

**PROJECT REPORT (17MBAPR407)**  
**ON**  
**“A STUDY ON EMPLOYEE JOB SATISFACTION AT**  
**SNS INDUSTRIES”**  
**BY**  
**PRAKRUTHI J**  
**1AZ17MBA33**  
*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*

**INTERNAL GUIDE**  
**Dr. M MBagali**  
**Head of the Department**  
**Department of MBA, AIT**

**EXTERNAL GUIDE**  
**SRIKANTH V**  
**Proprietor**  
**SNS Industry**



**Department of MBA**  
**Acharya Institute of technology, Soldevanahalli,**  
**Hesaragatta Main Road, Bengaluru**

**March 2019**



Date: 04/04/2019

## Certificate

*This is to certify that **Ms. Prakruthi. J** bearing USN: **1AZ17MBA33** is a student of MBA at Acharya Institute of Technology, Bangalore, has completed her Internship project entitled on " **A study on Employee Job Satisfaction at SNS INDUSTRIES** " Peenya 3<sup>rd</sup> stage , Bangalore -560058, Karnataka from **03-01-2019 to 16-02-2019**.*

*During her project work in our company, we found her character and conduct was good. We wish her success in life and career.*

*Thanks & Regards,*



**For SNS Industries**



# ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 04/04/2019

## CERTIFICATE

This is to certify that **Ms. Prakruthi J** bearing **USN 1AZ17MBA33** 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 SNS Industries, III Stage Peenya Bengaluru**” is prepared by her under the guidance of **Dr. M M Bagali**, 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

Signature of HOD

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

Signature of Principal/Dean Academics

**Dr. Devarajaiah R.M.**  
Dean-Academics  
ACHARYA INSTITUTE OF TECHNOLOGY  
Bengaluru-107.

## DECLARATION

I, **PRAKRUTHI J**, hereby declare that the Project report entitled “**Employee Job Satisfaction at SNS Industries**” at **peenya 3<sup>rd</sup> stage, peenya Industrial Area, Bengaluru** prepared by me under the guidance of **Dr. M M Bagali, Head of the Department, Department of MBA**, and external assistance by **SRIKANTH V, Proprietor at SNS Industries** 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 Twelve 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: 11/04/2019**

**Signature of the student**

The image shows a handwritten signature in black ink. The signature is written in a cursive style and appears to read 'Prakruthi J'. The first letter 'P' is large and stylized, with a loop that extends upwards and to the right. The rest of the name 'rakruthi' is written in a more fluid, connected script. The letter 'J' at the end is also stylized, with a small loop at the bottom.

## 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 **Dr. M M Bagali**, Head of the Department, MBA, Acharya Institute of Technology, Bengaluru and external Guide **SRIKANTH V**, Proprietor at **SNS Industries** at **peenya 3<sup>rd</sup> stage, peenya Industrial Area, Bengaluru** 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: 11/04/2019

Prakruthi J

USN:1AZ17MBA33

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## **EXECUTIVE SUMMARY**

A Study on Employee Job Satisfaction was carried out in **SNS INDUSTRIES, PEENYA INDUSTRIAL AREA**. The major aim of this study was to find employees satisfaction level in the company.

To achieve goals of the business, employees need job satisfaction. The main factors measured by employee job satisfaction are salary paid to employees for their performance, promotions, bonus and working conditions.

This survey was conducted with the help of descriptive sampling with convenient sampling. The technique is used for sample selection. Primary data was collected through questionnaires, and secondary data was collected from organizational records and websites. Fifty eight respondents of the company were given a pre-prepared questionnaire and collected based on it. Data were analyzed using the percentage method of 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 also been reported. Important suggestions and recommendations are also assigned to the company for their future forecasting.

## **CHAPTER 1**

### **INTRODUCTION**

#### **1.1 INTRODUCTION**

- This Internship Study is on Job Satisfaction of the Employee. Which was carried on for the period of 6 weeks at SNS INDUSTRIES, PEENYA INDUSTRIAL AREA. The Explanation for undertaking this temporary position is to find out the satisfaction level and organizational value system of the employees in the particular area of the organization. Thus the Whole work depends on the Necessity of VISVESVARYA TECHNOLOGICAL UNIVERSITY as a Part of the Educational Programs under MBA Program Bearing. The Subject Code 16MBAPR407.
- TOPIC: “A STUDY ON EMPLOYEE JOB SATISFACTION at SNS INDUSTRIES, PEENYA INDUSTRIAL AREA.

#### **1.2 INDUSTRY PROFILE**

The electronics industry is one of the indispensable industries that has become an integral part of modern life. Because it is a durable consumer goods, there is a big market. The entire electronics industry is undergoing change for a myriad of reasons, such as government relations, raw material issues, and energy issues such as rising raw material costs. Economic speed has also been a catalyst for the dynamic process of change.

Electrons blend into our lives. The documents currently being read are also written with the help of electronics, and more specifically electronics. Therefore, as a part of life, electronic devices and electronic devices and devices have great meaning. We regularly use equipment such as TVs, computers, ovens and radios. It is interesting to know how all this has been done, and that over time there have been major innovations and improvements in existing products.

## **THE BEGINNING:**

The electronics industry dates back to the early 1900s when electron tubes with two elements were invented by John Ambrose Fleming. This further developed and the triode was invented by Dr. Forest.

## **HISTORY OF THE ELECTRONIC INDUSTRY**

Indian electronic industry began around 1965 with a direction to space technology and defense technology. This began to be strictly controlled by the government. This was followed by the development of consumer electronics such as transistor radios, calculators & color TVs. The period from 1984 to 1990 was the golden age of constant and rapid growth for the electronics industry.

## **THE INDIAN INDUSTRY CURRENT SCENARIO**

In recent years, the electronics industry has grown in a vibrant place. Demand in the Indian market is expected to reach \$ 400 billion by 2020. The largest segment is the consumer electronics segment. The largest export segment is components. India's electronics industry rose from 5.4 billion rupees in 2007-2008 to 79.48 billion rupees in 2011-2012, showing an upward trend in its 11th Five-Year Plan. India's production is only about 1.4% of \$ 1.7 trillion in global electronics hardware production. Therefore, there is very little investment going in to increase production capacity.

The consumer electronics & durables industry is now balanced at about Rs.350 billion. India is also an exporter of a vast range of electronic components and products for the following segments.

- Display technologies.
- Entertainment electronics
- Optical storage device
- Passive components
- Electromechanical components

- Telecom equipment
- Transmission & signaling equipment
- Semiconductor designing

### **PROBLEMS OF ELECTRONIC INDUSTRY:**

The main challenges facing the electronics manufacturing market in India are infrastructure that needs to be improved as soon as possible, mitigation of ongoing foreign investment procedures, and zero domestic tariffs on imported products restructuring government tariffs to make them higher. There are other problems as well that impede the growth of the electronics industry in India. Some of them:

- Lack of World-class infrastructure.
- Lack of clear-cut government policy for the industry.
- Very little expenditure in Research&Development area.
- Power of Marketing not harnessed to the highest

### **PRESENT STATUS OF THE INDUSTRY:**

Prior to the 1980s, India's electronics industry was seriously protected. The business used inefficient manufacturing methods to produce low quality, outdated goods at high price. Since 1983, a variety of attempts have been made to "liberalize" the industry. The general impact is accelerating growth, bringing many new companies into the market and increasing reliance on foreign technology& components. Five case studies covering load relays, coils, transformers, contacts and relay network cables, electronic switching devices, and integrated circuits (ICs) have given the government's new electronic policy to the industry's technology and international competitiveness shows the impact. There is growing concern that liberalization is eroding the industry's technology base and making it too reliant on imports. In the near future, there may be policy changes aimed at localizing parts production and promoting field studies.

## 1.2 COMPANY PROFILE

<b>BASIC INFORMATION</b>	
<b>Company Name – SNS Industries</b>	
Business Type	<ul style="list-style-type: none"><li>• Manufacturer</li><li>• Supplier</li><li>• Seller</li></ul>
Key Customer	ABB Ltd (Swiss-swedish MN co-operating)
Industry	OMHB (Contact Set), Relay and Coil Windings For Transforms.
Registered Address	Next to #26C, 3 <sup>rd</sup> stage, 10 <sup>th</sup> Main Road, Maruthinagar, Peenya Industrial area, Bangalore-560058.
<b>Ownership and Capital</b>	
Year of Establishment	1991
Legal Status of Firm	Proprietorship
Proprietor	Mr. Srikanth
Annual turnover	3-4 Crore
<b>Infrastructure</b>	

Location Type	Urban
Building Infrastructure	Permanent
Size of Premises	
<b>Team and Staff</b>	
<b>Total Number of Employees</b>	81
<b>No. of Staff Members</b>	10

## **COMPANY PROFILE**

It is an SSI unit registered under Karnataka government, established in the year 1992 by the entrepreneur Shri V. Srikanth, It is an organization mainly engaged in "Assembling of electrical and electronic assemblies such as coils, transformers & relays".

The manufacturing equipment includes the required and other equipment required to assemble products as per customer standards. One of the major customers is ABB India.

The company has always been quality conscious using finest quality of inputs and modern process control & inspection techniques.

The business is only engaged in the contract manufacturing and testing of electrical and electronic assemblies as per the specification provided by the customers. The company is not involved in any design activity.

The quality management system addresses all the clauses of the ISO 9001: 2008

### **1.3 PROMOTERS**

Srikanth V. – Proprietor of SNS Industries.



## **1.4 VISION, MISSION AND QUALITY POLICY**

### **VISION:**

To be a leader in design and manufacturing of electrical equipment achieving a Technological breakthrough in power harnessing, saving and utility.

### **MISSION:**

Company wants to achieve its vision by

- Developing a strong infrastructure.
- A highly competent technical team through continuous training in all essential aspects to achieve the state of art of technology.
- Giving at most importance to environment preservation, human health and occupational safety along with maintaining the highest quality standard.

### **CORE VALUES:**

- Industry has a dedicated shop floor with state of the art technology as per the international standards for production of static and numerical relays. This includes Anti static flooring with a dust proof environment .Work tables with antistatic mats and wrist bands, pneumatic lines along with disciplined work practices.
- With company's many years of experience in this industry, they have pioneered in the technology for manufacturing Relays: contract set & Coils. Its production processes like soldering and calibration, and also final testing of the product as per norms including HV testing up to 2 k v
- Over the period company has constantly improved its systems in the areas of production and quality management and developed their skills in the area of material planning, procurement, vendor development , inventory management and manpower handling so as to extend a better value chain to our customer by offering products to our customers on fully bought out basis.

## **QUALITY POLICY:**

This Quality Management System Manual describes the Quality Management System (QMS) adopted by **SNS INDUSTRIES**. The QMS is formulated based on ISO 9001:2008 standard. This manual explains in general the structure of the Quality Management System adopted by the organization. The scope of the manual covers all the activities carried out by the organization with an aim to demonstrate a Quality Management System and enhance customer satisfaction.

**SNS INDUSTRIES** continuously endeavors to adhere to the standards/guidelines in this area as defined by

- a) ISO9001:2008 standards
- b) Customer
- c) Organizational needs
- d) Statutory and regulatory requirements.

### **Structure of the Quality Manual**

The manual documents structure of the QMS at **SNS INDUSTRIES**. Wherever necessary, references are provided to the existing standard, control procedures and relevant records.

## **1.5PRODUCT PROFILE**

Despite OMHB's unmatched numerous contacts and robust design, it switches with small space requirements. The control switch is dustproof & protected from contact with the charger. External connections are made at the terminals located on the back of the terminal block.

