

A STUDY ON JOB SATISFACTION OF THE EMPLOYEE IN HERO, INDIA

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Abstract:

Job satisfaction of employees plays an essential factor in deciding job execution; it is a generally considered marvel. Profoundly fulfilled people will have the option to help association to achieve its key points along these lines continuing the association upper hands. When all is said in done there is a solid linkage between job satisfaction and job execution. Here, these investigations have been built up that fulfilled employees show better than others. Subsequently, employees' satisfaction prompts conveying better work and that expands incomes, diminishes expenses and assembles piece of the overall industry. It assumes a significant job to a representative as far as well being and prosperity, and to an association as far as its profitability, truancy, and turnover. The explanation behind the assessment is to survey the job satisfaction of the employees in association. To achieve this I have gathered information from 100 employees of HERO, TamilNadu. Percentage test and chi-square test are the strategies I have utilized here. Results are having critical effect on job satisfaction.

Key words: Job Satisfaction, Job execution.

INTRODUCTION:

Job satisfaction, as all the emotions that a given individual has about his/her activity and its different perspectives.

Employee satisfaction or Job satisfaction is, just, how fulfilled workers are with their employments. Employee satisfaction is regularly estimated utilizing a employee satisfaction overview. Components that impact employee satisfaction tended to in these studies may incorporate remuneration, remaining burden, and impression of the executives, adaptability, cooperation, assets, and so forth.

Each association is extraordinary and less a novel sentiments and character past its structures characters these every association , manages its individuals in an unmistakable manner through its arrangements on portion of assets, collective activity design prize and punishment pioneer boat and dynamic style and so on the organization strategy and association with respect to all these and a bunch of other related exercises impact the emotions mentalities and conduct of its individuals and results in the production of a one of a kind hierarchical atmosphere. Thus job satisfaction is a result of authority rehearses correspondence farther, persevering through the foundational qualities of the working relationship among individual and divisions of the association.

Steps for increase job satisfaction of employee:

Step-1: Provide a positive work space.

Step- 2: Recognition and Reward.

Step-3: Increase workforce engagement.

Step- 4: Develop worker's skills.

Step -5: Evaluate Job Satisfaction.

Objectives of the Study:-

- ▶ To study the employees perception towards organisation
- ▶ To study the attitude of the employees towards their work
- ▶ To identify the factors that motivates the employees.
- ▶ To give suggestions for growth & perspective of the company.

NEED FOR THE STUDY:-

Job satisfaction of the humans is crucial if the employees are happy then quality the enterprise can function efficaciously will growth its production, faces struggle.

If employees are glad with their undertaking they move to hold a great attitude. Hence the study has been undertaken to evaluate the worker process pride which is essential for the corporation so on form sound decisions.

Each association is giving higher need to keep their employees with satisfaction by giving a few offices which improves satisfaction and which diminish the disappointment. In the event that a representative not happy with the activity there are chances for non-attendance, low turnover, lower profitability, submitting of mix-ups , occupying vitality for various sorts of contentions keeping this in see all associations are attempting to recognize the regions where satisfaction to be improved to escape the above threats.

RESEARCH METHODOLOGY:

The methodology it truly is adopted for the study is such it centers the data growth. The records are gathered via survey method. The survey technique has been accompanied for amassing the information from employees.

SAMPLE SIZE:

A total of 100 examples have been chosen out of 700.

Data sources:

- **Primary records** are gathered to begin with for a particular cause like interview, questionnaire and observing.
- **Secondary records** collected from diverse articles and books.

STATISTICAL TOOLS

Appropriate statistical tools are used.

