

Employee Job Satisfaction at Vishal Khandsari Pvt. Ltd. Manhalli

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Abstract- The Vishal khandsari was established 12 Dec 1982, Mr Shivayya Sindol. Founder of the company he invested 3 corers & he purchased 8 acres and it has capacity of 600 TCD (tonnes crushing per day) in 1982, the unit was established near to Manhalli and unit was 20 km far to Bidar. VKPL is the khandsari sugar procedure factory in India. It's a registered as a Khandsari sugar producer Company. It is located outside the village Manhalli, on Road Bidar. VKPL is registered on 15 Dec 1982. It is Non-government Company registered as the registrar of companies Bangalore. Vishal Khandsari Private Limited AGN was conducted on 30 Sept 2017 and as per record from MCA, 31 March 2017 balance sheet prepared. Directors of Vishal khandsari Private Limited are Cheedella Sucherita, laxmibai Gyaneshwar Sindol, etc. VKPL corporate identification number U1521KA1982PTC005074 & VKPL registration number is 5074.

I. INTRODUCTION

India is one of biggest producers of sugarcane Company in the world. It is the larger production company in the county. The Vishal khandsari was established 12 Dec 1982, Mr Shivayya Sindol. Founder of the company he invested 3 corers & he purchased 8 acres and it has capacity of 600 TCD (tonnes crushing per day) in 1982, the unit was established near to Manhalli and unit was 20 km far to Bidar. VKPL is the khandsari sugar procedure factory in India.

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II. OBJECTIVISE OF THE STUDY

- To survey the relationship between employee's performance and job satisfaction.
- To investigate to position of satisfaction with respect to monetary and non-monetary benefits.
- To study on key factors employee job satisfaction.
- To understand employee job satisfaction in their present institution and operation.

III. SCOPE OF THE STUDY

The introduced think about the project titled "A STUDY ON EMPLOYEES SATISFACTION AT VKPL" this project covers top level administration, centre level administration & operational level workers. The investigation centres assessment of outline, execution, part lucidity and so on. And of the parameters of the activity fulfilment as it were. The investigations cover lucidity and adequacy and spirit of the workers.

IV. RESEARCH METHODOLGY

The information required for the investigation is collecting through the survey. Survey and translation as completed by utilizing apparatuses and information displayed as the table of graphs.

V. LITERATURE REVIEW

1. MAJA ROZMAN et al (2017)

This article focused on employee’s satisfaction and motivation in work place. Its introduce the important satisfaction and motivation at work place all employee in Slovenian. The satisfaction changes the individual performance it may help to the management firm to the measuring employee’s contribution and it’s also notice employee’s wellbeing and good performance. The employee’s job satisfaction may regulate higher productivity.

2. M BHAVANI et al (2014)

This article focused on employee job satisfaction. In world the work of knowledge and competency matter for the company in their design in more effectivity. And it’s more important to keep employees satisfy, and also ensure quality job life at the organization. It’s the worker fully satisfied, it may increase their create positiveness toward their work.

VI. THEORETICAL BACKGROUND OF THE STUDY

- Introduction

The main reason for this topic is about fulfilment towards their word and association. Representatives fulfilment is the wording used to whether the employees and their needs and needs towards their work. A positive representative’s fulfilment makes confidence and enhance work proficiency. Employee satisfaction is also called job satisfaction.

Employee job satisfaction is happiness of employee and they feel satisfaction regarding to their responsibility, it is use to company’s success. Is one of sugar producer factory I India? Its id registered as a khandsari sugar producer company. Is located outside the village Manhalli, on road bidar. VKPL is a private incorporated on 15 Dec 1982. VKPL was registered at register companies, Bangalore.

Q-1. Are you satisfied with work environment?

Table 4.1: Results of percentage distribution of operation level employees on satisfaction with work environment (N=50)

Q1	Opinion	No. of respondents	Percentage %
A.	More Satisfied	16	32%
B.	Satisfied	31	62%
C.	No answer	1	2%
D.	Dissatisfied	1	2%
E.	More dissatisfied	1	2%
TOTAL		50	100%

ANALYSIS: The above table show that the employee’s satisfaction towards work environment among out of 50 respondent 16 (32%) were More Satisfied, 31(62%) were the Satisfied, 1(2%) were No answer, 1(2%) were Dissatisfied and one has chosen the More dissatisfied option; those working at VKPL, Manhalli.

INTERPRETATION: 4.1 above charts shows that respondents as 36% were strongly agree, 60% were the agree, 2% were neutral opinion, 2% were disagree and no one choose the strongly disagree option towards satisfaction with work environment in the organization. Thus, above interpretation states that may of respondent were agree towards the satisfaction of the work environment in the organization.

