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**A STUDY ON JOB SATISFACTION AT RAIN COMMODITIES LTD.,
HYDERABAD**

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Abstract:

In the present strongly aggressive and worldwide commercial center, keeping up an upper hand by turning into a minimal effort pioneer or differentiator puts overwhelming premium on having exceedingly dedicated or skillful workforce. Upper hand lies not simply in separating an item or administration in turning into the minimal effort pioneer yet in likewise having the capacity to tap the organization's abilities or center capabilities and quickly react to client's needs and rival's moves. In developing number of associations human asset are currently seen as a wellspring of upper hand. There is a more prominent acknowledgment that unmistakable abilities are gotten through very created worker aptitudes, particular authoritative societies, administration process and frameworks. Progressively it is being perceived that upper hand can be acquired with a top notch workforce that empowers associations to contend based on showcase responsiveness, item and administration quality, separated item and mechanical development.

Introduction:

HR administration can assume a part in natural checking i.e. distinguishing and investigating outer open doors and dangers that might be critical to the organization's prosperity. HR additionally partakes in the procedure definition process by providing data with respect to the organization inner quality and shortcomings. Occupation

fulfillment is an arrangement of good or ominous sentiments and feelings with which representatives see their work. Employment fulfillment is a viable state of mind a sentiment relative like or aversion toward something. The term work fulfillment not just covers the fulfillment got from the activity laborers however their environment, Supervisor and administrator, his way , drawing closer and taking care of specialists, nature of correspondence, work put, work offices and so on., If one organization need to maintain for all time in the market that worry should work with "Fulfilled representatives". Fulfilled representatives not just build the organization's corporate status in and around the general public yet in addition increment the social esteems. All activity and response of the organization spirit goes down, it consequently discloses to us that organization is working with unsatisfied representatives. In the event that that organization is working with unsatisfied representatives, if that situation is permitted to proceed with it decelerate the creation level, as well as vanishes the organization from the market picture. So top administration must make genuine strides for the fulfillment and improvement of the workers.

Need for the study:

Employee perceptions of what organization provides.Org provide the safety and health measures to enhance the satisfactory levels of employees towards job. An organization focused on developing the career path of its employees boosts the morale and ultimately the productivity of its staff besides helping employees. It facilitates the organization's objective of showing a well articulated, growth oriented yet flexible career path to its employees. Morale of employees towards job and responsibilities.

Objectives of the study:

- To know the nature of supervision of security, kind of work group, transfer policy, duration of work and sense of responsibilities towards the job.
- To know the opinions of employees towards job.
- To evaluate practice performance in the area of job satisfaction.

- To socialize with one another during the workday.

Data sources

- **Primary data**

In the process of primary data, the data is collected by submitting questionnaires to employees in the organization which in term to collect the data. In the process of interviewing the employee in the organization to get the exact and accurate information this method will be followed. In the process of psychometric method the information which has been collect will tell the behavior of the individuals.

1. Structured Questionnaire
2. Formal and Informal interviews
3. Feedback obtained from the employees
4. Personal interaction with the officials

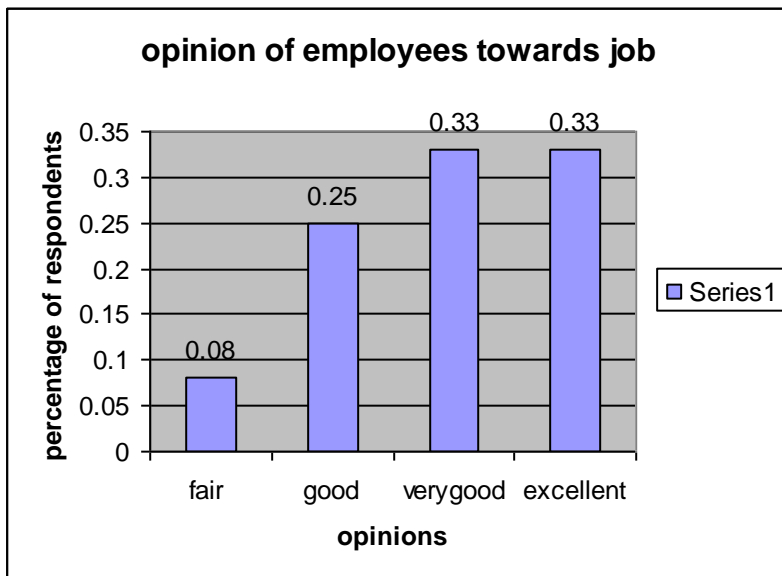
- **Secondary data**

- In the process of secondary data, the data will be collected from the previous and existed information or data. The data will be collected from the office documents, brochures form the management. With the help of internet by using the websites and by searching the related data from book and library. The sources of secondary data generated within the organization especially from records, magazines published by the organization. They are

