

**PROJECT REPORT (17MBAPR407)**  
**ON**  
**“A STUDY ON EMPLOYEE JOB SATISFACTION AT**  
**ORGANICA AROMATICS PRIVATE LIMITED”**

**BY**

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*Submitted to*

**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI**



*In partial fulfillment of the requirements for the award of the degree of*  
**MASTER OF BUSINESS ADMINISTRATION**  
*Under the guidance of*

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**March 2019**



## Certificate

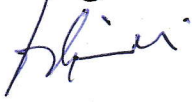
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*During his project work in our company, we found his character and conduct was good.*

*We wish his success in life and career.*

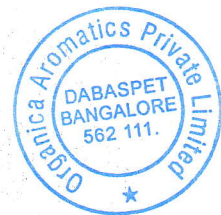
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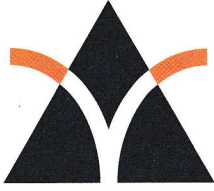
**For Organica Aromatics Pvt. Ltd.**



**Govindaraj D v**

**Manager – HR & Admin**





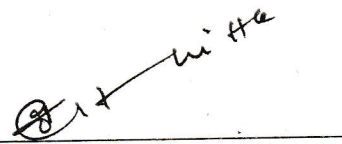
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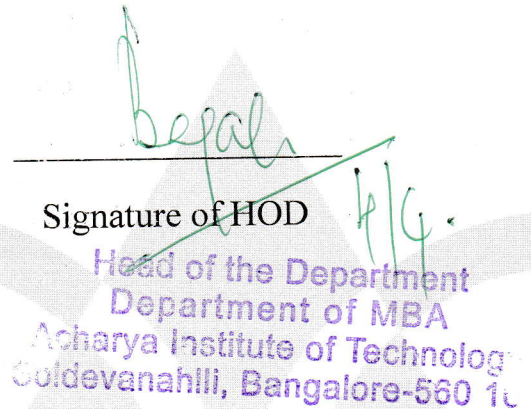
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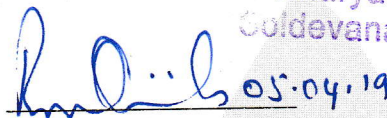
## CERTIFICATE

This is to certify that **Mr. Irfan Pasha** bearing USN **1AY17MBA15** is a bonafide student of Master of Business Administration course of the Institute 2017-19 batch, affiliated to Visvesvaraya Technological University, Belagavi. Project report on “**A Study on Employee Job Satisfaction at Organica Aromatics Pvt. Ltd, Dabaspeta**” is prepared by him 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, Belagavi, Karnataka.



Signature of Internal Guide

  
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Head of the Department  
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05.04.19

Signature of Principal/Dean Academics

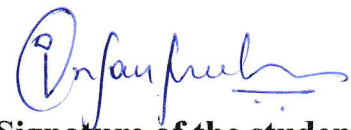
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## DECLARATION

I, **IRFAN PASHA**, hereby declare that the Project report entitled “**Employee Job Satisfaction at Organica Aromatics Pvt. Ltd**” **KAIDB Industrial Area Dabaspeta**, prepared by me under the guidance of **Assistant professor Keerthi H K**, faculty of M.B.A Department, and external assistance by **Govindaraju D V, HR & Admin at Organica Aromatics Pvt. Ltd** also declare that this Project work is towards the partial fulfillment of the university Regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi. I have undergone a summer project for a period of six weeks. I further declare that this Project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University /Institution.

**Place: Bengaluru**

**Date: 05/04/2019.**



**Signature of the student**

## ACKNOWLEDGEMENT

I wish to express my sincere thanks to our respected Principal, **Dr. Prakash M R**, beloved Dean-Academics, **Dr. Devarajaiah R M**, and deep sense of **gratitude** to **Dr. M M Bagali**, HOD, Acharya Institute of Technology, Bengaluru for their kind support and encouragement in completion of the Internship Report.

I would like to thank my internal Guide **Keerthi H K**, Asst. Professor, Department of MBA, Acharya Institute of Technology, Bengaluru and external Guide **Mr. Govindaraj D V, Team HR & Admin**, at Organica Aromatics Pvt Ltd, 5'B', KIADB Industrial area, Dabaspeta, Nelamangala Taluk, Bangalore Rural District-562111. Who gave me Golden opportunity to do this wonderful Project in the esteemed organization, which helped me to learn various concepts.

Finally, I express my sincere thanks to my Parents, Friends and all the Staff of MBA department of AIT for their valuable suggestions in completing this Project Report.

Place: Bengaluru

Date: 5/4/2019

Irfan Pasha

USN:1AY17MBA15

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## **EXECUTIVE SUMMARY**

A Study on Employee Job Satisfaction was carried out in **ORGANICA AROMATICS PRIVATE LIMITED, DABASPET**. The major intention of this study was to find employees satisfaction level in the company.

To achieve any type of business, employees need job satisfaction. The main factors measured by employee job satisfaction are salaries, bonuses, promotions and working conditions.

This survey was conducted with the help of descriptive sampling with convenient sampling. This technique is used for sample selection. Primary data was collected through questionnaires, and secondary data was collected from organizational records and websites. Fifty respondents of the company were given a pre-prepared questionnaire and collected based on it. Data were analyzed using the percentage method with hypothesis testing. From creating a questionnaire to analyzing, discovering and proposing, we have the greatest interest. The analysis leads to the conclusion that most of the employees are satisfied. Dissatisfaction with some factors has also been reported. Dissatisfaction was also found to affect employee performance. Important suggestions and recommendations are also assigned to the company for better forecasting.

# **CHAPTER 1**

## **INTRODUCTION**

### **1.1 Introduction**

This Project report is on Job Satisfaction of the Employees which is carried on for the duration of 6 weeks at Organica Aromatics pvt ltd, 5<sup>th</sup> B, KIADB Industrial area, dabaspet, Nelamangala taluk, Bangalore rural district- 562111. The explanation for undertaking this temporary position is to find out the Satisfaction level of the Employees in the particular work in the organization. Thus the whole work depends on the necessity of Visvesvaraya Technological University as a part of the educational programs under MBA program bearing the subject code 17MBAPR407.

### **1.2 Industry Profile**

#### **INDIAN FLAVOUR AND FRAGRANCE INDUSTRY**

##### **Indian Flavor and Fragrance Market**

India was populated around 1.22 billion rising at 1.41% per annum, it is a youthful country with almost 62 % population under the age of 35 years. It has been a habitual nation so far but at present things is just about to change in a rush. By 2021 the regular age of an Indian is going to be 30 years when compare to 45 years in Japan. The food processing business in India is one of the major in terms of production, consumption, import and is in the method of taking off as the standard housewife is face with less point in time to prepare homemade meals. The favorable government guidelines for the food industry & a demand by a youthful unbearable class with the increasing of non-refundable incomes, India offers important investment opportunities in the food, flavour & agro processing sector.

By 2021, the Indian food industry is probably to reach USD 250 billion from the present level of USD 175 billion. This development is expected to continue until FY 2020, where the business size is expected to touch USD 300 billion. India is making a significant mark on the global food industry both as a large manufacturer and exporter of agriculture products as well

as an importer of processed foods. The annual expenditure of USD 181 billion on food accounts which attributes to 35% of the per capita income is double as high as any other class including housing.

The Indian food and flavors market is set to develop and offer numerous opportunities for new entrants to grow up in this market. Wide urbanization, growth of non-refundable income, accessibility of convenience goods fixed with growing strength concerns are the major drivers for the industry's expansion. Other factors such as consciousness among governments & consumers to address exact health and dietary needs are strongly fuelling the food and distil markets, which, in turn are boosting the market. There is requirement for new variants particularly in the health foods and drink categories that keeps the market increasing in a trend which is predictable to continue for the next few years. The prospect of the Indian flavors market rests on begins of novel foods and beverages constituting health and practical ingredients. Modernization in flavor variants of key producers, improvement of sales force capabilities and scientific improvement are the significant factors for the victory of a flavor industry.

Indian fragrance marketplace range is around USD 220 million which has been increasing at CAGR of 15% since from last few years. Soaps and Fabric wash jointly with 66% market share are the 2 largest categories in the Indian Fragrance market and deodorants is the fastest rising segment with CAGR of 45%.

Indian fragrance business has a promising prospect with the Indian FMCG bazaar expected to grow at 15-20% for next 6 years and also with the rise non-refundable income, the per capita expenditure of various personal care goods is expected to grow extensively. For comparison the per capita utilization of skin products in India is USD 0.9 whereas in China and Indonesia it is USD 9.0 and USD 5.3 respectively. Likewise for shampoo the per capita utilization in India is USD 0.8 whereas in China and Indonesia it is USD 2.5 and 2.2 respectively.

India though island of meeting of many cultures; it is exclusive and will not permit a trend to be superimposed on it lacking being Indianized and have respect to the home cultures and morals.

## **ORIGIN, GROWTH AND DEVELOPMENT OF INDUSTRY**

Indian flavor & fragrance industry, though of moderately recent origin, has progressed very fast and growing industry, at present amongst other industry, both in production and consumption but export is more than consumption.

The Indian flavor bazaar is valued at \$ 1.02 billion in the 2016 and is predictable to grow to \$ 1.02 billion in CY 2017 at a strong growth rate of 12.2% which is raising fast ahead at 11% per annum. The main source of raw materials for flavors and fragrance industry is from agriculture. The growth price for agricultural products is at CAGR of 5% to 8% and also depending on is heavy rain. Only 12% of the freshly vegetables / fruits are processed.

Global flavor and fragrance industry was dominated or covered by the top 4 players in the market they constitute more than 2/3rd of the market. The rest is shared among more than 1,000 players.

## **NATURE AND SCOPE OF FLAVOR & FRAGRANCE INDUSTRY**

It is expected that the entire global market size of Flavor & Fragrance are associated industry of USD 20 billion (Rs. 100,000 Crore). Indian contribution is about 15% of the global which is USD 3000 Millions. Indian population is 18.8% of the global which indicates probable growth.

### **THE TOP MAJOR COMPANIES OF INDIA ARE:**

- Givaudan flavors ltd
- Sami labs
- S H kelkar company
- Firmenich
- IFF

### **1.3 Company Profile**

ORGANICA AROMATICS PVT LTD is one of the major organization in the platform flavor and fragrance Industry. The ORGANICA AROMATICS Pvt. Ltd was incorporated in 1999 with the affiliation of US based company and Indian based company namely Sabinsa & Semi labs. The main Branch is situated at Peenya Industrial area, this is the second branch located at, 5‘B’, KIADB Industrial area, Yedehalli village, Sompura 1<sup>St</sup> phase Dabaspet, Nelamangala taluk, Bangalore rural district-562111.

Organica Aromatics is a company committed to serve the supplies of the Flavor and Fragrance industry by mounting high superiority aromatic chemicals and perfumery compounds & making its existence in national and international markets.

Organica Aromatics, the brain of an enterprising visionary Dr. Muhammed Majeed, is not just a different manufacturer of aromatic chemicals – it provides the hub to satisfy your hunt for creative brilliance.

#### **1.3.1 Promoters**

The 4 directors of Organica Aromatics are namely,

- Dr. Muhammed majeed (founder & Chairman)
- Dr. Madhu subramanyam ( MD)
- Dr. Ratan Sagar (Joint M D)
- Mr. Venkanna G Naik (Director)

### **1.3.2 Vision Mission & Quality Policy**

#### **Vision**

“Is to inspire emotion through creations every day, everywhere as organization strives for a better tomorrow.”

#### **Mission**

“Mission is to continuously develop and deliver innovative solutions to customers through use of upgraded technology which completely focused on organization peer”

#### **Quality policy**

Organic aromatics established him-self to be a premier global supplier to leading companies from the flavor and fragrance industry, by providing best quality products with speed delivery.

### 1.3.3 Products & service

The products of organic aromatics are classified in two major groups namely,

Sr. No	Product Name
1	Alpha Damasone
2	Beta Damasone
3	Prionyll
4	Indian Sandal Core (ISC)
5	Sandal Fleur
6	Amber Fleur
7	Citronellyl Acetate
8	FLORASCONE
9	Nimberol / Timber touch / Timber Forte
10	Violette Coeur / GMI
11	Alpha Ionone / Alpha Ionone Pure / Ionone 100
12	Methyl Ionone
13	Beta Ionone
14	Citronelyl Nitrile
15	OBCHA
16	PTBHA
17	Tetra Hydro Myrcenol
18	Dihydromycenol
19	Geranyl Acytate
20	Tetra hydro floral



### **1.3.4 Areas of Operations**

Organica Aromatics pvt ltd, head office is located in Peenya, Bangalore and manufacturing unit is located at, 5‘B’, KIADB Industrial area, Yedehalli village, Sompura 1<sup>St</sup> phrase Dabaspet, Nelamangala taluk, Bangalore rural district-562111.

The major clients of Organica Aromatics are situated in various states namely, Maharashtra, UP, Delhi, Gujarat and Tamilnadu. The parent company Sabinsa is situated in New Jersey and Sabinsa Japan Corporation in Tokyo.

### **1.3.5 Infrastructure Facilities**

The Organica Aromatics is situated in Dabaspet Industrial area which is on Bangalore to Mumbai highway so transportation facility becomes easier. The Production ability of the manufacturing unit is 190 TPA and it reaches across more than a total area of 260,000 Sq feet. This ability is in observation with ISO 9001-2015 guidelines and all products are KOSHER & HALAL certified.

The production ability of Organica Aromatics consists of stainless steel reactors, hydro generators & centrifuges glass lined reactors. The ability also has elevated vacuum distillation units outfitted with specific high vacuum pumps with boosters. The distillation columns are set with Sulzer filler to get better separation thus getting superiority aroma specialties.

The Manufacturing ability has ‘ATFE (AGITATED THIN FILM EVAPORATOR)’ which is having an production capability of 60L/h. This state-of-art machinery allows us to distil heat responsive products with advanced aroma profile.

This flexible plant has the ability to carry out various types of chemical reactions, such as oxidation reactions, condensation reactions, high temperature hydrogenations and cyclocondensations. This production unit is well supported by advanced systematic test equipment such as gas chromatograph (GC) and GC mass spectrometer (GCMS). The plant has DG backup, boiler, cooling plant and wastewater treatment plant to support production.

Production units are all around outfitted with hardware and that helps the association to take care of the requests of clients.

The company has good transport facility for supply and delivery of their output. The material of the company is committed for timely delivery and highlighted quality.

