

PROJECT REPORT (17MBAPR407)
A STUDY ON JOB SATISFACTION AT PRECIMEASURE CONTROLS
PVT LTD.

BY
AKSHATA
1AZ17MBA07
Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI



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

INTERNAL GUIDE

Monica.M
Assistant professor
Dept. of MBA
AIT, Bangalore.

EXTERNAL GUIDE

Harish
HR Manager
Precimeasure controls pvt ltd
Dabaspete.



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

March 2019

Date: 02/03/2019

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Akshata BR, Reg. No.- 1AZ17MBA07 a MBA student of M/s. Acharya Institute of Technology, Bangalore has completed her Project work at M/s. Precimeasure Controls Pvt. Ltd., for the period of 3rd Jan 2019 to 16th Feb 2019.

During the period of her Project works with us, her conduct was good.

We wish her all the very best for her future Endeavour.

for Precimeasure Controls Pvt. Ltd.,



Harish BG

Asst. Manager - HR





ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 23/03/2019

CERTIFICATE

This is to certify that **Ms. Akshata** bearing USN **1AZI7MBA07** 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 Job Satisfaction at Precimeasure Controls Pvt. Ltd, Dabaspeta, Tumkur**” is prepared by her under the guidance of **Prof. Monica M** 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-560 075

Signature of Principal/Dean Academics

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

DECLARATION

I, **Akshata**, hereby declare that the Project report entitled "A study on job satisfaction" with reference to "Precimeasure controls pvt ltd, dabaspete" prepared by me under the guidance of **Prof. Monica.M**, faculty of M.B.A Department, **Acharya Institute Of Technology, Soldevanahalli, Bengaluru** and external assistance by **Harish, HR Manager in Precimeasure controls pvt ltd,Dabaspete**. I also declare that this Project work is towards the partial fulfilment 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: Bangalore
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.

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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: Bangalore

Date: 05/04/2019

Akshata

USN:1AZ17MBA07

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EXICUTIVE SUMMARY

Job satisfaction represents is the overall experience of a person or workplace. Overall job satisfaction is the attitude of the whole task. Job satisfaction is a feature that satisfies many aspects of employee's work. i.e salary, work, professional development, opportunity, welfare, support.

A Job Satisfaction contributed to a positive atmosphere in the work place and the employees were pleased with their profession. They hope to realize their team, and the goals of the organization are based on employees job satisfaction. It is a powerful element in education organizations. Employees need to collect and analyze data in the organization to get information to achieve the survey goals.

The sampling Method is simply a sample, and a descriptive study is selected for the study. It is mainly used in the investigation phase if a person with a expertise can be limited.

The data from primary and secondary sources have shown that organization provide expert services and staff. The employees have good opinion about the company and employees are satisfied with their job.

The self-designed questions have been used to collect primary data from the respondent. The result shows that the employees are feel that Empowerment and mutual relationship leads to retainment their strong relationship.

CHAPTER 1

INTRODUCTION

1.1 INRODUCTION TO INTERNSHIP:

This project was undertaken for the period of six weeks in PRECIMEASURE CONTROLS PVT LTD, Dabaspet. This project brings out the importance of job satisfaction. Internship position is the opportunity to apply given to the student theoretical and learnt some organizational task and activities.

Job satisfaction is a very important key in the organization and it's effects the company future and growth. job satisfaction covers the key areas of employment relationship performance, reward management and collective bargaining. Which help to regulate the nature of job satisfaction.

Occupation, accomplishment states advantages quality or unwillingness with each agent view point task, imparting measure of comprehension between individual want of action and high value. that moment gives which is part of life achievement. The possibility of employee state of occupation is indispensable bit of life as, work achievement impact employee general personal satisfaction.

The internship proves to be a key to provide a practical exposer and experience to learn as a student. This internship course also a wonderful opportunity to prepare for a more competitive work environment.

TOPIC CHOSEN FOR STUDY

“A STUDY ON JOB SATISFACTION” at PRECIMEASURE CONTROLS PVT LTD.

1.2 INDUSTRY PROFILE

Companies on this industry manufactures a huge form of items: principle product chemicals, machineries, transportation equipment's, and computers and computers and electronics.

Most important agencies encompass, HP, IBM, Pfizer, Proctor & gambler and Nestle (Germany)and Toyota motor (Japan).

Production in India has become a source of great growth in the country. In India. The top minister of India. Shri Narendra Modi has launched ' Make in India ' software as a manufacturing hub for India and to supply international prestige to Indian energy.

The Assessment of various large-scale globes in India has improved and uses three places to operate in the sixth(2015).The government of India has set ambitious goals that contribute to increase the contribution of the manufacturing industry to the current level in the 16-25 class of useful resource(2025)and gross domestic product.

Market Dimensions:

India's production quarter has the ability to touch U\$\$1 trillion may be the world will be able to report (25-30) in line with percent of the united kingdom's GDP and create as a good deal as ninety million domestic jobs through (2025).Manufacturing sector of india, the state state of the organization is still high quality.

Investments:

In the top deco to make a week in India, it is in Mumbai between February 13& 18,2016 use the special reaction of the buyers. Trend ends INR 15.2 trillion.

In September (2016) FDI is available in digital edition at any time (Rs 123,000 core in 2016 from Rs 11,000 core in 2014).

India has become one of the most attractive sources of financing in the region. Significant investment and development in this area is much more than today.

- Chinese smartphone maker Huawei has signed an agreement with Indian smartphone maker Flextronics Pvt Ltd. Flextronics is expected to launch 3 million smartphones at its Chennai plant and create more than 1,500 jobs.
- Tata power has joined the Javelin Joint Venture, a partnership between Raytheon Organization and Lockheed Martin,
- Honda Motorbike & Scooter India plant life to make funding around Rs 600center to function a modern day line at its Narsapura facility at Karnataka and launch at the least 10-15 products for the through out of FY 2016-17 in the U.S.A.
- Pressure motors, a software and industrial equipment manufacturer, has Rs 100 crore production facility in Pune, they supply engines and bridges to the German car manufacturer Mercedes-Benz.
- Panasonic plans to build a new refrigerator factory in India with a c price of 250 crore and will use lithium-ion batteries at its current plant in Jarzar in the coming months.
- India plans to limit the number of the largest electrical equipment manufacturers in India and build new manufacturing facilities near Bangalore to provide valuable resources for securing the 12th Indian plant and the first Indian crore fund in the amount of 1059 rupees, outside of northern India.

Government Initiatives:

The Government of India has taken various measures in the field of health to increase the proximity and the paramount importance of the initiative are:

- Across the country, the organization was to recognize India after potential pressure of 6000 rupees. The government convinced them to play a leading role in the production of large jobs in the electrical and electronics footwear and light industry.

- The Government of India plans to significantly increase its social output through modern cuts needed to spend a week or hours without previous tariffs.
- Gujarat authorities are planning to create a virtual production center 2016. Thus, in the next five years about 500,000 jobs should be created in the electronics industry.
- NITI Aayog plans to initiate an intervention plan in the field of various technologies, which will be protected by the resources of Indian manufacturing enterprises to maintain long term profit compared to competitors such Bangladesh and Vietnam.
- The Government of Uttar Pradesh has received an investment offer for Rs 5,000 core in the US mobile factory.
- Indian Authorities plan to invest 10 billion dollars in two semiconductor plants.

1.3 Company Profile:

Company name	Precimeasure Controls Private Limited
Founders	Mr. V. Janardhan Mr. S.R. Krishnamurthy
Founded	1984
Number of workers	110
Address	M/S.Precimeasure Controls Pvt. Ltd. Plot Number:65 1 st Stage KIADB, Sompura Industrial Area Dabaspeta, Tumkur dist Bangalore-562111

This commercial enterprise having 30 years experience within the transformer industry, The company having 5 units over the India. There are Dabaspeta, Bangalore, Coimbatore, Vadodhara, Chennai.

Mr. S. Krishnamurthy and Ms. Arunajanardhan are the directors of the enterprise. A company has licensed by way of manner of the ISO at 2007 for its great manipulate gadget and is currently licensed huge variety (9001:2008) all the products are kind examined for essential constraint via authorized organization in India.

An impartial studies and development unit changed into begin in the year 2006 at Coimbatore in South India, and is now identified through the government by the authorities of India's branch of clinical and industrial research wing. and the employer adhere to strict fantastic tips for the incoming uncooked substance, in manner assemblies and very last finished gadgets. All an instruments are locked through a chain of care compete tests at top notch degrees manufacturing. Their clients are provided with the Test Certificate with exact effect of test accomplished for every tool they have got procured. a enterprise place maximum importance to tremendous and after income service and the guarantee prompt deal with to any buy complaint. All the ones merchandise have a warranty of three hundred and sixty five days from the date of its dispatching.

The commercial enterprise corporation affords a complete sort of merchandise for the pretension and tracking of energy. Distribution and Dry type transformers. Firm product line includes a number of OTIs and WTIs, some distance off Indicator, Bi-steel thermometers, Electronic WTI and controllers tap function signs Bearing Temperature indicators, Marshalling packing containers RTCC Panels, Strain gauges and plenty of others.

Newly corporation also input into a agreement settlement with FISO Technology from Canada, for gaining, processing and advertising and marketing of Fiber optic primarily based absolutely temperature monitoring structure additional products are underneath development like the Total Monitoring System for temperature oil & winding temperatures, oil tries , strain in valves, well known of the diverse relays faucet position and predict the existence of the transformer & is likewise SCADA compatible.

Past 29 years being in the challenge with help of unique customer which have captured vital proportion in Indian market and the organization exporting the goods the world over to diverse countries there are Australia Thailand South Korea, Malaysia, USA, UK, Ukraine Canada South Africa Bosnia and so on.

1.3.1 PROMOTERS

- MR.V.JANARDANAN
- MR.S.R.KRISHNAMURTHY
- MR.S.KRISHNAMURTY
- MS.ARUNA JANARDHANAN

EVENTS AND OTHER ACTIVITIES:

- The company proud to be informing us, company participating in **MIDDLE EAST ELECTRICITY 2017** at Dubai international exhibition center....
- In the month of August in the Bangalore and Chennai unites are started production in new facilities and innovative technologies
- I.S.O certified in 05-february-2007

1.3.2 VISION:

We Protect and Enhance the Life & Quality of Industrial Assets

MISSION:

Protecting your assets with proven mechanical reliability and flexible communication capability.