1. Information on Website
2. Manuals of the Organization
3. Books published by different agencies &
4. Reports published

Please indicate your opinion of your job satisfaction

S.No	Options	No. of Respondents	Percentage of Respondents
1	Fair	5	8
2	Good	15	25
3	Very good	20	33
4	Excellent	20	33



INTERPRETATION:

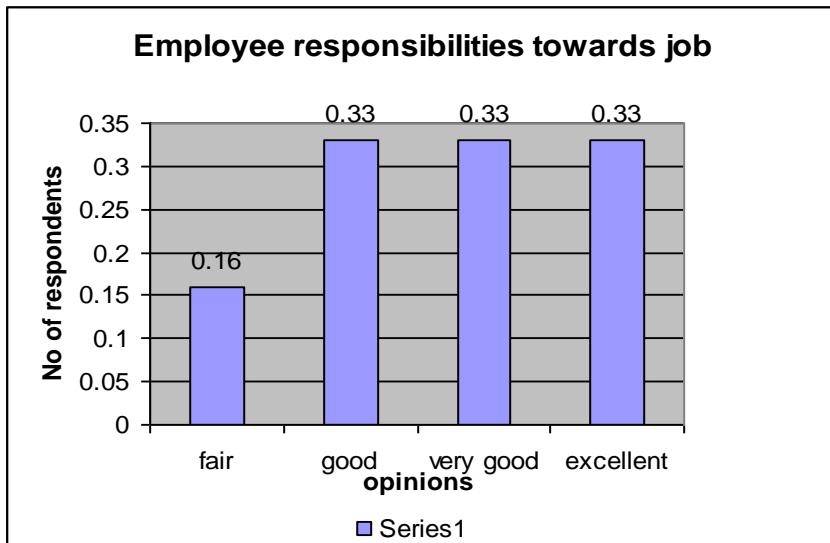
The above diagram reveals that 33 % of the employees are very much satisfied with the job in the organization, 33% of the employees rated as very good 25%rest of the employees rated as good and rest of employees (9%) are rated as fair.

INFERENCE:

From the graph we can conclude that employees are more satisfied with their job in the organization

How the employee responsibilities towards job in the organization

S.No	Options	No. of Respondents	Percentage of Respondents
1	Fair	10	16
2	Good	20	33
3	Very good	20	33
4	Excellent	20	33



INTERPRETATION:

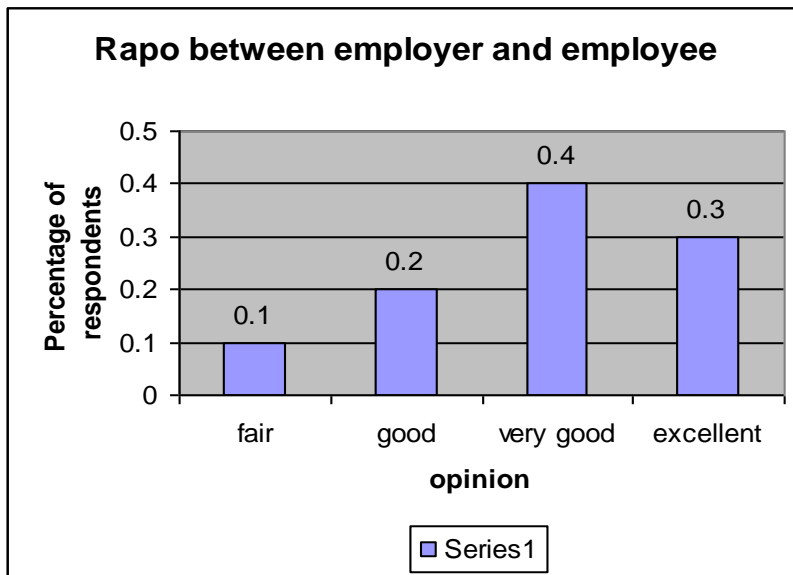
The graph represents that 33% of the employees are rated as excellent, 33% as very good, 33% good. And 16% are rated as fair.