Q-2. Are you satisfied with welfare facility given by VKPL?

Table 4.2 Results of percentage distribution of operation level employees on satisfaction with welfare facility (N=50)

Q2	Opinion	No. of respondents	Percentage %
A.	More Satisfied	11	22%
B.	Satisfied	32	64%
C.	No answer	4	8%
D.	Dissatisfied	3	6%
E.	More dissatisfied	1	2%
TOTAL		50	100%

Analysis: The above show opinion of respondent as 50 respondent 11(22%) were More Satisfied, 32(64%) were the Satisfied, 7(14%) were No answer, 1(2%) were Dissatisfied and no one choose the More dissatisfied option; those working at VKPL, Manhalli.

Interpretation: From the above chart shows that repliers as 22% were More Satisfied, 64% were the Satisfied, 14% were No answer, 8% were Dissatisfied and dissatisfied option towards satisfaction with Welfare facility in the organization. Thus, above interpretation states that may of respondent were satisfied towards the satisfaction of the welfare given facility in the organization.

Q-3. Do you feel comfort with your working hour?

Table 4.3 Results of percentage distribution of operation level employees on satisfaction with your working hour (N=50).

Q3	Opinion	No. of respondents	Percentage
A.	More Satisfied	13	16%
B.	Satisfied	28	56%
C.	No answer	6	12%
D.	Dissatisfied	2	4%
E.	More dissatisfied	1	2%
TOTAL		50	100%

Analysis : The above result shows that employee’s satisfaction towards working Hour among out of 50 respondent 13(16%) were More Satisfied, 28(56%) were the Satisfied, 6(12%) were No answer, 2(4%) were Dissatisfied and 1(2%) More dissatisfied option; those working at VKPL, Manhalli.

Interpretation: 4.3 chart clears that respondents as 16% were more satisfied, 56% were the satisfied, 12% were no answer opinion, 4% were dissatisfied and 2% were more dissatisfied option towards satisfaction with working hour in the organization. Thus, above interpretation states that may of respondent were agree towards the satisfaction.

Q-4. Are you satisfied with personal and career growth?

Table 4.4 Results of percentage distribution of operation level employees on satisfaction with personal and career growth (N=50).

Q4	Opinion	No. of respondents	Percentage %
A.	More Satisfied	8	16%
B.	Satisfied	31	62%
C.	No answer	9	18%
D.	Dissatisfied	1	2%
E.	More dissatisfied	0	0%
TOTAL		50	100%

Analysis: The above table 4.4 show that the employee’s satisfaction towards Personal and career growth among out of 50 respondent 8(16%) were More Satisfied, 31(62%) were the Satisfied, 9(18%) were No answer, 1(2%) were Dissatisfied and no one choose the More dissatisfied option; those working at VKPL, Manhalli

Interpretation : 4.4 the above charts displays the no. of respondents as 14% were More Satisfied, 64% were the Satisfied, 18% were No answer opinion, 2% were Dissatisfied and no one choose the More dissatisfied option towards satisfaction with Personal and career growth in the organization. Thus, above interpretation states that may of respondent were Satisfied towards the satisfaction of the personal and career growth in the organization.

Q-5. Are you satisfied with merit pay in VKPL?

Table 4.5 Results of percentage distribution of operation level employees on satisfaction with merit pay in VKPL (N=50)

Q5	Opinion	No. of respondents	Percentage %
A.	More Satisfied	11	22%
B.	Satisfied	30	60%

C.	No answer	6	12%
D.	Dissatisfied	2	4%
E.	More dissatisfied	1	2%
TOTAL		50	100%

Analysis: The above detail shows opinion of 50 respondent 11(22%) were More Satisfied, 30(60%) were Satisfied, 6(12%) were No answer opinion, 2(4%) were Dissatisfied and 1 (2%) has more dissatisfied those working at VKPL, Manhalli.

Interpretation: 4.5 the above chart shows that 22% were More Satisfied, 60% were the Satisfied, 12% were No answer opinion, and 4% were dissatisfied and 2% has more dissatisfied those working at VKPL, Manhalli.

Thus, above interpretation states that may of respondent were Satisfied towards the satisfaction with the merit pay in VKPL.

Q-6. What’s your perception towards dressing code?

Table 4.6 results of percentage distribution of operation level employees on satisfaction with dressing code (N=50).