QUALITY POLICY:

The company are dedicated to design, manufacture, and supply of protective and monitoring instruments for the transformers and industrial process control products. Precimeasure Controls are committed to achieve and sustain excellence in all our activities by:

- ◆ Providing products with optimized features
- ◆ Consistently meeting or exceeding our customer's needs and requirements for product quality and performance;
- ◆ Timely delivery of products and services to meet our customer's requirements
- ◆ Continual improvement of our processes, and systems;
- ◆ Promotion of process approach and Meeting the regulatory requirements of the transformer industry.

1.3.3 PRODUCT PROFILE:

Dial type thermometer:



The completely sealed liquid growth in the system affords a self powered indication and operation to the devices and does no longer require any trim ming or different periodic changes.

- The W T I are supplied with gradient adjustments via a shunt for CT secondary input.
- The W T I device have constucted in thermal imaging gadgets for transformers hoy spot indication
- Embeded PT-100 sensor inside the sensing bulb of the near by OTI or WTI offer for master indication

STANDARD FEATURES

- Resettable maximum pointer
- Accuracy 1% of FSD
- Enclosure IP55
- Climate evidence powder coating
- Switch testing knob
- PANELS



REMOTE TAPCHANGER CONTROL CUBILE

Remote tap changer control (RTCC) is a conventional device to manipulate the output of the transformer from the OLTC unit equipped in the transformer, the desired voltage may be excited accordingly by using controlling the OLTC with admire to the top function via RTCC then machine, the out placed voltage of the transformer may be mainted via an AUTOMITIC VOLTAGE REGULATOR which continously verifies the output electricity with the set\ proqrammed reference voltage and could cause the OLTC as a result RTCC panel controls are identical irrespective of voltage kind whether in tank or external mount OLTC

ELECTRONIC TYPE THERMOMETER:



Layout for measuring and indication of oil and winding temperature for oil immersed transformers

- One RTD sensor input
- 2contacts for OTI and 4contacts for WTI
- Accuracy +1 °c
- Optional RS-485 MODBUS RTU communication

DRY TYPE TRANSFORMERS:



The dry transformance is designed to measure and display the winding temperature of the transformers.

- Power line filter safety from excessive electricity surge and electrical fast transient.
- High scanning speed/pace.
- Far off indication date acquisition facility
- RS – 485 MODBUS RTU communication.

PRESSURE GEUGE:



Precimeasure industrial pressure gauges are suitable for all general industrial applications. Its design incorporates robust construction, work safety, and is guaranteed for accuracy, repeatability, and durability.

GENERAL FEATURES:

- Performance as per IS3624 and DIN837-01
- Accuracy + 0.5 % or + 1% of FSD.
- Positive pressure ranges up to 600 kg / cm² other equivalent measuring units
- All standard connection threads options
- Bourdon
- N tube in stainless steel casing

1.3.4 AREAS OF OPERATION:

BRANCH	ADDRESS
Bangalore	Precimeasure controls private limited, 168/C, industrial suburb, peenya 3 rd phase, Bangalore-560058 E-mail: Sales-bng@precimeasure.com
Chennai	Precimeasure controls private limited, Plot no, K1, SIDCO Truvika industrial estate guindy, chennai-600032
Vodadara	Precimeasure controls private limited, Plot no 349, POR Ramanagamdi

	industrial estate,vodadara-391243
Combatore	Precimeasure controls private limited.,No11A,Sengupta street,Cimbotoor-641009

1.3.5 INFRASTRUCTURE FACILITY:

The Precimeasure Controls Pvt Ltd having

- Canteen facility
- Rest room facility
- Vehicles parking facility
- Transportation facility
- Good drinking water
- More focus on the worker safety

1.4 COMPETITORS:

- Perfect controls private limited.
- A K M Sweden controls private limited.
- Controls India private limited.
- Scientific controls private limited.
- Cedaspe Pvt. Ltd

1.5 SWOT ANALYSIS:

STRENGTH:

- (a) Employees are main strength for the precimeasure controls private limited
- (b) Good mutual relationship with dealers
- (c) Number of authorize provider station is in proper than that of competitors.
- (d) Suitable in implemented additives while in comparison to other product.
- (e) More, spacious products are using in the organization.

WEAKNESSES:

- (a) Changing of unique, elements by using a dealers.
- (b) Maintenance value is excessive.
- (c) Rising fee of raw materials resulting in low margin. Therefore, discounts cannot be presented.

OPPORTUNITIES:

- (a) Improving, street infrastructure.
- (b) Standard of dwelling of country humans are improving each day due to developing according to in line with capital income so there may be a danger of spreading the commercial corporation in each nook of the town.
- (c) Strong presence of competitors in similar product.

THREATS:

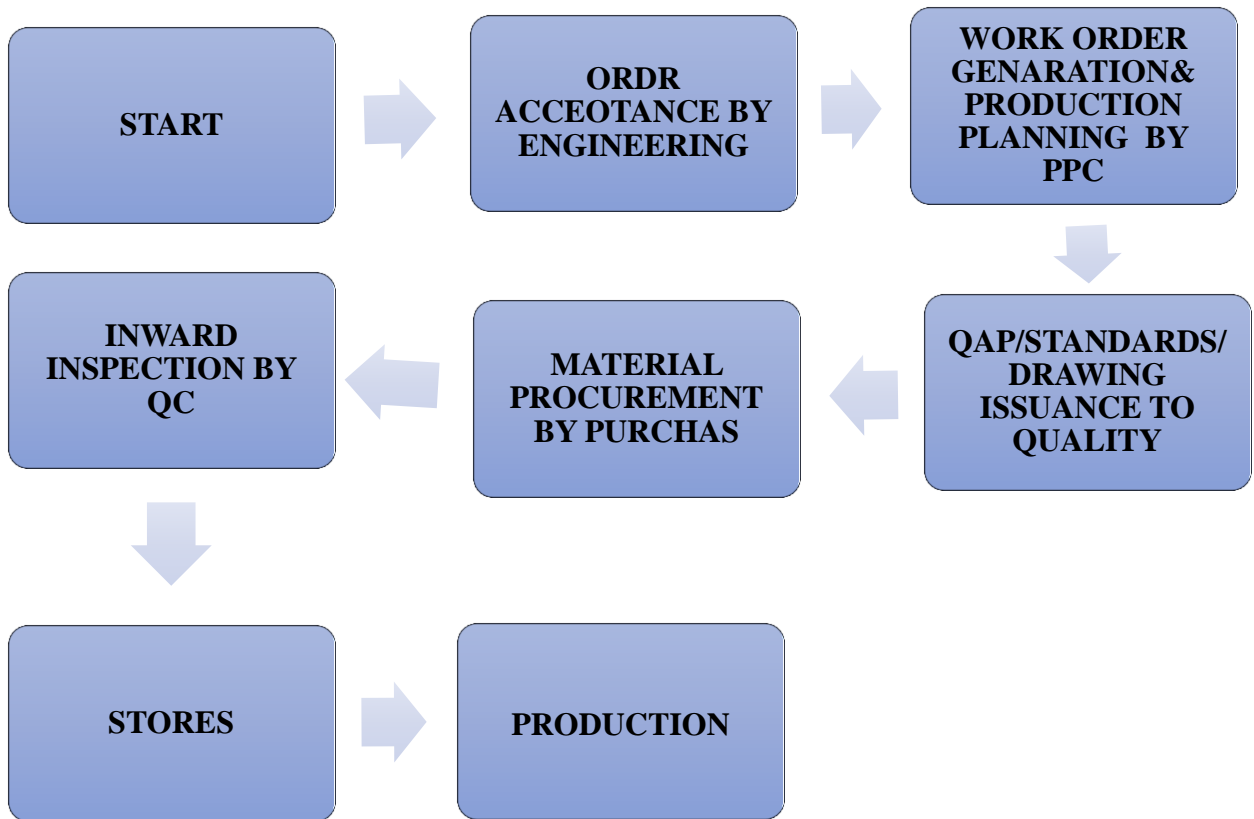
- (a) Demand, reduction competition in comparable product.
- (b) Strong presence of competitors in similar product.

1.6 FUTURE GROWTH AND PROSPECTUS:

The Precimeasure Controls Pvt Ltd., have a goal that is 'TO BECOME A MARKET LEADER OF OIL TEMPERATURE INDICATOR (OTI) AND WINDING TEMPERATURE INDICATOR'' products

The company have already vision that is (WE PROTECT AND ENHANCE THE LIFE AND QUALITY OF INDUSTRIAL ASSETS) according to that vision the company adapt some techniques and producer. and never compromising on quality, the organization consistent efforts in constant up grading of goods or products and services. The company recently adopt innovative techniques and producers

Process of flow chart for production operation:



1.7 FINANCIAL STATEMENT:

Statement of Profit and loss account

S.no	Particulars	2017	2018
1	Revenue from operations	297214471	279003188
2	Other income	4155017	3285606
3	Total revenue(1+2)	301369488	282288794
4	<u>Expenses:</u>		
	Cost of materials consumers	180849096	149433668
	Changes in inventories of finished goods WIP and stock in trade	(2541849)	(1679848)
	Employee benefits expenses	51851131	41959887
	Financial costs	9123459	3925799
	Depreciation and amortization expenses	9843911	5331292
	Other expenses	53441718	41304602
	Total expenses (4)	302567467	240275398
5	Profit before exceptional and extraordinary items and tax(3-4)	(1197978)	42013396
6	Exceptional items	-	-
7	Profit before tax (5-6)	(1197978)	42013396
8	<u>Tax expenses:</u>		
	Current tax	-	8232600
	Earlier year	-	(843343)
	Deferred tax	4650068	(3129976)
9	Profit/loss	(5848046)	37754115

Balance Sheet

Particulars	2017	2018
I. Equity and Liabilities		
Shareholders fund		
Share capital	7500000	7500000

Reserves and surplus	265032455	270880500
Non-current liabilities		
Long term borrowings	13573439	66466331
Deferred tax liabilities	1986514	-
Other long term liabilities	-	-
Long term provisions	24424950	16192350
Current liabilities		
Short term borrowings	65680728	32975166
Trade payables	72988416	28269544
Other current liabilities	7897021	4909494
Short term provisions	196255	8410511
Total equity and liabilities	459279778	435603896
II. assets		
1. Non current assets		
a) Fixed assets		
i) Tangible assets	233251514	157689253
ii) Intangible assets	6339705	6076205
iii)Capital WIP	-	47392011
Non current investments	79124	79124
Deferred tax assets	-	2663554
Long term loans and advances	36166207	33388177
Other non current assets	-	-
2. Current assets:		
a) Current investments	13759034	24458260
Inventories	61473821	47727808
Trade receivables	70377974	67132976
Cash and cash equivalents	20792838	31688827
Short term loans and advances	17039560	17307882
	459279778	435603896
TOTAL	918559556	871207792

RATIO ANALYSIS:

1.LIQUID RATIO:

$$\text{Liquid Ratio} = \frac{\text{Quick Assets}}{\text{Current Liabilities}}$$

Year	Quick assets	Current liabilities	Liquide Ratio
2018-19	112067945	74564715	1.5
2017-18	121969406	146762420	0.8

Analysis:

Liquide ratio for the year 2017 is 0.8 and in the year 2018 is 1.5.

