

Employees Job Satisfaction at Syntho Chirals Privates Ltd.

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Abstract- *Occupation fulfillment is all about once feelings for one's movement. Laborer which conveys satisfaction is said to have a rousing perspective towers the action, not under any condition like a baffled agent who takes undesirable attitude towards the action. A gentleman consuming unfavorable perspective exhibits a character air which is slated to experience nervousness, weight, stress, sensation and torment, somewhere as those with helpful mindset will feel content with themselves, others, besides their work. Workers fulfillment component of saw execution & desire. Its man's sentiment delight or displeasure impending nearly for dissimilar an item's upshot through their desires. In event performance slips blot regarding craving, the representative is sadden & on sour gamble it coordinates the wishes, worker rewarded.*

Indexed Terms- *Employee, job satisfaction, salary, motivation, promotion, allowances.*

I. INTRODUCTION

Project is a portion of academic programme of VTU MBA .it helps us to bring gap between knowledge and its application through series interventions. It helps use to improvement understandings &acquaintance to business. I have selected the topic "EMPLOYEE JOB SATISFACTION" I underwent a study on working of the organisation and in depth study of the issue/problems at "Synthochirals Pvt Ltd"

This program has helped us in making industries ready and given us insight about how managerial decision should be taken using the critical data inputs. It has helped us in understanding how a check data can be analysed and inference drawn to make the

most appropriate decision under the constraint in which a company operates.

II. OBJECTIVES OF THE STUDY

- To know the employee satisfaction towards job.
- To know employee opinion about working environment
- To study what motivate employees work more efficiency.
- To know employees' satisfaction toward salary, offer by the Synthochirals

III. SCOPE OF THE STUDY

The study is conducted in SYNTHO CHIRALS Pvt limited, Bidar, with sample size of 50 the scope of the study is clear as we analyses the needs of the employees to enrich their morale and creating a friendly atmosphere which also enriches their work life, can also be a possible scope.

As we identify, analyses and satisfy their expectation, a good and healthy environment can be create vis-à-vis, can and dedicated workforce to develop the organization.

Job satisfaction is a critical yield that representative's work for association, the examination made on the subject of job satisfaction will uncover the factor of sentiments of workers and enables administration of the organization to know the fulfilment to level of workers and they can take measures to build profitability.

IV. RESEARCH METHODOLOGY

Research Instrument: The instrument utilized as a part of this investigation is an organized survey. A survey is a sheet or sheets of paper containing question identifying with certain particular, in regards to which the scientist gathers the information. The poll is given to the data or respondents to be topped in off.

Accumulation of information or data collection is finished by 2 methods.

- 1 Primary Data Collection
- 2 Secondary data collection

1) Primary Data Collection:

Primary information or data is otherwise called the information gathered out of the blue through the field overview. Such information are gathered with particular arrangement of targets to survey the current of any factor examined.

- Interviews
- Questionnaires

2) Secondary Data Collection:

The optional information, which is required for my examination was gathered from the organization's database.

V. CONVENIENCE SAMPLING

The inspecting which along the analyst to do his examination in light of his comfort and respondents' accessibility of imperatives. The exploration examining ponders each respondent reaction as indicated by time, place and circumstance. This inspecting gives simplicity of doing his exploration.

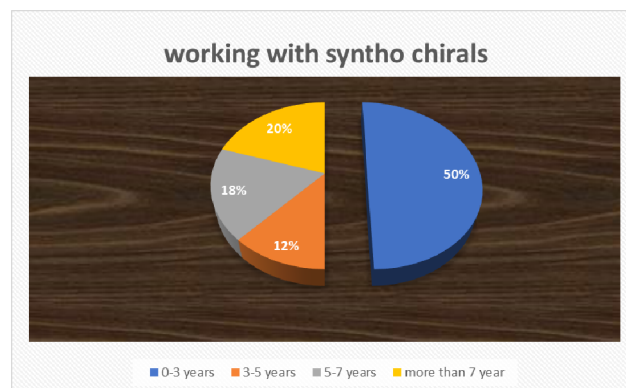
Sampling Size: 50

Sampling Unit: Syntho Chirals Ltd

Table 1. From how many years you have been working synthoChirals Company?

criteria	Respondents	percentage
a. 0-3 years		50
b. 3-5 years		12
c. 5-7 years		18

d. more than 7 year		20
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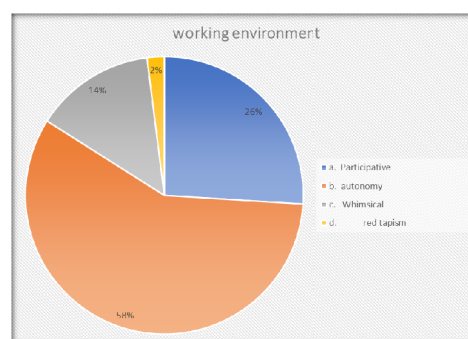


Analysis: - from the above table it was found that 50 % of the employees said 0-3 years, 12% of employees said 3-5 years, 18% of the employees said 5-7 years 20% OF THE EMPLOYEES SAID MORE THAN 7 YEAR.

