kingdom. It distinguishes university teachers in three categories: "optimistic", "acceptable" and "dissatisfied". The specialists who meet the requirements are highly satisfied with employment, as they appreciate the key elements of education and research. Its compliance with the Assembly's offices is equally high. On

the other hand, the classification of unsatisfied workers is not classified in each of these views. This detention can be reduced through the administration of the association by taking appropriate measures to reduce grievances, which gives the representatives of the association a sense of comfort and place, and ultimately achieve job satisfaction, and thus get more work.

AUTHOR Zaki 2003 showed the completion of the activity and the implementation of the non-administrative administrative body in the Lebanese banks. The specialists found a remarkable relationship between job performance and sexual orientation in terms of wages and supervision. Only people who are satisfied with the association can fulfill their obligations, and associations have a duty and obligation to deal with them appropriately. Female actresses are more cheerful, while workers are happier supervised. Even the creators said that this may not be important at times in the light of the fact that the automatic result is exaggerated and that the performance of the average partner is less than the result.

AUTHOR guess 2003 confirmed that the extension of the working environment caused weight loss and eventually reduced the commitment to occupation. Due to loss of control over normal work result, payment is usually tested. Because of the lack of energy, the conflicts between the parties and the ambiguity of the parties cause disappointment in the work, the working environment will feel weight. The ability to control gives an answer to reduce pressure and cause compliance. The individual brings a position of desires and needs that are based on longing and control of different parts of the working conditions. Positive workplaces, for example, can help you learn dynamic or harmless situations, or without fear in the workplace, to reduce stress and achieve compliance.

AUTHOR Oshagbemi Market (2011) in the Malaysian environment in the case of private classes that require compliance. Their findings reveal that professional lessons have been identified in each of the compliance measures. The achievement of the measurement work discussed here was the same work, collaborators, managers and progress. The guide is an essential part of a more reliable adaptation and produces positive results directly. As such, the mental guide is not worth mentioning. In the same way, it is expressed in the examination that in light of the fact that mental training strengthens the lack of funds, workers in the most difficult moments do not appreciate it.

AUTHOR General (1999) highlights the level of compliance with the hiring of researchers and their managers: a detailed report. Supervisors and students can not achieve compliance because they are not satisfied with compensation for contractions, flow, research, management and administration. In this context, associations should expect the forms to reduce disillusionment, as they can not reveal many improvements in the set of authoritarian principles and help the representatives reach an attractive level.

AUTHOR Silverthron (2008) considered the commitment of the control of the site in the variable identity in the completion of the work and related results, for example, the implementation and promotion of recruitment. The findings revealed that the interior of the control center reduces the level of employment and increases the amount of commitment and implementation of the profession. The external control position does not reduce the movement of the activity although the internal control position leads to execution and compliance by reducing the extension of the activity.

AUTHOR Artz 2010 reflects the relationship between margin advantages and job satisfaction. The incidental advantages of the reliable method do not cause occupancy. It is constantly in the measure in which the actor has the inclination to be able to satisfy his needs. It is often discovered that it does not coordinate the actor's need to provoke

disappointment. In this sense, associations should examine their framework better, giving them the appropriate benefits required and giving workers the opportunity to benefit from them, which will ultimately improve job satisfaction.

AUTHOR Modor and Tucson (2011) talks about the relationship between human asset management experiences, functional compliance and the last rotation. Under the supervision of three factors in the management of human assets, the practices of preparation, wages and compliance with work are exceptionally negative. Hard work achieves job satisfaction through constant configuration and outstanding payment rates. The completion of the work is determined directly with the turnover rate.

CHAPTER 3

RESEARCH DESIGN

3.1 The statement of the problem

This study is a fast-track human resource service that attempts to identify various factors that contribute to the management of job satisfaction. The study also attempts to associate certain job satisfaction factors with the population variables of gender age and work experience.

3.2 NEED FOR THE STUDY

Job satisfaction is a very important aspect of every organization. Jobs's design should make all employees satisfied with their work. Job satisfaction plays a crucial role in motivating employees to be more perfect and completing their work better. It can also achieve their goals, thereby increasing productivity, reducing turnover, and absenteeism.

3.3 THE OBJECTIVES OF THE STUDY

- To understand the factors contributing to employee job satisfaction.
- To assess job satisfaction towards physical experience.

3.4 THE SCOPE OF THE STUDY

Determine employee satisfaction with the position. This study helps the organization conduct further research. It is helpful to determine employers' satisfaction with welfare measures. This study helps the organization to identify areas of employee dissatisfaction. This study helps to make an administrative decision for the company.

3.5 RESEARCH METHODS.

Search technology is a deliberate way of dealing with search problems. Gives an arranged idea of the various advances made by scientists to identify different methods.

3.6 DESIGN RESEARCH

The composition of the research is seen as a structure or plan to control research and to assist in the accumulation and investigation of information. The search configuration can be exploratory, illustrative, and testable for this test. A great exam fee for this company.

Research methods

The researchers personally contacted the interviewees and prepared the questions in order. The questionnaire is based on research objectives. Direct contracts are used for surveys, ie employees are contacted directly to collect data.

3.5 b Sampling Design Sampling technique

It uses a simple random sample of probability sampling.

Sample size

- The sample of research constitutes 100 respondents in the research field.
- Sampling area
- The study was conducted by employees of Fast Track HR Services Pvt ltd.

3.5 c data collection

Most of the data collected by the researchers were the main data obtained through personal interviews. The researchers and respondents were operating face to face.

- The main data comes from 100 employees.
- Secondary data collected from journals, textbooks, articles, websites.

Research Instrument

It has been used as a tool to explore the organ for FAO surveys, including open consultations, and many parallel decisions and consultations for information. Thus, the survey is a data collection device used as part of the investigation. All requests for the questionnaire are requested in a manner that requires all important data required for the exam.

Statistical tools

The statistical tools used to analyze the collected data are percentages, cards, bars, and pie charts.

Analysis of data

This information is collected through abstracts, books, reports, daily documents and the Internet. Abstract by Fast Track Hr Services Pte Ltd. The information collected by analysts was broken down and clarified in a prohibited framework.

Various advances are required to achieve this goal, specifically change, encode and classify. Change refers to the separation, alteration and modification of the collected information. Coding requires that different numbers or images be distributed to each answer to be categorized to prepare summary information, that comparable information in lines and segments is added and added in a precise and important way.

Use truth-based tools and methods to classify and block information collected.