The control switch is designed for panelmounting and consists of a spring-type contact unit with silver rivets. The control switch is mounted in one hole in the panel with the knob on the front. After pulling out the knob, you can replace the signal lamp from the front. The control switch knob is an insulating material with an opaque white window. The knob has two rest positions with an angle of 90° between them and an operating position about 300 away

from each rest position. The knob must be pressed before turning from the rest position to the corresponding operating position. It has spring return function from operation to rest position.

## **Relay:**

Relays are very important devices today. They are used in a variety of circuits and many of us have problems with the use of relays. With the help of this article, I tried to explain two things. Relay after packing

## **Parts of Relay Switch**

There are 5 parts in every relay-

- **Electromagnet** - It consists of iron core wound by coil of wires. When electricity is passed through it become magnetic therefore it is called as electromagnet.
- **Armature** -The movable magnetic strip is known as armature. When current flows through them, it energizes the coil and produce magnetic field which is used to make or break the normally open (N/O) or normally close (N/C) points. Armature can be moved with direct current (DC) as well as alternating current (AC).
- **Spring** – When no current flow through coil electro magnet, the spring pulls the armature away so that circuit cannot be completed.
- **Set of electrical contacts** - There are two contact points
- Normally open- in this the device connected to it will work when relay is activated and disconnect it when relay is inactive.
- Normally close- in this the device connected to it will not work when relay is activated and circuit is connected when relay is inactive.
- **Molded frame**-Relays are covered with plastic or glass so that we can observe its working without opening or removing its cover.
- Different Types of Relay
- **Single Pole Single Throw (SPST)** – These types of relay comprise of 4 terminals. Two terminals are used as coil points and other two can be used to connect or disconnect the circuit (A & B).

- **Single Pole Double Throw (SPDT)** – These types of relay comprise of 5 terminals two for coil one for comprise of terminals common terminal and rest two can be connected to the common terminal.
- **Double Pole Single Throw (DPST)** – These types of relay comprise of 6 terminal two for coil and other four for connecting and disconnecting two device. In other words it contains two SPST relay in one package.
- **Double Pole Double throw (SPDT)** – These types of relay comprise of 8 terminals two for coil and another two as common point & rest for connecting & disconnecting devices. In another words in this two SPDT relay are connected in one package.

### **Factor for Selecting an Appropriate relay**

- The voltage and current needed to energize the coil.
- The maximum voltage which we will get at output.
- Number of armature.
- Number of contacts for the armature.
- Number of electrical contracts (N/O & N/C).

### **Working with Relays: an Introduction and Example**

Submitted by cerulean plains on August 22, 2008

The purpose of this tutorial is to help members understand relays. Create an example of a solderless breadboard circuit using relays and dip switches. It also demonstrates semi-autonomous control of relays using PCB boards, DIP switches and Darlington arrays.

So what is the relay first-the relay is the easiest electronically controlled switch. Switches come in all kinds of forms, as are relays. Relays like switches can be present in SPST, SPDT, DPDT, styles etc. The first part of the word SP shows how many poles there are. SP is monopolar, DP is bipolar, and you can have multiple poles. The next part is throwing. After all ST is single

throw, DT is double throw. I want to say that you have a control line for Paul and the number of outputs is a slow.

The SPST switch is the simplest & the best example is the light switch. The SPDT is like a single switch that controls the fan and lighting. DPDT is a switch that can control two lines by pressing the switch. For example, the motor of the DPDT switch can be turned clockwise and counterclockwise. An important note is that two SPDT switches can be combined to form a DPDT switch, as can SPSTs to do the same to form a DPST switch. When raising the cost of robot parts, it is recommended to purchase a large number of parts and change the design.

The next part of the argument is the argument on why to use a relay. It shows that the design may require relays, but the application includes the need for voltages / amperes that the microcontroller can not provide on its own. Like motor drivers-relay circuits (motor drivers in special cases) can turn the motor on and off, but without complexity and only one way at a time, but you may need a simple application. There is. To go in one direction, it may be a viable solution. Power is typically supplied from an external power source such as a heater, high amperage motor or fan, chiller, floodlight, large LED array, solenoid, etc., or from an external power source such as an object suitable for fail open or close. Supply As a heater or chiller application if you are short of power (battery is exhausted).

The relay can choose to have the device connected as normally open or normally closed. That is, when the power supply is connected to the circuit by default, the gate is closed or open. "Normal" indicates whether the relay status has been tripped as true. If power to the relay persists even if the signal to the relay is lost, the device is in the normal closed state. If you run out of battery power in a submarine, a good example of a case of failure case use would be to drop any kind of ballast to raise one to the surface, one of the last things you should do.

## **Coil Winding**

Coil winding machine, also called coil winders. At its simplest, it's a high speed winding machine, which offer you make them your most efficient way to wind coils for motors, network transformer network filter, inductor, solenoids and other types of coils.

Three kinds of coil winders for different size B. Pull Type Winder

C. Fully-automatic micro coil winding machine coil

A. Semi-automatic coil winding machine

B. Pull Type Winder

C. Fully-automatic micro coil winding machine

Drive gives you soft, smooth starting and stopping. Controlled acceleration from zero to full speed prevents shock loads, which could break the wire. Can be loaded on the HD machine WITHOUT outboard support.

Pull type winders are the first and only pull winders on the market operated by electric motors. No more noisy pneumatic operation. There is no more troublesome oil leak. 2VPW provides the quietest, smooth and clean performance from any pullwinder currently available.

Automatic core rotation using four driven rollers demonstrates the strength of a conventional two-roller drive system provided by other suppliers. The winding pitch is fully adjustable using the electronic potentiometer settings. 2VPW is the only pull winder that provides CW or CCW core rotation direction by simply reversing the switch.

If safety is an issue, no need to worry. The 2VPW uses a fiber optic light curtain that assures that the machine will not function when the operator's hand is removing wire from

- The hook.
- Machine Features
- Electric Motor Operation
- Automatic Core Rotation
- Winding Pitch Variable
- 4 Driven Core Rotation Rollers
- CW or CCW core Rotation Direction
- Fiber Optic Safety Light Curtain
- Multiple Selection of Winding Hooks

Fully automatic coil winding machine with a compact and durable structure. Wide PLC display and easy programming make it suitable for small to complex coil winding such as SMPS transformer, RF / IF coil, solenoid coil, relay coil, multi-section coil, trigger coil, telecom transformer, high turn / high production coil etc. is. Small transformer, IFT etc

Winding speeds of up to 9000 RPM. Winds wire sizes 0.05mm-0.25mm.

### **area of operations /Production Department:**

Operations department is responsible for managing the entire back office efficiency, speed and cost effectiveness within the stipulated norms and guidelines.

### **Functions:-**

The function of the production department is to produce our products on time, to the required quality levels, at the defined product cost.

- Product Manufacturing Information.
- Product Production Testing.
- Product work Instructions.

### **1.6 INFRASTRUCTURE FACILITIES:**

The company has determined and provided the state of art of infrastructure which

Facilitates for achieving the conformity, such facilities includes:-

- Buildings, workshop and associated utilities.
- Process equipment ( such as servicing and testing equipment's, hardware and software)
- Supporting services ( such as transport, communication or information system)
- For all the above special care is taken.

## **1.7 COMPETITOR'S INFORMATION:**

### **Venson Electric Private Limited:**

Venson Electric Private is a limited manufacturing plant located in the Peenya industrial area of northern Bangalore. The unit was established at the start and is currently capable of producing 3500 panels a year. It promises to increase customer satisfaction with design, quality, delivery and service by adopting a (QMS) quality control system for products and processes with people involvement at the level.

### **Sahyagri Electricals Pvt Ltd:**

Sahyagri Electricals Pvt Ltd are known as respected entity which is engaged in manufacturing a wide variety of hardware and electrical items. It was established in the year 2002. They are capable to understand the needs of clients and manufacture items. Which appropriately satisfy their needs.

### **Dynam Electro Controls:**

It was established in 1980, Dynam Electro Controls has made its own name on Control Panel Boards, a list of top suppliers of Control Panel Boards in India. The supplier company is located in Bengaluru, Karnataka and is one of the leading distributors of listed products. Dynam Electro Controls is listed on Trade India's certified distributors who offer top quality CONTROL PANEL, TESTINGPANEL, BUS BAR etc.



## **1.8 SWOT ANALYSIS**

While developing a strategic plan for any business, it is useful to complete study that takes into account not only your business but also your competitors' business and current business. The following description highlights the strengths, weaknesses, opportunities and threats of SNS Industries.

### **STRENGTHS:**

- An ISO 9001-2008 company which commits to reserve the natural environment in the production of its quality products to the satisfaction of its customers.
- The industry is located in the heart of the Industrial Area has all infrastructure facilities. They have quick movement of raw materials and finished products. Due to its proximity, habitation movement of men and material are easy.
- A very good dealership network, which ensures that the products reach every loop & corner.
- Abundant availability of raw materials.
- Quality control of products in each stages and technological quality checking of each products.
- Using the Highly Qualitative Raw Materials.
- Sufficient human resource power.
- Skilled and highly experienced departmental heads.

**WEAKNESS:**

- Slow growth rate 5.5 growths over 15 years against the product of 80%.
- High oriented cause due to excessive labor force.
- Low turnover resulting in low profits.
- Needs updating with times in terms of plant & machinery.
- R & D is not effective in as much as it has not made any brake through in new products.

**OPPORTUNITIES:**

- The electronic market is an over expanding industry and a major company likes SNS Industry with its manufacturing expertise can call the shots if it reaches peak manufacturing capacity.
- Good export market should tap foreign market vigorously.
- At present it has good raw material source to enhance production.
- Availability of skilled workers and policy support.
- Availability well connected road network and good infrastructure.

**THREATS:**

- Competition from other global leaders.

- Government interference like taxes may reduce the growth potential.
- To protect the financial interest of the Industry.
- Economic crisis and high cost for installation of plant.

### **1.9 FUTURE GROWTH AND PROSPECTS**

- To accomplish market leadership.
- Introduction of new trade outlines to boost sales.
- Aggressive advertisement and publicity as part of sales promotion.
- Instant decision making in certain procurement activities.
- Timely introduction & implementation of market driven, Ensuring effective internal control.