#### **1.4 Competitor's Information**

##### **Husna flavors and fragrance pvt ltd:**

Husna flavors and fragrance private ltd was one of the oldest business in fragrance and flavors industry in the area of manufacturing flavors and fragrances since 1920. Husna is a family company now it is managed by the 3rd generation of family members through these 7 decades they have established a strong existence in the perfumery market in India.

##### **Flavaoma pvt ltd:**

Flavaoma pvt ltd. is one of the leading organization in supply of flavors and fragrances. The company has 15 years of experience in manufacturing flavors and fragrances. The company was certified by ISO 9001 2008. The was located in the Peenya industrial area, Bangalore.

##### **Aromatik Bangalore pvt ltd:**

Aromatik Bangalore private limited is also a the major company in fragrance & flavors industry in the area of manufacturing flavors and fragrances from 1954 having 54 years experience. The main aim is to become one of the best and perfumery manufacturing company in India. This enterprise is engage in formulation of cooked food additive, edible food dyes, ordinary edible color, natural soap fragrances, food colors, food flavors, soap fragrance and incense stick fragrance which are in tandem with international superiority norms and find broad functions across the food and drink industry.

## **1.5 SWOT Analysis**

### **STRENGTH:**

1. Strong Presence in Domestic Market
2. Research and Development Capabilities
3. High Customer Satisfaction
4. Competent manpower
5. Skilled top executives

### **WEAKNESS:**

1. Low Margin of Operation
2. Scarcity of Capital in Indian Firms
3. No collaboration
4. Limited exposure

### **OPPORTUNITIES:**

1. Acquiring Companies in Order to Grow into Other Markets
2. Relaxed Regulations and Available Subsidies
3. Participation in international projects
4. Export market potential

### **THREATS:**

1. High Project Costs of the Companies
2. Competition Coming From Other Asian Parts
3. Varying material costs.
4. Increase in small players

## **1.6 Future Growth & Prospects**

Organica Aromatics pvt ltd has gone for renovation extension and diversification by improving the existing method of manufacturing and installation of additional advanced technological equipments. The company is involving in upgrading its manual machines completely with the advanced computerized machines. Organization also planning for renovates the laboratory to international level. Organization also decided to concentrate more on research and development for innovate new flavors and fragrance to market. On the brighter side, there is remarkable growth in flavors and fragrance industry.

## Ratio analysis

### 1. Current Ratio:

It is ratio between the current assets and current liabilities. The current ratio helps to organization to identify the solvency and liquidity.

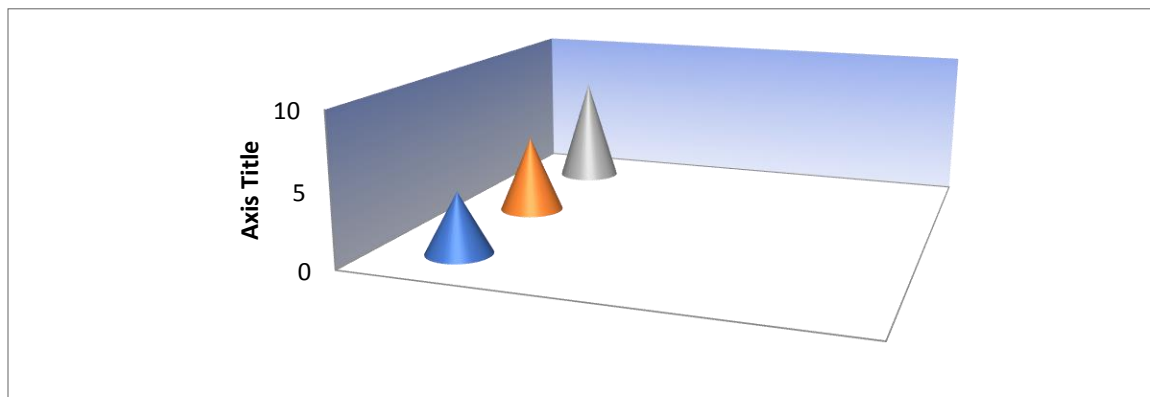
The current ratio is a liquidity ratio that measure company's capacity to pay short-term & long-term obligation.

**The standard current ratio is 2:1**

**Current ratio= Total current assets / Total current liabilities**

Year	2017	2016	2015
Current ratio	4.09:1	5.23:1	7.29:1

**Graph showing the current ratio:**



### Analysis and Interpretation

The above Graph shows the current ratio for the year 2015 is **7.29:1** and it will decrease for the year 2016 is **5.23:1** and in the year 2017 it decreased to **4.09:1**.

It shows the decreasing movement in the current ratio. We suggest that business is not placed to its debts.

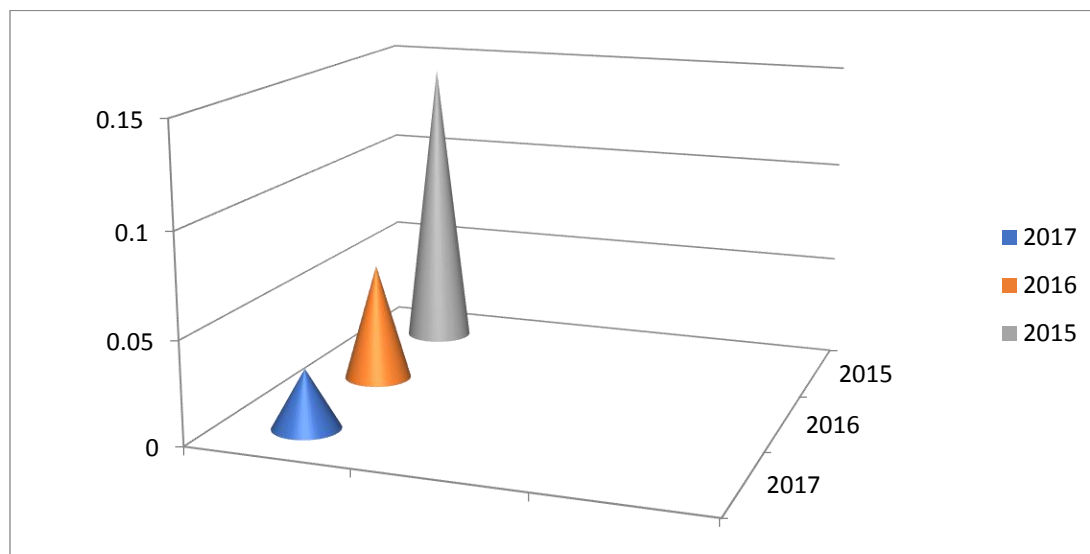
## 2. Debt equity ratio:

This ratio used to measures a company's financial leverage, calculated by dividing a company's total liabilities by its stockholdersequity. The debt equity ratio indicates how much debit a company is using to finance its assets relative to the amount of value represented in shareholder's equity.

$$\text{Debt Equity ratio} = \text{Debt} / \text{Equity}$$

Year	2017	2016	2015
Debt equity ratio	0.029:1	0.058:1	0.144:1

### Graph showing the debt equity ratio:



### Analysis and Interpretation

The graph shows that in the year 2015 debt equity was **0.144:1**, in 2016 it decreased to **0.058:1**, and in the year 2017 it again decreased to **0.029:1**.

The above graph indicates that the debt equity ratio is decreasing order.

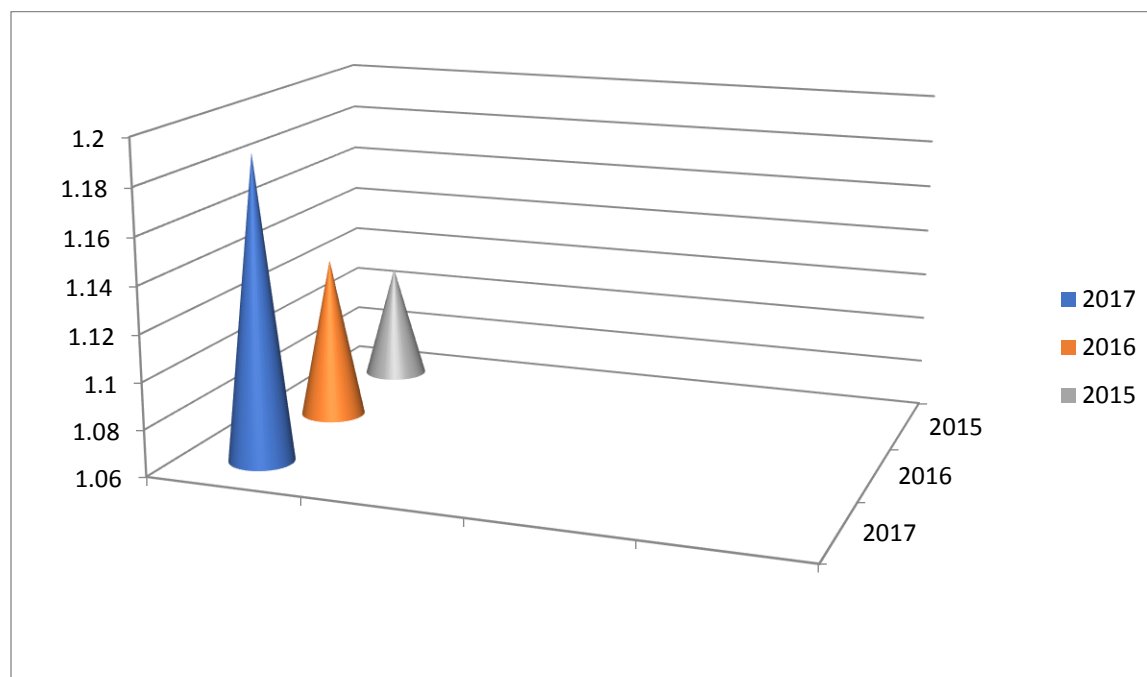
### 3. Proprietary ratio:

The proprietary ratio is the proportion of shareholders equity to total assets, and such provides a rough estimation of the amount of capitalization currently used to support a business.

$$\text{Proprietary ratio} = \text{Total assets} / \text{Capital employed}$$

Year	2017	2016	2015
Proprietary ratio	1.19:1	1.13:1	1.11:1

Graph showing the proprietary ratio:



In the year 2015 the proprietary ratio is **1.11:1**, in 2016 it increasing to **1.13:1**, And in the year 2017 it again increasing to **1.19:1**.

This graph shows that the company proprietary ratio is unpredictable year by year; we can say that the company needs to improve to yield a better profit in the coming years.

## CHAPTER 2

### CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

#### 2.1 Theoretical background of Study

**Employee Job Satisfaction** is an analysis of workers' satisfaction with their job, whether or not they like the job or human being aspects, such as environment of work or management. Job satisfaction can be measured in cognitive, affective, & behavioral components. Researchers have also noted that job satisfaction measures differ in the level to which they measure feelings about the job or cognitions about the job.

#### Importance of job satisfaction

- **Lower Turnover** – Turnover is one of the chief costs accredited to the HR department. Retaining employees helps to create a better atmosphere, and makes it easier to hire superiority talent and save currency. The base line: fulfilled employees are usually much less likely to go away.
- **Higher Productivity** – Irrespective of job name and pay status, workers who report high job fulfillment be liable to attain higher productivity.
- **Increased Profits** – maintaining employees secure and fulfilled can lead to maximum sales, reduces cost and a stronger base line.
- **Loyalty** – When workers feel the business has their best welfare, they frequently support organizations mission and works hard to attain its objectives.

#### Factors affecting job satisfaction

Factors affecting the level of Job Satisfaction are;

- Working Environment
- Fair Policies & Practice
- Caring Organization
- Appreciation
- Pay



- Age
- Promotion
- Feel of Belongings
- Initiation and Leadership
- Feel of Being Loved

- **Working Environment**

It is necessary to provide good atmosphere for the workers which are encouraging to their development.

They require an environment which is strong and secure which helps for private comforts and facilitates to undertaking a job. If the work environment is good, the workers will find it easier to take out their jobs.

On the other hand, if the operational circumstances are deprived, workers will find it harder to get things complete.

Therefore, it can be assumed that having a gracious & supportive atmosphere can lead to enlarged job satisfaction.

- **Fair Policies & Practice**

Individuals who recognize that encouragement decisions are made in a fair manner are likely to get information about satisfaction of employees from their jobs.

Very often workers are de motivated and disappointed with their work because of unfair policies and practices exist at their workplace.

Therefore the most important for an organization is to have a fair and equivalent system on the subject of practices and policies so that there is no bias and frustration

- **Caring Organization**

While care may be published in a variety of ways, it is considered to be grateful for career development, adult treatment, seriousness and well done work.

When a worker feels that organization. For those who are working, taking care of them, and taking action to improve their work and life, they are happy and this produces higher satisfaction

- **Appreciation**

Humanity loves to be appreciated. Even small jobs try to express gratitude from colleagues, bosses and seniors. When everyone comes to be recognized in front, it boosts their spirit

- **Pay**

Wages and salaries are important but cognitively complex and are recognized as multidimensional factors in job satisfaction. Money not only helps people achieve their basic needs, but also helps provide satisfaction for higher-level needs.

Employees look closely at compensation as a reflection of how management views contributions to the organization. Fringe benefits are also important, but less so

- **Age**

Age is another factor that affects job satisfaction. Various studies conducted in this area show that job satisfaction tends to increase with age. In other words, older employees tend to report higher satisfaction, and younger employees say lower job satisfaction

- **Promotion**

The opportunity for promotion seems to have various effects on job satisfaction. This is because there are several different forms of promotion and various accompanying rewards.

In recent years, organizational flattening and the resulting empowerment strategies, and the traditional promotion of overcoming the strengths of hierarchical enterprise success, are no longer available.

- **Feel of Belongings**

While many organizations do not understand this essential element, many organizations are beginning to take action towards it. If an employee feels that he or she is considered to be an important part of the team, being part of that organization increases the likelihood of job satisfaction.

These small gestures all belong to the company, with texting or mailed to employees on their birthdays, even the ground level employees reporting the crisis and making special efforts during the festive season believe it this brings together work satisfaction and loyalty

- **Initiation and Leadership**

If you have the same opportunity to show your talent, you are more likely to start ahead and get the next highest level of job satisfaction.

assume you are in an organization. Employees are not asked to make suggestions, and no one is bothered with informing the decision

- **Feel of Being Loved**

If employees have a good bond with colleagues and seniors, they will find that their job satisfaction level is higher.