Interpretation:

From the graph it is evident that liquid ratio is increasing. The increasing in liquid ratio indicates good position of the company and good performance.

2.CURRENT RATIO:

$$\text{Current Ratio} = \frac{\text{Current Asset}}{\text{Current Liabilities}}$$

Year	Current Assets	Current Liabilities	Current ratio
2018-19	159795753	74564715	2.1
2017-18	164723227	146762420	1.1

Analysis:

Current ratio in the year 2017 1.1 and in the year 2018 is 2.1.

Interpretation:

From the graph it is evident that current ratios are increasing. This increase in current ratio indicates good position of the company and shows good performance.

3.NET PROFIT RATIO:

Net Profit Ratio: $\frac{\text{Net profit after tax}}{\text{Net sales}} * 100$

Net sales

Year	Net Profit after tax	Net sales	Net Profit Ratio
2018-19	37754115	279003188	13.5%
2017-18	5848046	297214471	2%

Analysis:

Net profit for the year 2017 is 2% and in the year 2018 is 13.5%

Interpretation:

From the graph it is evident that Net profit ratio of PRESIMEASURE CONTROLS PVT LTD is increasing. The increasing net profit ratio indicates that the company's profitability position is good.

CHAPTER -2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

2.1 Theoretical background of study:

Job satisfaction is feeling of assurance, a sense of security and ties happiness which an employee has towards his job. It depicts that he loves what he does and is extremely happy by doing it.

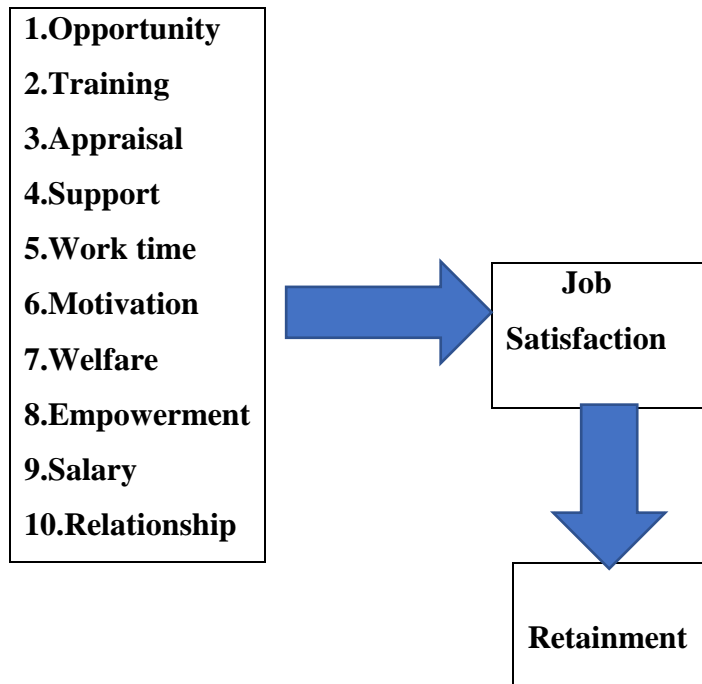
Employees achieve job satisfaction just by obtaining basic facilities and the other employees might be completely dissatisfied just obtaining the same facilities. It depends on the exterior influence as well as employee mindset, his way of seeing things. Employee working on the same task of the same job at the same place obtaining same similar facility can have completely different level of job satisfaction. Low level job satisfaction will lead to several problems such as low morale, lack of motivation, absenteeism, and unwillingness to perform the task and responsibilities and low productivity. Hence to avoid this, the every Organization

Wishes to periodically keep a check at the process pleasure degree of the employees that allows you to extract maximum work and for the growth of the Organization and to retain the employees.

Job pleasure in particular refers back to the mind-set that the individual has towards his process. When an employee has an excessive level of delight, it means that they have a positive attitude of their activities, if personal have a low level of pleasure, it method that have a negative attitude towards their job team workers. Happy, work, pay and situation, conditions, valuation, promotional practices and co-people. Job satisfaction especially refers back to the attitude that the character person has towards his job. When a worker has a high level of excessive stage of delight, it method that they have a nice mind-set of their job, if worker have a low degree of pride, that they've a poor mind-set towards their activity group of workers. Happy, paintings, pay and situations, valuation, promotional practices and co-people. Job satisfaction mainly refers back to the mind-set in their task, if worker have a low

level of delight, it approach that they have a poor attitude in the direction of their process. Work ,satisfied pay and valuation, circumstance, promotional, practices and co-employees. When worker has a high level of job satisfaction .It manner that they've a fantastic towards their process.

Theoretical framework:



1.OPPORTUNITY:

According to the topic employees are satisfied when they are getting opportunity from the organization. And according to the survey "PRECIMEASURE CONTROLS PVT LTD, is giving more opportunities to employees and this based employees are fully agreed or satisfied with their opportunities.

2.TRAINING:

Workers who work without sufficient training almost always experience stress, anxiety and not feeling confident. When company staff provided continuous training that time employees are more happy talking and feel more secure in the organization. According to the survey

“PRECIMEAURE CONTROLS PVT LTD” provides systematic training to the employees in the organization and employees are satisfied with their training process.

3.APPRAISAL:

For every organization, employees job satisfaction is very important to run the organization in a correct way. Employees Job Satisfaction is a positive attitude regarding performance appraisal which result carry good working environment and employees commit their self for achieving organization goals. According to the survey “PRECIMEASURE CONTROLS PVT LTD” conducting the neutral appraisal in the organization and employees are less satisfaction.

4.SUPPORT:

Support staff plays an significant role in increasing job satisfaction. Administrator support is important energy for employees. According to the survey ”PRECIMEASURE CONTROLS PVT LTD” Giving good support to the employees and employees are fully satisfied.

5.WORK TIME:

Long working hours have been distrusted to be a risk factor for depressive symptoms. According to the survey “PRECIMEASURE CONTROLS PVT LTD” conducting correct working time for the employees but organization employees are not fully satisfied with the working time.

6.Motivation:

Motivation is a positive energy for the workers. When supervisor gives good motivation to the employees, the employees are improve their working condition, handle the situation and increase their ability. According to the survey ”PRECIMEASURE CONTROLS PVT LTD” providing motivation to the employees but employees are neutral for the motivation among the job satisfaction.

7.Welfare:

Employee welfare can be offered as an important function of job satisfaction. The welfare is definite as the indirect return given to an employee. According to the study "PRECIMEASURE CONTROLS PVT LTD" provides all welfare facilities in the company and employees are highly satisfied with the welfare facilities.

8.EMPOWERMENT:

Employee empowerment means giving the power to employees to make decision. When an employee has a chance to say something its became a growth for the organization and employees also feel proud of their jobs. According to the study "PRECIMEASURE CONTROLS PVT LTD" gives higher level empowerment to the employees and labors also fully satisfied with the empowerment.

9.SALARY:

Salary is a important tool in the organization and now a days employees wants high salary from their organization. salary also impact on the Job satisfaction. According to my study "PRECIMEASURE CONTROLS PVT LTD" provides good salary for the employees.

10.RELATIONSHIP:

Job Satisfaction is the fulfillment which an employee feels in relation to their jobs and workplace. And good mutual relationship with the supervisors also improve their job satisfaction. According to the study "PRECIMEASURE CONTROLS PVT LTD" conducting the mutual relationship with the employees and employees are fully satisfied among the relationship with the organization.

2.2 Literature review:

Author / Researcher	Title of the study	Objective, Outcome or Findings	Gap Identified
Yirenkyi-Firenko ,Nicholas chileshe.(2012)	A study on job satisfaction of professionals within the Ghanaian construction industry.	The purpose of the study is to find key employees and the personality variables that affect the quality of life '. A total of 56 questionnaires were sent for possible answers. The results of the study reveal how to minimize the negative work effects that result from lack of job satisfaction.	The lack of study for different sector job satisfaction employees in Bangalore
Pelit,Yuksel Ozturk, Yalcin Arslanturk(2011)	Examine the impact of employees development on employees satisfaction in turkey.	The reason for this investigation is to recognized workers who increment work fulfillment. Findings: the survey results are the most positive aspect of job satisfaction	This topic only focus on strengthening the staff of hotels in turkey and other large hotels there.
Arthur H Brayfield, Harold F Rothe	A study on an index of job satisfaction	An approach to study objectives is giving scale an index of the job satisfaction is	This topic focus on the attitude of the employees job

		created by the mixture of Thurstone and likert methods.	satisfaction.
Kamal and Hanif(2009)	A study on Factor of job satisfaction at various commercial banks in Pakistan.	The objective of this study is to take into the account the importance of measurement level for statistical techniques such as regression and aspec. The results of the study have been paid as a major factor of work satisfaction.	The study would be incomplete if only one of the banks employees had a focus
Khalid, S.,& Irshad ,M.Z(2010)	Survey of Job Satisfaction among bank employees in Punjab(Pakistan).	The five factors of job satisfaction, such as wage increases, salary and accreditation, are further explained by absolute job satisfaction. The findings: According to the survey, the wage gap in each unit increases job satisfaction and benefit play.	The study focuses only on private sector banks that are not focused on public sector banks.
Reddy ,P.R. Sudheer,A.K and Krishna (2013)	A study on Employees participation employee	The motivation behind this examination is to discover a	The study considered a general measure of

	empowerment and Job Satisfaction in Indian Corporate sector.	representatives way to deal with employment fulfillment and interest in work. Survey show that employee satisfaction is low	consumer sentiment, but they didn't think of any particular organization.
Mira Singh and Pestonjee(1990)	A study on hypothesized that job satisfaction is influenced by the level of occupation, Job involvement and Participation.	This study confirms hypothesis and invents professional participation work has a beneficial outcomes on occupation fulfillment for the bank workers.	The study acknowledges that staff are focused solely on the positive impact of their participation in the work, rather than on other satisfying factors.
Mehra and Mishra (1991)	A study explored potential moderate effect of the mental health on Intrinsic Job Satisfaction-Occupational stress relationship.	This objectives of the study was conducted on UPTRON India Ltd's 250 blue-collar Industrial employees . The results of this study showed that mental health has an arbitrary influence on the relationship between workload and job satisfaction.	The study of job satisfaction only considered the mental effect on job, it is focus on only intrinsic job satisfaction.
Dhar and jain (1992)	A study carried out	The study examined	The study

	the investigation amongst academicians.	the connection between job satisfaction, employment, age and also experience The conclusion of this study is that job participation and job satisfaction related positively, indicating that job participation has increased.	covers the job satisfaction and job involvement are positively correlates but doesn't covers the negative correlates.
Huang, T.C.,& Hsiao,W.J(2007)	A study on casual relationship between Organizational commitment and satisfaction.	This study shows that two variables are cobined at the same time. However satisfaction with this commitment is strong.	Contentment and devotion are interrelated, but They have not clarified the nature of their relationship.
Sharma M.,& Kaur,G(2011)	A study on workplace organizational effectiveness and empowerment is an empirical investigation of Indian banking sector.	The objectives of the topic is to relate the empirical examination the Indian banking sector to satisfaction with organizational efficacy The organization's conclusion through human resource development strategy	The gap identification is that it only covers the response of employees of banking sector.