## 1.10 FINANCIAL STATEMENT

### Balance Sheet as at 31 March 2018 (All amounts are in INR Lakhs)

Particulars	31 <sup>th</sup> mar 2018	31 <sup>th</sup> mar 2017	31 <sup>th</sup> mar 2016
<b>ASSETS</b>			
<b>a) Non-current assets</b>			
Property, Plant and Equipment	6,895.92	7,206.91	14,281.90
Capital work-in-progress	0.25	0.25	0.73
Investment property	2,082.45	2,182.88	2,283.30
Intangible assets	5,638.10	5,848.96	1,539.47
Investment in Subsidiaries	6,657.93	6,656.93	6,388.08
<b>2 a.1) Financial assets</b>			
Loans	546.94	661.02	152.98
Other financial assets	37.63	4.95	113.57
Investments	6,830.35	6,830.35	655.00
Income Tax Asset (Net)	-	107.19	1,116.34
Other Non-current assets	111.76	128.14	1,101.04
<b>(a) Total Non-current assets</b>	<b>28,801.33</b>	<b>29,627.58</b>	<b>27,632.41</b>
<b>b) Current assets</b>			
Inventories	4,770.99	3,265.23	2,352.85

<b>b.1) Financial Assets</b>			
Investments	25,131.04	25,043.22	26,900.83
Loans	7,934.13	5,580.67	3,550.96
Trade receivables	5,849.08	4,493.53	5,159.59
Cash and cash equivalents	2,882.44	1,613.75	5,101.22
Other bank balances	4,520.52	5,172.35	7,834.97
Other financial assets	183.33	210.46	345.54
Other Current assets	423.06	367.04	342.68
<b>(b) Total Current assets</b>	<b>51,694.59</b>	<b>45,746.25</b>	<b>51,588.64</b>
<b>(a+ b) Total Assets</b>	<b>80,495.92</b>	<b>75,373.83</b>	<b>79,221.05</b>
<b>Equity and Liabilities</b>			
<b>a) Equity</b>			
Equity share capital	1,010.58	1,010.58	1,010.58
Other Equity	64,490.59	61,674.49	61,188.89
<b>(a) Total Equity</b>	<b>65,501.17</b>	<b>62,685.07</b>	<b>62,199.47</b>
<b>b) Non-current liabilities</b>			
<b>b.1) Financial Liabilities</b>			
Borrowings	1,955.53	3,655.44	8,972.51

Deferred tax liabilities (net)	-	-	762.88
Provisions	418.53	298.32	212.11
<b>(b) Total non-current liabilities</b>	<b>2,374.06</b>	<b>3,953.76</b>	<b>9,947.50</b>
<b>c) Current liabilities:c.1) Financial Liabilities</b>			
Borrowings	3,989.30	1,370.07	931.36
Trade payables	7,176.76	5,927.04	3,412.25
Other financial liabilities	789.74	1,074.37	2,501.01
Other current liabilities	263.18	223.38	165.36
Provisions	401.71	140.14	64.10
<b>(c) Total current liabilities</b>	<b>12,620.69</b>	<b>8,735.00</b>	<b>7,074.08</b>
<b>Total Liabilities</b>	<b>14,994.75</b>	<b>12,688.76</b>	<b>17,021.58</b>
<b>(a+b+c) Total Equity and Liabilities</b>	<b>80,495.92</b>	<b>75,373.83</b>	<b>79,221.05</b>

## CHAPTER: 2

### CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

#### 2.1 Theoretical background of Study

The term job satisfaction was brought in the limelight by Hoppock (1935). He reviewed 32 studies of job satisfaction done before 1933, and that job satisfaction is a mixture of psychological & environmental situations that make a person say "happy with the job" Observed. Employees may be satisfied with some aspects of their work, but are dissatisfied with others. Employees will be able to balance specific complaints with specific complaints and gain overall satisfaction as a whole job.

Job satisfaction is a sense of accomplishment and success for workers. It is generally considered to be directly linked to personal well-being as well as productivity. Job satisfaction means doing the work you enjoy, doing well, and rewarding your efforts. Job satisfaction also means enthusiasm and happiness for work. Job satisfaction is an important factor in achieving other goals that lead to awareness, income, promotion, and a sense of fulfillment. "

Job satisfaction represents a combination of positive or negative feeling that workers have towards their work. Job satisfaction represents the extent to which expectations are and match the real awards. Job satisfaction is closely linked to that individual's behavior in the work place.

According to Vroom (1967) "Job satisfaction is the reaction of the workers against the role they play in their work.

The terms job satisfaction refers to the attitude and feelings people have about their work. Positive and favourable attitude towards the job indicate job satisfaction.

## **IMPORTANCES OF JOB SATISFACTION:**

- 1 Job satisfaction is a significant indicator of the employees feel about their job and a predictor of work behavior such as organizational, citizenship, absenteeism, and turnover.
- 2 Job satisfaction can partially mediate the relationship of personality variable and deviant work behavior.
- 3 Common research finding is that job satisfaction is correlated with life style. This correlation is reciprocal meaning the people who are satisfied with the life tends to be satisfied with their jobs and the people who are satisfied their job tends to be satisfied with their life.
- 4 This is vital piece of information that is job satisfaction and job performance is directly related to one another. Thus it can be said that, “A happy worker is a productive worker”.
- 5 It gives clear evidence that dissatisfied employees skip work more often and more likely to resign and satisfied worker likely to work longer with the organization.

## **WORKERS ROLE IN JOB SATISFACTION**

Workers must certainly be able to contribute to their own satisfaction and well-being at work, if the satisfaction of the work is the benefit of the workers. The following suggestions will help workers find personal job satisfaction. Find opportunities to demonstrate skills & talents. This often results in more difficult work & greater responsibility, with a concomitant increase in salaries and other awareness



## **FACTORS OF JOB SATISFACTION:**

Hoppock, the earliest investigation in this field, in 1935 suggested that there are 6 major components of job satisfaction. These are as under:

- 6 The way the individual reacts to unpleasant situations
- 7 The facility with which he adjusted himself with other person
- 8 The relative status in the social and economic group with which he identifies himself
- 9 The nature of work in relation to abilities, interest and preparation of worker
- 10 Security
- 11 Loyal

Some of the factors are:

### 12 Intrinsic aspect of job:

It contains all aspects of the work, but it has a certain tendency for the work regardless of where the work was done.

This aspect of job satisfaction relates to relationships with workers. This boss generally affects job satisfaction

### 13 Working conditions:

This includes the physical aspects of the environment that are not part of the work. As this is primarily a function of the organization, time is included in this factor and affects the comfort of the individual.

### 14 Wages and salaries:

This factor includes all aspects of job involving present monetary remuneration for work done.

### 15 Opportunities for advancement:

It includes all aspect of job which individual sees as potential sources of betterment of economic position, Organizational status or professional experience.

16 Security:

It is defined to include that feature of job situation, which leads to assurance for continued employment, either within the same company or within same type of work profession.

17 Company and Management:

It involves aspects of the immediate situation of workers who are the function of organizational management and policy. It also includes all company boss and employee relationships above the level of immediate supervision.

18 Social aspect of job:

It includes relationship of worker with the employees specially those employees at same or nearly same level within the organization.

19 Communication:

It includes job situation, which involves spreading the information in any direction within the organization. Terms such as information of employee's status, information on new developments, information on company line of authority, suggestion system, etc., are used in literature to represent this factor.

20 Benefits:

It includes those special phases of company policy, which attempts to prepare the worker for emergencies, illness, and old age. Company allowances for holidays, leaves and vacations are included within this factor.

## 2.2 REVIEW OF LITERATURE:

1. **Likert (1961)** examined as he says employee job satisfaction is important because employees can determine collaborative effort and also he maintained to concerted determination to the goals of institute it remains useful to success of legislative intentions, through hopeless to contribute successfully in such determinations.
2. **Herzberg (1987)** examined according to him job satisfaction is built on certainty the pleased to inspiration comprise for operative wishes and wants. An unconvinced employee needs to generate pressures. Recollect the steadiness, the virtuous resolve them ollified needs to acknowledge besides a behavior path of intension to principal to satisfy to employee success for particular goals nominated. Every employee behavior is inspired by discontented.
3. **Coverman (1989)** examined as he says job satisfaction is role of conflit decreases contract consummation in individual's employees who consume extraordinary certainty to the everyday job, it also character of clash, it is imperative for the profession stressor that stays handling owing to the various characters.
4. **C.B Memoria (1993)** examined, job satisfaction regularly collecting of task, it is also obligation allotted toward unique individual whereas profession is the group of situations, Which comprises fundamentally the equivalent obligations, accountability, expertise also awareness. Without employees no work can be done, so teams resolve additional gratified uncertainty when they catch whatever predictable from them, so every employee consummation is very important. As he says employee job satisfaction is positiveemotional state resulting from the appraisal of the job experience.

5. **Hunter and tietyen (1997)** studied he says when the employees are satisfied when the employees are moral loyal and productive these are contented teams move to the client fulfilment and administrative production. Operative gratification stays distinct by wat of the amalgamation of the sentimental responses for variance observations to what they want towards collect linked by whatever they essentially receive.
  
6. **Ceylan (1998)** examined as he says job satisfaction is glowing positioned factory, exposure, informative, infection, protruding, valuable, straighter effort seats and headquarters stand considering in physical working circumstance.
  
7. **Troyer (2000)** examined as he says employee job satisfaction is most workers need to reduce and affluence ambiances and those aspects normalize on operative employment gratification. Association increases operative fulfilment through abounding this situation. Carnal work situation mostly credited on squat Career fulfilment stages.
  
8. **Flynn (1998)** examined according to him employee job satisfaction is designed great committed among staffs, growth their side essence, operational, cause of the personnel be able to be upholding by recompenses and gratitude.
  
9. **Anitha (2001)** examined according to her job satisfaction is basically employee satisfaction level measured on the basisof employee working conditions, welfare measure, awards and rewards, job security.
  
10. **Elilickson and lonsdon (2001)** studied according he differentiate different level of work satisfaction detail with both the men and women have option in employeeworkplaceand different belief consider to occupation. The source and training providers and sharing

work load to other employees, then work environment to positive have an effect on worker job satisfaction.

**11. Bodur (2002)** examined as he stated workers career contentment stands spirits plus thought of staffs around their effort habitation. He also stated some of the issues, which remain particularly linked towards the employment happiness in exertion place. When the company conduct some events identification in acknowledgement then satisfying, used for ahead employee work approval to employees.

**12. Lazar (2002)** examined as he says essential tent of finances is the personalities retort to encouragements. An effective reply to one's profession and a boldness to one's job. It is insolence, however point ready to academic would visibly separate the substances of intellectual assessment, which remain, affection, philosophies and behavior.

**13. Stephen Robbins (2003)** examined as he says job satisfaction refers based on modification among quality of their payments every staffs obtain the volume they trust would collect, and employee consummation is a specific generation based insolence concerning their business at work place.

**14. Kandemir and hulth (2004)** studied he says in the organization every employee works together in performing a job, to understand the each other easily work effectively to provide created culture will enable the employees in the organization. And also philosophy, it is collective data and patterns it formed in some regular publics to understanding, perceiving, communicating, to common authenticities about everyone.

**15. Kelly (2005)** examined according to him explore whatever workers exist pleased and through computing for employee's gratification at the work place, it is dangerous for successes and growths the effectiveness for the association of consuming economical advantages. So, the investigating of operative consummation in positions of altered influences and, arranged the countless zones, service business, manufacturing production, it resolve supplement fiction and donate for the particular organization.

**16. Gineviciusns and vaitunaite (2006)** studied he state the employee satisfaction is extensively in the prose every legislative philosophy is a multipart perception. And also could be analysed after many standpoints. His research analysis, multidimensional environment of structural nation backbone of examined trendy standings of contribution, learning, take care about clients, collaboration, strategic direction, reward and incentive system of control, co-ordination and integration, communication.

**17. Miller (2006)** examined as he says employee job satisfaction is nope boundary on behalf of the organization near influence to filled contentment to the situation might fluctuate since operative toward worker. Employees occasionally everyone require towards modification their behavioural attitudes fashionable mandate for accomplish their obligation other efficiently towards expansion better and respectable waged circumstances, high salary career developments, training and education opportunities and additional assistances could be correlated through swelling of worker happiness.

**18. Kaliski (2007)** examined as he says the main element in addition of employee job satisfaction, those lead to recognize, promotion, income, achievements and other goals complete in easily. Job satisfaction is universal feeling which large specific attitude of again the result.

- 19. O'cass and Ngo (2007)** studied state that the market-oriented behaviours are driven by the organizational culture that manifests itself I the specific behaviors. On the strong role of culture is the strategic planners plan much emphasis. It supports for whole establishments to consume inexpensive advantages and sustains the executive strength.
- 20. David young (2009)** studied according to them workload at job and professional uncertainty affects significant negative impact on employee job satisfaction, and also employment pleasure and work anxiety both stand double concentrations popular humanoid reserve supervision examines.
- 21. Brikendaziri (2011)** examined as he says job satisfaction is a combination of positive and negative feelings that workers have towards their job. It is found that beneath the inspiration of a sequence for some influences such as, the landscape of the working conditions, pay scale, working conditions and working group, management, opportunities, these all currently organization is facing major challenges.
- 22. Andotra and Harleen (2012)** studied the worker participation and association assurance remain greatest forecast through the amalgamation of understood and obvious profession approaches, that a detachment among implied and obvious approaches effects administrative obligation.
- 23. Omolayo and Ajila (2012)** studies as he says among the employment consummation also operative contribution, organization environment and employee participation. But, here no substantial association in profession contentment.