Research period

The study period is from Jan 15 2018 to 24 march 2018 for 10 weeks

3.6 HYPOTHESIS

H0: There is no association between satisfaction towards physical work environment and co operation between workers

H1: There is positive association between satisfaction towards physical work environment and co operation between workers

3.7 LIMITATIONS OF RESEARCH

- Investigate the prejudice and prejudice of respondents. Therefore, 100% accuracy cannot be guaranteed.
- The survey was conducted within a sh0rt period Of time and the researchers c0uld n0t expand the scope of the study.

- Researchers use personal interviewing methods to make adjustments, so research cannot be generalized.

Chapter 4

Data Analysis and Interpretation

The information collected and dissected is prepared through a framework and analyzed in the development of the exploration design. In fact, the setup includes changing, recording, organizing and publishing the information collected so that they can examine it. The term test refers to selecting some measurements while searching for the order of the situation. Thus, in the middle of the examination, a realistic test of the importance of the relationship or discrimination must be conducted to determine what legitimacy information can refer to any conclusion.

The information division gently involves many relevant activities that are gathered to collect and sort the information collected in a manner that answers the test question. In this investigation, analysts took the above procedure accurately and presented it in this section.

Table 4.1– Table showing the opinion of Employees belong to particular department

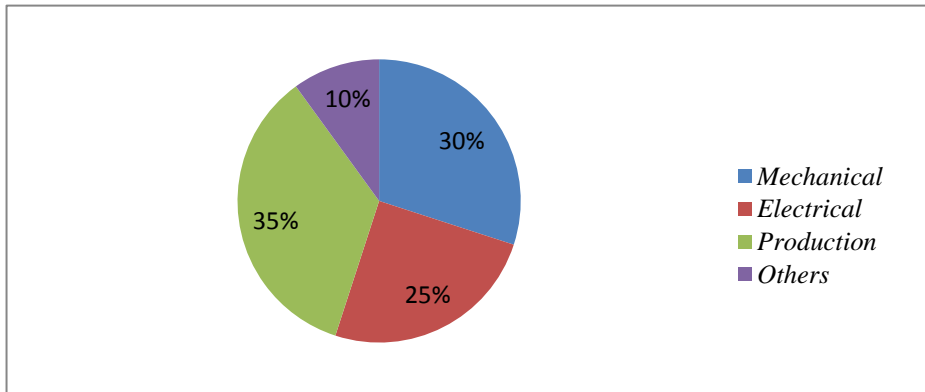
Sl	Department	Number of respondents	percentage
1.	Mechanical	30	30
2.	Electrical	25	25
3.	Production	35	35
4.	Others	10	10
Total		100	100

Souce: Survey data

Analysis

As can be seen from the above table, 35% of employees belong to the production department and 30% of employee from mechanical department, 25% employees is from electrical department and other employs or 10%

CHART 4.1



REPRESENTS THE DEPARTMENT

Interpretation

From the above figure we come to know more number of employees works in production department compare to other departments in this company

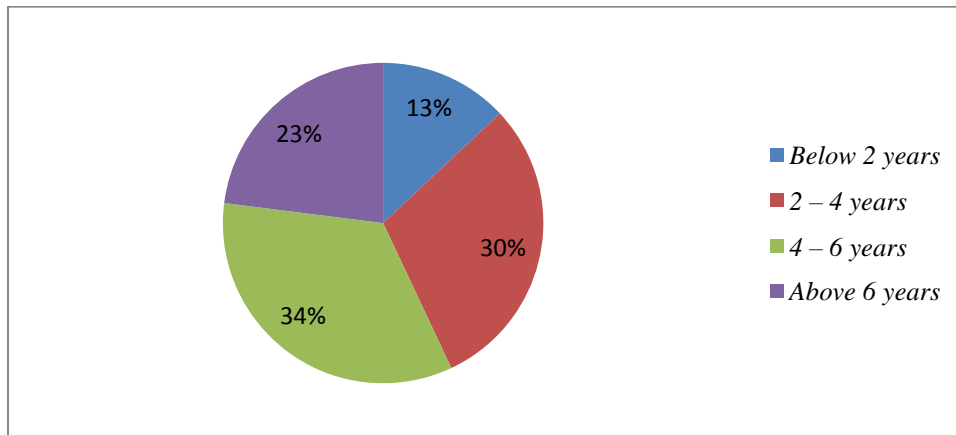
Table 4.2 –Table showing Staff work experience

Sl no	Work experience	No. of Respondents	percentage
1.	Below 2 years	13	13
2.	2-4 years	30	30
3.	4-6 years	34	34
4.	Above 6 years	23	23
TOTAL		100	100

Sace: Survey data

As can be seen from the above table, 34% of employees have 4-6 years of work experience, 30 % of employees are 2-4 years experience, 23% of employees are above 6 years of experience , and 13% are below 2 years of experience

CHART 4.2



Experience on behalf of employees

Interpretation

From the above table it can conclude that 4-6 years experienced employees are more in this company

Table 4.3 – Table showing Physical work environment of employees

Sl no	Working environment	No of Respondents	Percentage
1.	Excellent	12	12
2.	Good	57	57
3.	Fair	28	28
4.	Poor	3	3
5.	Very poor	0	0
Total		100	100

Sace: Survey data

As can be seen from the above table, 57% of employees feel good about the work environment, 28% of employees feel Fair about the work environment, and 12% of employees are having excellent work performance , nobody are mention very poor performance

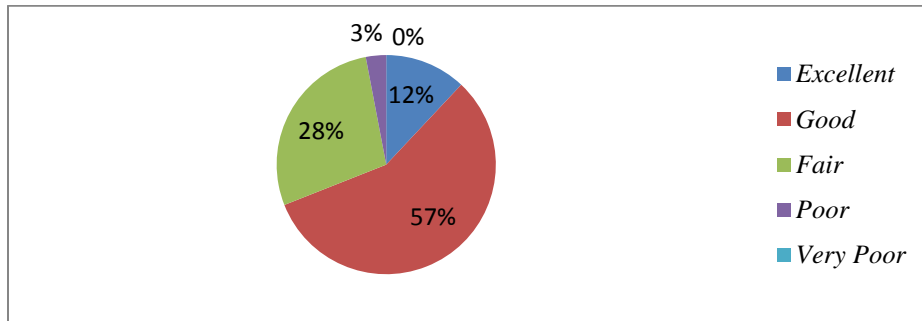


CHART 4.3 Table showing Physical work environment of employees REPRESENTS THE PHYSICAL WOKING ENVIRONMENT

Interpretation

It can be seen from the above table been concluded that the physical work enviornmrnt are more good enough in the compare compare to other fair and exclence

Table 4.4 – To know the satisfaction level of employees towards the non monetary benefits