		and practices.	
Rama Devi (1997)	A study on faculty job Satisfaction and their views on management of two universities in Andrapradesh.	The study found that an examination on speculation that activity fulfillment is impacted by the dimension of occupation work contribution and cooperation rules were causing resentment to them.	The gap identification of the study is the covers only in Andrapradesh.
Sarri and Judges (2004)	A study on employees attitude and also job Satisfaction.	The objectives of this study is that identified three gaps between scientific research in human resources practice and year of staff perspectives, the findings of the study is positive or negative job satisfaction.	Identifying gaps is an area where employee need to understand the results of job satisfaction. They are satisfied with the employees are not productive employees or confised
Kumar, R.,Lal,R.,Bansal, Y.,& Sharma ,S.K(2013)	A study on Job satisfaction and organizational commitment among it's professionals.	The objectives of the study is aimed to an ascertain on the effectiveness to the technostress on job satisfaction, ANG	The topic only covered IT professional employees this is negative correlated to

		organizational commitment among with IT professionals.	job satisfaction.
Santhapparaj (2005)	A study on job satisfaction of the women managers working in the automobile Manufacturing industry in Malaysia.	The objectives shows that organizational culture was needed to change and management is needed to create an environment for social networks and organizational networks.	The study of the topic focus only women managers working in the automobile.
Origo and Pagani(2008)	A job satisfaction on investigated the relationship between flexible and job satisfaction.	The study uncovers that different part of adaptability, produce distinctive effect on general speaking extraneous and inherent occupation fulfillment.	The study only focus on the flexibility job satisfaction .
Mau, et. al(2008)	A Study on job satisfaction of beginning teachers and the factors.	The social cognitive career, job satisfaction model is tested using a set of variables controlled by the theory. This study showed that students who continue to teach were much happier.	The topic only focus on the teachers job satisfaction not another professionals satisfaction.
Castro and Martin (2010)	A Study on the relationship	The objective results show a positive	This study only focus on

	between organizational climate and job satisfaction in the South Africa	relation between the organization's climate results and job satisfaction.	scores and positive relation of the employees on job.
Mansoor, M.,Fida,S., Nasir.,& Ahmad,Z(2011)	A Study on the impact of job stress on employees job satisfaction a study on telecommunication sector of Pakistan.	The employment stress examined under this study includes the role of management, the relationship with others and the pressure of performance.	This study shows that negative claims are an important negative between stress and job satisfaction.
Rane (2011)	A study on employee job satisfaction	Employees were required to face the challenges of keep employees task force engaged and motivated to dynamic for job satisfaction and ever maintaining the Organization's products.	The topic only focus on importance of the job satisfaction not any another perceptions.

CHAPTER – 3

RESEAECH DESIGN

3.1 Statement of the problem:

Employees are the central forces of an enterprise and only with their efficiency, an organization can move into reach the goal only with a group of satisfied employee the company can lead into success. Like employees Job Satisfaction is a positive attitude regarding performance appraisal which result carry proper working environment and employees commit their self for achieving organization goals. According to the survey “PRECIMEASURE CONTROLS PVT LTD” conducting the neutral appraisal in the organization and employees are less satisfied.

3.2 Need for study:

As it is evident that the employee are the important assets of the company and the company can only flourish if the employees perform their jobs as per the needs and the important resource must be provided to the employees to perform all the tasks effectively. The organization need to thrive to preserve the personnel glad due to the fact if employees are satisfied with their activity then it will result in the increase of the agency as well in case employees are dissatisfied then it will lead to several problems such absenteeism, low productivity, lack of concentration ,conflicts among each other as well as with the management hence this study has been conducted to understand the level of job satisfaction and to come up with the corrective measures.

3.3 Objective of Study:

The study aims to achieving the following objectives:

- 1.To identify the various factors leads to Job Satisfaction.
- 2.To assess the association between factor of job Satisfaction and Retainment.

3.4 Scope of the study:

This study has been conducted to find out the level of employees satisfaction of job and it covers 33 employees of working staff. The employees at the managerial level and above are not consider for the study.

3.5 RESEARCH METHODOLOGY:

TYPE AND SOURCE OF DATA:

Primary data: Through structured questionnaire.

Secondary data: Through Internet, Books, Company website, Magazines and Informal talk with the manager

Procedure: Survey method

Research instrument: Structured questionnaire

Sample unit: Data was gathered from employees working at various position in PRECIMEASURE CONTROLS PVT LTD.

TOOLS AND TECHNIQUES:

The various tools and techniques include statistical tools like accounting techniques and percentages and ratios, which are used as a tool to analyse and interpret the company's human Resource price and value analysis is one of the most powerful tools of financials. Graph, table, figure and bar diagrams are used as it helps to present quantitative facts in simple, clear and effective illustrations and creates attractive and lasting impressions.

Self-designer questionnaires have been used which consist of finished question to SD SA with Likert scale when SA is coded 5 and SD is coded 1

SAMPLE:

Simple random sampling technique used for the survey out of the 110 employees ,33 employees have been selected as sample. Randomly the questionnaire have been distributed to the respondent within the decided on pattern.

3.6 HYPOTHESIS TESTING

Hypothesis Testing:

Hypothesis:1

To identify the various factors leads to job satisfaction.

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Opportunity	33	3	5	4.33	.645
Training	33	3	5	4.15	.619
Appraisal	33	1	5	3.67	.890
Support	33	2	5	3.94	.966
Work time	33	1	2	1.73	.452
Motivation	33	1	2	1.70	.467
Welfare	33	1	5	4.06	.899
Empowerment	33	1	5	3.70	1.075
Salary	33	1	2	1.73	.452
Relationship	33	1	5	3.91	.914

Hypothesis2:

There is positive and significant association between factors of job satisfaction and retainment.

TABLE:1

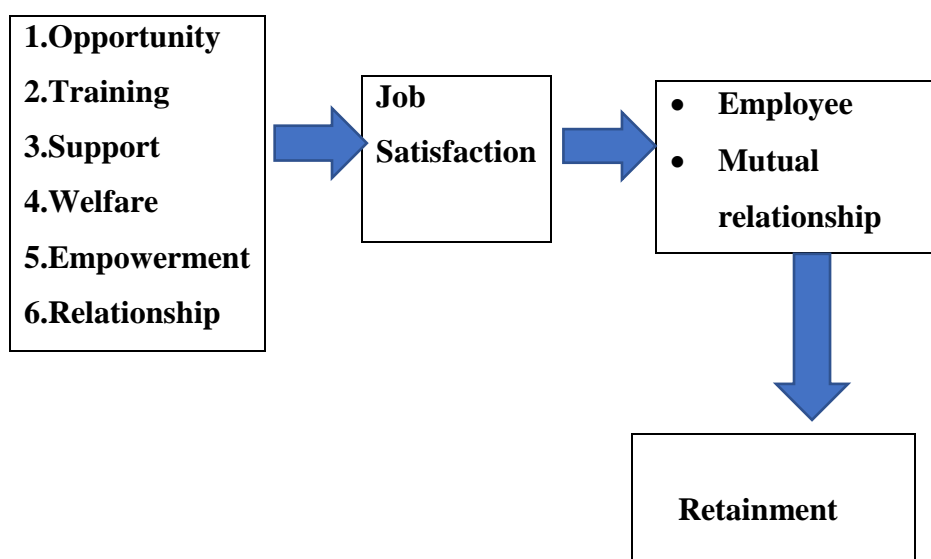
	Opportunity to grow	Training Programs	Support from Superior	Welfare aspects	Empowerment	Mutual relationship
Pearson of Correlation	.040	.072	.077	.046	.528**	.376*
Sig. (2-tailed)	.826	.691	.668	.801	.002	.031
N	33	33	33	33	33	33

MEAN DEVIATION AND STANDARD DEVIATION FACTORS RELATED TO JOB SATISFACTION:

TABLE:2

SL.NO	Factors of Job Satisfaction	Mean	Standard Deviation
1	Opportunity	4.33	.645
2	Training	4.15	.619
3	Appraisal	3.67	.890
4	Support	3.94	.966
5	Work time	1.73	.452
6	Motivation	1.70	.467
7	Welfare	4.06	.899
8	Empowerment	3.70	1.075
9	Salary	1.73	.452
10	Relationship	3.91	.914

Contribution factors:



INTERPRETATION:

Employees feel that Empowerment and Mutual relationship contributing factors for retainment'

- **From the table no 1: It can be interpreted that employees and relationship are the contributed with retention.**

- **From the table no 2: It is observed that Opportunity, Support, Empowerment, Training, Relationship are the major contribution for the Job Satisfaction and employees at the mean value (3.5 close to 4) are chosen as major contribution**

1.OPPORTUNITY:

This is the main factor in the organization. This contribution factor decided the employee Job Satisfaction in the company. The mean value is 4.33 and Std.Deviation is 0.645 it has been shows that the company provides more opportunity to employees.

2.TRAINING:

Training is the important factor in the organization. The mean value is 4.15 and Std Deviation is 0.619. It has been shows that the company gives training to employees. Training has increasing the employees confident and ability.

3.SUPPORT:

This is also an important element in the company. according to the table mean value 3.94 and standard deviation is 0.9666. this indicates that the company gives supports to the workers. It is also of the essential element in the enterprise.