## **CHAPTER: 3**

### **RESEARCH DESIGN**

#### **TITLE OF THE STUDY:**

This project is entirely concerned with job satisfaction. Therefore the title of the project is “**ASTUDY ON EMPLOYEE JOB SATISFACTION**” with special reference to **SNS Industries**.

#### **3.1 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 be highly committed towards their job.

#### **3.2 NEED FOR THE STUDY:**

One of the main roles of Human Resources (HR) departments is to ensure that employees are sufficiently satisfied with jobs. The research stating that whether employees are satisfied with job related to skills and qualification.

A research being conducted on the staff as well as on workers for their organization value system which leads to job satisfaction among employees at workplace the study has been chosen as “**JOB SATISFACTION**”.

#### **3.3 OBJECTIVES OF THE STUDY:**

1. To analyze the satisfaction level of employees with respect for physical waged surroundings.
2. To analyze the consummation equal of the employee’s emotionally being satisfied.
3. To analyze the level of satisfaction of the employees input relating to decision making.
4. To analyze the organization value system.
5. To ensure the instruction provided by the organization is satisfied by the employees
6. To analyze the satisfaction with the terms and conditions of the organization.



## **5.4 SCOPE OF THE STUDY:**

Job satisfaction must be foremost elements of a workers legislative behavior.

A satisfied employee will be consuming positive outlook to employers, and also would go outdoor the ordinary expectancy in his or her occupation.

A one who seats great reputation on imagination, individuality and sovereignty is expected to br an unwell corresponding with the institute that finds orthodoxy from its staffs.

## **3.5 RESEARCH METHODOLOGY**

### **Research design**

A research design is the preparation of situations for gathering and investigation of facts in a mode that targets to pool significance to the enquiry resolve with reduced in technique.

### **Sample design**

Sampling design denotes to the system or procedure the investigator should implement in choosing articles from the section.

**Sampler size:**57 personnel

**Survey period:** 10 week

### **Data collection**

Defining the research and determining detailed information mandatory to resolve the problem the investigator will look for type and foundation of data which may produce the desired outcomes, whereas deciding about the scheme of data collection to be used for the education, there are two types of documents. They are as follows

7. Primary data

Data collected for the first time done observation and interview systems. The data is collected by detecting the working of several divisions and also by interviewing the managers of different departments.

1. Questionnaire
2. Interaction with employees
8. Secondary data

Secondary data is the information which previously collected data. It collected from accounts, newsletters, reports, magazines.

Website

Publication.

### **3.6 HYPOTHESES**

**H<sub>0</sub>:** These is no correlation between age of employees and organization value system

**H<sub>1</sub>:** These is correlation between age of employees and organization value system

### **3.7 LIMITATIONS OF THE STUDY**

Hence, the findings of the study is not able stretched to former regions. All the findings and remarks prepared in the study only based on the defendants replies' which may be influenced. Time and rate is too alternative convict.

### **3.8 CHAPTER SCHEME:**

Chapter 1: INTRODUCTION

A backdrop of theoretical aspect relating to industry profile and details regarding history of the company (SNS INDUSTRY)

Chapter 2: CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

A literature reviews relating to job satisfaction is discussed in this chapter

### Chapter 3: RESESARCH DESIGN

This chapter deals with the structure of research activity adopted to analyze core topic of this project and given a brief idea of exact methodology followed in the formulation of this project.

### Chapter 4: ANALYSIS AND INTERPRETATION

This chapter is about the analysis & interpretation of the obtained data from questionnaires and from interview schedules.

### Chapter 5: FINDINGS, CONCLUSION AND SUGGESTION

It includes findings of the study

Bibliography

Annexure

## CHAPTER: 4

### ANALYSIS AND INTERPERTATION

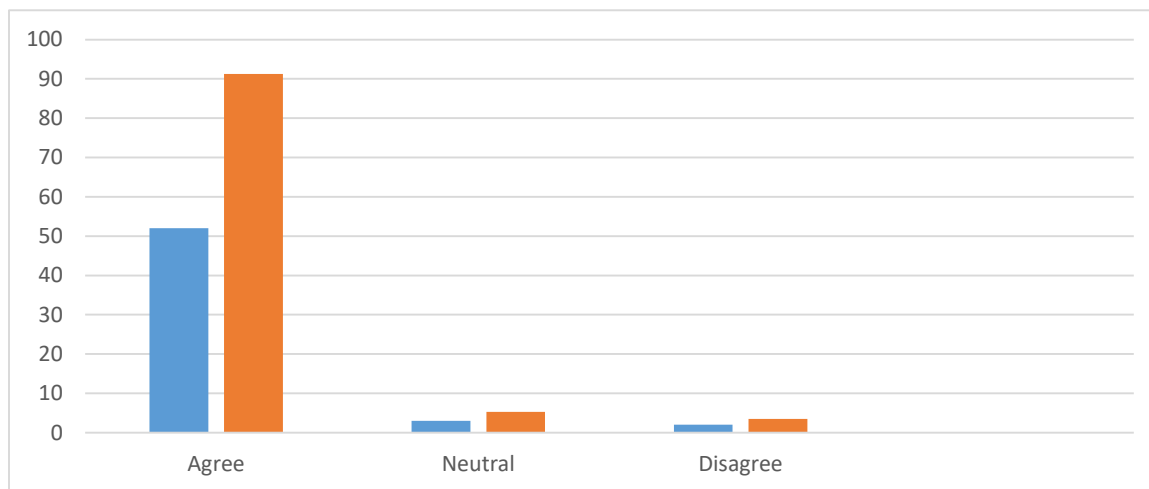
**TABLE: 4.1**

**Table shows that organization value the employee opinions for decision making**

Particular	No of Respondent	Percentage (%)	Cumulative frequency
Agree	52	91.22	91.22
Neutral	03	05.26	96.48
Disagree	02	03.50	99.98
TOTAL	57	99.98	100

**ANALYSIS:** From the above figure we infer that out of 57 respondents, 91.22% respondents are strongly agree, 5.26% of respondent's opinion is neutral, 3.50% of respondents are disagree.

**Graph: 4.1 showing that organization value the employee opinion for making decision**



From the above graph it is found that 91.22% respondents agrees that there opinion is valued.

**TABLE: 4.2**

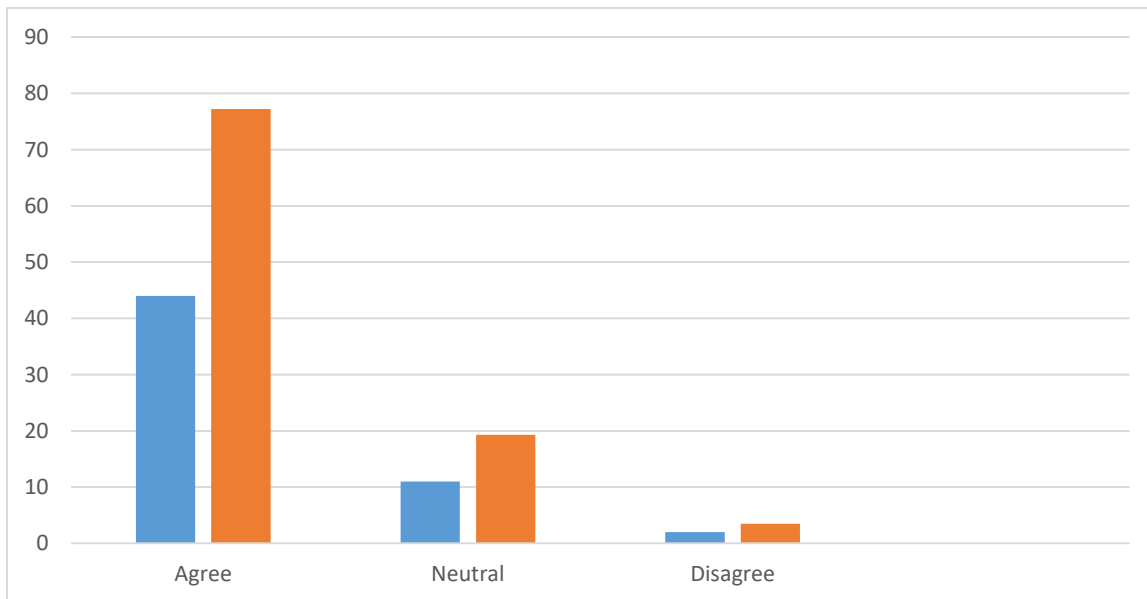
**Table shows that employees are satisfied with the working hours**

Particular	No of Respondent	Percentage (%)	Cumulative frequency
Agree	44	77.19	77.19
Neutral	11	19.29	96.48
Disagree	02	03.50	99.98
TOTAL	57	99.98	100

**ANALYSIS:**

The figures in this table we infer that out 57 respondents, 77% respondents are agreeing, 19% respondents are neutral, and 3% respondents are disagreeing.

**Graph:4.2 showing that employees are satisfied with the working hours**



From the above graph it is found that 77% respondents strongly agree the working hour.

**TABLES: 4.3**

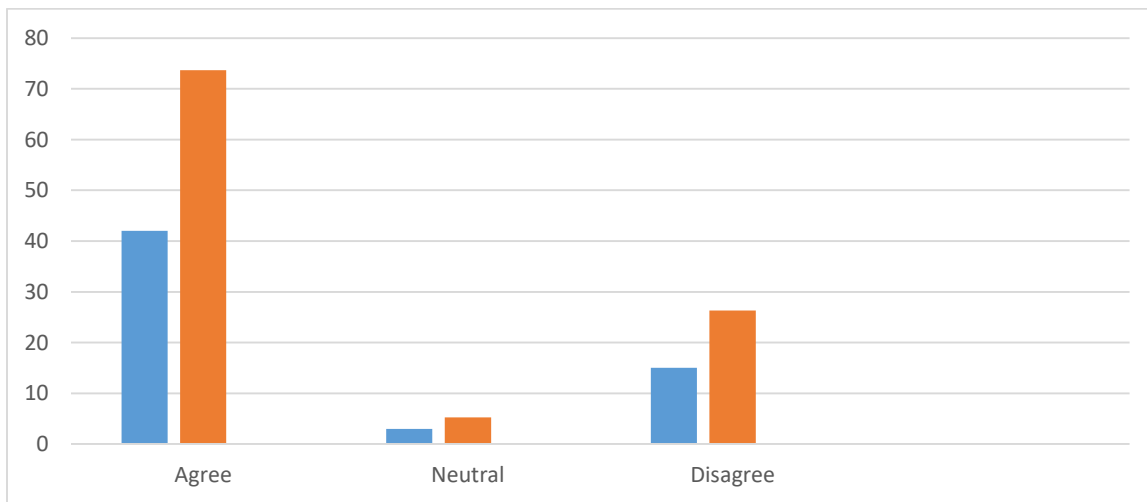
**Table shows that manager/supervisor gives a regular feedback & instructions**

Particular	No of Respondent	Percentage (%)	Cumulative frequency
Yes	42	73.68	73.68
No	03	5.26	78.94
Sometimes	15	26.31	100
TOTAL	57	100	100

**ANALYSIS:**

From the above figure we infer that out of 57 respondents, 73% respondents are positively saying yes, 5% respondents are saying no, and 26% respondents are saying sometimes.