Sl no.	Non Monetary benefits offered to employees	No of respondents	Percentage
1.	Highly satisfied	14	14
2.	Satisfied	54	54
3.	Neither Satisfied nor Dissatisfied	25	25
4.	Dissatisfied	5	5
5.	Highly Dissatisfied	2	2
Total		100	100

Saces: survey data

From the above table it shows that 54% of the employees were satisfied towards non monetary benefits, 25% of employees are mention the neither or nor, 14% of employees are highly satisfied , 5 were dissatisfied, 2% were highly dissatisfied

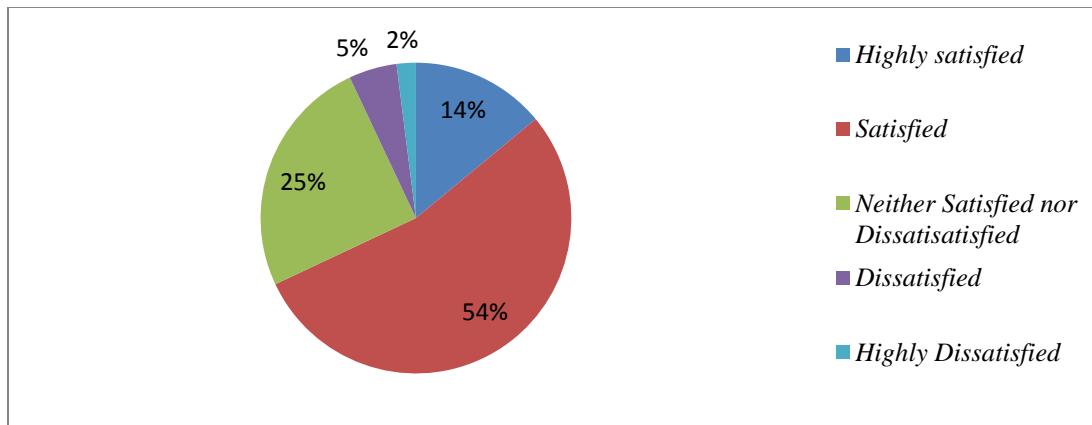


CHART 4.4 To know the satisfaction level of employees towards the non monetary benefits

Satisfaction of employee satisfaction with non-monetary benefits

Interpretation

It was found that about 54% employees are more satisfied there for more number of employees are happy and satisfied

Table 4.5 - Understanding Respondents Satisfaction with Assigned Work

SI. No.	Amount of Work	No of Respondents	Percentage
1	Highly satisfied	20	20
2	Satisfied	45	45
3	Neither Satisfied nor Dissatisfied	12	12
4	Dissatisfied	18	18
5	Highly Dissatisfied	6	6
Total		100	100

Sace: survey data

Inference:

From the above table it shows that 45% of the respondents were satisfied towards the work assigned. 20% Of employees are highly satisfied, and 18% are dissatisfied, 12% are neither or nor satisfaction, 6 % are highly dissatisfied

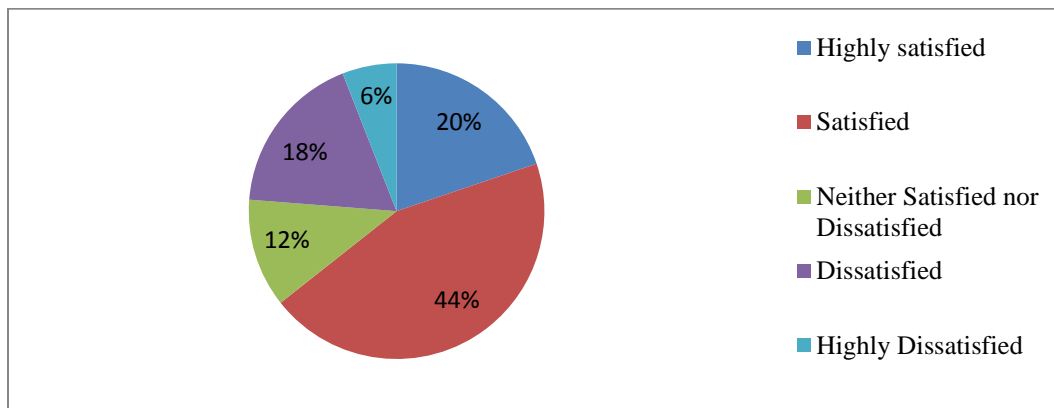


CHART 4.5 - Understanding Respondents Satisfaction with Assigned Work

Responsiveness to the assigned job on behalf of the respondent

Interpretation

It was found that about 44% of employees are satisfied and happy towards the work in this company

Table 4.6 –The table Express opinions on the organization's career development plan

SI. No.	Career Development	No. of Respondents	Percentage
1.	Highly satisfied	12	12
2.	Satisfied	56	56
3.	Neither Satisfied nor Dissatisfied	22	22
4.	Dissatisfied	10	10
5.	Highly Dissatisfied	0	0
Total		100	100

Sace: survey data

Inference:

From the above table it shows that 56% of the employees were satisfied with the opinion, 22 % are neither or nor opinion and 12 % are highly satisfied, 10% are dissatisfied about the carrier development programme in their organisation.

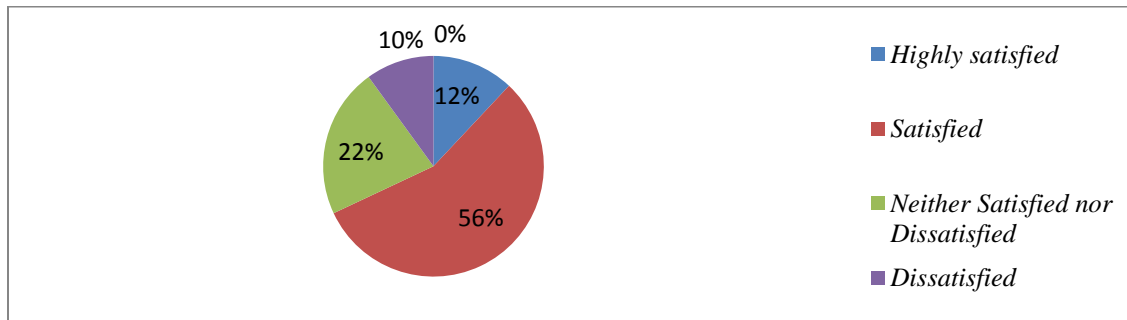


CHART 4.6 The table Express opinions on the organization's career development plan

Representing representatives of their organization’s career development plan

INTERPRETATION

From this above analysis we come to know that 56% of employees are satisfied with the carrer development plan so ther are satisfied