I feel like I come to the office and work. If the environment is not friendly, office politics are at its peak and medical errors are taking place, all these factors together make it impossible to prevent employees from coming to the office. There is no obstacle

## 2.2 Literature Review

1. **Mira Singh and Pestonjee (1990)** Their research on bank employees found that job satisfaction with bank employees was positively influenced by work engagement, job level, and participation
2. **Balgir (1991)** in their study found that job satisfaction, job security, friendly social circle, happy personal life, salary are some motivating factors which strongly influence Indian managers in their work.
3. **Mathew (1991)** in his study with the Help of Recursive Model found that there is Reciprocal Relationship Between Organizational Commitment and Satisfaction.
4. **Mehra And Mishra (1991)** in their study, studies of the effects of mental health on the relationship between intrinsic job satisfaction and occupational stress show that mental health has a moderate impact on the relationship between intrinsic job satisfaction and occupational stress.
5. **Dhar and Jain (1992)** in their study of Investigation Amongst Academicians Explores the Relationship between Age, Job Satisfaction, Job Involvement and Length of Service and Found That Job Involvement and Job Satisfaction are Positively Correlated.
6. **Syed (1992)** His studies relate to personal attributes such as education, salary and age, as well as satisfaction with the effectiveness of the organization. It was revealed that the organization created a better environment for employees through personnel policies and practices
7. **Rama Devi (1997)** in her research found the Factors Such As Income, Salary, Freedom of Job Were Causing Satisfaction While Bureaucratic Rules of No Routine Work and No Recognition Caused dis-satisfaction.
8. **Santhapparaj (2005)** in their study on women managers working in electrical industry in London. The survey is based on the relationship between specific aspect of job satisfaction and personal characteristics of women managers. The correlation analysis shows that there was a significant negative correlation between pay, education level and job in general. The study reveals that there was a need of management and organizational culture create organizational network and social environment.

9. **Rajesh (2007)** in his study on related to the job satisfaction level and relationship between satisfaction and demographic characteristics found that higher income groups and higher experienced professionals were most dissatisfied with job security.
10. **Chen and Silverthorne (2008)** in their study on public certified accountants that was conducted to examine the relationship between work related behavioral to measure the job satisfaction, stress and performance of accountants and locus of control. The main objective is to assure the locus of control impacts on individuals and behavior in job stress, job performance and satisfaction. They found that measuring accountants personally by locus of control helps to predicting the level of performance, stress and job satisfaction.
11. **O' Leary, Patrick (2008)** in their Study on Job Satisfactions and Job Characteristics Amongst Physician Can Be Measured by Physicians Work-Life Survey in America .This Includes Nature of Work, Rewards and Organizational Context. The Sample Includes 2000 Physicians and the Research founds That Male Doctors Report Higher Level of Job Satisfaction compare to Female Doctors. This Study Also found That Women Physicians Can Be More Satisfied with Their Compensation.
12. **Origo and Pagani (2008)** Their studies of flexibility and job satisfaction analysis have examined various aspects of flexibility i.e, whether functional and quantitative flexibility has a different impact on broad and focused job satisfaction. Studies have found that there is a positive link between flexibility and satisfaction. The positive impact was more structured on job satisfaction.
13. **Mau (2008)** in his Job Satisfaction Level of Beginning Teaches and Influencing Factors for Satisfaction. 300, 10<sup>th</sup> Grade Students Aspired To Be Teaches Examined 5 Years Paid Of Cancer Choices. The Job Satisfaction is used to Test the Cluster of Variables by Social Cog niter Career Theory. It Was Fond That The Students Pursuit Teaching Were More Satisfied Compare to Non-Persisting Teaching Career and Some of them Predicts Education Etc ...
14. **Liu (2008)** in his Research on the General Ability and Dimensionality of Public Service Motivation and the Relationship between Each Dimension of Public Service Motivation and Public Servants Job Satisfaction. Exploratory factor analysis & confirmatory factor

analysis Data applied on 160 Public Servants in Taiwan and found that the General ability of Contrast Will Be Limited in Some Parts of Taiwan.

- 15. Chileshe and Haupt (2009)** in their study on perceived age diffusion in satisfaction of job of construction workers in India. The objectives are to identify the relative aspects which affect the workers of construction industry. The data collected through questions by 250 respondents and they found that younger worker age does not influence as the effect of the aspects but the younger workers responded higher score than older workers.
- 16. Gunlu (2009)** in his Research on Job Satisfaction of Managers in Large Scale Hotels in Arabian Region. In Order to Know the Significant Relation between Organizational Commit on Job Satisfaction. He Found That the Study Indicates General Job Satisfaction Had a Significant Effect on Affective Commitment as well as Normative.
- 17. Bellou (2009)** in his study conducted on organizational culture and job satisfaction relates gender and age in the public hospitals of germany. 100 questionnaires were gathered from 6 public hospitals in the city. By using of descriptive statistics and stepwise regression. He found that the employee's gender and age influences the organizational value which affects on job satisfaction.
- 18. Ashok kumar (2004)** in his study IT era which bring many changes in development sectors. Information is the basis for all developing activities. He found that IT is necessary to modify library legislation on certain areas like development of management & services.
- 19. Afonso (2004)** in his study talks about the importance of computerization in public libraries and brief about the factors involved in computerization using advanced information technology. He found that we are behind the advanced countries in computerization part which can be used in advanced IT.
- 20. Raju (2004)** in his study he discussed the current status of public libraries in kerala. He suggested some measures likes adding up of new dimensions to services with the help updated technologies, community involvement, partnership of voluntary association with the authorities of public library which helps in development of the services rendered by public libraries.

## **CHAPTER 3**

### **RESEARCH DESIGN**

#### **5.1 Statement of the problem**

An endeavor is made in this research to understand whether employees are satisfied with their job and related aspects. So that they will be highly committed towards their job.

#### **5.2 Need for the study**

- Employee job satisfaction is a measure of how well workers are at work.
- Job satisfaction is very important. Most people spend most of their lives at work.
- The study conducted with respect to employee job satisfaction help us to understand the different factors which affect employee performance satisfaction level in the work.

#### **5.3 Objectives**

- To identify various factors affecting employee job satisfaction
- To Examine the level of employees job satisfaction at Organica Aromatics pvt ltd

#### **5.4 Scope of the study**

This study is limited to Organica Aromatics pvt ltd located at dabaspeta, this is going to help the management to understand employee's job satisfaction level and take necessary measures regarding the same

#### **5.5 Research Methodology**

**Type of research:** Descriptive research

**Data collection design:**

✓ **Primary data:** Data is collected from employees of Organica Aromatics private ltd using questionnaires

✓ **Secondary data:** Data is collected from journals, company website, articles, web sources, textbooks and company records.

### **Sample design:**

- ✓ Sampling Method: Convenience Sampling
- ✓ Sampling size: Data is collected from 50 respondents
- ✓ Population size: 120 Employees

### **5.6 Hypothesis**

**H<sub>0</sub>:** There is significant relationship between employee job satisfaction and employee appreciation and rewards.

**H<sub>1</sub>:** There is no significant relationship between employee job satisfaction and employee appreciation and rewards.

### **5.7 Limitations**

- No detail study
- Limited time
- Limited Respondents

### **5.8 Chapter Scheme**

Chapter 1: Introduction

This part gives a brief presentation about the investigation of employee job satisfaction at Organica Aromatics pvt ltd.

Chapter 2: Conceptual background and literature review

Chapter 3: Research design

This part manages the ideas of research outline, for example, title of the investigation, explanation of issue, goal of study, extent of the examination, look into approach, theory & confinement of investigation

Chapter 4: data analysis & Interpretation

This includes tabulation, examination and Interpretation of the data collected presented in graphical structure

Chapter 5: summary of findings, conclusion and suggestions

This chapter concludes the report of project; it comprises the findings and conclusions, recommendations and suggestions to be made.



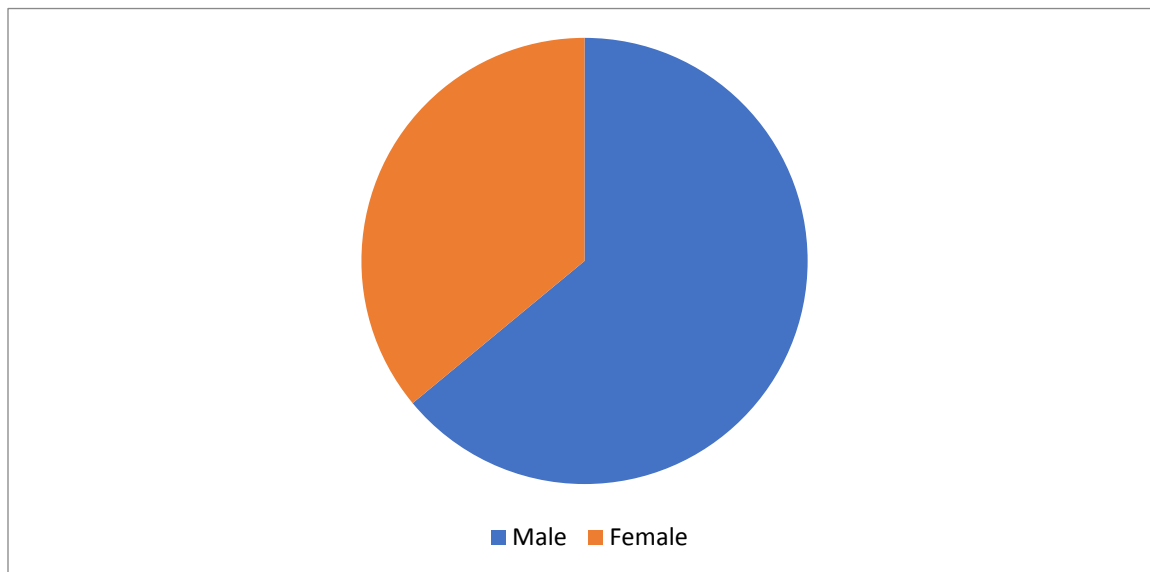
## CHAPTER 4 DATA ANALYSIS AND INTERPRETATION

### Data Analysis and Interpretation

Table 4.1 showing the number of male and female respondents in the company

Sl no	Opinion	Number of respondents	Percentage
1	Male	32	64%
2	Female	18	36%

**GRAPH 4.1** showing the number of male and female respondents in the company



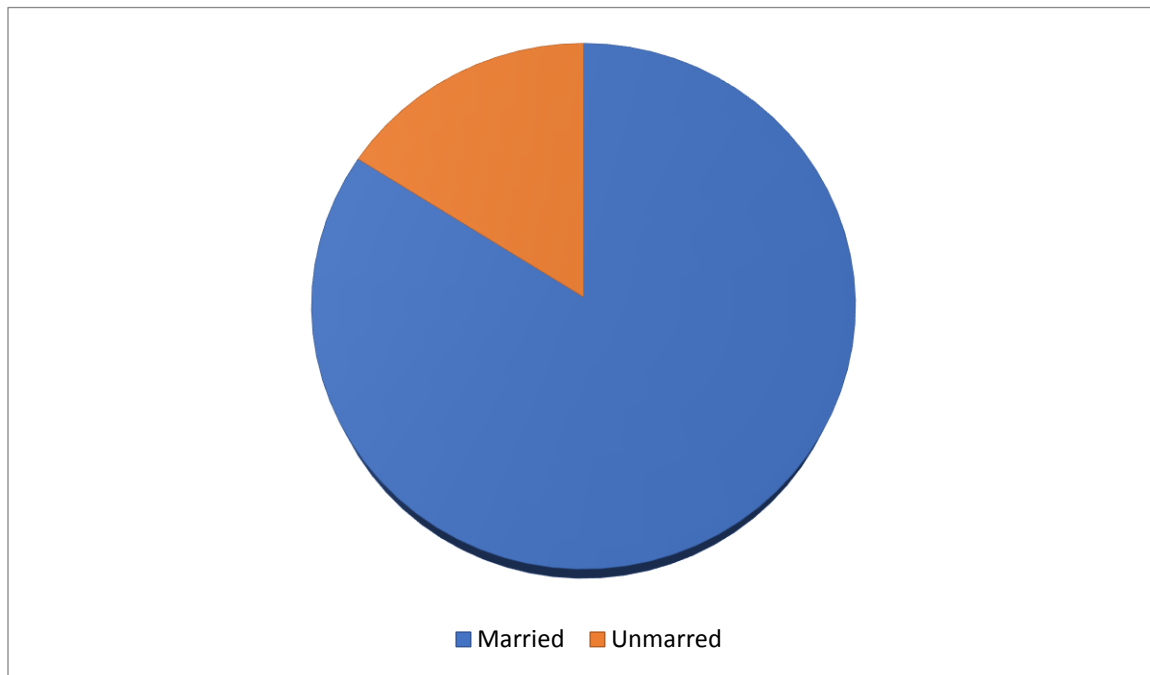
### Interpretation

From the above analysis it is understood that majority of the respondents are men. Organization has majority of male workers.

Table 4.2 showing the marital status of respondents in the company

Sl no	Marital status	Number of respondents	Percentage
1	Married	42	84%
2	Unmarried	08	16%

**GRAPH 4.2** showing the marital status of respondents in the company



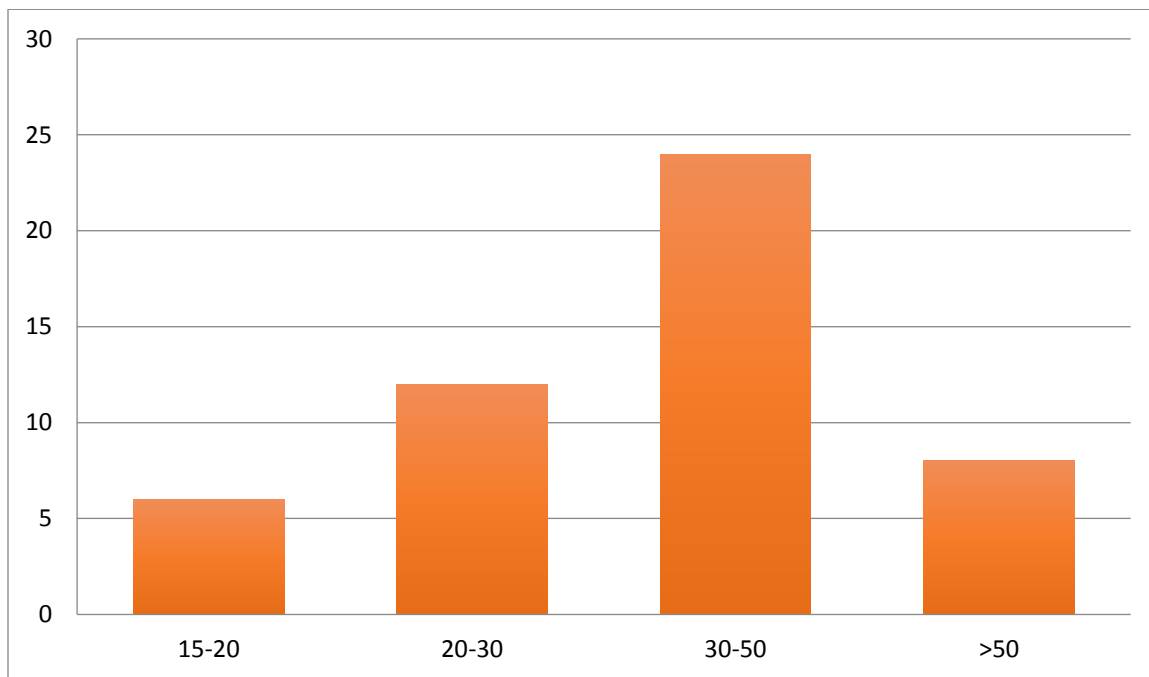
### Interpretation

From the above analysis it is understood that more number of respondents are married.