**Graph: 4.3 showing that managers/supervisor gives a regular feedback & instructions**



From the above graphical representation its shows that 73% respondents are saying yes they get regular feedback and instruction.

**TABLES: 4.4**

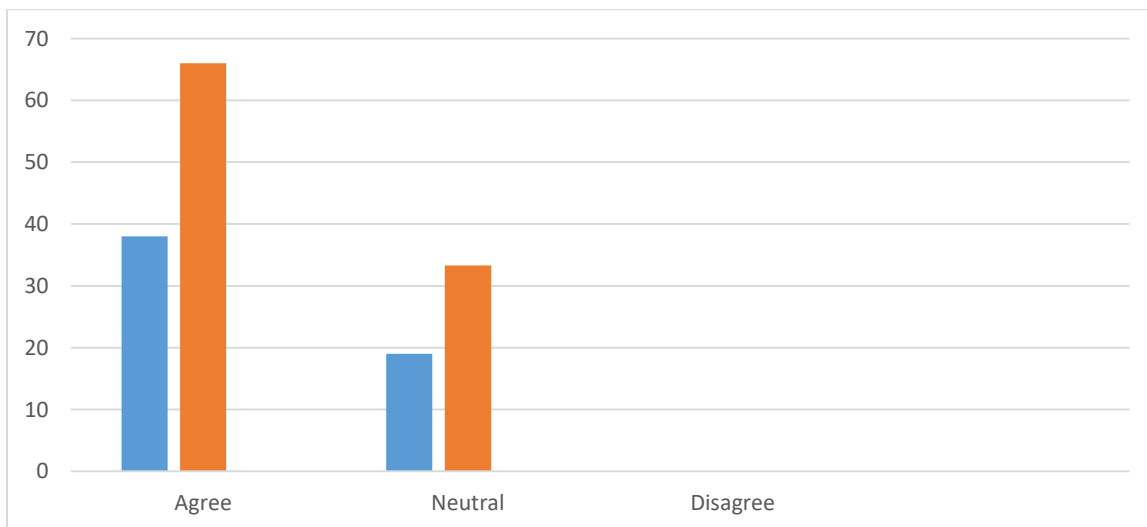
**Table shows that whether employees are satisfied with the health and safety programme provided in the organization**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Agree	38	66	66
Neutral	19	33.3	99.3
Disagree	00	00	100
TOTAL	57	99	100

**ANALYSIS:**

From the above figure we infer that out of 57 respondents, 66% respondents are agreeing, 33% respondents are neutral, none of them are disagreeing.

**Graph: 4.4 shows that whether employees are satisfied with health and safety programme provided in the organization**



From the graphical representation 66% respondents are completely agreeing with the health and safety programme provided by the organization

**TABLE: 4.5**

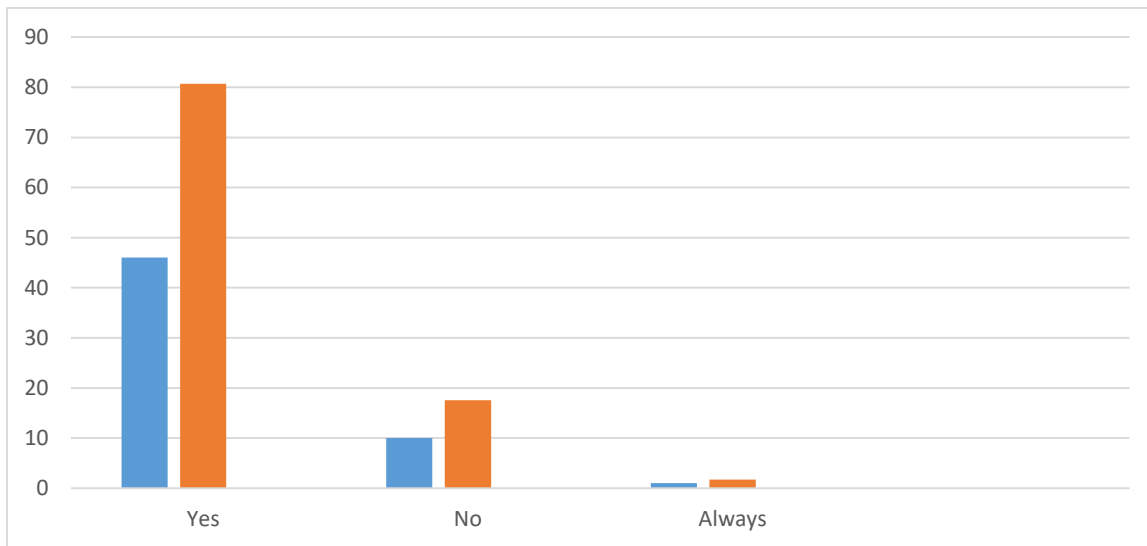
**Table shows that employees are having input about organization decision**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Yes	46	80.70	80.70
No	10	17.54	98.24
Never	01	1.7	99.94
TOTAL	57	57	100

**ANALYSIS:**

From the above figure we infer that out of 57 respondents, 80% respondents says yes about the question levied, and 17% says no, 1% says never

**Graph: 4.5 showing that employees are having input about organizational decision**



From the graph shown 80% respondents are totally agreeing that they have a input about organization decision



**TABLE: 4.6**

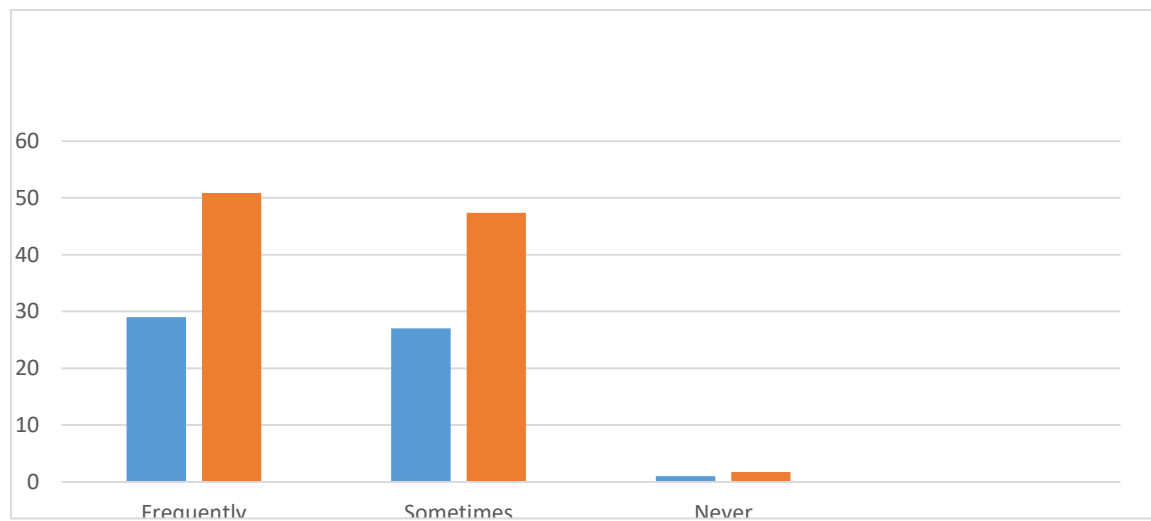
**Table shows whether employers consider employees views and suggestions**

Particular	No Of Respondents	Percentage (%)	Cumulative frequency
Frequently	29	50.87	50.82
Sometimes	27	47.36	98.23
Never	01	1.7	99.93
TOTAL	57		100

**ANALYSIS:**

From the above table shows that out of 57 respondents, 50% respondents says that there views & suggestions are frequently considered, 47% respondents says sometimes, and 1% says never.

**Graph: 4.6 showing whether employers consider employees views and suggestion**



From the graph shows that 50% respondents are agreeing with the question levied

**TABLE: 4.7**

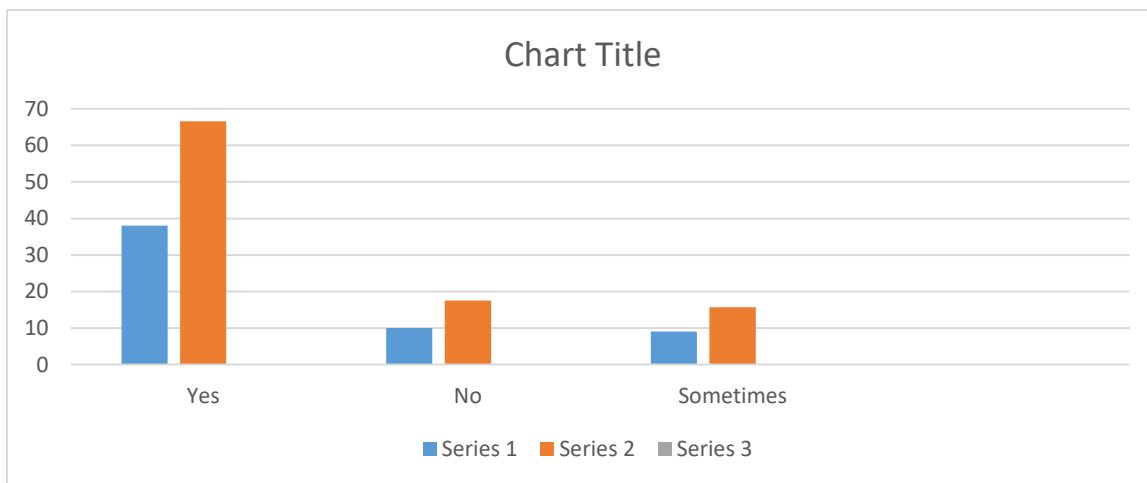
**Table shows that employees are satisfied with the rewards provided by the organization**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Yes	38	66.6	66.6
No	10	17.5	84.1
Sometimes	09	15.7	100
TOTAL	57		100

**ANALYSIS:**

From the above table shows that out of 57 respondents, 66% respondents are agreeing, 17.5% respondents are says no, 15% are neutral.

**Graph: 4.7 showing that employees are satisfied with the rewards provided by the organization**



The graphical representation shows 66% respondents are satisfied with the rewards provided by the organization.

**TABLE: 4.8**

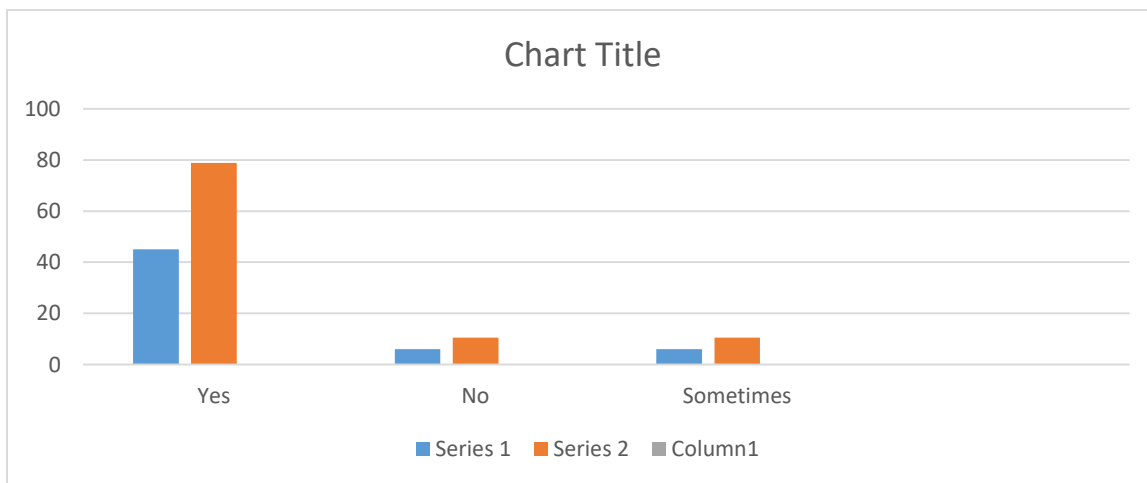
**Table shows whether employees are free to communicate with other non-technical staff**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Yes	45	78.9	78.9
No	06	10.5	89.4
Sometimes	06	10.5	99.9
TOTAL	57	100	100

**ANALYSIS:**

From the above table shows that out of 57 respondents, 78% respondents are strongly says yes, 10% respondents are responding no, & 10% are says sometimes.