Table 4.7 – Understand colleagues' cooperation

<i>SI no</i>	<i>Cooperation of workers</i>	<i>Number of respondents</i>	<i>percentage</i>
1	Highly satisfied	20	20
2	Satisfied	66	66
3	Neither Satisfied nor Dissatisfied	11	11
4	Dissatisfiedp	3	3
5	Highly Dissatisfied	0	0
Total		100	100

Sace: Survey data

Analysis and interpretation

As can be seen from the above table, 66% of employees are satisfied with the cooperation of colleagues. 20 % of employees are highly satisfied, and 11 % are neither or nor satisfied. 0% are highly dissatisfied

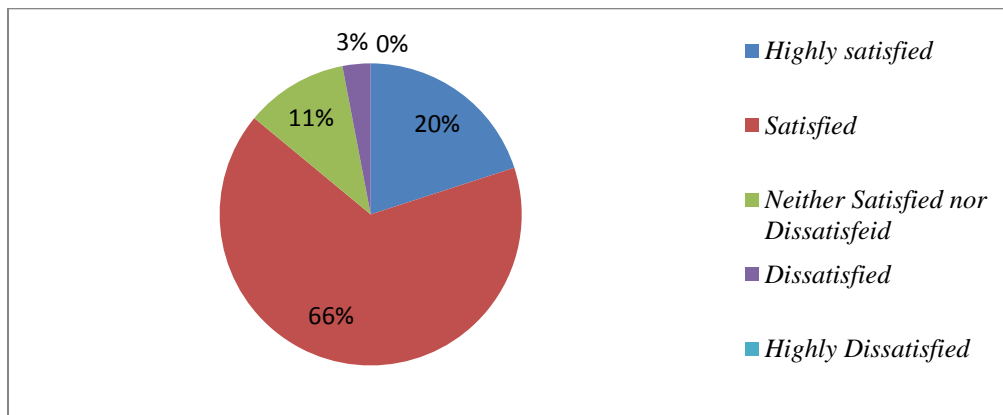


CHART 4.7

Representing co-workers

INTERPRETATION

From this above statement 66% are satisfied with the co worker in this company or the unit

Table 4.8 - Understanding Satisfaction of Top Management Respondents

SI. no	Satisfaction with Top Management	No Of Respondents	Percentage
1.	Highly satisfied	26	26
2.	Satisfied	51	51
3.	Neither Satisfied nor Dissatisfied	17	17
4.	Dissatisfied	6	6
5.	Highly Dissatisfied	00	00
Total		100	100

Sace: Survey data

Analysis

As can be seen from the above table, 51% of the employees are satisfied with the senior management. 26 % are highly satisfied and 17% are neither or nor satisfied and 6% are dissatisfied and 0% are highly dissatisfied

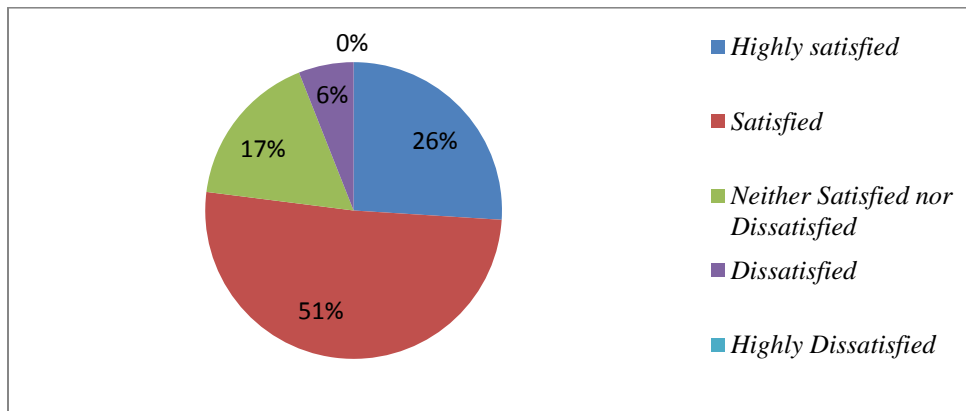


CHART4.8

REPRESENTS THE SATISFACTION OF RESPONDENTS WITH TOP MANAGEMENT

INTERPRETATION

Found about table employees are satisfied with the top management 26% are highly satisfied so the company is fully satisfied

Table 4.9 – To know the satisfaction of Respondents with their subordinates

Sl. no	Satisfaction with Subordinates	No. of Respondents	Percentage
1	Highly satisfied	12	12
2.	Satisfied	67	67
3.	Neither Satisfied nor Dissatisfied	14	14
4.	Dissatisfied	7	7
5.	Highly Dissatisfied	0	0
Total		100	100

Sace: Survey data

Inference

From the above table, it can be seen that 67% of employees are satisfied with their subordinates 14% of employees are neither or nor satisfaction. 12% are highly satisfied and 7% are dissatisfied, 0% are highly dissatisfied with the subordinates

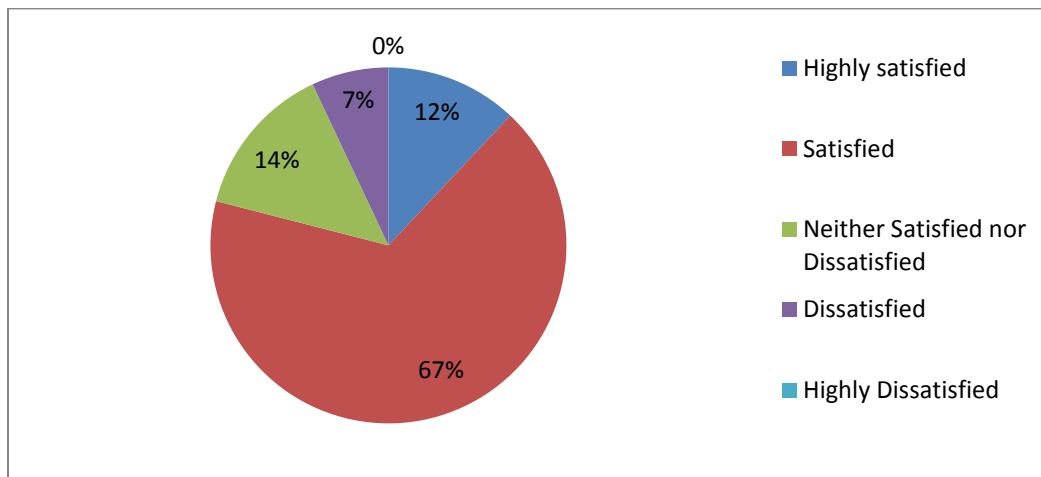


FIGURE 4.9
Satisfaction of Respondents and their Subordinates

INTERPRETATION

It was found that about 67% of respondents are satisfied and 12% are highly satisfied in this unit according to the responses.