LIMITATIONS:-

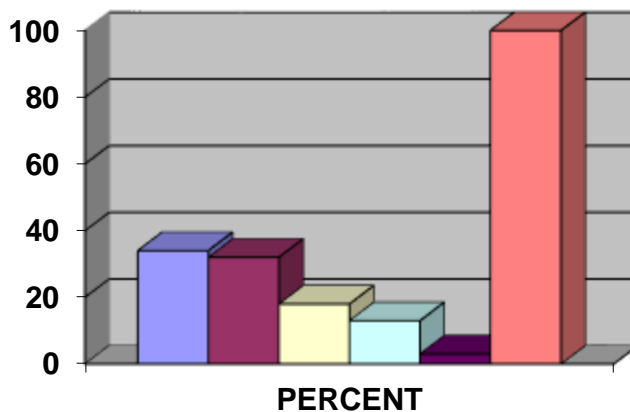
- In depth assessment wasn't feasible in exact areas because it had been considered to be pretty confidential
- Some of the replies of respondents might be biased.

DATA ANALYSIS:-

TABLE NO: 1

Question: operational hours is convenient for me

S.NO	OPTIONS	NO.OF RESPONDENTD	PERCENT
1	Strongly agree	34	34%
2	Agree	32	32%
3	Neither agree nor disagree	18	18%
4	Disagree	13	13%
5	Strongly disagree	3	3%
6	TOTAL	100	100%

Chart 1:**Interpretation:**

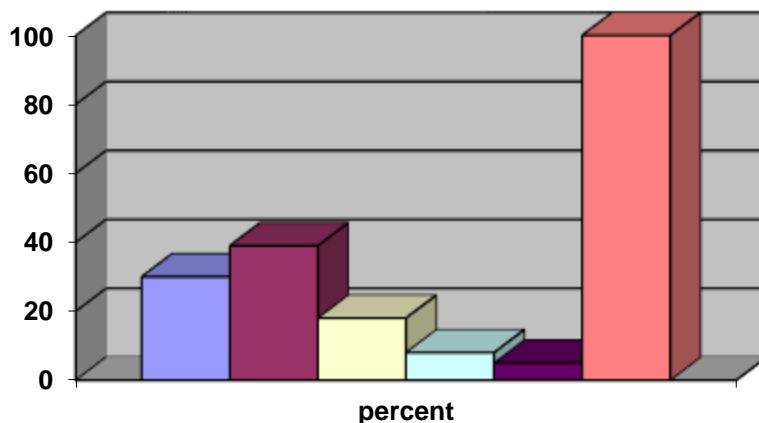
From the above graph and table it is plainly obvious that 34% of the Respondents emphatically concur that working hours are appropriate from them and 32% concur with that and 18% neither concur nor differ and 13% can't help contradicting the working hours and 3% are firmly against working hours.

TABLE NO: 2

Question: I'm happy with my work place

S.NO	options	No. Of respondents	PERCENT
1	Strongly agree	30	30%
2	Agree	39	39%
3	Neither agree nor disagree	18	18%

4	Disagree	8	8%
5	Strongly disagree	5	5%
6	Total	100	100%

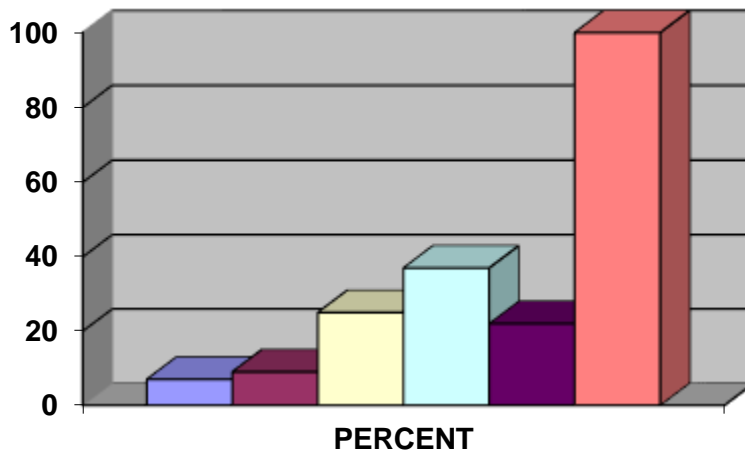
Chart 2:**Interpretation:**

From the above table it is clear that 30% respondents strongly agree and 39% respondents agree that they are happy with their work place only 13% disagreed and 18% have no idea towards their work place.