**Graph: 4.8 showing whether employees are free to communicate with other non-technical staff**



From the above graphical representation shows that 78% respondents are agreeing for the statement.

**TABLE: 4.9**

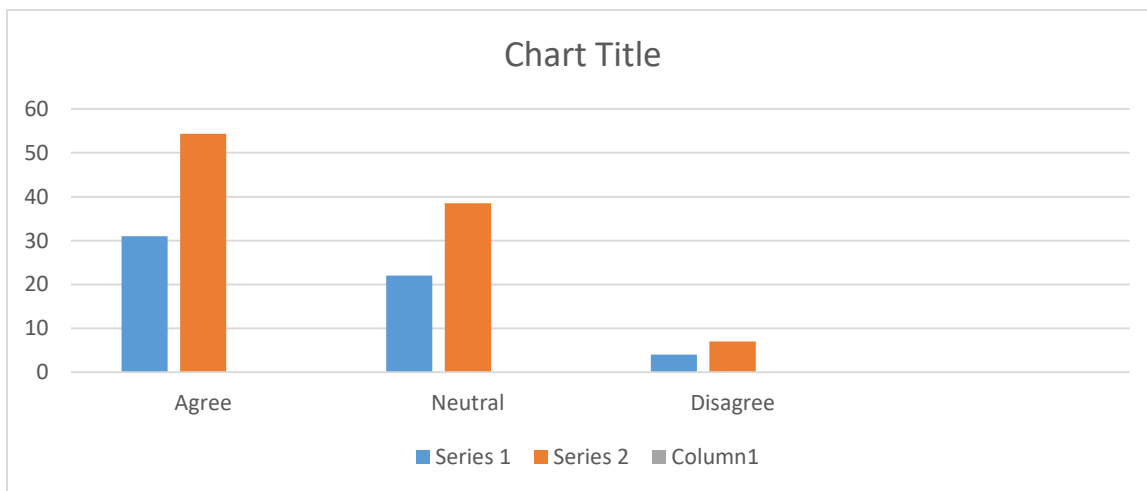
**Table shows that employees are satisfied with the current benefits provided by the firm**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Agree	31	54.3	54.3
Neutral	22	38.5	92.8
Disagree	04	7.0	99.8
TOTAL	57		100

**ANALYSIS:**

From the above figures we infer that out of 57, 54% respondents are satisfied and agreeing, 38% respondent's are neutral, 7% respondents are disagreeing.

**Graph: 4.9 showing that employees are satisfied with the current benefits provided by the firm**



From the graphical representation 57% respondents are satisfied with the current benefits provided by the firm.

**TABLE: 4.10**

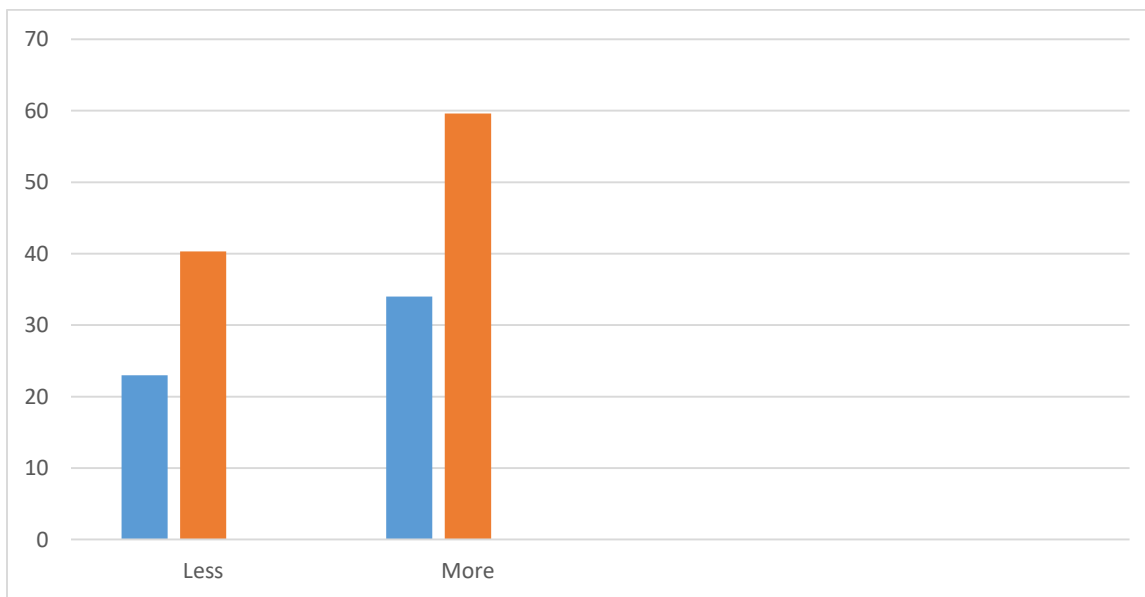
**Table shows that comparison to reward or facility work load is**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Less	23	40.3	40.3
More	34	59.6	99.9
TOTAL	57		100

**ANALYSIS:**

From the above table we infer that out of 57 respondents, 40% respondents are agreeing, 59% respondent's are disagreeing.

**Graph: 4.10 showing that comparison to reward or facility work load is**



The graph shows that 40% respondents are agreeing, and 59% are strongly disagreeing the statement.

**TABLE: 4.11**

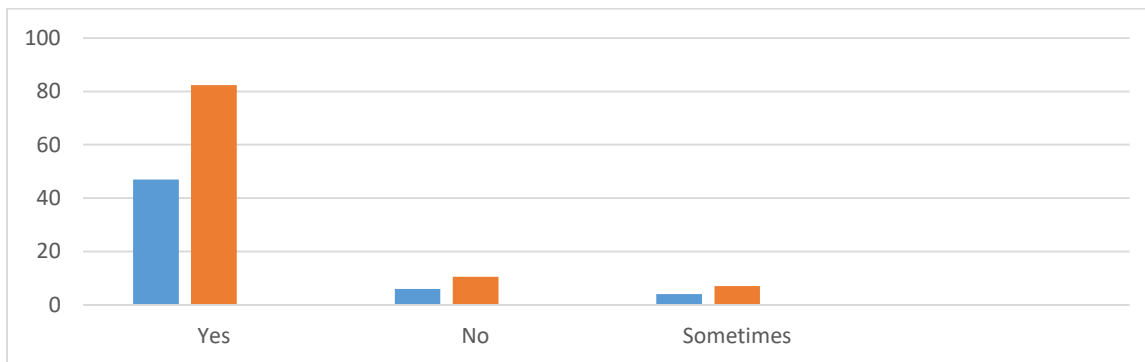
**Table shows that whether employees are satisfied with the instructions provided by the top management.**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Yes	47	82.4	82.4
No	06	10.5	92.9
Sometimes	04	7.0	100
TOTAL	57		100

**ANALYSIS:**

From the above table we infer that out 57 respondents, 82% are saying Yes, and 10% are saying NO, and 7% are saying sometimes.

**Graph: 4.11 States that whether employees are satisfied with the instructions provided by the top management.**



From the above graphical representation 87% strongly agrees with the instruction provided by the top management.

**Table: 4.12**

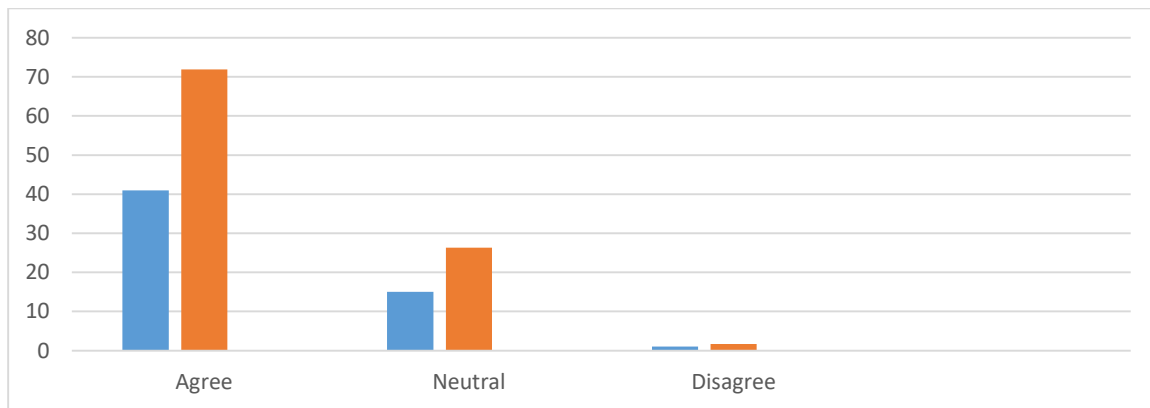
**Table shows that will the employees are able to make time for personal life apart from their job**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Agree	41	71.9	71.9
Neutral	15	26.3	98.2
Disagree	01	1.7	100
TOTAL	57		100

**ANALYSIS:**

From the above table it shows that out of 57 respondent, 72% employees agreed, and 26% are Neutral, and 2% employees have disagreed.

**Graph: 4.12 shows that whether will the employees are able to make time for personal life apart from their job**



From the above Graphical representation 72% of employees are agreeing that they are able to make time for personal life.

**TABLE: 4.13**

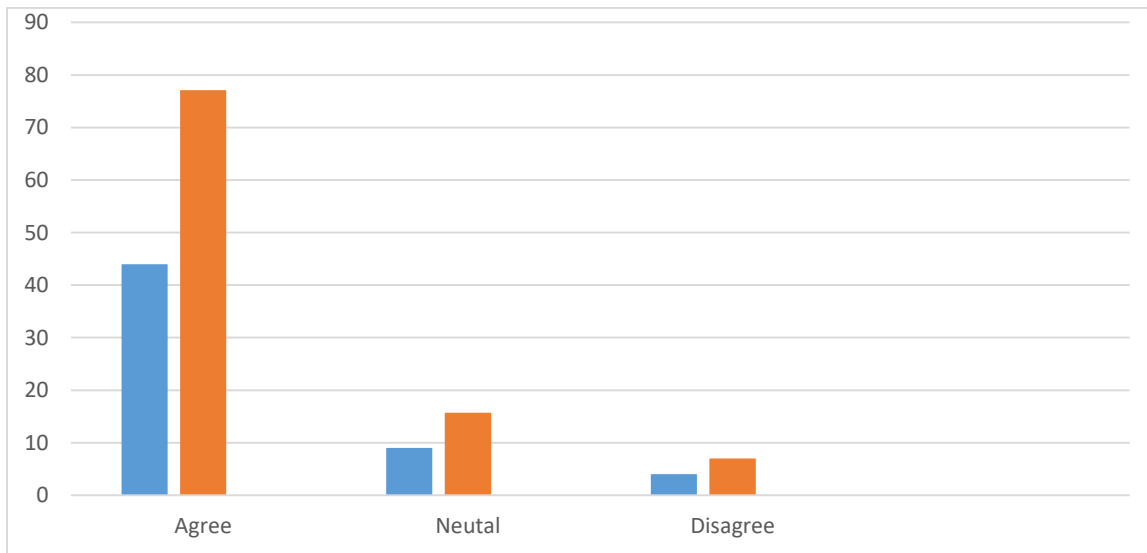
**Table shows that employees received training which is necessary for the job**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Agree	44	77.1	77.1
Neutral	09	15.7	92.8
Disagree	04	7.0	99.8
TOTAL	57		100

**ANALYSIS:**

From the above table it shows that out of 57 respondents, 77% respondents are agreeing for the statement, 16% respondents are neutral, 7% are disagreeing.