INFERENCE:

From the graph we can conclude that of employees are more responsible towards job in the organization.

Can you indicate the rapo between employer and employee?

S.No	Options	No. of Respondents	Percentage of Respondents
1	Fair	6	10
2	Good	12	20
3	Very good	24	40
4	Excellent	18	30



INTERPRETATION:

The graph represents that 30% of the employees are rated as excellent, 40% as very good, 20% good and 10% are rated as fair.

INFERENCE:

From the graph we can conclude that there is a good rapo between employer and employee in the organization.

What is the employee morale rate towards job?

S.No	Options	No. of Respondents	Percentage of Respondents
1	Fair	9	15
2	Good	15	25
3	Very good	16	26
4	Excellent	20	33



INTERPRETATION:

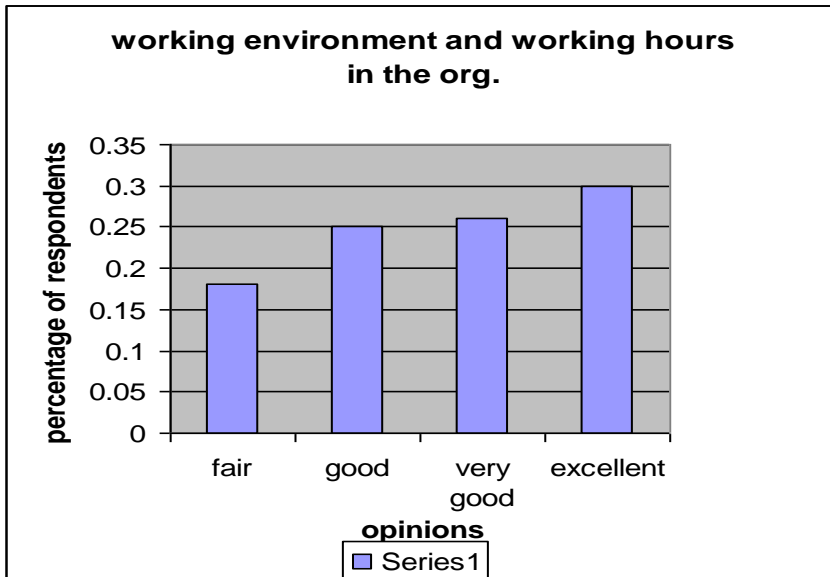
The employee's morale towards the job in the organization rated as, 33 of the employees rated as excellent, 26% of the employees rated as very good, 25% of the employees are rated as good and 20% of them rated as fair.

INFERENCE:

By analyzing that, the employees are showing positive interest in this segment. So the employees are very much enthusiastic towards their job.

How can you say the working environment and working hours in the organization.

S.No	Options	No. of Respondents	Percentage of Respondents
1	Fair	11	18
2	Good	15	25
3	Very good	16	26
4	Excellent	18	30



INTERPRETATION

In the concept of work environment and working hours in the organization, the employees represented their views as, 30% of them rated as excellent, 26% of them rated as very good, 25% of them rated as good at their process and 18% of them rated as fair .

INFERENCE:

More over all the employees are fully satisfied with the working environment and working hours in the organization.

How the degree to which superior takes personal interest in the Welfare of employees.

S.No	Options	No. of Respondents	Percentage of Respondents
1	Fair	14	23
2	Good	15	25

3	Very good	19	31
4	Excellent	12	20



INTERPRETATION:

In the concept superior takes personal interest in welfare of employees which has been following by the management is satisfied by the employees in the back office the employees represented their views as, 20% of them rated as excellent, 31% of them rated as very good at their process 25% of them rated as good and 23% of them are rated as fair.