TABLE NO: 3

Question: I feel I have too much work to do

S.no	Options	No. Of respondents	PERCENT
1	strongly agree	7	7%
2	Agree	9	9%
3	Neither agree nor disagree	25	25%
4	Disagree	37	37%
5	Strongly disagree	22	22%
6	total	100	100%

Chart 3:**Interpretation:**

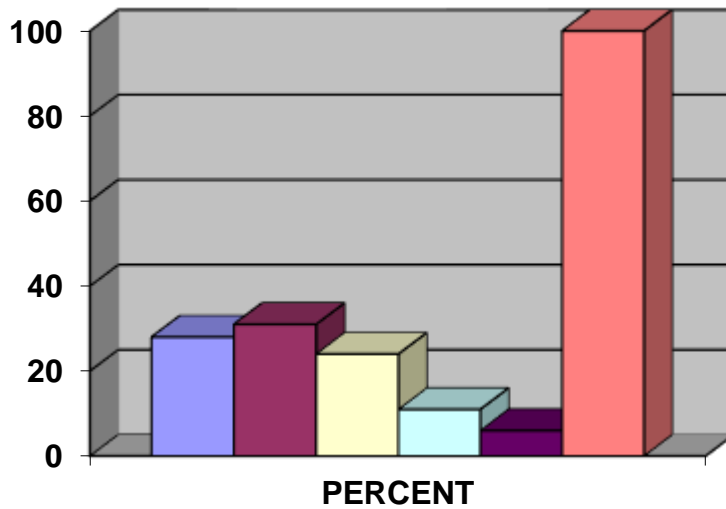
From the above table it is very certain that the remaining task at hand isn't high, 37% of the respondents

Couldn't help contradicting the inquiry" I believe I have an excessive amount of work" and another 22% firmly deviated, 18% concedes they have a lot of work and 23% have no clue towards this inquiry.

TABLE NO: 4

Question: Safety measures provided by the company

S.No	Options	No. Of respondents	PERCENT
1	strongly agree	28	28%
2	Agree	31	31%
3	Neither agree nor disagree	24	24%
4	Disagree	11	11%
5	Strongly disagree	6	6%
6	TOTAL	100	100%

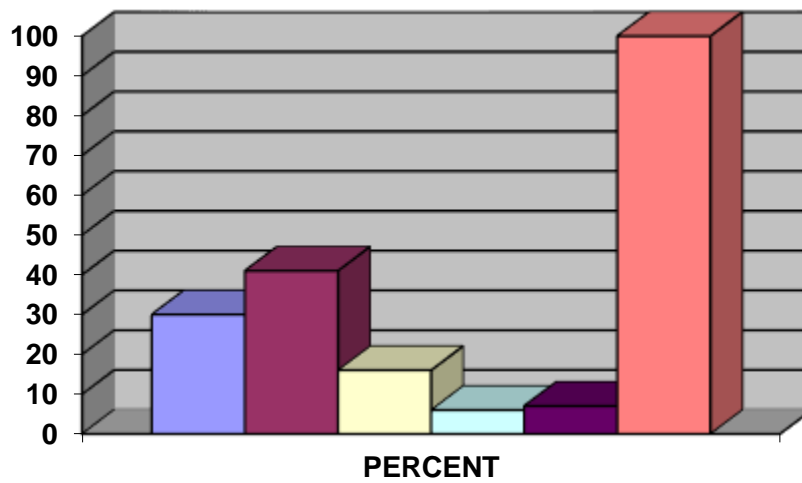
Chart 4:**Interpretation:**

From the above table it is evident that the safety measures provided by the organizations are good as 28 and 31% of the respondents agree with that and only 11 & 6% disagreed and 24% neither agreed nor disagreed.