**Graph: 4.13 shows that employees received training which is necessary for the job**



From the above graph it is found that 77% respondents are agreeing, 16% respondents are neutral, 7% respondents are disagreeing



**Table: 4.14**

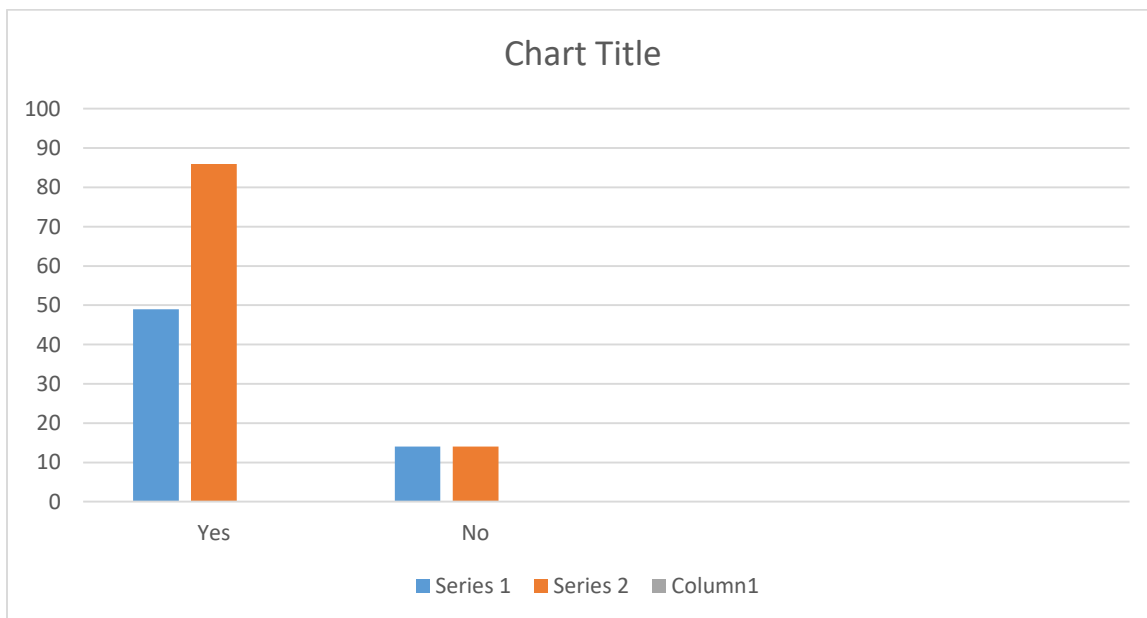
**Table shows that employees work according to their qualification and skills**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Yes	49	85.96	85.96
No	08	14.03	100
TOTAL	57		100

**ANALYSIS:**

From the table we infer that out of 57 respondents, 86% respondents are saying yes, 14% respondents are saying no.

**Graph: 4.14 showing that employees work according to their qualification and skills**



From the above graphical representation it is found that employees are strongly saying Yes.

**TABLE: 4.15**

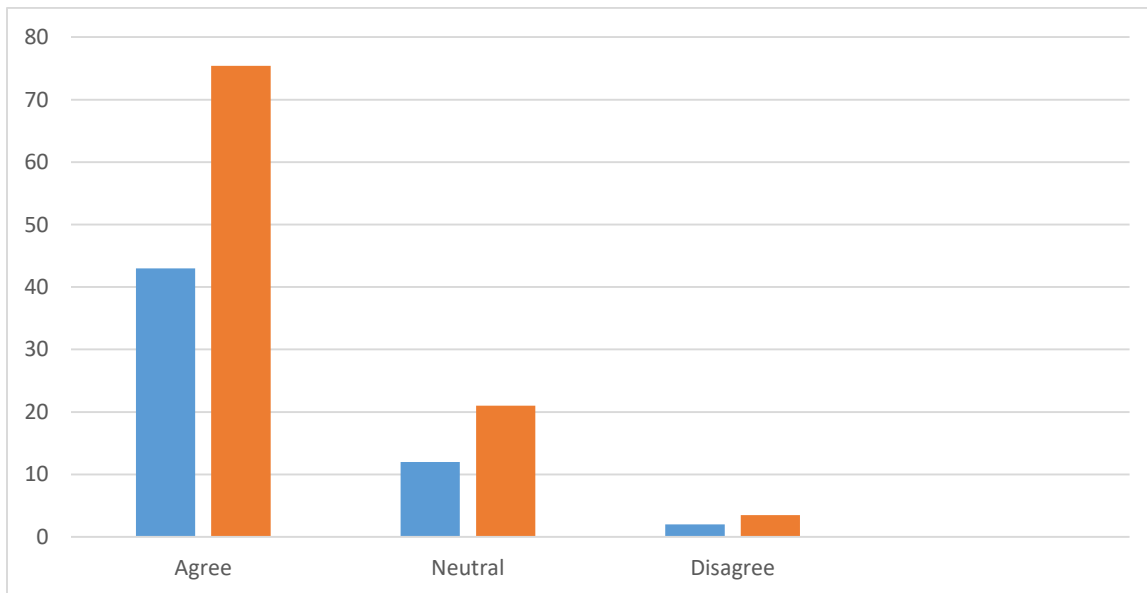
**Table showing whether employees are satisfied with working condition**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Agree	43	75.4	75.4
Neutral	12	21.0	96.4
Disagree	02	3.5	100
TOTAL	57		

**ANALYSIS:**

From the above table it is found that out 57 respondents, 75% respondents are agreeing, 21% respondents are neutral, 4% respondents are disagreeing.

**Graph: 4.15 shows that whether employees are satisfied with working condition**



From the above graph it shows that employees are strongly agreeing for the statement

**TABLE: 4.16**

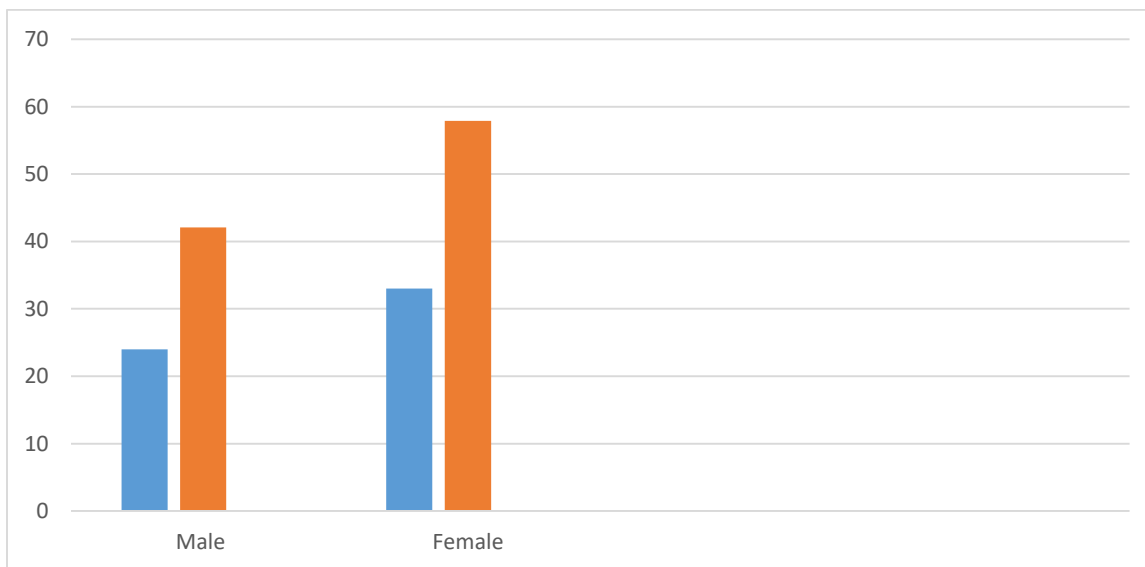
**Table showing the no of male employees and female employees in the firm**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Male	24	42.10	42.10
Female	33	57.89	100
TOTAL	57		100

**ANALYSIS:**

From the above table we infer that out of 57 respondents, 42% are male employees, 58% are female employees.

**Graph: 4.16 showing the no of male employees and female employees in the firm**



**TABLE: 4.17**

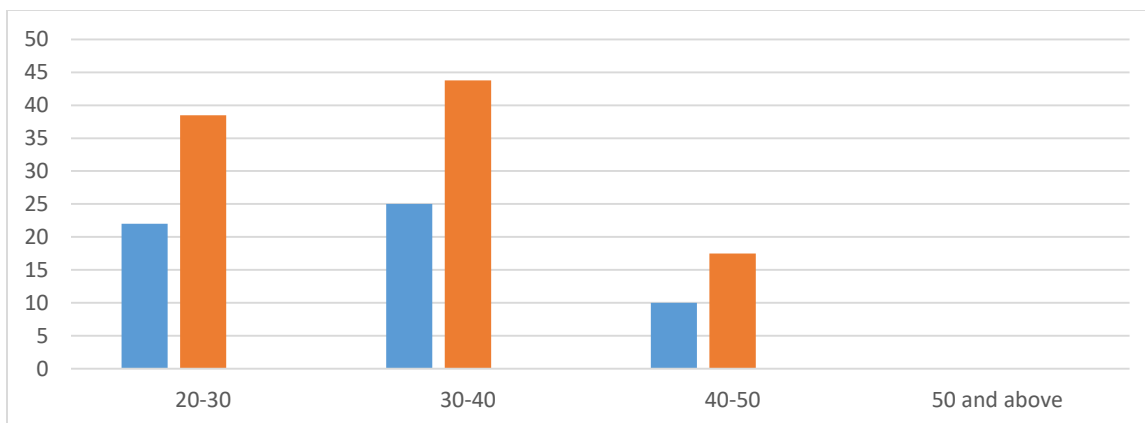
**Table showing the age of employees in the organization**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
20-30	22	38.5	38.5
30-40	25	43.8	82.3
40-50	10	17.5	99.8
50 above	-	-	-
TOTAL	57	100	100

**ANALYSIS:**

From the above table it states that out 57 respondents, 39% respondents are in the age of 20-30, 44% respondents are in the age of 30-40, 18% respondents are in the age of 40-50.