Table 4.3 showing the age group of respondents in the company

Sl no	Age	Number of respondents	Percentage
1	15-20	6	12%
2	20-30	12	24%
3	30-50	24	48%
4	50 & above	8	16%

**GRAPH 4.3** showing the age group of respondents in the company



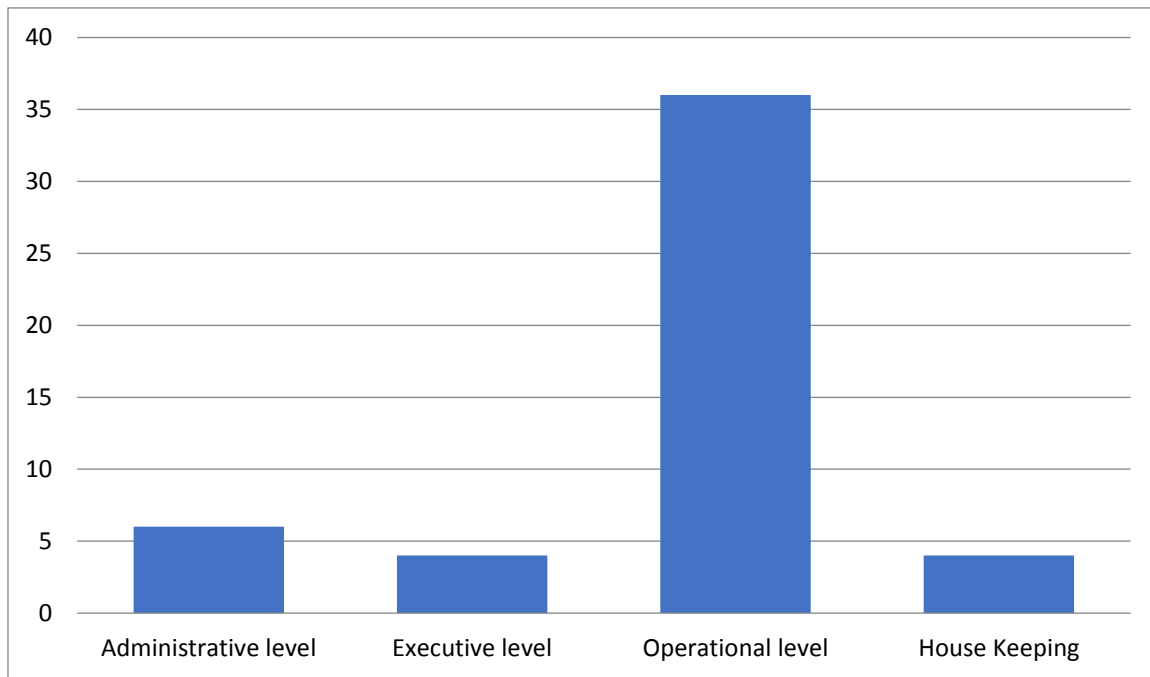
**Interpretation**

From the above analysis it is understood that majority of the respondents in this study belong to are more than 30years age group.

Table 4.4 showing the Designation of respondents in the company

Sl no	Designation	Number of respondents	Percentage
1	Administrative level	6	12%
2	Executive level	4	8%
3	Operational level	36	72%
4	house keeping	4	8%

GRAPH 4.4 showing the Designation of respondents in the company



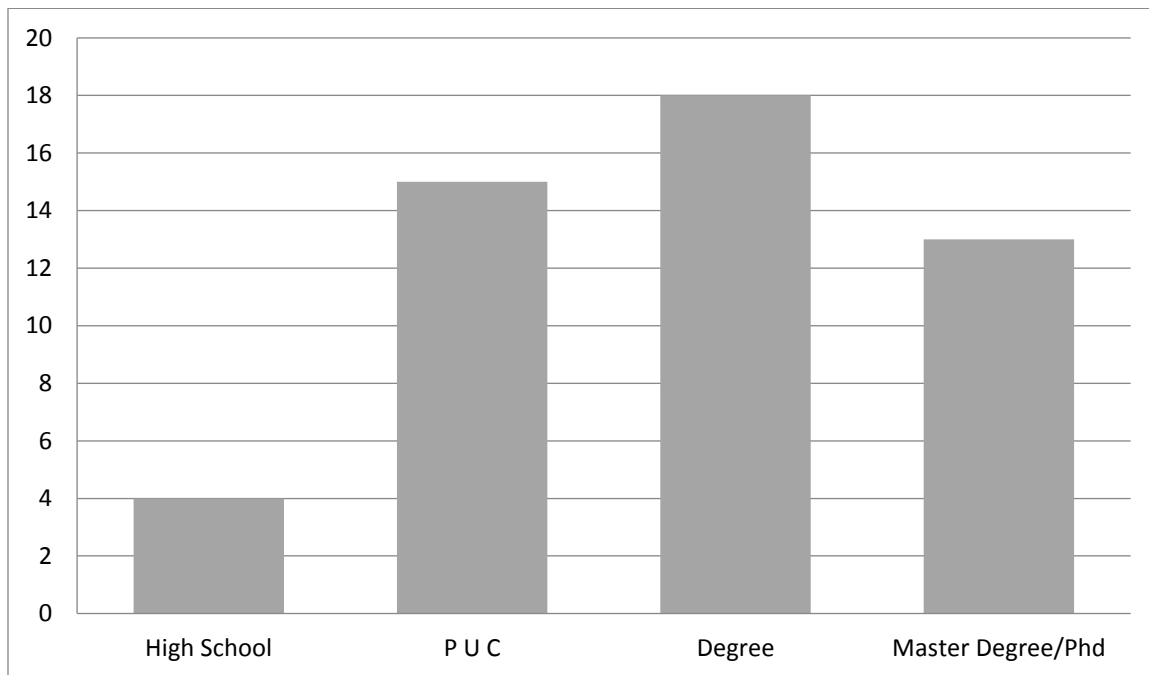
Interpretation From the above analysis it is

understood that majority of the respondents are working in the operational level, we can conclude that there is huge workforce in the operational level which helps the organization in having rapid production.

Table 4.5 showing the educational level of the respondents

Sl no	Educational level	Number of respondents	Percentage
1	High school	4	8%
2	P U C	15	30%
3	Degree	18	36%
4	Master degree / PhD	13	26%

**GRAPH 4.5** showing the educational level of the respondents



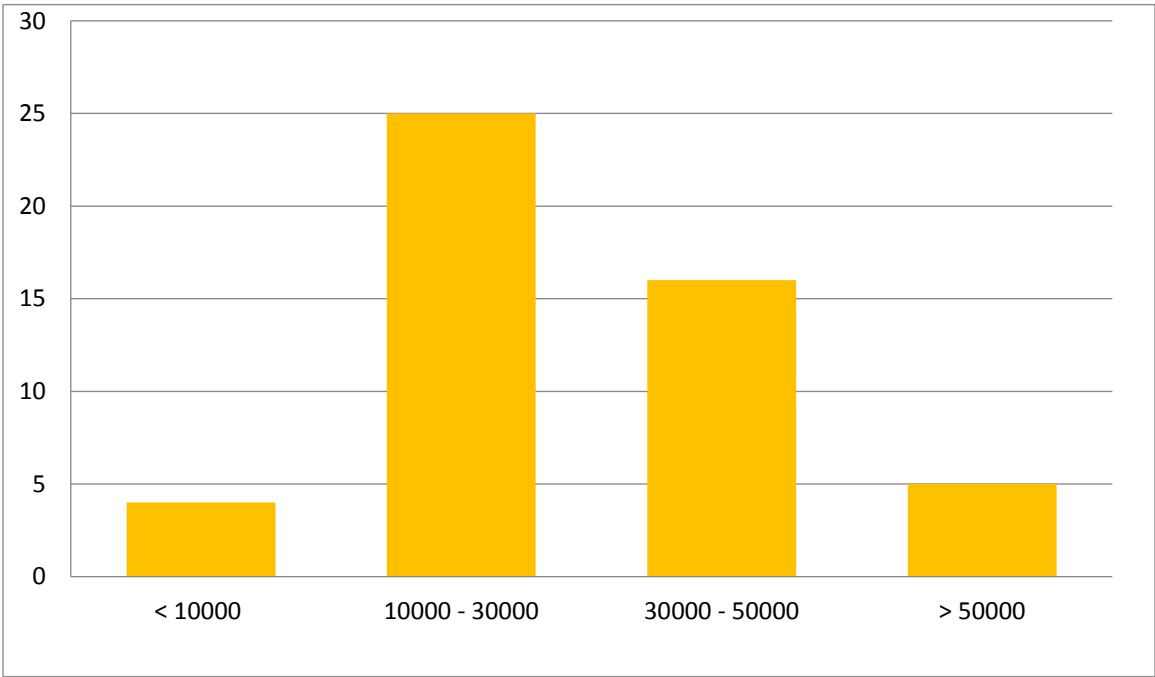
**Interpretation**

From the above analysis it is understood that majority of the respondents are degree holders who can understand things better.

Table 4.6 showing the income level of the respondents in the company

I no	Income level	Number of respondents	Percentage
1	Less than 10000	4	8%
2	10000 - 30000	25	50%
3	30000 - 50000	16	32%
4	50000 and above	5	10%

GRAPH 4.6 showing the income level of the respondents in the company



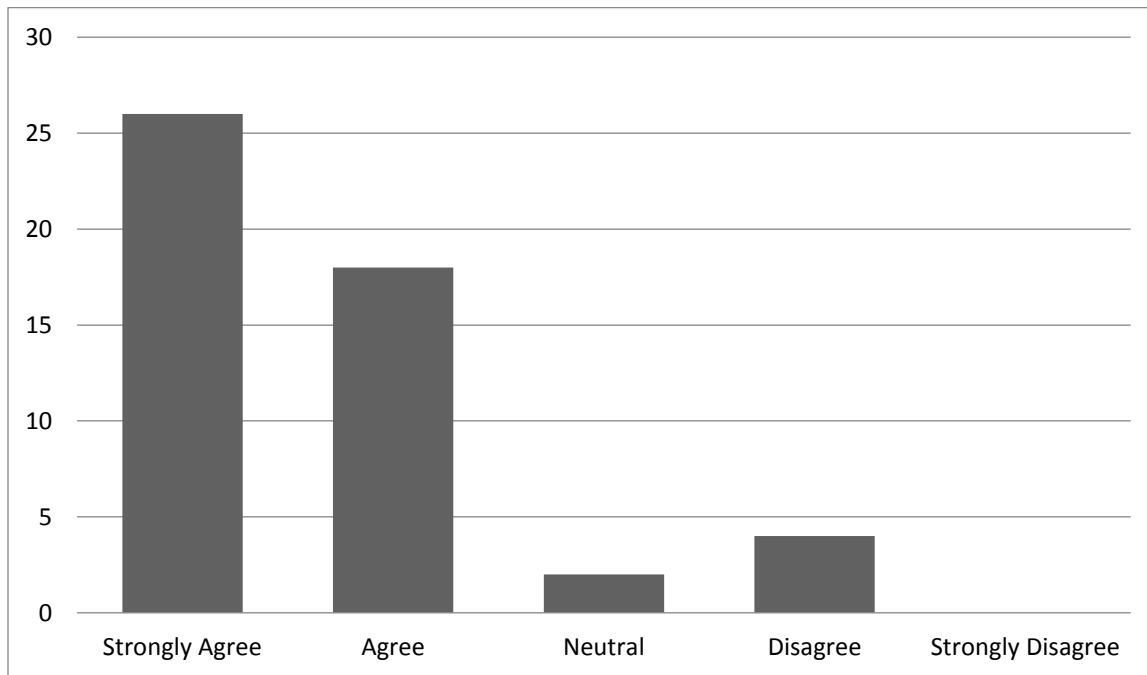
Interpretation

From the above analysis it is understood that majority of the respondents are earning the salary between 10000 to 30000.