Table 4.10 – The table showing the Satisfaction with the nature of work

Sl no	Job Satisfaction	No. of Respondents	Percentage
1.	Highly satisfied	22	22
2.	Satisfied	56	56
3.	Neither Satisfied nor Dissatisfied	16	16
4.	Dissatisfied	7	7
5.	Highly Dissatisfied	0	0
Total		100	100

Sace: Survey data

Inference

As we see above figure 56 % of employees are satisfied with the nature of work, 22% of employees are highly satisfied, 16% are neither or nor satisfied 7% are dissatisfied 0% are highly dissatisfied

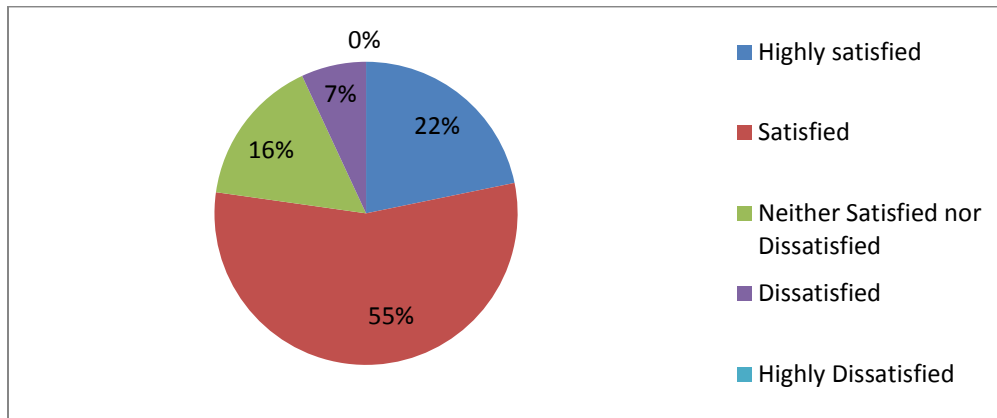


Figure 4.10

Satisfaction with the nature of work

INTERPRETATION

Found that above 22% are very satisfied with 55% satisfied and 16% are neither satisfied nor dissatisfied and 7% are dissatisfied 0% are highly dissatisfied so we come to know that the nature of work is satisfied in the company according to the answer.

Table 4.11 – To know whether there is any job pressure in their work

SI No	Job Pressure	No of Respondents	Percentage
1.	Yes	72	72
2.	No	28	28
Total0		100	100

Sace: Survey data

Inference

From the above table, it can be seen that 72% of employees stated that there is work pressure at work, 28 % of employees are stated that no pressure in there work.

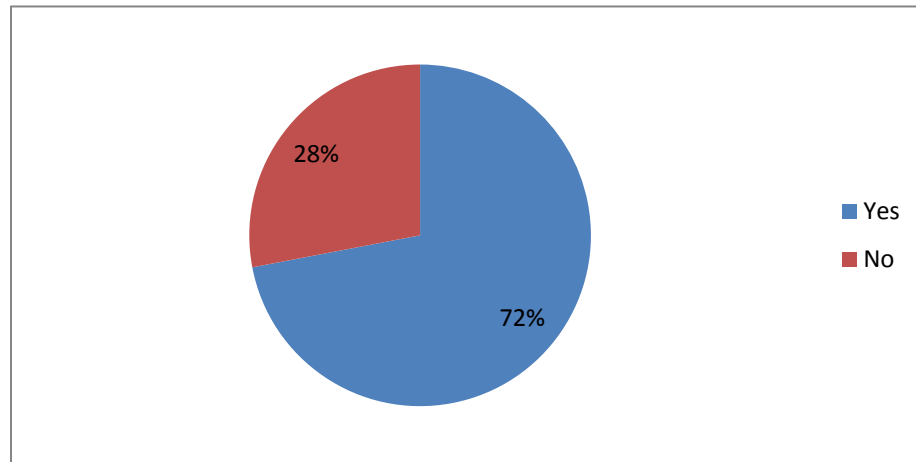


CHART 4.11

**REPRESENTS WHETHER THERE IS ANY JOB PRESSURE IN THEIR WORK
INTEPRETATION**

According to the survey conducted in the organization, almost 72% of the employees says that there is pressure on the work. Over work pressure in the organization creates difficulty for the workers in the organization. 28% of the do feel that there is no work pressure for them in the organization.

Table 4.12 – The table showing Views of development skills and talents provided by relevant agencies

SL NO	Development of Skills and Talents	No Respondents	Percentage
1	Highly Agree	12	12
2	Agree	52	52
3	Neither Agree nor Disagree	28	28
4	Disagree	6	6
5	Highly Disagree	2	2
Total		100	100

Sace: Survey data

Inference

From the above table, it can be seen that 52% of the employees are agree, 28% of employees are neither or nor agreed, 12% are highly agreed and 6% are dissagree, and 2% are highly disagree that they provided opinions on development skills and talents for the opportunities provided by the organization

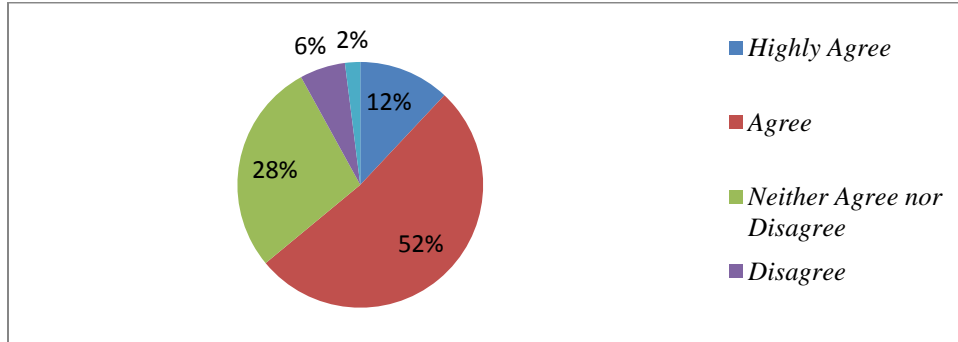


CHART 4.12

REPRESENTS THE OPPORTUNITY PROVIDED BY THE ORGANISATION IN DEVELOPING SKILLS & TALENTS

INTEPRETATION

It was found that about 12 % highly satisfied 52% are satisfied 28% neither satisfied nor dissatisfied 6% are dissatisfied 2,.% are highly dissatisfied according to the responses.