TABLE NO. 5

Question: My relationship with my supervisor is cordial

S.NO	options	No. Of respondents	PERCENT
1	strongly agree	30	30%
2	Agree	41	41%
3	Neither agree nor disagree	16	16%
4	Disagree	6	6%
5	Strongly disagree	7	7%
6	TOTAL	100	100%

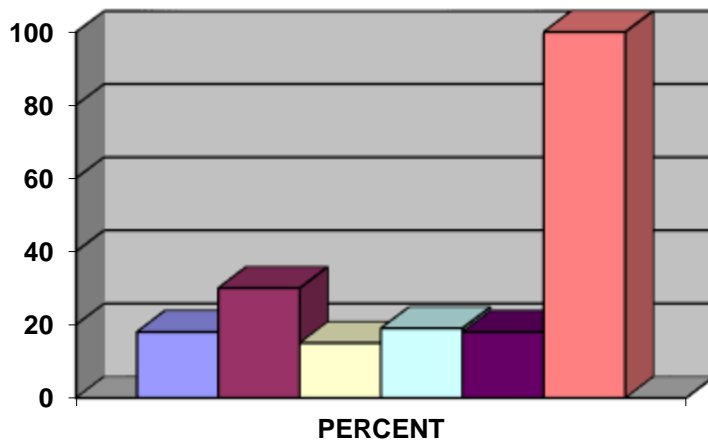
Chart 5:**Interpretation:**

From the above table obviously connection among representatives and their bosses are friendly in light of the fact that 30% of respondents unequivocally consented to it and 41% consented to it and just 13% differ and 16% of respondents have neither concurred nor oppose this idea.

TABLE NO. 6

Question: My supervisor is not partial

s.no	options	No. Of respondents	PERCENT
1	strongly agree	18	18%
2	Agree	30	30%
3	Neither agree nor disagree	15	15%
4	Disagree	19	19%
5	Strongly disagree	18	18%
6	TOTAL	100	100%

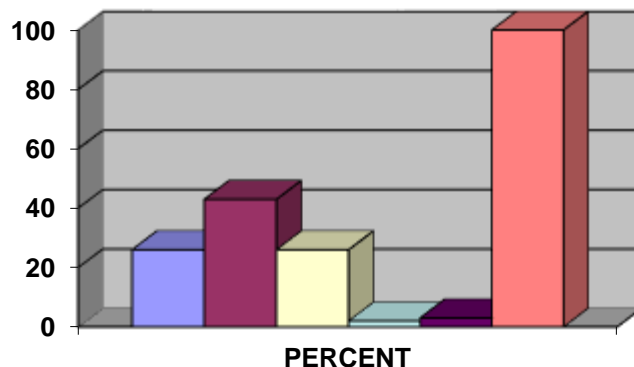
Chart 6:**Interpretation:**

From the above table it is evident that the supervisors are not partial to the employees as 18% strongly agreed and 30% agreed to the question but 19% disagreed and 18% strongly disagreed this level is quite high compared to other questions.

TABLE NO .7

Question: My supervisor considers my idea too while taking decision

s.no	Options	No. Of respondents	PERCENT
1	strongly agree	26	26%
2	Agree	43	43%
3	Neither agree nor disagree	26	26%
4	Disagree	2	2%
5	Strongly disagree	3	3%
6	TOTAL	100	100%

Chart 7:**Interpretation:**

From the above table it is clear that 26 and 42% of the respondents agree that supervisors consider their employees ideas also and only 5% disagreed and 26% neither agreed nor disagreed.

FINDINGS:

1. Employees are happy with working environment, company policy, job protection and infrastructure.
2. All the employees Balance their Personal existence and Work existence
3. The business enterprise providing Training and Development for the employee's career growth.
4. The HERO Motors offers promotions and hike primarily based on the general performance appraisal
5. All the personnel who are going for walks in business enterprise are graduates

SUGGESTIONS:

1. There is a few dissatisfaction stage approximately the Salary among the personnel. So, the company may additionally conduct a similarly survey to find the expectancies of employees.
2. The observe shows that employees are not satisfied with the working surroundings and infrastructure. So the agency may additionally take steps to find out and deliver the needs of personnel.

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