Table 4.7 showing the satisfaction level of respondents work according to their qualifications

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	26	52%
2	Agree	18	36%
3	Neutral	2	4%
4	Disagree	4	8%
5	Strongly disagree	0	0%

**GRAPH 4.7** showing the satisfaction level of respondents work according to their qualifications



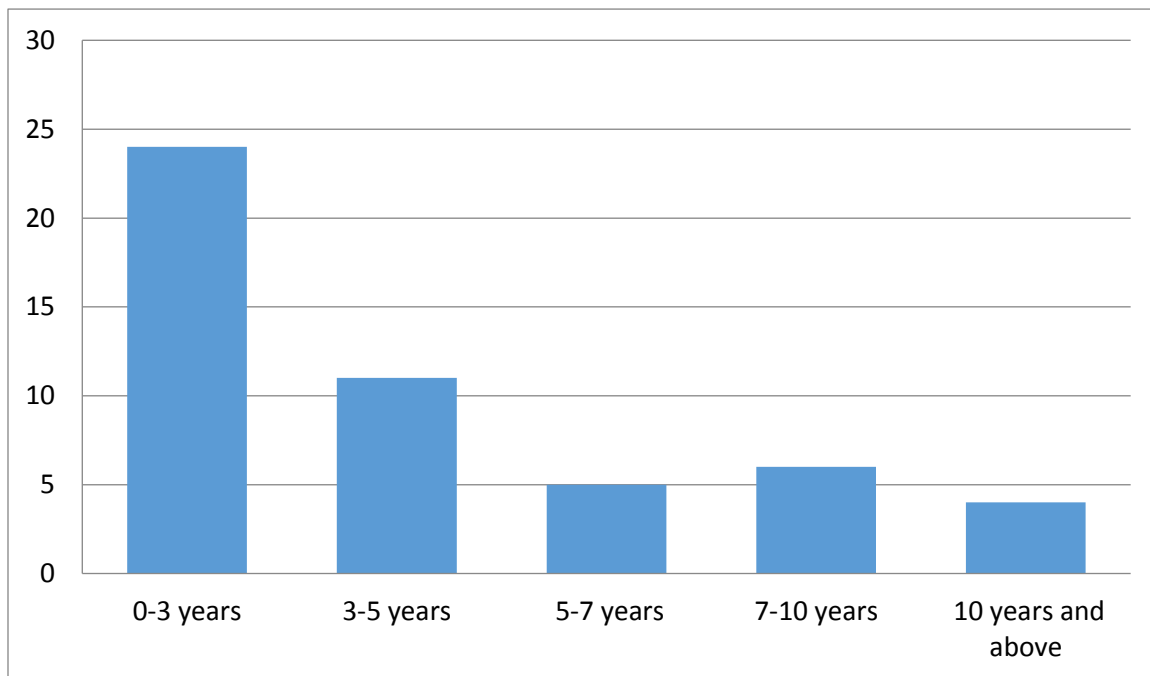
#### Interpretation

From the above analysis it is clear that majority of the employees feel that their job is based on qualification. Organization considers qualification as one important factor to perform the job.

Table 4.8 showing the number of years of experience of respondents in the company

Sl no	Experience	Number of respondents	Percentage
1	0 - 3 years	24	48%
2	3 - 5 years	11	22%
3	5 - 7 years	5	10%
4	7 - 10 years	6	12%
5	10 years & above	4	8%

**GRAPH 4.8** showing the number of years of experience of respondents in the company.



#### Interpretation

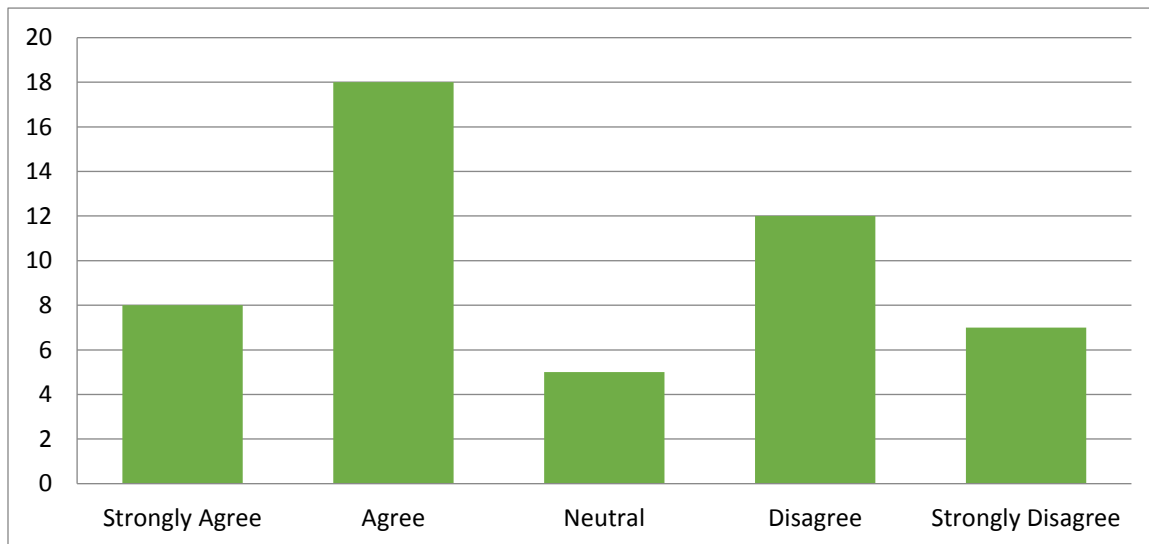
From the above analysis it is understood that majority of the respondents have 0-5 years of experience. With this we can understand that most of the employees in the organization are youngsters



Table 4.9 showing the relationship between the respondents and top management

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	8	16%
2	Agree	18	36%
3	Neutral	5	10%
4	Disagree	12	24%
5	Strongly disagree	7	14%

**GRAPH 4.9** showing the relationship between the respondents and top management



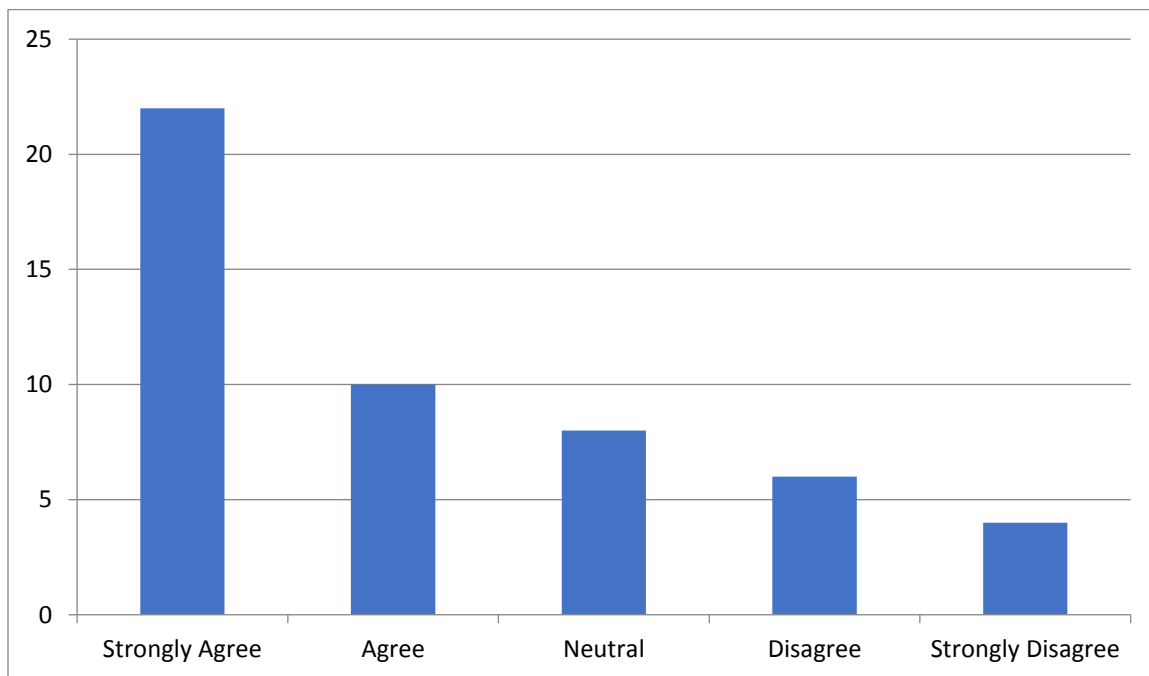
#### Interpretation

From the above analysis it is understood that there is good relationship between employees and employers. Organization considers maintaining good relationship is important factor for making employees committed towards their job which in turn lead to employee satisfaction.

Table 4.10 showing the authorities given to respondents to perform their duties effectively

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	22	44%
2	Agree	10	20%
3	Neutral	8	16%
4	Disagree	6	12%
5	Strongly disagree	4	8%

**GRAPH 4.10** showing the authorities given to respondents to perform their duties effectively.



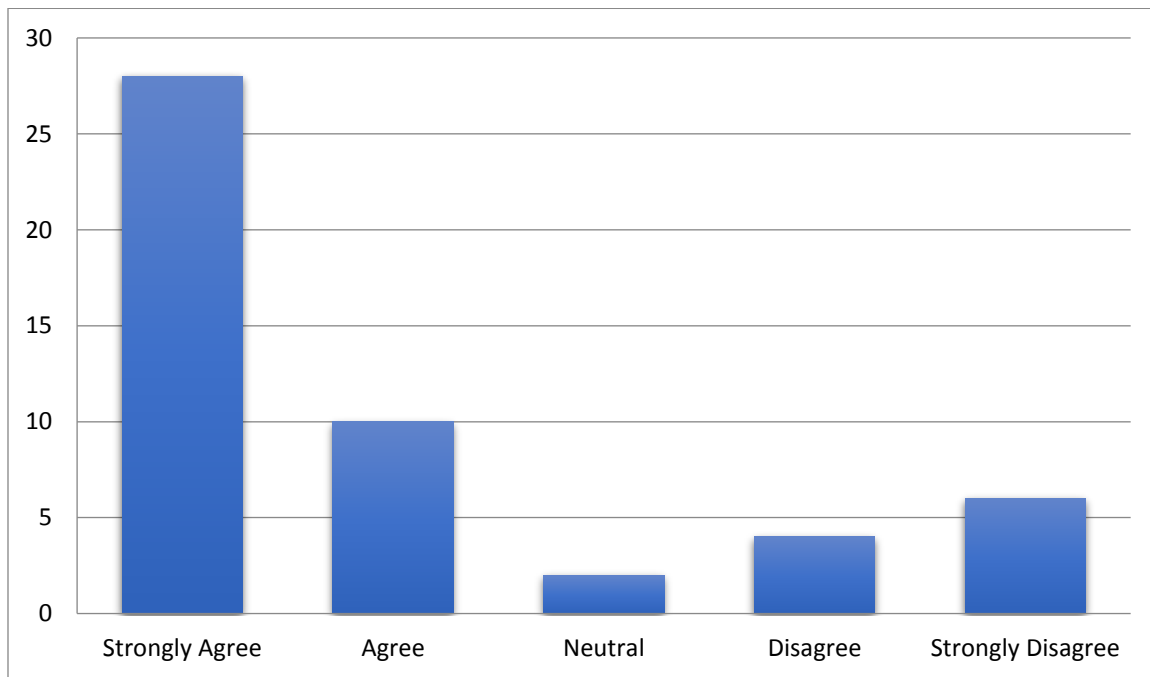
#### Interpretation

From the above analysis it is understood that management gives authority to its employees based on the type of job. Employees have autonomy in performing their job which will make employees responsible for their performance output.

Table 4.11 showing the satisfactory working hours in the company

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	28	56%
2	Agree	10	20%
3	Neutral	2	4%
4	Disagree	4	8%
5	Strongly disagree	6	12%

**GRAPH 4.11** showing the satisfactory working hours in the company.



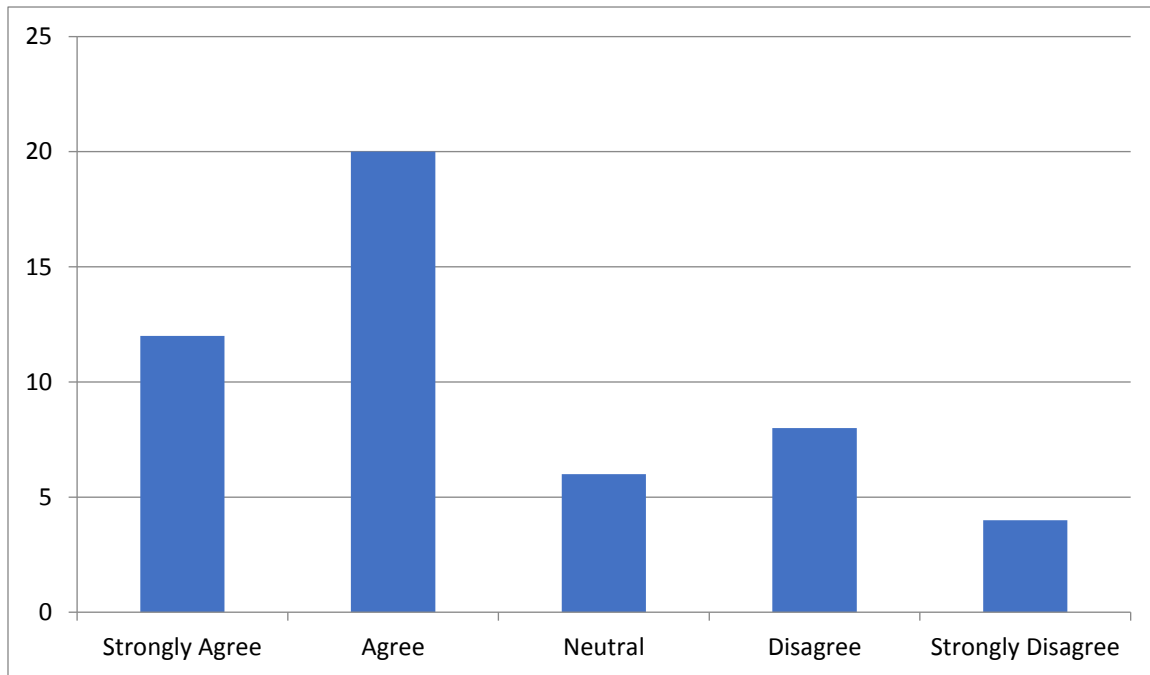
#### Interpretation

From the above analysis it is understood that the majority of the respondents are satisfied with working hours in the organization, we can conclude that the employees are highly satisfied with the work timing in the company.

Table 4.12 showing the counseling program conducted by the company for respondents.