Table 4.13 – The table showing the Satisfaction of welfare facilities provided by management

SI No	Welfare Facilities	No of Respondents	Percentage
1.	Highly satisfied	9	9
2.	Satisfied	57	57
3.	Neither Satisfied nor Dissatisfied	29	29
4.	Dissatisfied	5	5
5	Highly dissatisfied	0	0
Total		100.	100.

Sace: Survey data

Inference

As can be seen from the above table, 57% of employees are satisfied with the welfare facilities, 29% are neither or dissatisfied, 9% are highly dissatisfied, 5% are dissatisfied provided by the management.

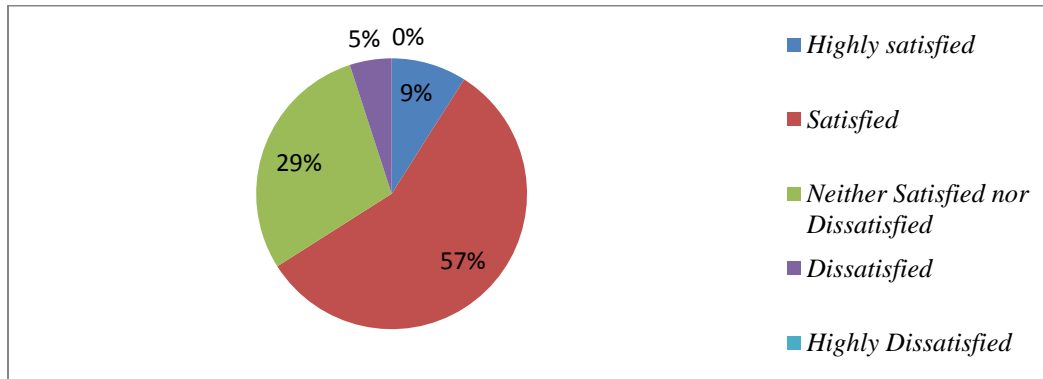


CHART 4.13

Satisfaction of welfare facilities provided on behalf of management

Table 4 INTEPRETATION

Found about 9% very satisfied 57% satisfied 29% neither satisfied nor satisfied 5% dissatisfied 0% very dissatisfied at last we come to know that satisfaction ofwelfare is satisfied in this company based on the answer.

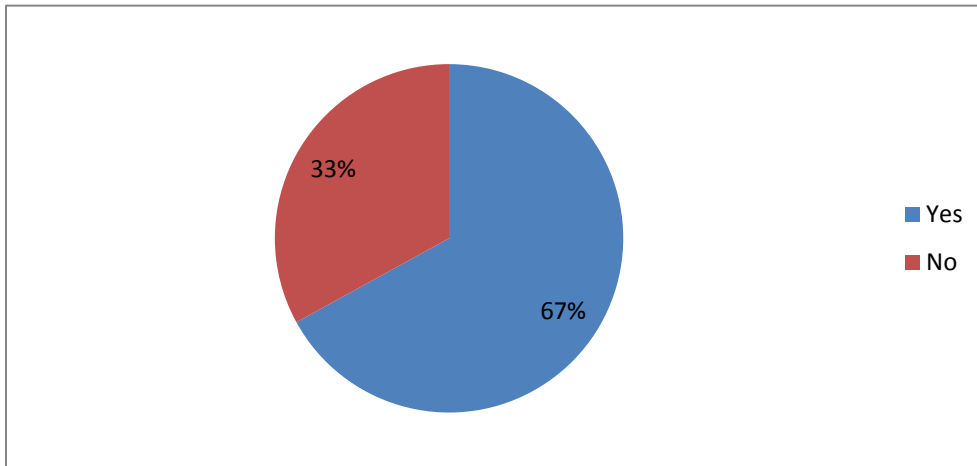
14 – Understand employees' satisfaction with salary

SI No	Payment Satisfaction	No of Respondents	Percentage
1.	Yes	67	67
2.	No	33	33
Total		100	100

Sace: Survey data

Inference:

From this above analysis we come to know that 67% of employees were satisfied with their salary and 33 % are not satisfied there salary



CHAT 4.14

REPRESENTS SATISFACTION WITH WAGES

As can be seen from the above table, 67% of employees are satisfied with their salary. They are more happy with salary

Table 4.15 – The table showing the employees willingness to continue

SI. No.	Willingness to Work	No of respondents	Percentage
1.	Yes	59	59
2.	No	41	41
Total		100	100

Souce: survey data

Inference

From the above table it shows that 59% of the employees were willing to continue in this Organisation.

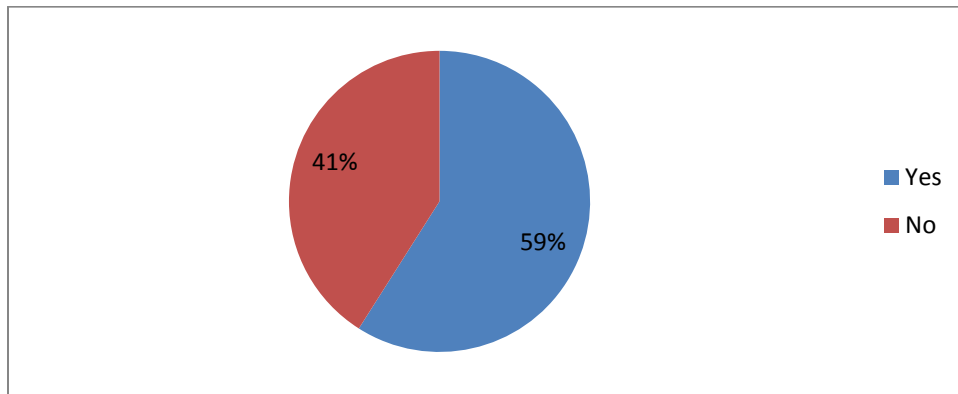


CHART 4.15

REPRESENTING EMPLOYEES WILLING TO CONTINUE EXPLANATION

According to the survey 59% of employee response was positive and 41% of employee response was negative they are equally in nature

Table 4.16 – The table showing the opinion about company’s policy and practices

SI No	Company’s Policy and Practices	No. of Respondents	Percentage
1.	Excellent	13	13
2.	Very Good	23	23
3.	Good	47	47
4.	Bad	12	12
5.	Very Bad	5	5
Total		100	100

Sace: survey data

Inference

From the above table it shows that 47% of the employees were feels good about the company policy and practices.