4.WELFARE:

The mean value of welfare facilities is 4.06 and Std. Deviation is 0.899. it has been shows that company provides welfare facilities for the employees and employees are satisfied with the welfare facility and jobs.

5.EMPOWERMENT:

The mean value is 3.70 and Std Deviation is 1.075. it has been shows that company gives freedom to employees that they are freely say their opinion and gives suggestion for the problems. This is also important Job Satisfaction factor.

6.RELATIONSHIP:

The mean is 3.91, and the deviation is 0.914.This shows that the company has good relationships with employees and employees who are satisfied with the relationship and increase job satisfaction.

3.7LIMITATION:

- 1.The responses given by the employees might be biased
2. Staff have been there due to the hectic work schedule of possibility that the answer to the questionnaire with lack of full concentration.
- 3.Inadequate time lead to inadequate focus in all segment.

3.8 CHAPTER SCHEME:

Chapter 1- This chapter consists of introduction of topic “employees job satisfaction “ Followed by industry and company profile which includes promotes, vision, mission, Quality policy, service profile, and areas of operation and so on.

Chapter 2 -This chapter gives information regarding conceptual theoretical background Of study and literature review on employees job satisfaction.

Chapter 3 – This chapter includes information of research design followed by explanation Of issue, objectives of study, need and scope of study, research methodology with hypothesis and limitation.

Chapter 4 – This chapter explains analysis and interpretation of data and statistical tool result
Using pie chart

Chapter 5 – This chapter consist of summary of findings, conclusion, and suggestion

CHAPTER - 4.

ANALYSIS AND INTERPRETATION

SA: Strongly agree

A: Agree

UD: undecided

D: Disagree

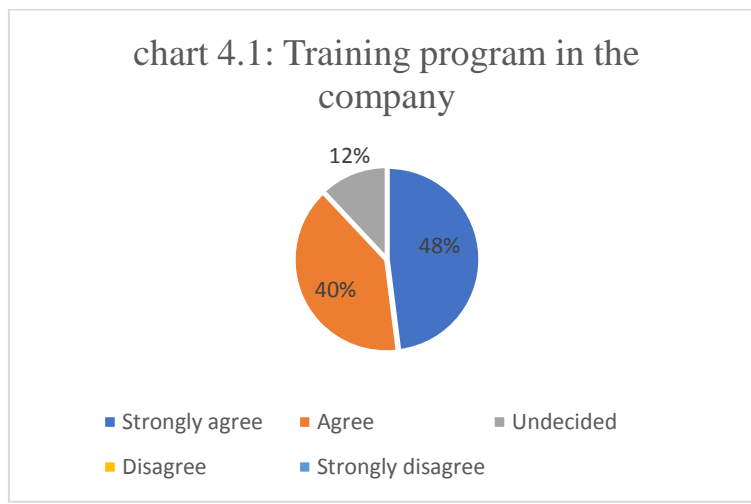
SD: Strongly disagree

Table-4.1: This table showing that training program in the company.

Attributes	No of Respondent	Percentage
SA	16	48%
A	13	40%
UD	04	12%
D	00	00%
SD	00	00%
Total	33	100%

Analysis:

It has been analyzed that 48 % of employees strongly agree with that well training program ,and 12 % of employees not decided their decision in the organization.



Interpretation:

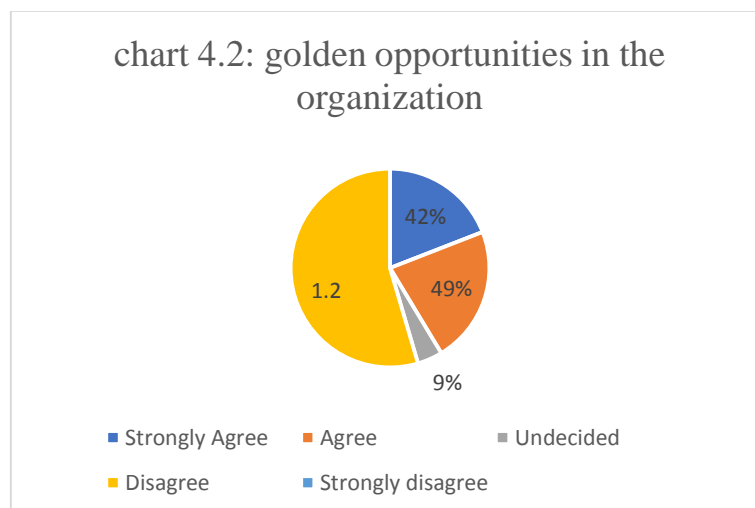
Most of the employees are agreed that they have been trained well in training program. the training program given in appropriate to the employees which they feel to perform well.

Table-4.2: Table showing golden Opportunities in the organization?

Attributes	No of Respondent	Percentage
SA	14	42%
A	16	49%
UD	03	09%
D	00	00%
SD	00	00%
Total	33	100%

Analysis:

It has been analyzed that 49% of the employees agree with their opportunities in the organization. And 9% of the employee not decided their answer finally it shows that organization gives good opportunity to the employees.



Interpretation:

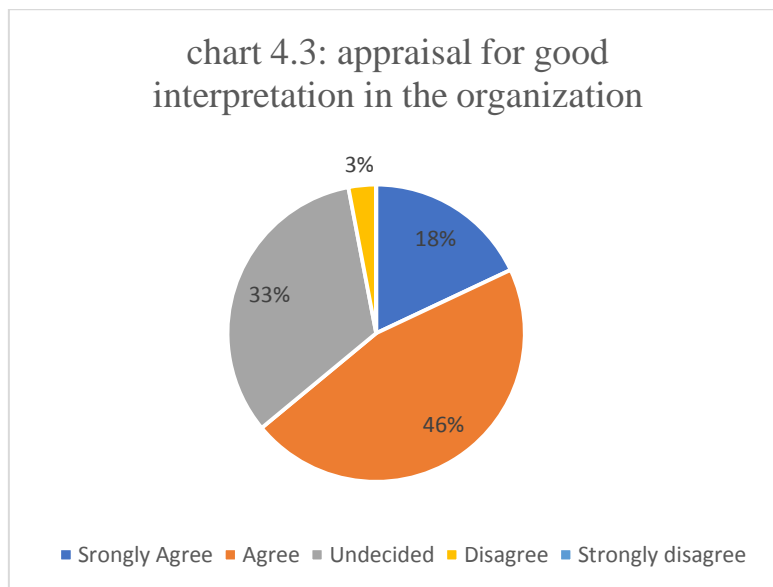
Most of the People are neutral towards their opportunities in the organization. There is equal opportunity given to the employees to enhance their skill and have career growth.

Table-4.3: Table showing appraisal for good interpretation in the Organization

Workers opinion	No of Respondent	Percentage
SA	06	18%
A	15	46%
UD	11	33%
D	01	03%
SD	00	00%
Total	33	100%

Analysis:

It has been analyzed that 43% of the employees agree and 9% of employees disagree their appraisal for their interpretation in the Organization. And it shows that more people satisfied with the appraisal for their interpretation.



Interpretation:

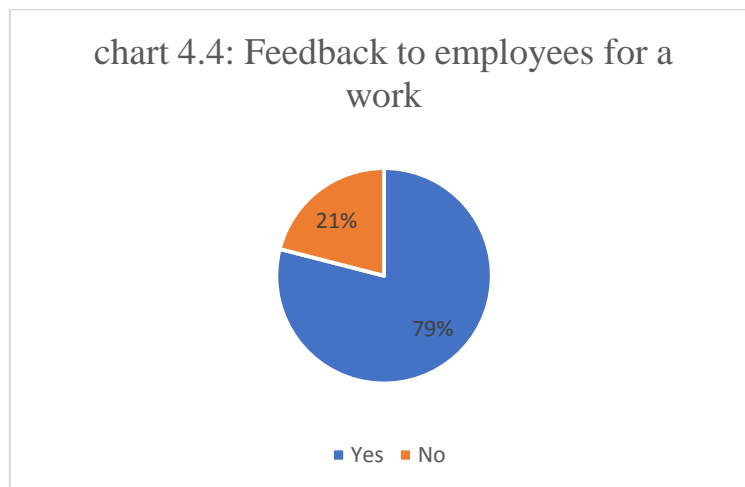
Most of the employees are agreed that they may be getting appraisal for their interpretation with in the enterprise. It suggest that employees are happy with appraisal in the corporation.

Table-4.4: Table showing feedback to employees for their work.

Workers opinion	No of Respondent	Percentage
Yes	26	79%
No	07	21%
Total	33	100%

Analysis:

It has been shows that 79% of the employees are happy with the feedback from their manager after completion of their work. And 21% unsatisfied with this remark from the manager.



Interpretation:

Most of the employees are satisfied with the feedback from their manager after completion of their work. It indicates that employers encourage their employees with feedback to increase their performance.

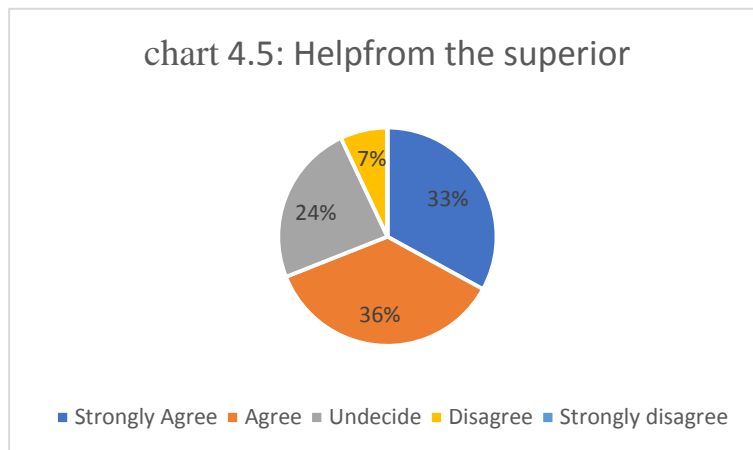
Table-4.5: Table showing help from the superiors:

Workers opinion	No of Respondent	Percentage
SA	11	33%
A	12	36%
UD	08	24%
D	02	07%
SD	00	00%
Total	33	100%

Analysis:

It has been shows that 36% of the employees agreed that their superiors help them to improve their performance and 24% of the employees aware of this question.

It shows that company gives the good motivation to the employees.