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	12	24%
2	Agree	20	40%
3	Neutral	6	12%
4	Disagree	8	16%
5	Strongly disagree	4	8%

**GRAPH 4.12** showing the counseling program conducted by the company for respondents.



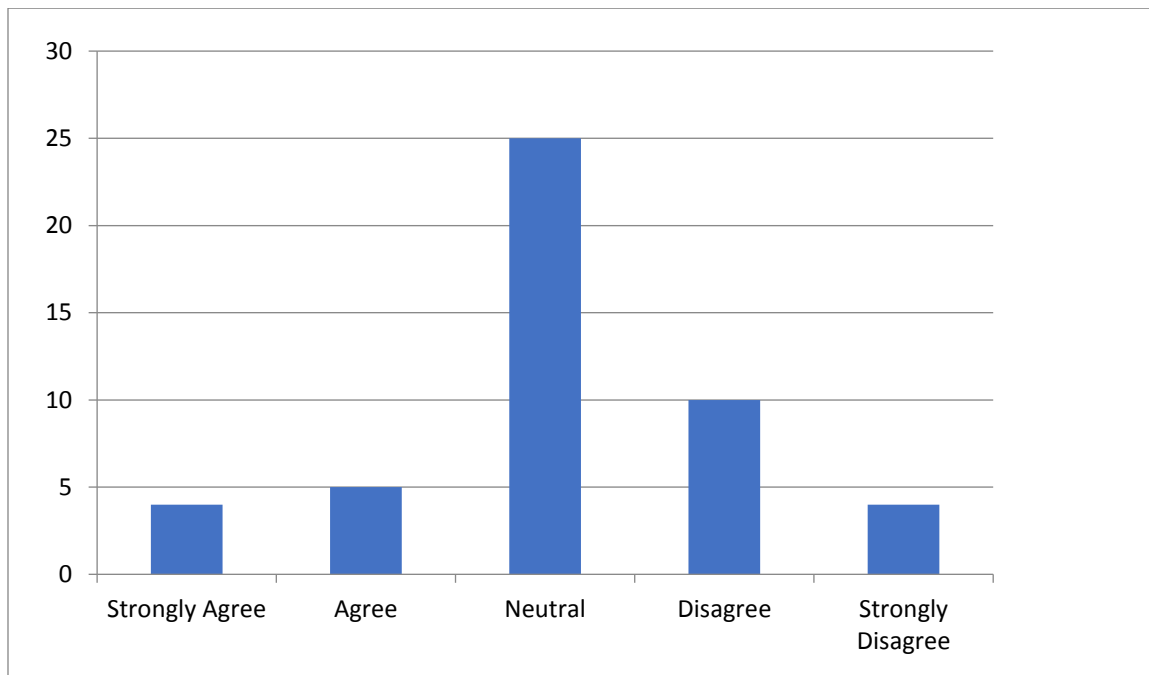
#### Interpretation

From the above analysis it is cleared that organization has employee counseling programs. Which helps employees to deal with problems in turn helps them to have commitment towards job.

Table 4.13 showing sharing of experience of the respondents with their colleagues

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	4	8%
2	Agree	5	10%
3	Neutral	25	50%
4	Disagree	10	20%
5	Strongly disagree	4	8%

**GRAPH 4.13** showing sharing of experience of the respondents with their colleagues.



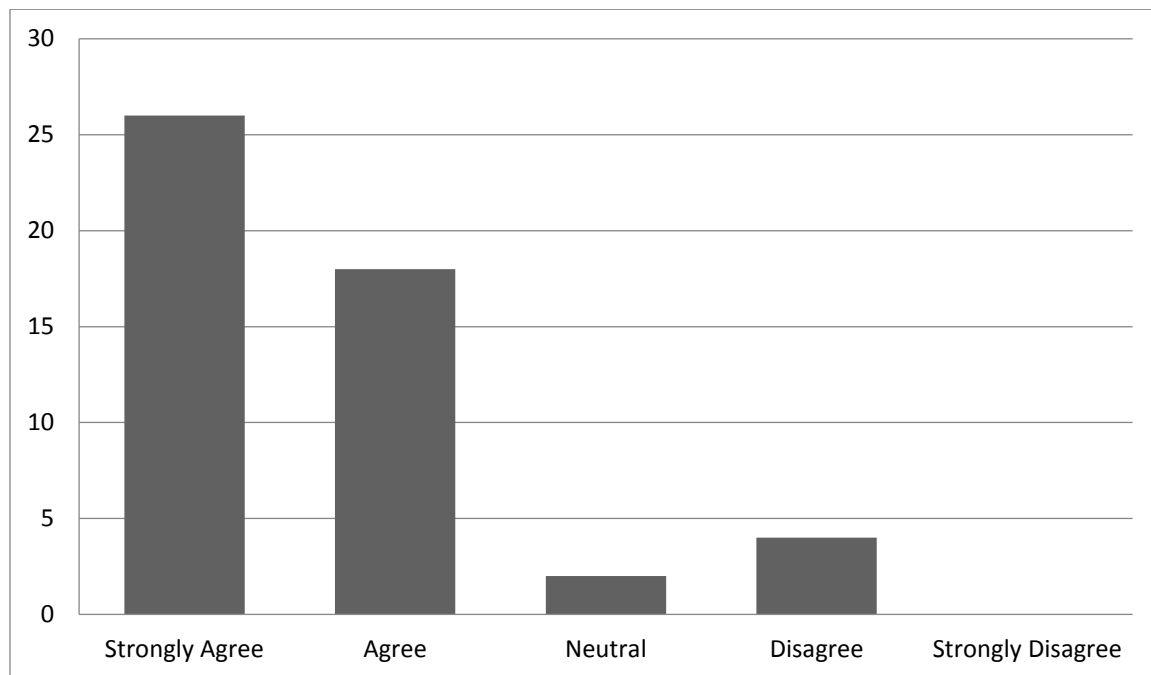
#### Interpretation

From the above analysis it is clear that most of the employees does not share their work experience with their colleagues with this we can understand that the relationship between the employees is must be improved.

Table 4.14 showing the respondents getting appreciation and rewards by the company

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	26	52%
2	Agree	18	36%
3	Neutral	2	4%
4	Disagree	4	8%
5	Strongly disagree	0	0%

**GRAPH 4.14** showing the respondents getting appreciation and rewards by the company.



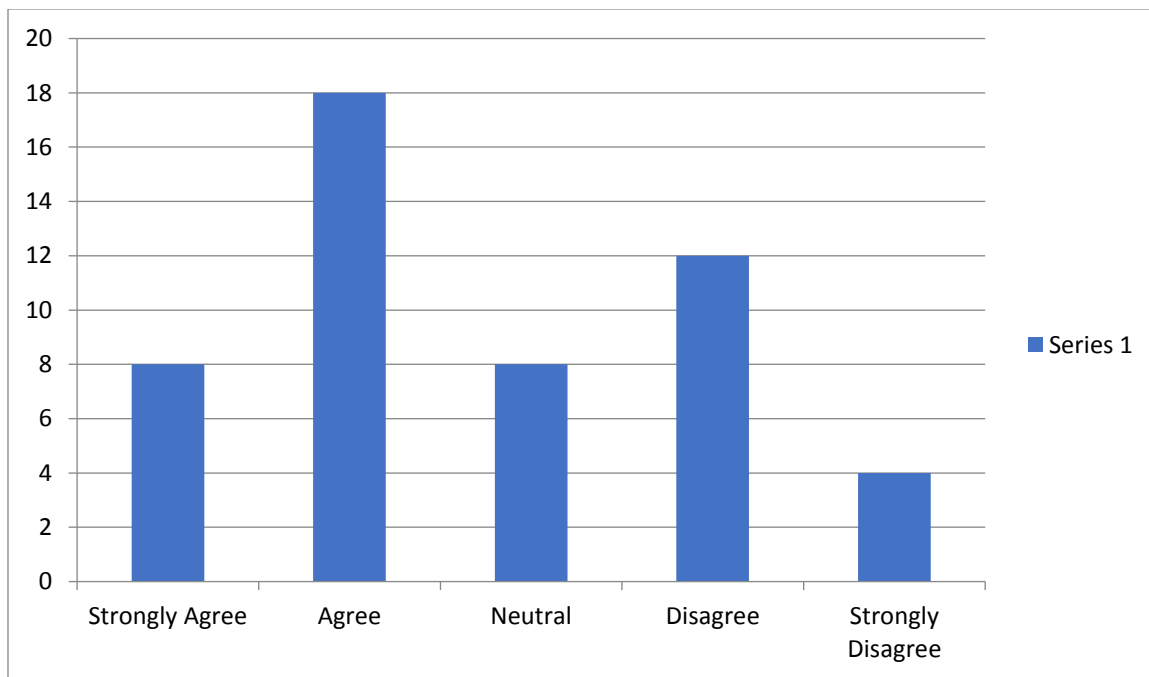
#### Interpretation

From the above analysis it is cleared that the appreciation and rewards will be given for the employees for the accomplishments, organization recognizes employees for the better work which leads to satisfaction.

Table 4.15 showing career prospect of respondents

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	8	16%
2	Agree	18	36%
3	Neutral	8	16%
4	Disagree	12	24%
5	Strongly disagree	4	8%

GRAPH 4.15 showing career prospects of respondents



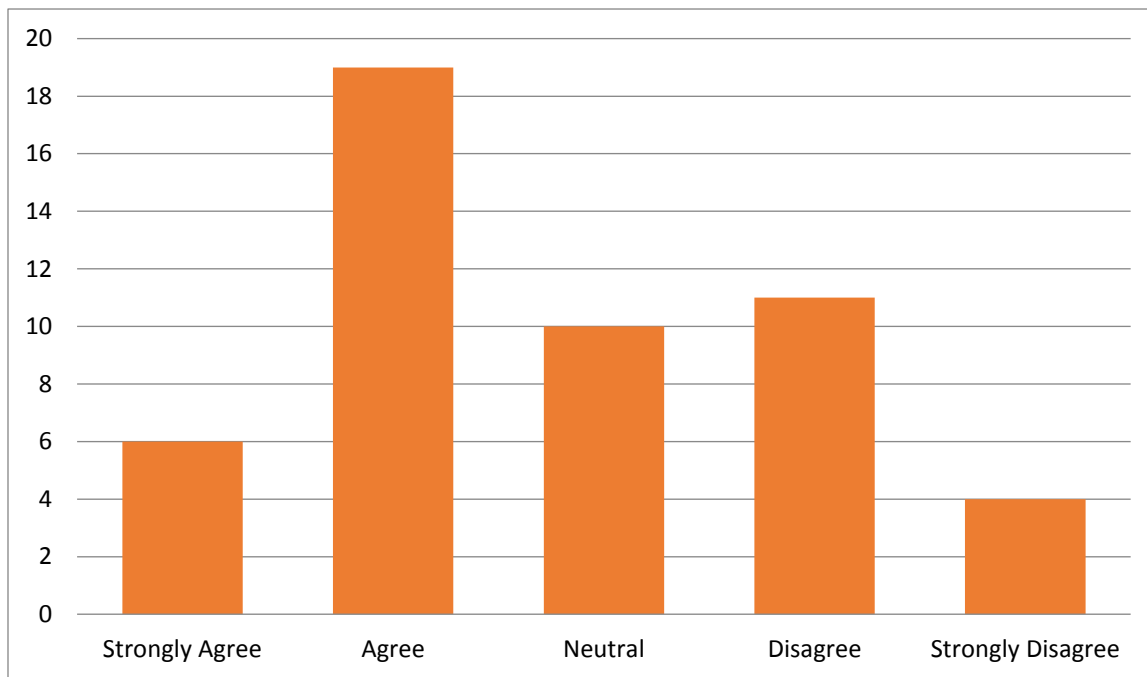
#### Interpretation

From the above analysis it is understood that most of the employees feel that there is better prospects in the organization which makes the employees stay in the organization for long time.

Table 4.16 showing the involvement of respondents in management decisions

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	6	12%
2	Agree	19	38%
3	Neutral	10	20%
4	Disagree	11	22%
5	Strongly disagree	4	8%

**GRAPH 4.16** showing the involvement of respondents in management decisions



#### Interpretation

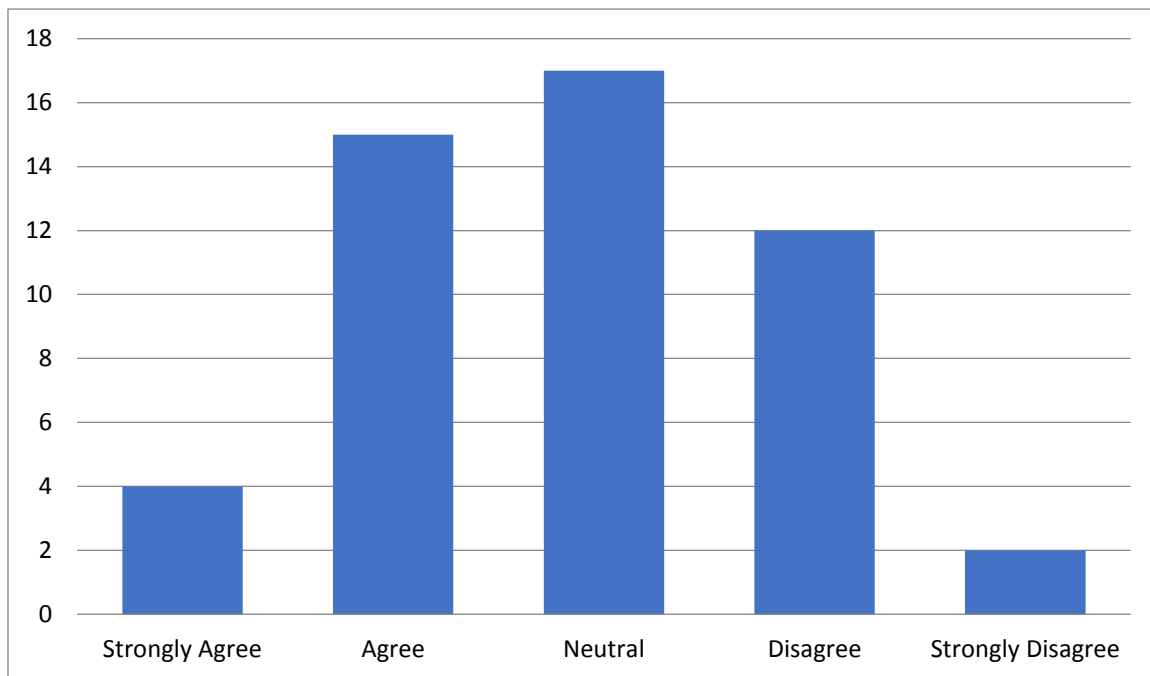
From the above analysis it is cleared that employees are involved in decision making process which makes employees feel that managers considers its employees as import factor in division making process and they try to have good relationship with managers.