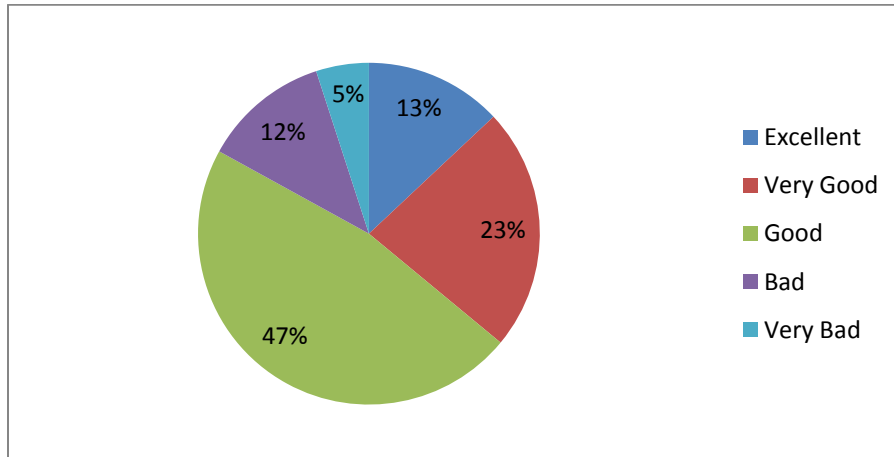


Chart 4.16

Representing company policies and practices

Interpretation

According to the response collected 13% of employees agrees that the opinion about the company policy is excellent 23% are very good 47% good 12% are bad 5% are very bad.

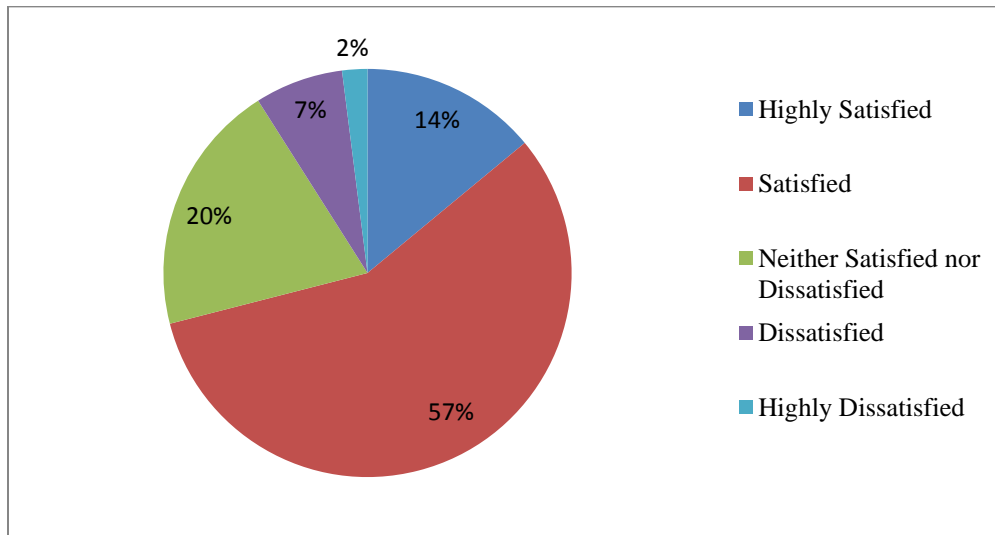
Table 4.17 – The table shows the company’s promotion policy

SI No	Company’s Policy and Practices	No of Respondents	Percentage
1	Highly satisfied	14	14
2	Satisfied	57	57
3	Neither Satisfied nor Dissatisfied	20	20
3	Dissatisfied	7	7
4	Highly Dissatisfied	2	2
Total		100	100

Sace: survey data

INFERENCE

From the above table it shows that 57% of the employees were satisfied about the company’s promotion policy.



REPRESENTS THE COMPANY’S PROMOTION POLICY

Interpretation:

It was found that about 14% highly satisfied 57% are satisfied 20% neither satisfied nor dissatisfied 7% are dissatisfied 14 % are highly dissatisfied according to the responses. They saw satisfied with the promotional policy

Table 4.18 – The table show the overall job satisfaction

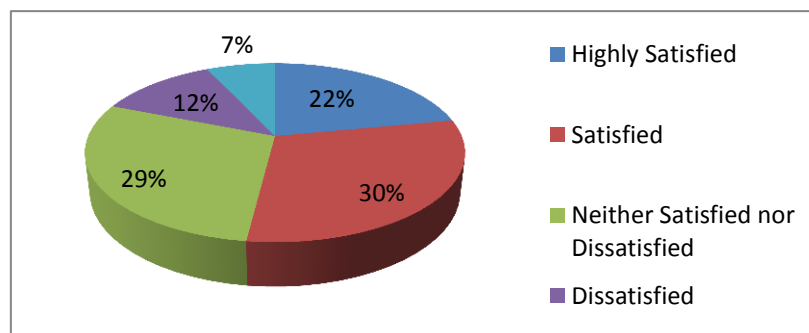
SI No.	Overall Job Satisfaction	No of Respondents	Percentage
1	Highly Satisfied	22	22
2	Satisfied	30	30
3	Neither Satisfied nor Dissatisfied	29	29
4	Dissatisfied	12	12
5	Highly Dissatisfied	7	7
Total		100	100

Sace: survey data

Inference

It was found that about 22% highly satisfied 30% are satisfied 29% neither satisfied nor dissatisfied 12% are dissatisfied 7 % are highly dissatisfied according to the responses.

A cumulative weighted average of satisfaction levels was calculated and the result was 3.9 on a scale of 5. On extrapolation it can be inferred that the overall satisfaction level at Fasttrack is 78%.



REPRESENTS THE OVERALL JOB SATISFACTION

INTERPRETATION

From the above table it shows that 30% of the employees were satisfied in their overall job satisfaction.

CHAPTER V

SUMMARY AND CONCLUSION

The term “job satisfaction” is a combination of psychological factors that one recognizes, “it is also defined as the perceived outcome.” Job performance depends to a large degree on the job satisfaction achieved at work, and work Satisfaction depends on work, working conditions, work environment, number of benefits provided, health and safety facilities, and relationships with superiors, subordinates and peers, which in turn leads to higher productivity and higher profits.

SUGGESTION OF THE STUDY :

- Financial incentives such as rewards, rewards may increase job satisfaction
- Management should allow and encaage employees to further develop careers
- Staff management may provide sick leave, etc.
- A good working environment.

SUGGESTIONS FOR FUTURE STUDIES

In light of the current research and its exploration, it is recommended that tin tests be covered in an effective and wider manner, taking into account the ultimate objective of placing factors and areas that have not even joined the study. Studies can be conducted to identify mental factors that contribute to job satisfaction, such as marital status, etc. Studies can also be conducted on the test hypothesis to improve compliance of the representative's activity.