How is the employee satisfaction of organization policies system and procedure

S.No	Options	No. of Respondents	Percentage of Respondents
1	Fair	10	16
2	Good	10	16

3	Very good	20	33
4	Excellent	20	33



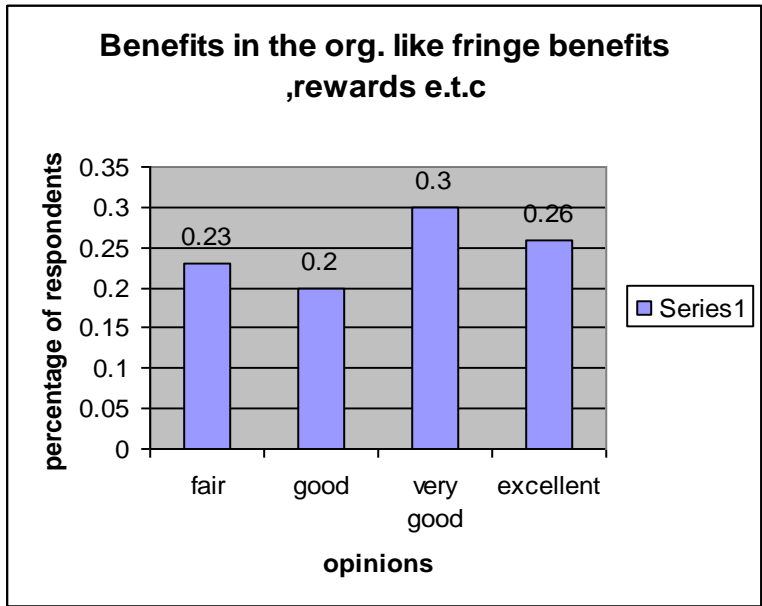
INTERPRETATION

In the concept of procedures and policies which has been following by the management is satisfied by the employees in the back office the employees represented their views as, 33% of them rated as excellent, 33% of them rated as very good at their process 16% of them rated as good and 16% of them are rated as fair.

How the benefits are good to see in organization .like salary, fringe benefits, rewards and recognition e.t.c in the organization to all

S.No	Options	No. of Respondents	Percentage of Respondents
1	Fair	14	23

2	Good	12	20
3	Very good	18	30
4	Excellent	16	26



INTERPRETATION:

The employees in the organization gave their view about the benefits in the organization like rewards and fringe benefits. The employees in the organization rated as, 26% of the employee rated as excellent, 30% of them rated as very good, 20% of them are rated as good and 23% of employees are rated as fair.

Are you satisfied with safety and health measures provided by the organization.

S.No	Options	No. of Respondents	Percentage of Respondents
1	Fair	13	21

2	Good	15	25
3	Very good	18	30
4	Excellent	14	23



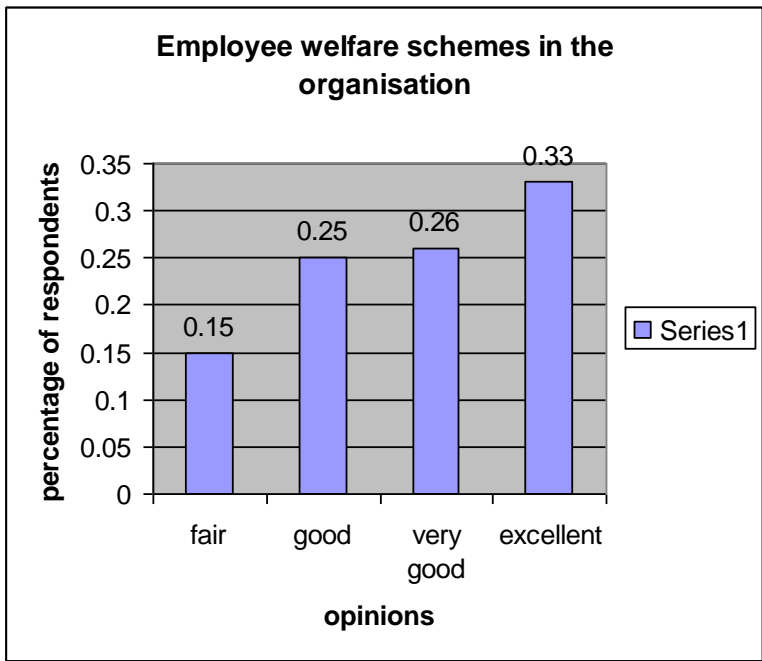
INTERPRETATION:

The employees in the organization gave their view about the safety and health measures providing by the management. The employees in the organization rated as, 23% of the employee rated as excellent, 30% of them rated as very good, 25% of them are rated as good and 21% of employees are rated as fair. employee in the organization is given more autonomy towards job.