Interpretation: - from the above graph it was understood that a maximum employee said that 0-3 year they have been working in Syntho chiral company.

Table 2. How is the working environment?

criteria	Respondents	percentage
a. Participative	13	26
b. autonomy	29	58
c. Whimsical	7	14
d. red tapism	1	2



Analysis: - from the above table it is found that 26% of the employees said participative, 58% of the employees said autonomy, 14% of the employees

said whimsical and 25 of the employees said red tapism.

Interpretation: - from the above graph it is understand that a maximum employee said that working environment is autonomy in the organization.

Table 3. What motivates you to work more?
Efficiency

criteria	Respondents	percentage
A. Good pay	14	28
B. Less provision	17	34
c. Promotion	13	26
d. Good working condition	6	12

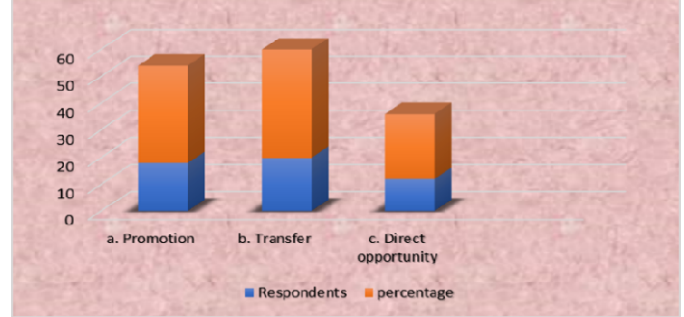


Analysis: - from the above table it was found 28% of the employees said good pay 34% of employees said less provision, 26% of employees said promotion and 12% of employees said good working.

Interpretation: - from the above graph it is understood that maximum employees are motivates for the

Table 4. How did you get present position?

criteria	Respondents	percentage
a. Promotion	18	36
b. Transfer	20	40
c. Direct opportunity	12	24

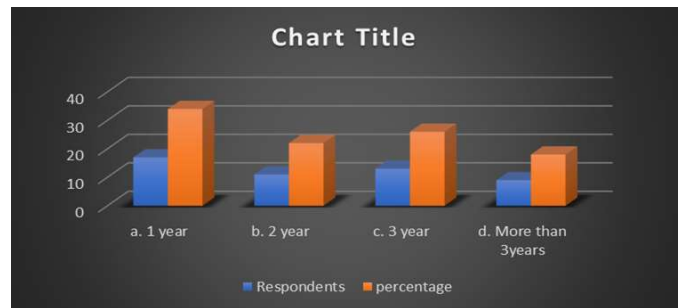


Analysis: -from the above table it was found that 36% of the employees said promotion, 40% of employees said transfer, and 24% of the employees said direct opportunity.

Interpretation: - from the above table it was found that maximum employees get present position in transfer.

Table 5. If by promotion after how many years did you get it?

criteria	Respondents	percentage
a. 1 year	17	34
b. 2 year	11	22
c. 3 year	13	26
d. More than 3years	9	18



Analysis; - from the above table it is found 34% of the employee said 1 year ,22% of the employees said 2 year, 26% of employees said 3years, and 18% of employees said more than 3 years.

Interpretation: - from the above graph it was found that maximum employees are get one year after promotion.

VI. HYPOTHESES

H₀- there is relationship exist between two questions.

H₁- there is no relationship exist between two questions.

- Formula of Chi-Square Test

Where X^2 is the value of Chi-Square is the sum

O: is the observed frequency

E: is the expected frequency

Degree of freedom= (R-1) (C-1)

- Calculation of Chi-Square Test

$$\chi^2 = \sum (O-E)^2/E$$

$$= 1.08$$

Degree of freedom (2-1) = 1

Level of significance is 5%

Table value = 1.08

The calculated value is higher than the table value, thus the alternative hypothesis is relationship accepted and alternative hypothesis is rejected.

VII. FINDING

- It was understood that a maximum employee said that 0-3 year they have been working in Syntho chiral company
- In synthochirals maximum employees are motivates for the good pay.
- Supreme employees get present position in transfer.
- Employees are getting one year after promotion.

VIII. SUGGESTION

- Synthochirals should provide good salary for employees
- Company should conduct interview
- Company focus on physical working condition

IX. LIMITATIONS OF THE STUDY

- Study is only limited to the question included in the questionnaire.
- Limited sample size.

- Questionnaire was only filled by selected persons in the department of Syntho chiral company

CONCLUSION

From the outcomes and study it is clear that EMPLOYEE JOB SATISFACTION'' is highly performed in the organization. With the study through the survey conducted for a period of 2 months on the employees job satisfaction at synthochirals the findings and analysis shows that the 80% of employees are happy and rest 20% are unhappy. Since each employees of an organization is a for a company. We know that getting new employee the company should focus on employee's satisfaction. Thus, they help directly or indirectly to company.

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