Q6	Opinion	No. of respondents	Percentage %
A.	More Satisfied	12	22%
B.	Satisfied	30	60%
C.	No answer	4	8%
D.	Dissatisfied	1	2%
E.	More dissatisfied	3	6%
TOTAL		50	100%

Analysis: The above list shows that the among out of 50 respondent 12(22%) were More Satisfied, 30(60%) were the Satisfied, 4(8%) were No answer opinion, 1(2%) were Dissatisfied and 3(6%) More dissatisfied option; those working at VKPL, Manhalli.

Interpretation: 4.6 chart shows that respondents as 22% were More Satisfied, 60% were the Satisfied, 8%

were No answer, 2% were dissatisfied and 6% were more dissatisfied option towards satisfaction with dressing code in the organization. Thus, above interpretation states that may of respondent were satisfied towards the satisfaction of the dressing code in the organization.

Q-7. Do you think management provide health care benefits?

Table 4.7 results of percentage distribution of operation level employee on satisfaction with management provide health care benefits (N=50).

Q7	Opinion	No. of respondents	Percentage %
A.	More Satisfied	11	22%
B.	Satisfied	26	52%
C.	No answer	9	18%
D.	Dissatisfied	2	4%
E.	More dissatisfied	2	4%
TOTAL		50	100%

ANALYSIS: The above table 4.7 show that Opinion of 50 respondent 11(22%) were More Satisfied, 26(52%) were the Satisfied, 9(18%) were No answer opinion, 2(4%) were Dissatisfied and 2(4%) More dissatisfied option; those working at VKPL, Manhalli.

INTERPRETATION: 4.7 the above charts shows that 50 respondents as 22% were More Satisfied, 52% were the Satisfied, 18% were No answer opinion, 4% were dissatisfied and 4% were more dissatisfied option towards satisfaction with Health care benefits in the organization. Thus, above interpretation states that may of respondent were satisfied towards the satisfaction of the Health care benefits in the organization.

Q-8. Do you think job satisfaction enhance employee relation?

Table 4.8: Results of percentage distribution of operation level employee on satisfaction with enhance employee relation (N=50).

Q8	Opinion	No. of respondents	Percentage %
A.	More Satisfied	10	20%
B.	Satisfied	30	60%
C.	No answer	5	10%
D.	Dissatisfied	3	6%
E.	More dissatisfied	2	4%
TOTAL		50	100 %

ANALYSIS: The above table 4.8 show that the employee’s satisfaction towards enhance employee relation among out of 50 respondent 10(20%) were More Satisfied, 30(60%) were the Satisfied 5(10%) were No answer opinion, 3(6%) were dissatisfied and 2(4%) were More dissatisfied option; those working at VKPL, Manhalli.

INTERPRETATION: 4.8 the above chart shows that respondents as 20% were More Satisfied, 30% were the Satisfied, 10% were No answer opinion, 6% were dissatisfied and no 4% were more dissatisfied option towards satisfaction with enhance employee relation in the organization. Thus, above interpretation states that may of respondent were satisfied towards the satisfaction of enhance employee turnover in the organization.

Q-9. Do you feel job satisfaction increase productivity/performance?

Table 4.9: results of percentage distribution of operation level employee on satisfaction with increase productivity/performance (N=50).

Particulars	Respondents	Percentage
YES	41	82%
NO	9	18%
TOTAL	50	100

Analysis: 4.9 the above table shows that respondents 82% satisfied and 18% of respondents dissatisfied for job satisfaction with increase productivity/performance

INTERPRETATION: 4.9 the above charts shows that 82% of respondents satisfied for job satisfaction with increase productivity/performance.

Q-10. Do you agree job satisfaction increase customer satisfaction?

Table 4.10: results of percentage distribution of operation level employees on satisfaction with increase customer satisfaction (N=50).

Particular	Respondents	Percentage
YES	47	94%
NO	3	6%
TOTAL	50	100

Analysis: 4.10 the above table shows that respondents 94% satisfied and 6% of respondents dissatisfied for satisfaction with increase customer satisfaction.

INTERPRETATION: 4.10 the above charts shows that 94% satisfied for satisfaction with increase customer satisfaction.

CONCLUSION

The important aspect for success of any kind of organization is the human resource with commitment and happiness. Employee’s satisfaction towards job in the organization is of prime importance for factual accomplishment of the organization objective. VKPL Manhalli, Bidar. The VKPL have a large number of employees of the having high job satisfaction towards the organization. The employee job satisfied with their job only when are provided with better opportunity for the development. In the VKPL most of employees are happy with their employment in the organization.

REFERENCE

RECOMMENDED BOOKS: H

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