How the employee welfare schemes in the organization

S.No	Options	No. of Respondents	Percentage of Respondents
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1	Fair	9	15
2	Good	15	25
3	Very good	16	26
4	Excellent	20	33



INTERPRETATION:

In the employee welfare schemes the employees in the organization rated as 33% of them are feeling excellent towards the management ,26%of them rated as very good 25% of the employee’s rated as good, and 15% of the employees are rated as fair.

How the employees are participating in decision making

S.No	Options	No. of Respondents	Percentage of Respondents
1	Fair	12	20
2	Good	15	25
3	Very good	19	31
4	Excellent	20	23

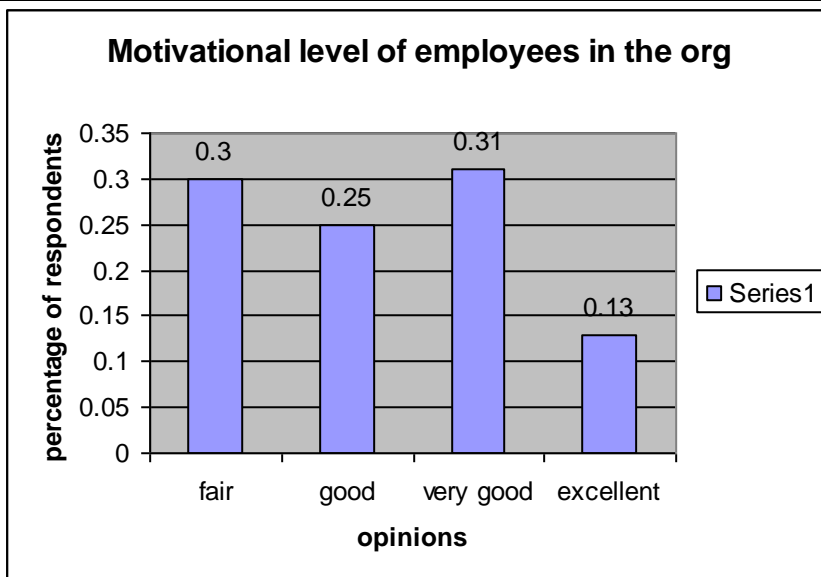


INTERPRETATION:

In the decision making process the employees in the organization rated as 23% of them are feeling excellent towards the management ,31%of them rated as very good 25% of the employee’s rated as good, and 20% of the employees are rated as fair.

The motivational level of employees in the organization.

S.No	Options	No. of Respondents	Percentage of Respondents
1	Fair	18	30
2	Good	15	15
3	Very good	19	31
4	Excellent	8	13



INTERPRETATION:

Management is motivating the employees in reaching the goals. After analyzing the above information that 13% of the employees are rating as excellent, 31% of the employees are rated as very good, 25% of the employees are rated as good and 13%of

FINDINGS

- Most of the employees feel that, management is providing effective communication to them in the organization. Which help to create a good relation between the employees as well as the management
- Most of the employees are satisfied with the motivational factors provided by the management, which helps to enhance the skills of them.
- Most of the employees felt that they were given part in the process of decision-making, which help to put their views and ideas for the development of the organization.
- Management is providing good safety and healthy measures to the employees while they are in the working areas.
- Management is also providing welfare schemes in the org.
- Employees are given more autonomy towards job.
- There is a good opportunity for employees to socialize with one another.

SUGGESTIONS

- The management should concentrate in providing fringe benefits and good rewards to the employee.
- The management should concentrate in showing career development to the employees.
- The management should concentrate in enhancing skills of the employee's continuously which in term help to improve the productivity of the organization.
- The management should concentrate on effective performance appraisal systems to maintain good dyadic communication.
- The management should be very clear to the employees in implementing new strategies in the organization.
- The management should provide innovative work techniques for their employees in order to have strategic advantage.

CONCLUSION

The Employees in the organization are more satisfied with their jobs and felt that the management is providing all the various things. The employees in the organization aim at receiving positive things from the management such as promoting effective communication with in the organization which help to improve the relationship between the management, providing good training and development programs in order to improve the skill and talent of them, the management is following ethical values toward the employee treating them as a social and psychological resource, allowing the employees in taking part in decision making which help to improve the skills and talents of them.

The management is maintaining and following consultation and negotiation process which helps to remove and clear the gaps between them as well as the management. Not only that, the management has to provide good reward and fringe benefits system. It helps to make more attention towards the job. The management should concentrate in enhancing the skills and knowledge by providing career development programmes to measure the career growth of an employee in the organization.

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