Table 4.17 showing the welfare facilities provided to respondents by the company

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	4	8%
2	Agree	15	30%
3	Neutral	17	34%
4	Disagree	12	24%
5	Strongly disagree	2	4%

**GRAPH 4.17** showing the welfare facilities provided to respondents by the company



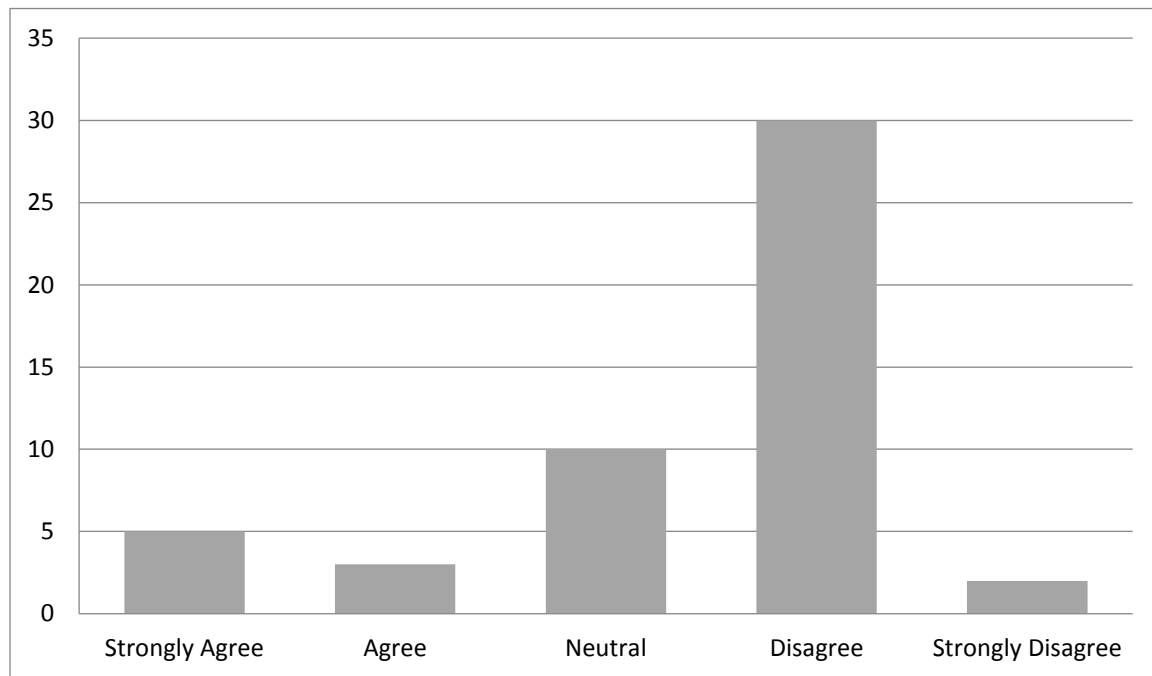
#### Interpretation

From the above analysis it is understood that the organization is providing welfare facilities to its employees but some more improvement is required with respect to benefit facilities are concerned.

Table 4.18 showing physical working conditions in the company

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	5	10%
2	Agree	3	6%
3	Neutral	10	20%
4	Disagree	30	60%
5	Strongly disagree	2	4%

**GRAPH 4.18** showing physical working conditions in the company



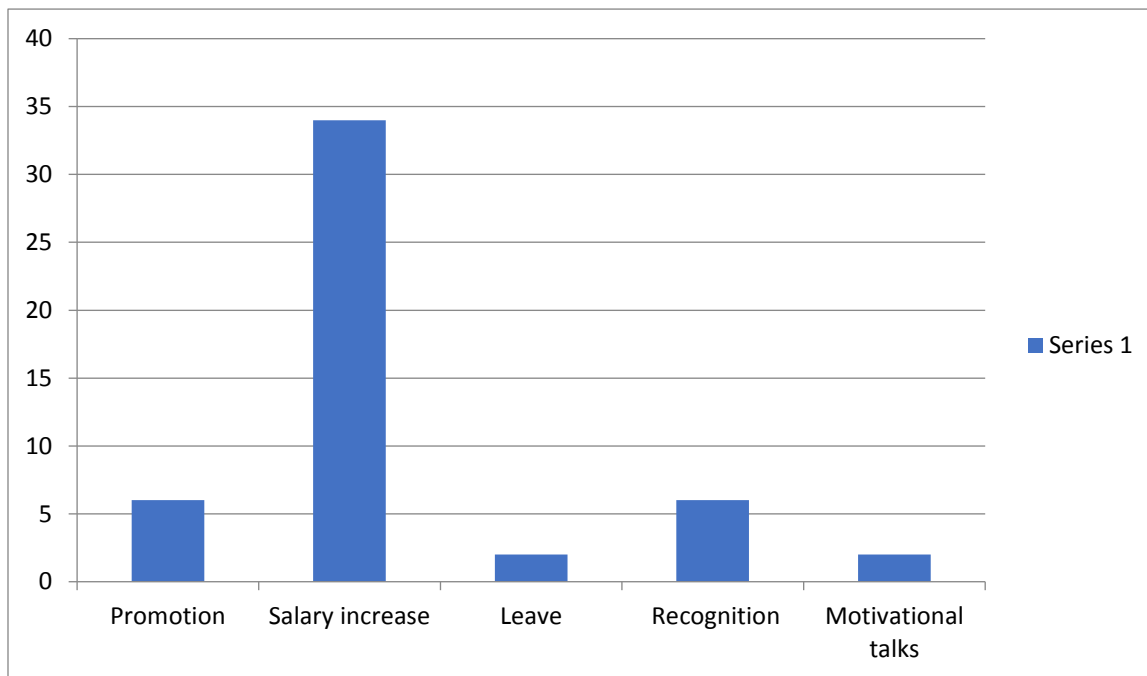
**Interpretation**

From the above analysis it is cleared that the management has to concentrate on working environment at the work place of the employees; most of the employees are not satisfied with the working condition it leads to grievance of the employees.

Table 4.19 showing the factors motivating the respondents in the company

Sl no	Motivational factor	Number of respondents	Percentage
1	Promotion	6	12%
2	Salary increase	34	68%
3	Leave	2	4%
4	Recognition	6	12%
5	Motivational talks	2	4%

**GRAPH 4.19** showing the factors motivating the respondents in the company



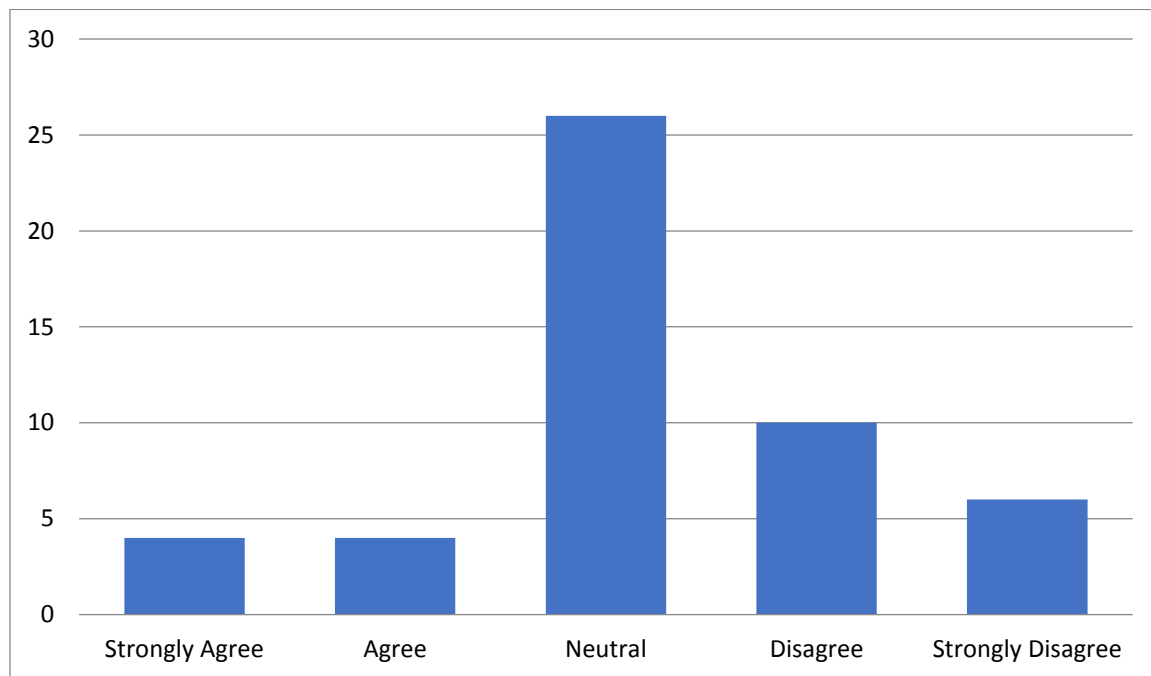
#### Interpretation

From the above analysis it is clear that more number of employees are motivated through the increase in salary, it shows the company providing fair remuneration to the employees with regular increment and with attractive incentives.

Table 4.20 showing the satisfactory salary paid to the workers by the company

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	4	8%
2	Agree	4	8%
3	Neutral	26	52%
4	Disagree	10	20%
5	Strongly disagree	6	12%

**GRAPH 4.20** showing the satisfactory salary paid to the workers by the company



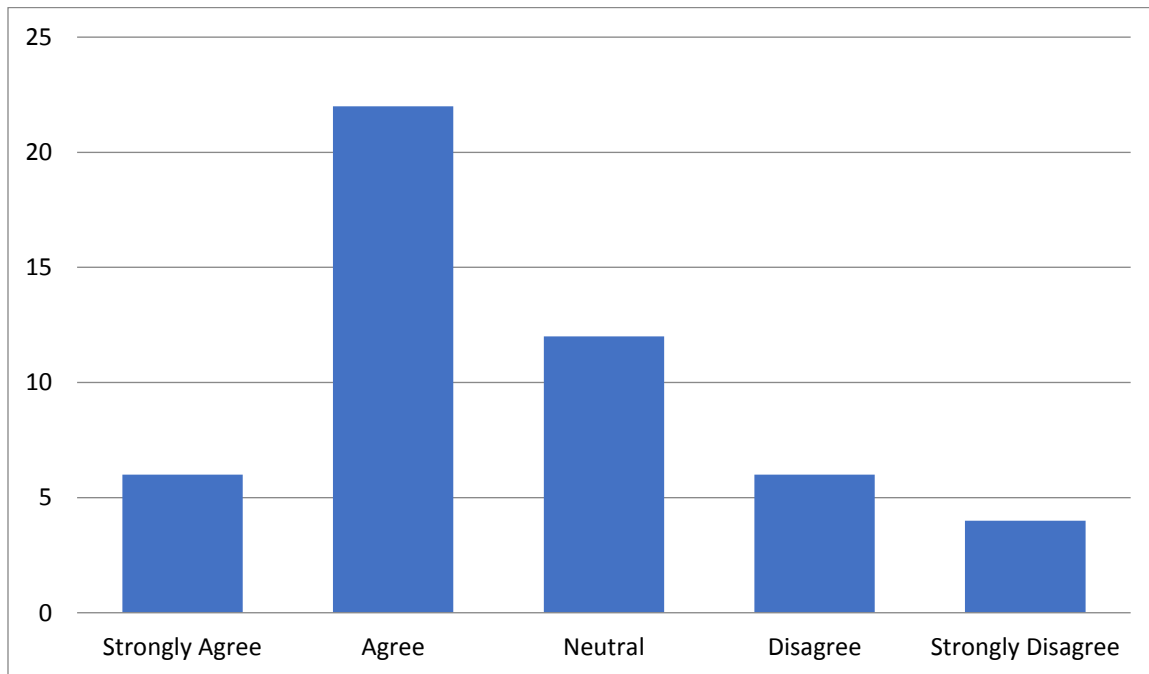
#### Interpretation

From the above analysis it is cleared that organization is providing satisfactory salary to their employees according to their work load with designation. Some more improvement is required with respect to salary payment and concerned.

Table 4.21 showing respondent's work recognizes and acknowledge by the company

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	6	12%
2	Agree	22	44%
3	Neutral	12	24%
4	Disagree	6	12%
5	Strongly disagree	4	8%

**GRAPH 4.21** showing respondent's work recognizes and acknowledge by the company



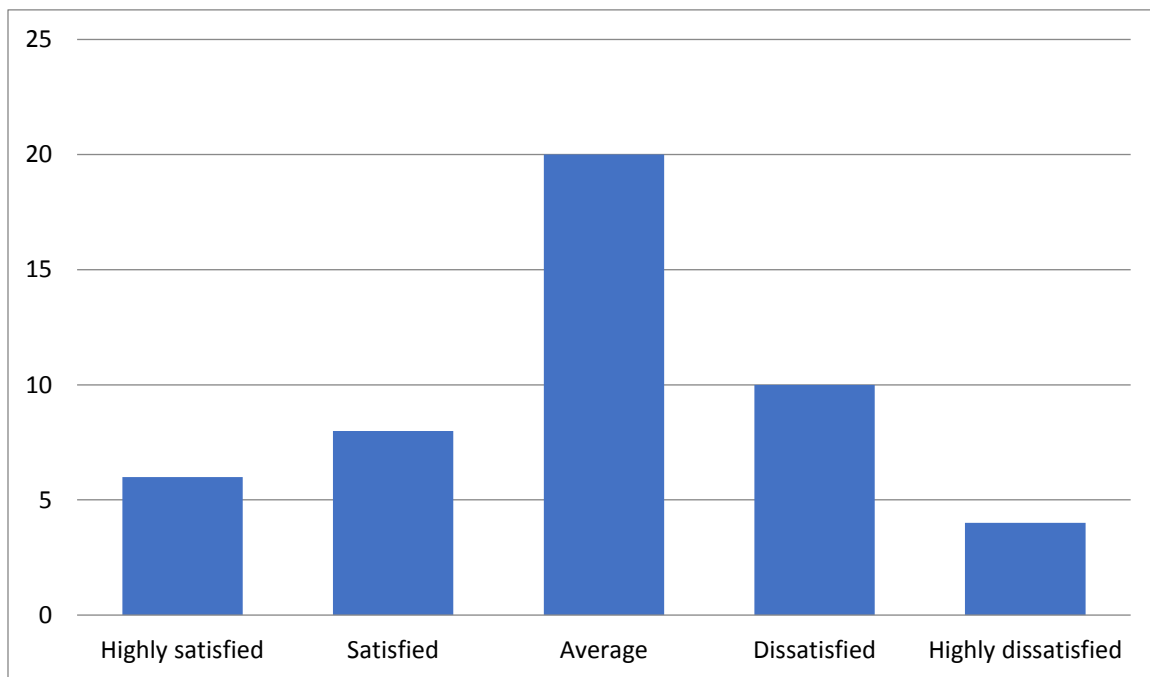
#### Interpretation

From the above analysis it is understood that the company recognizes employees work and acknowledges by providing certain gifts and vouchers for their work recognition, which in turn act as motivational factor.