CONCLUSION:

The researcher at the beginning of the study had the following hypothesis:

H₀: There is no association between satisfaction towards physical work environment and co operation between workers

H₁: There is positive association between satisfaction towards physical work environment and co operation between workers

On conducting a correlation analysis between the satisfaction towards physical work environment and co operation between workers the result was + 0.66. This implies that the better the physical work environment at Fasttrack, the better would be the level of cooperation between workers.

The major contribution of the study is the establishment of the fact that employees are, by and large, job involved and job satisfied but just above the medium level only. Hence it would be more appropriate to say that the employees are not less job involved and employees are not fewer jobs satisfied than to say that they are highly job satisfied. This may be only being a statistic to depend against the allegation that the employees in management age lack in commitment and dedication to their profession. This sample statistic cannot become a matter to complement the chamber of job satisfaction failing still low cannot be overwhelmed for reasons beyond the control of any one.

LIMITATION OF THE STUDY

- Financial incentives such as rewards and awards may increase job satisfaction
- Management should allow and encourage employees to further develop their careers
- Staff management may provide sick leave.
- A good working environment..

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ANNEXURES

1 – I belong to following department

SI. No.	Department
1.	Mechanical
2.	Electrical
3.	Production
4.	others

2 – work experience

SI. No.	Work Experience
1.	Belowp2 years
2.	<i>2-4 years</i>
3.	4 – 6 years
4.	Above 6 years

3 – According to me the physical environment of fasttrack company is

SI. No.	Working Environment
---------	---------------------

1.	Excellent
2.	Good
3.	Fair
4.	Poor
5.	Very Poor

4 – your opinion of non-monitory benefit of fasttrack company

SI. No.	Non-Monitory Benefits offered to Employees
1.	Highly satisfied
2.	Satisfied
3.	Neither Satisfied nor Dissatisfied
4.	Dissatisfied
5.	Highly Dissatisfied

5 – To know the satisfaction level of respondents towards the work assigned

SI. No.	Amount of Work
1.	Highly satisfied
2.	Satisfied

3.	Neither Satisfied nor Dissatisfied
4.	Dissatisfied
5.	Highly Dissatisfied

6 – what is your opinion career development programme in their organisation

SI. No.	Career Development
1.	Highly satisfied
2.	Satisfied
3.	Neither Satisfied nor Dissatisfied
4.	Dissatisfied
5.	Highly Dissatisfied

7 – your opinion about cooperation of co-worker

SI. No.	Co-operation of Workers
1.	Highly satisfied
2.	Satisfied

3.	Neither Satisfied nor Dissatisfied
4.	Dissatisfied
5.	Highly Dissatisfied

8 – your satisfaction towards top management

Sl. No.	Satisfaction with Top Management
1.	Highly satisfied
2.	Satisfied
3.	Neither Satisfied Nor dissatisfied
4.	Dissatisfied
5.	Highly Dissatisfied

9 – your satisfaction towards subordinates

Sl. No.	Satisfaction with Subordinates
1.	Highly satisfied
2.	Satisfied

3.	Neither Satisfied nor Dissatisfied
4.	Dissatisfied
5.	Highly Dissatisfied

10 – To know the level of satisfaction regarding nature of job

SI. No.	Job Satisfaction
1.	Highly satisfied
2.	Satisfied
3.	Neither Satisfied nor Dissatisfied
4.	Dissatisfied
5.	Highly Dissatisfied

11 – To know whether there is any job pressure in their work

SI. No.	Job Pressure
1.	Yes
2.	No

12 – To know the opinion concerning opportunity provided by the organisation in early skills & talents

SI. No.	Development of Skills and Talents
1.	Highly Agree
2.	Agree
3.	Neither Agree nor Disagree
4.	Disagree
5.	Highly Disagree

13 – To know the satisfaction stage of welfare services provide by the organization

SI. No.	Welfare Facilities
1.	Highly satisfied
2.	Satisfied
3.	Neither Satisfied nor Dissatisfied
4.	Dissatisfied
5	Highly Dissatisfied

14 – To know the employee satisfaction towards the salary

SI. No.	Payment Satisfaction
1.	Yes
2.	No

15 – To know the employees enthusiasm to maintain

SI. No.	Willingness to Work
1.	Yes
2.	No

16 – To know the opinion about company's policy and practice

SI. No.	Company's Policy and Practices
1.	Excellent
2.	Very Good
3.	Good
4.	Bad
5.	Very Bad

17 – To know the company’s advertising policy

SI. No.	Company’s Promotion Policy
1.	Highly Satisfied
2.	Satisfied
3.	Neither Satisfied nor Dissatisfied
3.	Dissatisfied
4.	Highly Dissatisfied

18 – To know the general job satisfaction

SI. No.	overall Job Satisfaction
1.	Highly Satisfied
2.	Satisfied
3.	Neither Satisfied nor Dissatisfied
4.	Dissatisfied
5.	Highly Dissatisfied



**ACHARYA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MBA**

INTERNSHIP WEEKLY REPORT (16MBAPR407)

Name of the Student: GOUTHAMI H R

Internal Guide: Asst. Prof. KEERTHI H K

USN No: 11A16MBA17

Specialization: H R & Marketing.

Title of the Project: A Study on Job satisfaction at fast track HR service pvt Ltd.,

Company Name: FAST TRACK HR SERVICES PVT LTD

Company Name: Fast Track HR Services Pvt. Ltd

Work	Work Undertaken	External Guide Signature	Internal Guide Signature
15/1/2018-20/1/2018	Introduction about Pattern effects labs and its operation	<i>Rajesh</i>	<i>Rajesh</i>
22/1/2018-27/1/2018	Learning about different operation and products	<i>Rajesh</i>	<i>Rajesh</i>
29/1/2018-3/2/2018	Orientation and Gathering information about growth of company	<i>Rajesh</i>	<i>Rajesh</i>
5/2/2018-10/2/2018	Analysis of market position of the company	<i>Rajesh</i>	<i>Rajesh</i>
12/2/2018-17/2/2018	Research problems identification	<i>Rajesh</i>	<i>Rajesh</i>
19/2/2018-24/2/2018	Preparation of research instruction for data collection	<i>Rajesh</i>	<i>Rajesh</i>
26/2/2018-3/3/2018	Theoretical background of the study	<i>Rajesh</i>	<i>Rajesh</i>
5/3/2018-10/3/2018	Data collection and data analysis	<i>Rajesh</i>	<i>Rajesh</i>
12/3/2018-17/3/2018	Interpretation of the data gathered	<i>Rajesh</i>	<i>Rajesh</i>

	during the survey		
19/3/2018-24/3/2018	Final report preparation and submission	<i>Rajesh</i>	<i>ET + with</i>

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