Interpretation:

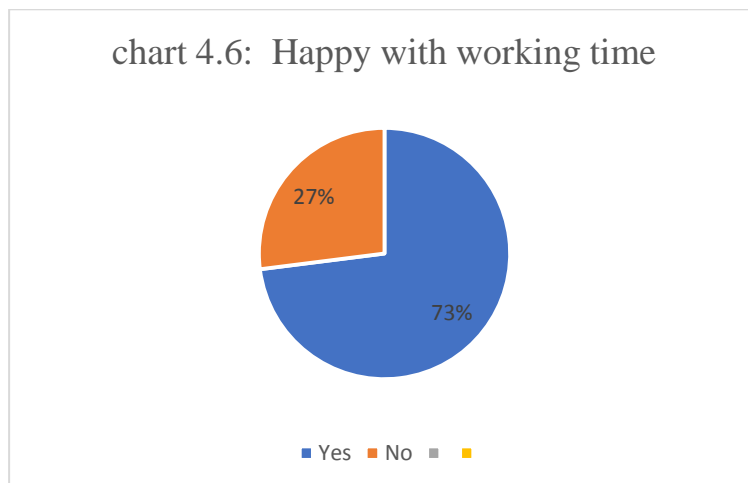
More number of employees agreed that their superiors help them to improve their performance. It indicates that employees job satisfaction level is high.

Table-4.6: Table showing happy with working time.

Workers opinion	No of Respondent	Percentage
Yes	24	73%
No	09	27%
Total	33	100%

Analysis:

It has been shows that 73% of the employees happy with their working time. It shows that organization fixed the sufficient time for employees.



Interpretation:

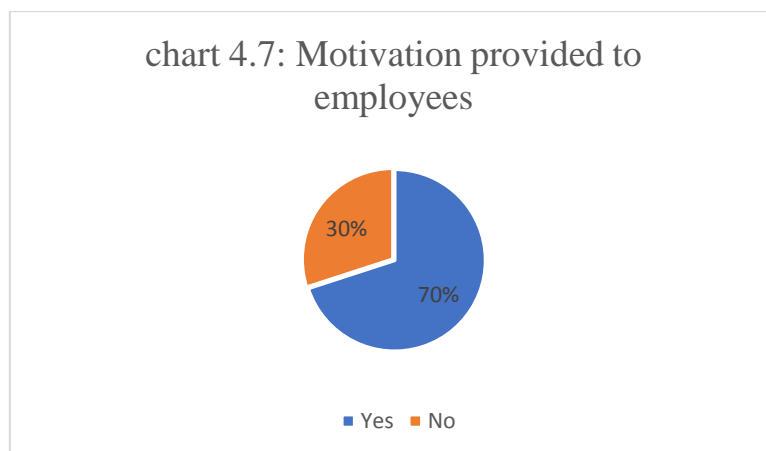
Majority of employees are happy with their working time. It indicates that organization set sufficient time for their employees to work it help to rise the job satisfaction of level of the employees.

Table-4.7: Table showing motivation provided to employees by the organization for their good performance.

Workers opinion	No of Respondent	Percentage
Yes	23	70%
No	10	30%
Total	33	100%

Analysis:

It has been shown that 70% of the employees are satisfied with the motivation provided by the supervisor on their performance and 30% are not satisfied. It shows that the organization gives motivation to the employees.



Interpretation:

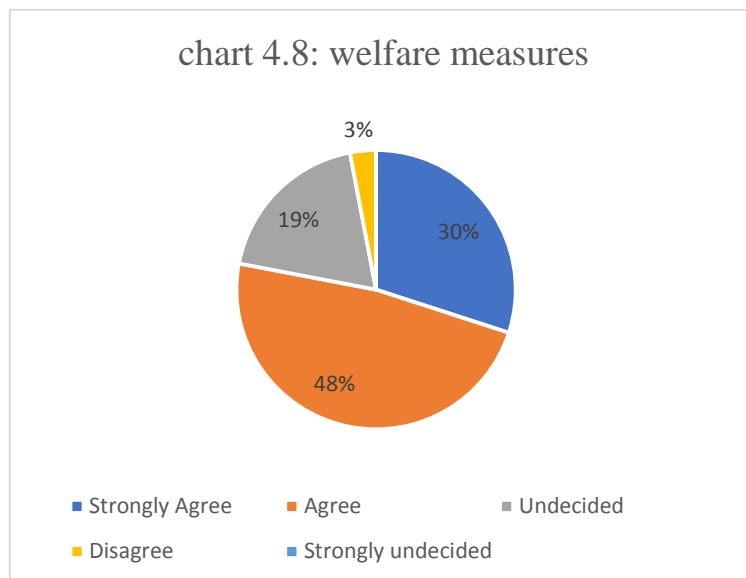
The above graph indicates that most of the employees in the organization are satisfied with the motivation provided to them based on their performance. This indicates that employers tend to inspire high performance to recognize the best performer of the organization.

Table-4.8: Table showing welfare measures

Workers opinion	No of Respondent	Percentage
SA	10	30%
A	16	48%
UD	06	19%
D	01	03%
SD	00	00%
Total	33	100%

Analysis:

It has been shows that more than 50% of the employees satisfied with the welfare measure taken by the organization. And 19% of employees are undecided of the welfare measure.



Interpretation:

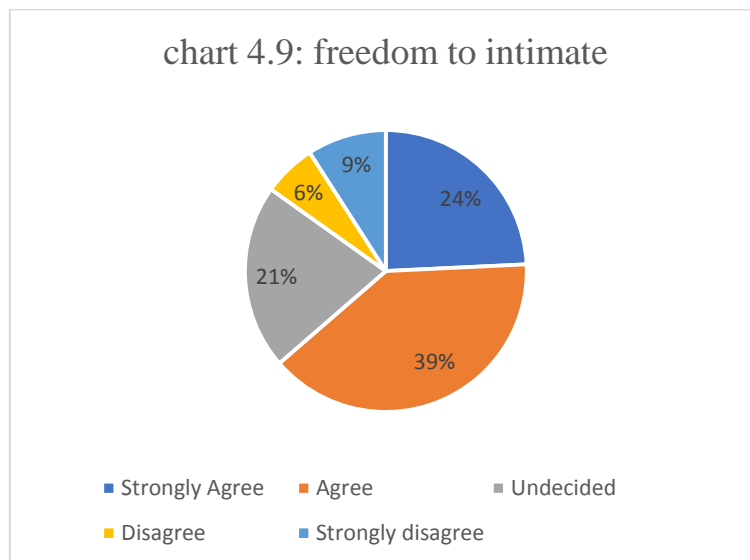
In the organization employees are satisfied with the welfare measure taken by the Organization/company. It indicates that organization gives all welfare facilities to employees to satisfy them with work.

Table-4.9: Table showing freedom to intimate in front of the superior in the Organization.

Workers opinion	No of respondent	
SA	08	24%
A	13	39%
UD	07	21%
D	02	06%
SD	03	09%
Total	33	100%

Analysis:

It has been shows that 39% of the people agree and 6% of the employees disagree have freedom to intimate their views in front of their superiors.



Interpretation:

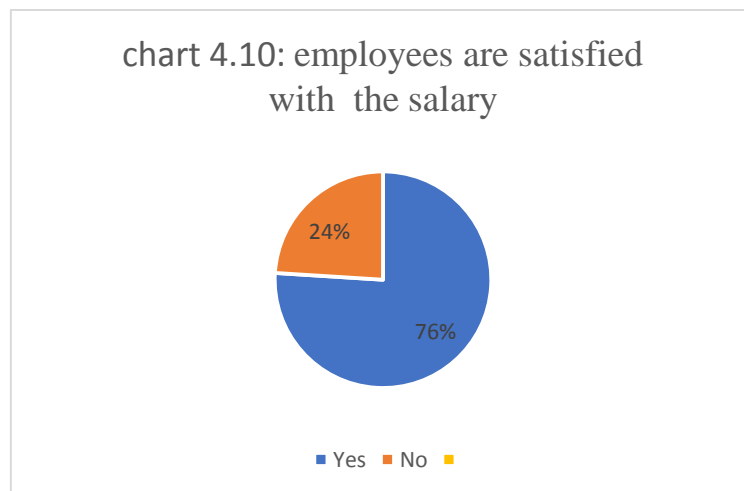
Most of employees are agreed that they have freedom to intimate their views in front of their superiors. It indicates that the employers listen their employees suggestions or opinion.

Table-4.10:Table showing employees are satisfied with the salary.

Workers opinion	No of Respondent	Percentage
Yes	25	76%
No	08	24%
Total	33	100%

Analysis:

It has been shows that 76% of the employees convinced their salary package.



Interpretation

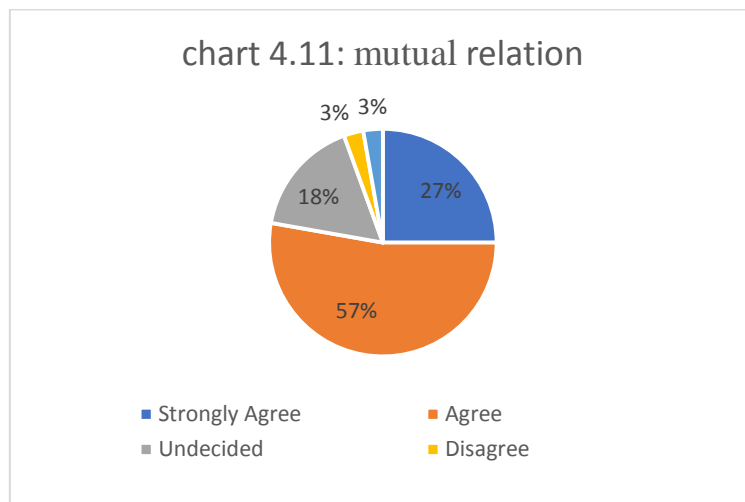
Most of employees are convinced with their salary packages. It indicates that the organization provides good salary package to employees for their work.

Table-4.11: Table showing mutual relations with superiors and subordinates

Workers opinion	No of Respondent	Percentage
SA	09	27%
A	17	57%
UD	06	18%
D	01	03%
SD	01	03%
Total	33	100%

Analysis:

It has been shows that 57% of the employees agreed and 3% of the employees disagreed with the mutual relationship with the superiors



Interpretation:

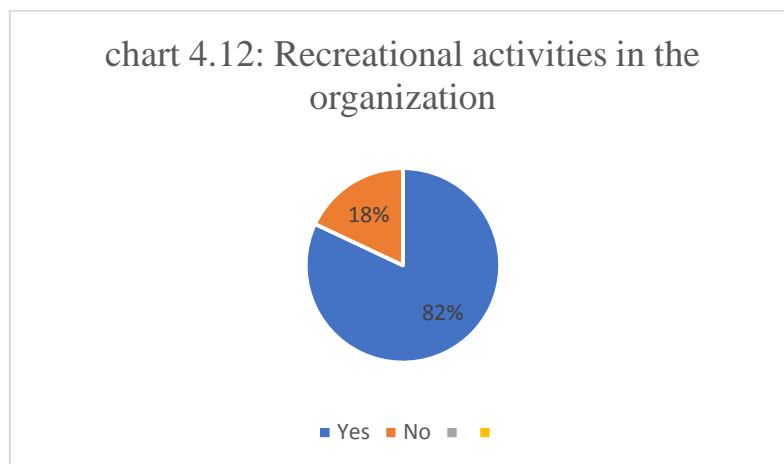
Most of the employees agreed that they have good mutual relations with the supervisors. It indicates that employer and employee relationship within the organization.