**Graph: 4.17 showing the age of employees in the organization**



From the graph it is found the age between 30-40 employees are more in the organization

**TABLE: 4.18**

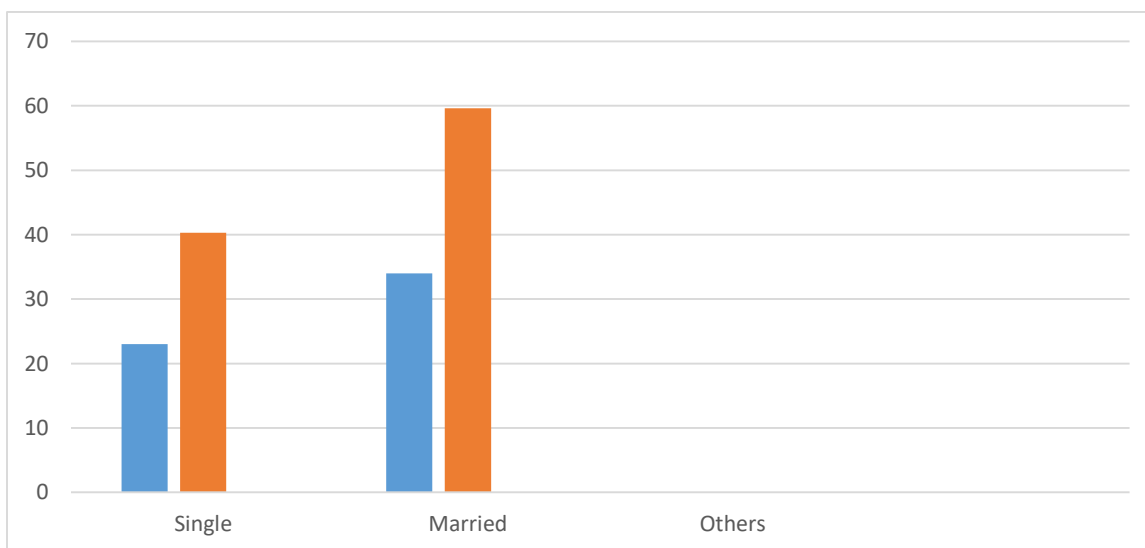
**Table showing marital status of an employees of the organization**

Particular	No of Respondents	Frequency (%)	Cumulative frequency
Single	23	40.3	40.3
Married	34	59.6	100
Others	-	-	-
TOTAL	57		100

**ANALYSIS:**

From the above table we infer that out of 57 respondents, 40% are single, 59% respondents are married.

**Graph: 4.18 showing marital status of an employees of the organization**



From the above graph it states the respondents are more in number in case of married

**TABLE: 4.19**

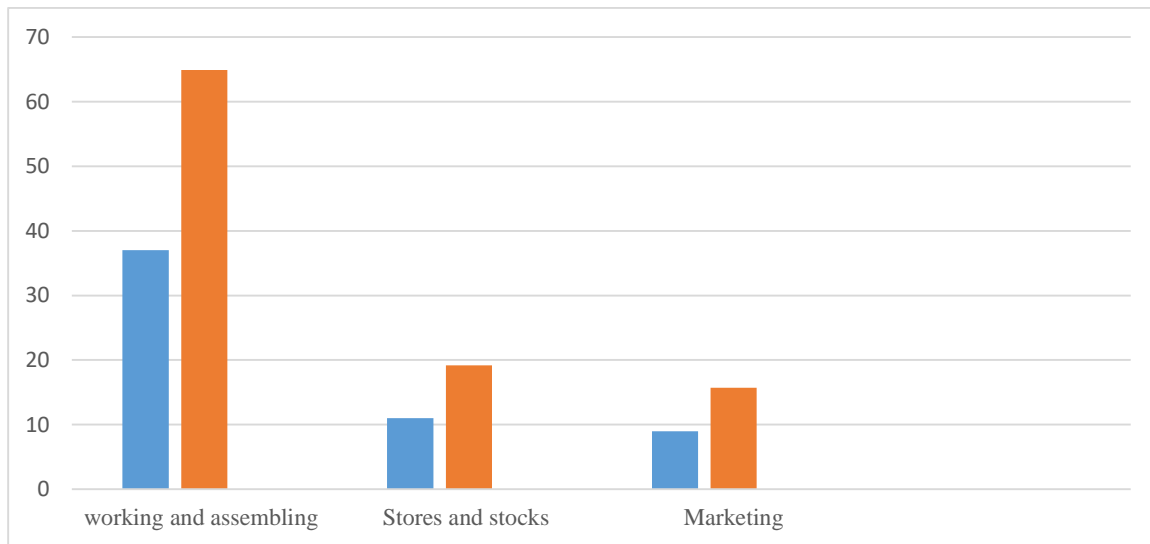
**Table showing employees working in the different department**

Particular	NO of Respondents	Percentage (%)	Cumulative frequency
Working and Assembling	37	64.9	64.9
Stores and Stocks	11	19.2	84.1
Marketing	09	15.7	99.8
TOTAL	57		100

**ANALYSIS:**

From the above table we infer that out of 57 respondents, 65% respondents are working in assembling, 19% are working in stores and stocks, 16% are working in marketing.

**Graph: 4.19 showing employees working in the different department**



From the graphical representation it shows 65% respondents are more in working and assembling

**TABLE: 4.20**

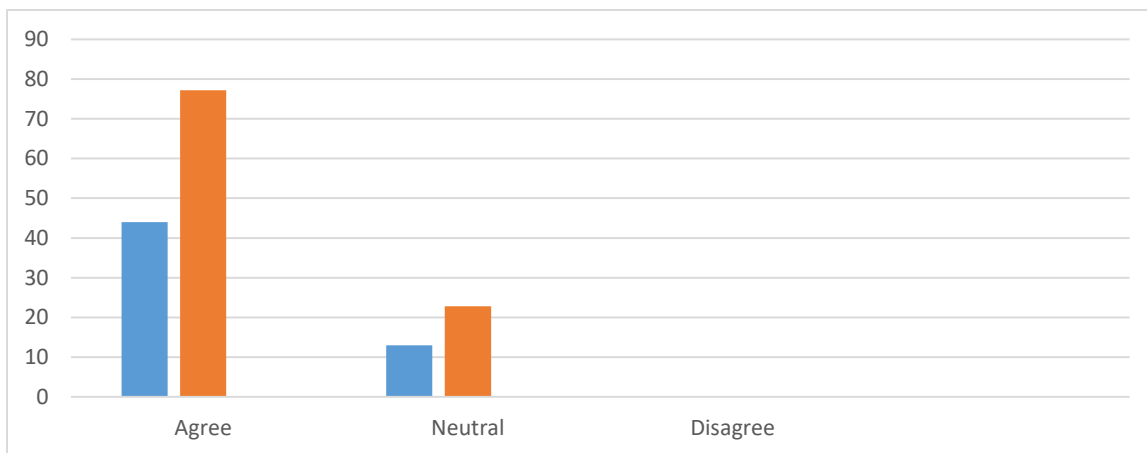
**Table showing that level of satisfaction with the terms and condition of the organization**

Particular	No of Respondents	Percentage (%)	Cumulative frequency
Agree	44	77.19	77.19
Neutral	13	22.8	99.9
Disagree	-	-	
TOTAL	57		100

**ANALYSIS:**

From the above table we infer that out of 57 respondents, 77% respondents are agreeing, 23% respondents are neutral, none of the respondents are disagreeing.

**Graph: 4.20 showing that level of satisfaction with the terms and conditions of the organization**



From the above graphical representation the employees are strongly agreeing with the terms and conditions of the organization.

## STATISTICAL TOOLS RESULTS

### Hypotheses

#### Descriptive Statistics

	Mean	Std. Deviation	N
Organisation Values System	2.8750	.42906	56
satisfied with working condition	2.7321	.52192	56

#### Correlations

		Organisation Values System	satisfied with working condition
Organisation Values System	Pearson Correlation	1	.660**
	Sig. (2-tailed)		.000
	N	56	56
satisfied with working condition	Pearson Correlation	.660**	1
	Sig. (2-tailed)	.000	
	N	56	56

\*\* . Correlation is significant at the 0.01 level (2-tailed).

**H<sub>0</sub>:** These is no correlation between age of employees and organization value system

**H<sub>1</sub>:** These is correlation between age of employees and organization value system



**INTERPRETATION:**

There is significant and positive association between organization value and Job satisfaction with significant value 0.00 which is less than 0.05. It means organization value system plays an important role in defining the values of job satisfaction.

**Result:**

Organization value system leads to Job satisfaction among employees in the organization (**SNS Industries**).

## CHAPTER 5

### FINDING, SUGGESTION, CONCLUSION

#### 5.1 Findings:

The researcher analyze the responses of the survey based on weighted average those the answers are on a scale of five

The questions in survey has been five categories. They as follows

1. Satisfaction based on physical environmental in the organization.
2. Satisfaction or comfort at an emotional level in the organization.
3. Satisfaction of the information sharing terms and condition.
4. Satisfaction based on value system practice in prevailing in the organization.
5. Satisfaction with current benefits provided by the organization.
6. It was found that employees are satisfied with top management during decision making and strategies formation.
7. It was found that majority of the employees were satisfied with the working hours of the organization.
8. It was strongly shown that management involves employees in decision making.
9. It was found that manager/Supervisor gives a regular feedback & instruction.
10. It was found that employees are satisfied with the health & safety programme in the organization.
11. It was found that employees are satisfied with the rewards provided by the organization.
12. It was found employees are free to communicate with other non-technical staff.
13. It was found employees are satisfied with benefits provided by the firm.
14. It was found employees are able to make time for personal life apart from their job.
15. It was found that employees received training which is necessary for the job.
16. It was found that employees work is according to their qualification and skills.
17. It was found there is no unfairness or biasness, discrimination in the organization.

## **5.2 Suggestions:**

Based on the finding as follows:

Manpower planning could be done in such a manner that trimmings may be trimmed or more manpower injected (or) more rest intervals included.

There could be training section for executive on counseling. This could help them to council member and release stress level.

The comparison to reward or facility work load is more so management has to concentrate on providing rewards to the employees.

## **5.3 Conclusion:**

This research is an unlimited effort to identify the employee job satisfaction and to offer some suggestions. Therefore, management is intended solely for the purpose of identifying individual's satisfaction, regardless of the environment in which it is possible and appropriately behaves, identifying the problem regarding job satisfaction of employees in the organization and appreciating the need for its solution, identify the factors and contribute to the path and behavior. Sometimes eliminates the past and reduces their impact on their problems. Although slow, the completion process has to construct the optimal grades that are done in the appropriate way. Workers are the most important resources of company.

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ANNEXURE  
QUESTIONNAIRE

1. Is the organization value system helps in satisfying the employees work
  - Agree
  - Neutral
  - Disagree
2. I am satisfied with working hours
  - Agree
  - Neutral
  - Disagree
3. My manager/ Supervisor gives me regular feedback and instruction
  - Yes
  - No
  - Sometimes
4. Are you satisfied with the opinion about the health and safety program provided in our organization
  - Agree
  - Neutral
  - Disagree
5. I have input into organization decision
  - Yes
  - No
  - Always
6. How often they will consider your views and suggestions
  - Frequently
  - Sometimes
  - Never
7. Is the reward provided from the organization is satisfied
  - Yes
  - No
  - Sometimes
8. Are you free to communicate with other non-technical staff
  - Yes
  - No
  - Sometimes
9. Are you satisfied with current benefits provided by firm
  - Agree
  - Neutral
  - Disagree
10. In comparison to reward or facilities my work load is
  - Less

- More
- 11. I am satisfied with the instruction provided by the top management
  - Yes
  - No
  - Sometimes
- 12. I am able to make time for personal life apart from my job
  - Agree
  - Neutral
  - Disagree
- 13. I have received the training that is needed to do my job at their company
  - Agree
  - Neutral
  - Disagree
- 14. Is your work related related to your qualification and skills
  - Yes
  - No
- 15. Are you satisfied with working condition
  - Agree
  - Neutral
  - Disagree
- 16. Gender
  - Male
  - Female
- 17. Age
  - 20-30
  - 30-40
  - 40-50
  - 50 and above
- 18. Marital status
  - Single
  - Married
  - Unmarried
  - Others
- 19. In which department do you work
  - Working and assembling
  - Stores and stores
  - Marketing
  - Sales
- 20. Are you satisfied with the terms and conditions of the organization
  - Agree
  - Neutral
  - Disagree



ACHARYA INSTITUTE OF TECHNOLOGY

DEPARTMENT OF MBA

PROJECT (17MBAPR407) -WEEKLY REPORT

Name of the Student: Prakruthi. J

Internal Guide: Dr. MMBagali

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Company Name: SNS Industries

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		



Company Seal



College Seal

10/4/19

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