Table 4.22 showing respondents overall satisfaction with their job

Sl no	Opinion	Number of respondents	Percentage
1	Highly satisfied	6	12%
2	Satisfied	8	16%
3	Average	20	40%
4	Dissatisfied	10	20%
5	Highly dissatisfied	4	8%

**GRAPH 4.22** showing respondents overall satisfaction with their job



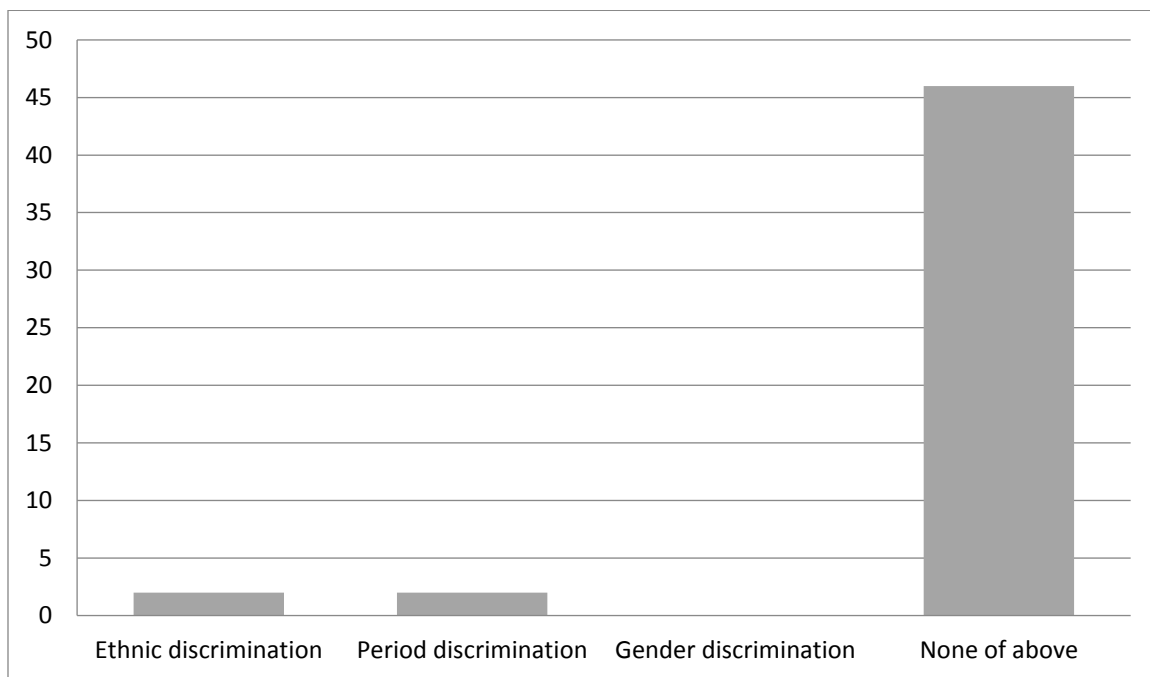
### Interpretation

From the above analysis it is cleared the most of the employees feel that there is need for some more initiatives with respect to overall satisfaction is concerned.

Table 4.23 showing experience of unfairness in the company to the respondents

Sl no	Type of discrimination	Number of respondents	Percentage
1	Ethnic discrimination	2	4%
2	Period discrimination	2	4%
3	Gender discrimination	0	0%
4	None of above	46	92%

**GRAPH 4.23** showing experience of unfairness in the company to the respondents



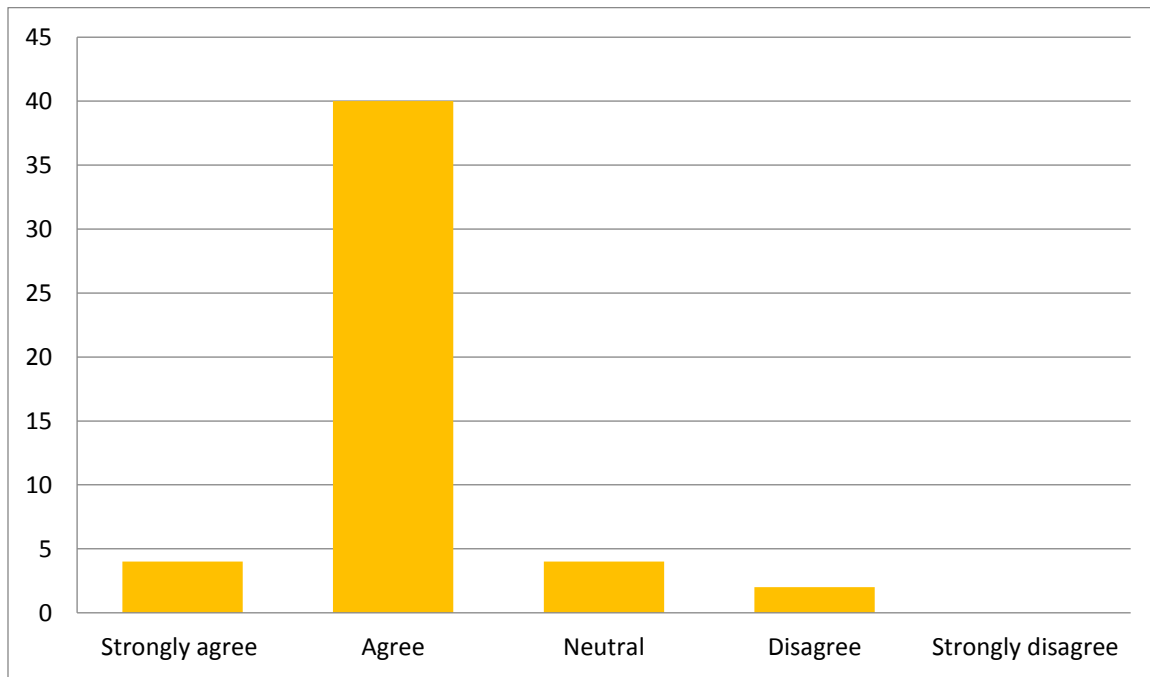
#### Interpretation

From the above analysis it is understood that there is no discrimination among employees in the organization, equality is maintained in the organization.

Table 4.24 showing company conveys its operation to its respondents

Sl no	Opinion	Number of respondents	Percentage
1	Strongly agree	4	8%
2	Agree	40	80%
3	Neutral	4	8%
4	Disagree	2	4%
5	Strongly disagree	0	0%

**GRAPH 4.24** showing company conveys its operation to its respondents



**Interpretation**

From the above analysis it is clear that organization informs about its process and operations to its employees, employees will be aware of most of the process in the organization.



### 4.3 Statistical Tools Results

#### Chi-Square Test

Employees receive gratitude and rewards when desired work and goals are achieved

	Observed N	Expected N	Residual
strongly agree	6	10.0	-4.0
Agree	5	10.0	-5.0
Neutral	26	10.0	16.0
Disagree	9	10.0	-1.0
strongly disagree	4	10.0	-6.0
Total	50		

#### Rate your overall satisfaction with your job?

	Observed N	Expected N	Residual
highly satisfied	6	10.0	-4.0
Satisfied	8	10.0	-2.0
Average	21	10.0	11.0
Dissatisfied	10	10.0	.0
highly dissatisfied	5	10.0	-5.0
Total	50		

#### Test Statistics

	Rate your overall satisfaction with your job?	Employees receive gratitude and rewards when desired work and goals are achieved
Chi-Square	16.600 <sup>a</sup>	33.400 <sup>a</sup>
Df	4	4
Asymp. Sig.	.002	.000

a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell Number of respondents is 10.0.

#### Interpretation

Employees receive thanks and rewards for achieving their goals or achieving overall satisfaction. It shows that there is a significant relationship or relationship between these two variables, namely satisfaction and gratitude rewards

## **CHAPTER 5**

### **FINDINGS, CONCLUSION AND SUGGESTIONS**

#### **1.1 Findings**

1. It was found that greater part of employees is having the suitable job according to their qualification.
2. It was found that greater part of the employees has been working for 0-3 years which creates opportunities to the fresher's.
3. It was found that employees are satisfied with top management during decision making and strategies formation
4. It turns out that employees have the right to perform their duties without any kind of stress or restriction
5. It turned out that the majority of the employees were satisfied with the working hours of the organization
6. It was found that organization arranges counseling program regularly for the employee's development.
7. It was found that there will be limited number of employees share their experience with each other.
8. It was found that appreciation and rewards will be provided to employees on particular targets.
9. It was found that employees of the organization have good career prospect and future growth.
10. It was found that management involves employees in decision making to get innovative ideas and new compound reactions
11. It was found that most of the employees are satisfied with the welfare facilities provided by the organization
12. It was found that the number of workers satisfied with working environment of the organization was small
13. It was found that organization motivates their employees by providing increment in the salary regularly.
14. It was found that company provides dissatisfied salary to their workers according to their jobs.
15. It was found that company recognizes the knowledge of the employees in a systematic way which acknowledges their work.

16. It was found that greater part of employees is satisfied with their job in the organization.
17. It was found that there is no unfairness or biasness or discrimination in the organization.
18. It was found that the company clearly directs the employees about the operations to be performed.

### **1.2 Suggestions / Recommendations**

1. The management needs to improve the working environment of the job which refreshes the employee feeling.
2. The organization has to provide reasonable salary according to their work.
3. The company has to conduct employee developmental programs which helps employee to increase their skills.
4. The management has to provide better welfare facilities to their employees in the organization.
5. The management should afford higher incentives to the workers according their performance.
6. Many employees say's that counseling is the best tool to diminish working stress so it is better so continue the same.
7. It is better to give regular small breaks in working hours where employees can intermingle with their co-worker which reduces job stress.
8. Majority of the employees are being neutral about the pay package provided it means they are not so satisfied .So it's better to improve the pay package.

### **1.3 Conclusion**

The examination entitled A STUDY ON EMPLOYEE JOB SATISFACTIONAT ORGANICA AROMATICS PVT LTD, 5'B',KIADB Industrial area, Dabaspeta, Nelamangala Taluk, Bangalore Rural District- 562111 Aims to discover the satisfaction level of the employees in the organization and factors affecting to do their work.

The motivation, counseling programs, increase in salary, working conditions and mutual understanding between management and employees represents in Organica Aromatics is palatable.

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## **Websites**

- ✓ Wikipedia
- ✓ <https://www.organicaaroma.com>

**Annexure:**

**Questionnaire on Employee Job Satisfaction at Organica Aromatics.**

Dear Sir/Madam,

I am pleased to introduce myself as MBA student of Acharya Institute of Technology, Bangalore. As a part of curriculum I have undertaken a research “Study on Employee job satisfaction in Organica Aromatics Pvt. Ltd”. The Information obtained from you will be kept confidential and used for Academic purpose only. Please co-operate

**Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_  
\_\_\_\_\_

**Designation** \_\_\_\_\_

**Gender:**

- Male  Female

**Marital Status:**

- Married  Unmarried

**Age Group:**

- 15-20  20-30  
 30-50  50 & above

**Designation:**

- Administrative level  Executive level  
 Operational level  House keeping

**Education Level:**

- High School
- Degree
- P U C
- Master Degree/Phd

**Income Level**

- less than 10000
- 30000 - 50000
- 10000 - 30000
- Above 50000

Q1. Your work is according to your qualification and skills.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree.

Q2. From how many years have you been working with Organica Aromatics Pvt. Ltd?

- a. 0-3 years
- b. 3-5 years
- c. 5-7 years
- d. 7years and above

Q3. Employees are satisfied with the Top management.

- a. strongly agree
- b. agree
- c. neutral
- d. disagree
- e. strongly disagree

Q4. "Employees in the organization have necessary authority to perform their duties effectively"

- a. strongly agree
- b. agree
- c. neutral
- d. disagree
- e. strongly disagree

Q5. working hours at Organica Aromatics are satisfactory.

- a. strongly agree
- b. agree
- c. neutral
- d. disagree
- e. strongly disagree

Q6. "Organization arranges counseling program for the employees regularly".

- a. strongly agree
- b. agree
- c. neutral
- d. disagree
- e. strongly disagree

Q7. "Employees in Organica Aromatics share experiences to help each other".

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

Q8. Employees get appreciation and rewards if the desired work/ targets are accomplished

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

Q9. Company has good career prospect for its employees

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

Q10. Top management involves employees in the management decisions

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

Q11. Welfare facilities provided to the employees by the organization are satisfactory

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

Q12. Physical working condition in the company is satisfactory.

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree



Q13. Which of the following factors which motivates you most?

- a. Promotion
- b. Salary increase
- c. Leave
- d. Recognition
- e. Motivational talks

Q14. Company provides satisfactory salary according to the work

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

Q15. Your company recognizes and acknowledges your work

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

Q16. Rate your overall satisfaction with your job?

- a. Highly Satisfied
- b. Satisfied
- c. Average
- d. Dissatisfied
- e. Highly Dissatisfied

Q17. Have you observed or experienced any of the following forms of unfairness in company?

- a. ethnic discrimination
- b. period discrimination
- c. gender discrimination
- d. none of above

Q18. The Company clearly conveys its operation to its employees.

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree



ACHARYA INSTITUTE OF TECHNOLOGY

DEPARTMENT OF MBA

PROJECT (17MBAPR407) - WEEKLY REPORT

Name of the Student : Irfan Pasha  
Internal Guide : Keerthi H K  
USN : 1AY17MBA15  
Company Name : Organica Aromatics Pvt Ltd.

WEEK	WORK UNDERTAKEN	EXTERNAL GUIDE SIGNATURE	INTERNAL GUIDE SIGNATURE
3 <sup>rd</sup> Jan 2019 – 9 <sup>th</sup> Jan 2019	Industry Profile and Company Profile		
10 <sup>th</sup> Jan 2019 – 17 <sup>th</sup> Jan 2019	Preparation of Research instrument for data collection		
18 <sup>th</sup> Jan 2019 – 25 <sup>th</sup> Jan 2019	Data collection		
26 <sup>th</sup> Jan 2019 – 2 <sup>nd</sup> Feb 2019	Analysis and finalization of report		
3 <sup>rd</sup> Feb 2019 – 9 <sup>th</sup> Feb 2019	Findings and Suggestions		
10 <sup>th</sup> Feb 2019 – 16 <sup>th</sup> Feb 2019	Conclusion and Final Report		



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