Table 12: table showing scope of involving in recreational activities in the Organization

Workers opinion	No of Respondent	Percentage
Yes	27	82%
No	06	18%
Total	33	100%

Analysis:

It has been shows that 82% of the people satisfied towards their scope of involving in recreational activities.



Interpretation:

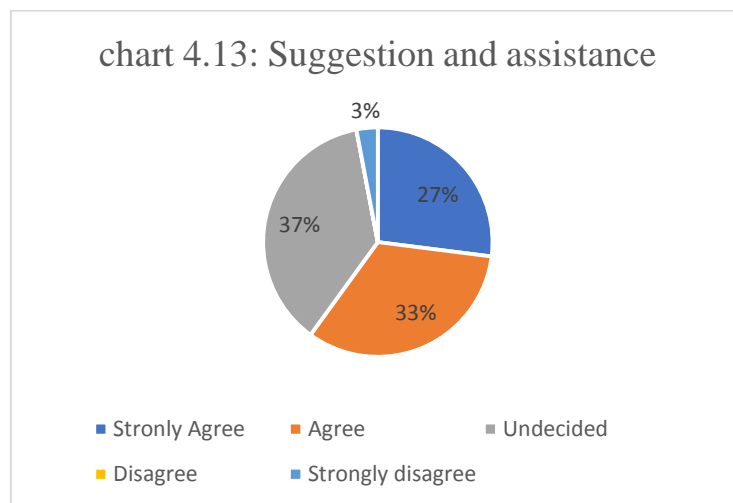
Most of employees are satisfied towards their scope of involving in recreational activities. It indicates the management organize entrainment programmes to entertain their employees.

Table-4.13: Table showing suggestion & assistance from superintendents at the work

Workers opinion	No of Respondent	Percentage
SA	09	27%
A	11	33%
UD	12	37%
D	00	00%
SD	01	03%
Total	33	100%

Analysis:

It has been shows that more neutral towards getting suggestion from superiors. And result shows that company must take and give suggestion from the employees.



Interpretation:

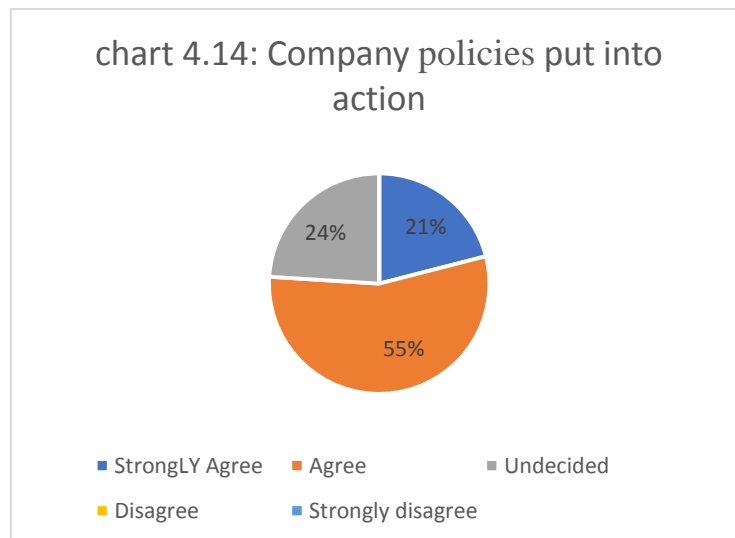
Some employees agreed and some disagreed as result is neutral towards getting suggestion from superiors. It indicates that the suggestion given by the employer to employee is poor.

Table:4.14: Table showing employees are satisfied with company policies put into action.

Workers opinion	No of Respondent	Percentage
SA	07	21%
A	18	55%
UD	08	24%
D	00	00%
SD	00	00%
Total	33	100%

Analysis:

55% of the people agreed that company policies are put into action.



Interpretation:

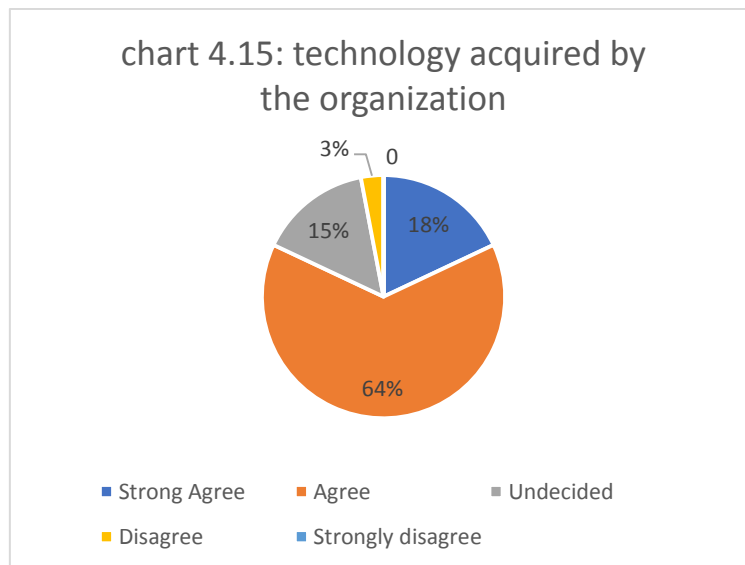
Majority of employees satisfied with the way companies policies put into the action/practices. It indicates that the working culture and working environment of the organization is good.

Table-4.15: Table showing the technology acquired by the organization helps to finish work smoothly

Workers opinion	No of Respondent	Percentage
SA	06	18%
A	21	64%
UD	05	15%
D	01	03%
SD	00	00%
Total	33	100%

Analysis:

It has been indicates that 64% of the employees satisfied with the technology acquired and 3% not satisfied.



Interpretation:

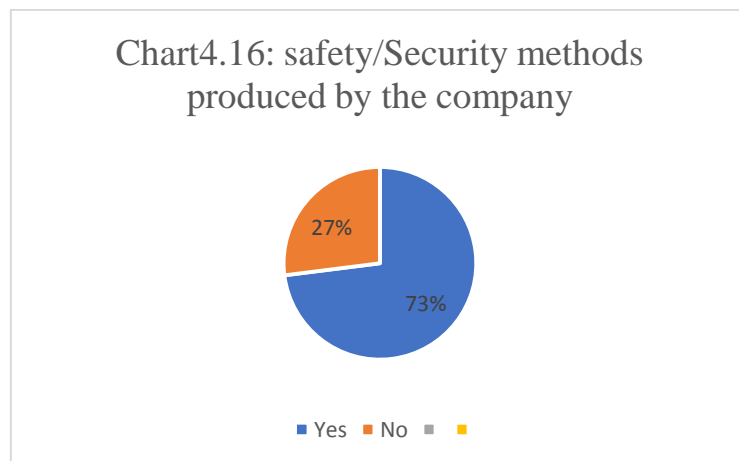
Majority of the employees are satisfied with the technology acquired by the organization to finish their works smoothly. It indicates that organization using new technology in the workplace for the improvement in work.

Table-4.16: Table showing employees are satisfied with safety/security measures that are produced by the company.

Workers opinion	No of Respondent	Percentage
Yes	24	73%
No	09	27%
Total	33	100%

Analysis:

This graph indicates that 73% of the employees are satisfied with the security measures provided by the Organization and the remaining employees are not satisfied with the facility, The result shows that the organization gives security measures to employees.



Interpretation:

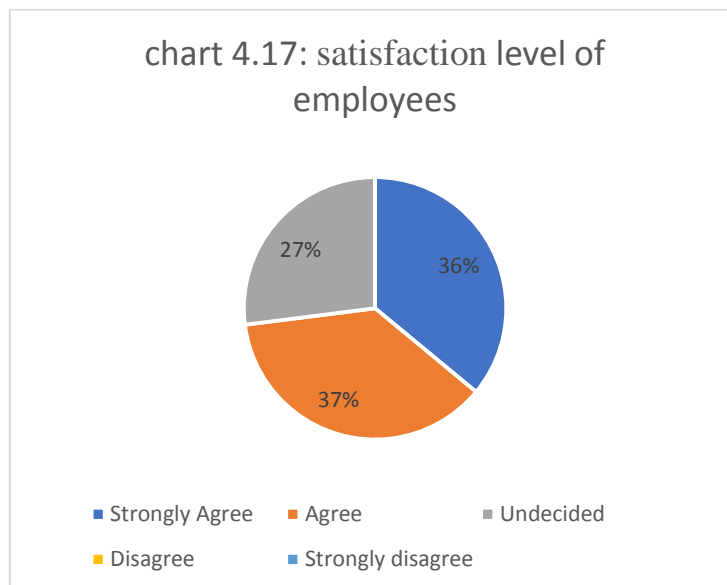
Most of the employees are satisfied with the safety measures produced by the company. It indicates that the employers care their employees by providing safety measures in the organization.

Table-4.17: Table showing satisfaction level of employees

Workers opinion	No of Respondent	Percentage
SA	12	36%
A	12	37%
UD	09	27%
D	00	00%
SD	00	00%
Total	33	100%

Analysis:

It has been shows that more than 50% of the employees are fully satisfied with the job and remaining 27% of employees not satisfied with the employees.



Interpretation:

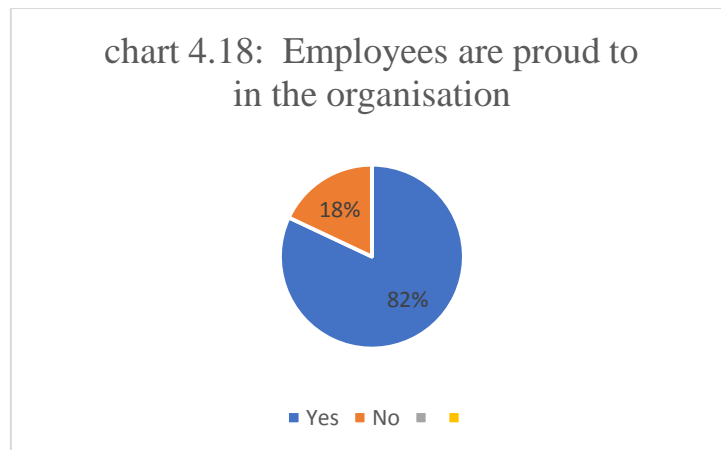
The above graph shows that most employees are satisfied with their job. This demonstrates that the Organization's overall work culture is satisfactory for employees.

Table-4.18: Table showing employees are feel proud to work in the Organization.

Workers opinion	No of Respondent	Percentage
Yes	27	82%
No	06	18%
Total	33	100%

Analysis:

82% of the employees are feel proud to work in the organization. the result shows that the organization is good position in the corporate world.



Interpretation:

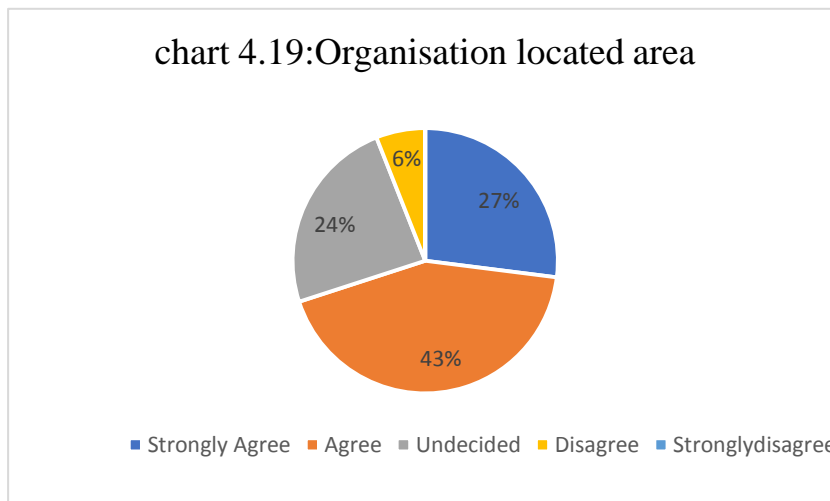
Majority of employees feel proud to work in the organization. It indicates that the organization is good position in the corporate world and employees are feel proud to work for the organization.

Table-4.19: Table showing employees are satisfied with area where organization location.

Workers opinion	No of Respondent	Percentage
SA	09	27%
A	14	43%
UD	08	24%
D	02	06%
SD	00	00%
Total	33	100%

Analysis:

It has been indicates that 43% of the employees are satisfied with the organization as a area of work. And 6% of the employees are not satisfied.



Interpretation:

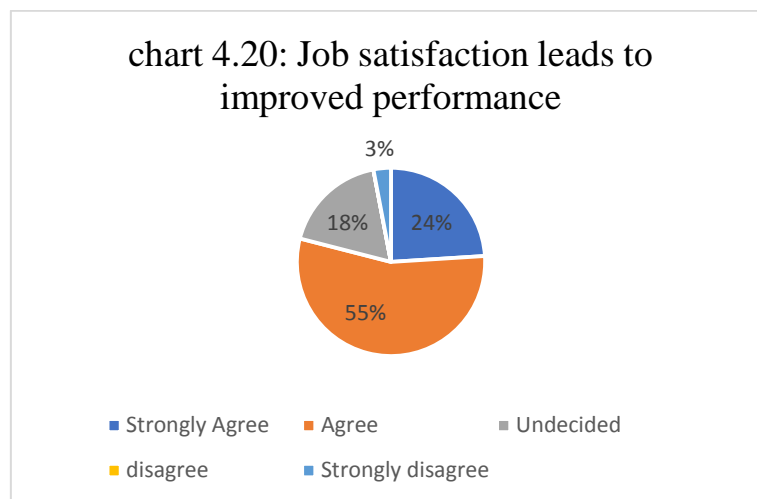
Majority of employees are satisfied with the organization as area for work. It indicates that the organization located area is sufficient for their employees with environment and transportation facility.

Table-4.20: Table showing employees job satisfaction leads to improved performance in the organization.

Workers opinion	No of Respondent	Percentage
SA	08	24%
A	18	55%
UD	06	18%
D	00	00%
SD	01	03%
Total	33	100%

Analysis:

This suggests that 55% of employees agreed with the job satisfaction leads to improved performance of the employees in the organization and 3% of employees strongly disagree with the job satisfaction leads to improved performance in the organization.



Interpretation:

The above graph indicates that most of the employees are agreed that work satisfaction is better performed in the organization. This indicates that job satisfaction is the performance of employees with support, incentives and also salaries

CHAPTER -5

SUMMARY OF FINDINGS, CONCLUSION AND SUGGESTION

5.1 FINDINGS:

1. The result shows that empowerment, opportunity, training, support, welfare and relationship are the contribution factors for job satisfaction. Job satisfaction such as employee and relations are point related to retention.
2. Precimeasure supplied suitable job security to the employees which support them to do their work.
3. The employees are free from diverse/various tensions regarding their family safety and they devote more time for their work.
4. Precimeasures providing extra emphasis on training and development packages.
5. Inter personal relationship among employees existing inside the organization needs extra encouragement.
6. There is a free flow of communication between employer and employees and colleagues.
7. Inter departmental relationship in PRECIMEASURE CONTROLS PVT LTD.
8. Precimeasure controls private limited conducting the neutral appraisal in the organization and employees are less satisfaction.
9. Job rotation system should be improved with a view to develop multiple skill in employees and create greater job interest and career operation.
10. Employees are not fully satisfied with the working time conducted by the organization.
11. The employees have greater involvement in decision-making.
12. Few employees are less satisfied among the motivation given by the organization.
13. Most employees believe that transportation needs improvement.
14. Precimeasure controls private limited gives good support to employees in their work activities.
15. Employees are pleased with the received incentives.
16. Employees are fully satisfied with the opportunities provided by the organization.
18. Precimeasure control private limited supports to the employees in extra curricular activities like sports, music and so on.
19. Precimeasure control private limited does not pay good salary to employees, which usually affects employees job satisfaction.

20. There is a very good relationship between employer and the employee. this allows them to achieve goals when relationships are strong, the organization is empowered, and employees are satisfied with their work.

5.2 Conclusion:

In addition to various factors, the economic development of the country also depends on the effective functioning of workers. Because the world is in fashion, rivalry turns out to be additional serious for the reason that of globalization human capability will figure out which association will be rewarding later on, for achieving same organization has to consider necessary steps for the satisfaction of employees in their respective jobs which in turn impact the performance of employees and are enjoying their work. They are satisfied with the resource provided to them, they are also happy with the trust shown by the manager towards their team.

Management must focus on aligning goals for better performance. Employees are satisfied with they offer and manage their free contacts. Information and sharing of knowledge as to be enhanced for success of the organization. Construction feedback is given on performance and training for the same is provided where employees are satisfied to improve the quality of work of employees and feel that company policy protect employee interest and employee have clear idea of vision mission values of PRECIMEASURE CONTROLS PVT LTD.

5.3 Suggestion:

The following suggestion are made for the developing job satisfaction among employees in PRECIMEASURE CONTROLS PVT LTD.

1. Precimeasure controls private limited providing Training programs to employees but it should be job related and Knowledge based.
2. Motivation should be given to employees for their work and it increase the satisfaction level.
3. Motivation may be provided to employees who successfully done their courses.
4. Performance appraisal is a positive attitude and which result carry good working environment and employees commit their self so the organization must support for the appraisal performance.
5. Job rotation is to be made at least once in three year.
6. Organization must conduct sufficient time for the employees.
7. Precimeasure controls private limited must increase the salary packages and increment for their knowledge based and Education based.
8. Company can work to set SMART target for the employees. it helps to employees for their work.

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ANNEXURE

Questionnaire:

SA: Strongly agreed

A : Agree

UD: Undecided

D : Disagree

SD : Strongly disagree

1. Have you been trained well your training program in your organization?

a. SA

b. A

c. UD

d. D

e. SD

2. Are there any golden opportunity (like Job ratio and employee's development) in the organization?

a. SA

b. A

c. UD

d. D

e. SD

3. Will you get appraisal for your good interpretation in your organization?

a. SA

b. A

c. UD

d. D

e. SD

4. Is there any feedback given by the manager after completion of a particular task or activity?

- a. Yes
- b. No

5. Do you get any help from your superiors?

- a. SD
- b. A
- c. UD
- d. D
- e. SD

6. Are you happy with your working time?

- a. Yes
- b. No

7. Are there any motivations provided to you by the organization for your good performance?

- a. Yes
- b. No

8. In your organization, welfare measures have been issued by the organization?

- a. SA
- b. A
- c. UD
- d. D
- e. SD

9. Do you get freedom to intimate in front of your superior in the organization?

- a. SA
- b. A
- c. UD
- d. D
- e. SD

10. Are you convinced with your salary?

A. Yes

b. No

11. Do you have good mutual relationship with your superiors and subordinates?

a. SA

b. A

c. UD

d. D

e. SD

12. Apart from the work do you have any scope of involving in recreational activities in the Organization?

a. Yes

b. No

13. Are you getting suggestion and assistance from your superintendence at your work?

a. SA

b. A

c. UD

d. D

e. SD

14. Are you satisfied with the way company policies put into action?

a. SA

b. A

c. UD

d. D

e. SD

15. The technology acquired by the organization helps you to finish your work smoothly?

- a. SA
- b. A
- c. UD
- d. D
- e. SD

16. Are you satisfied with your safety methods that are produced by the company?

- a. Yes
- b. No

17. Employees are satisfied with the job?

- a. SA
- b. A
- c. UD
- d. D
- e. SD

18. Do you feel proud to work for the Organization?

- a. Yes
- b. No

19. Employees are satisfied with the area where organization located?

- a. SA
- b. A
- c. UD
- d. D
- e. SD

20. Employees Job Satisfaction leads to improve the performance in the organization?

- a. SD
- b. A
- c. UD
- d. D
- e. SD



**ACHARYA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MBA**

PROJECT (17MBAPR407) -WEEKLY REPORT

NAME OF THE STUDENT: Akshata

INTERNAL GUIDE: monica.m

USN: 1A217MBA07

COMPANY NAME: Precimeasure Controls Pvt. Ltd.

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

For Precimeasure Controls Pvt. Ltd

Authorized Signatory
Company Seal



HOD Signature

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