

Employee Job Satisfaction at Satya Deeptha Pharmaceutical Ltd. Humnabad

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Abstract- The project report title “EMPLOYEE JOB SATISFACTION” has been studied in Humnabad at Satya Deeptha Pharmaceuticals Ltd. To understand the employee’s performance the company has conducted survey on job satisfaction. Hence this topic is analysing that after job satisfaction whether employees were increasing their skill or whether they increasing working efficiency to know this topic is chosen.

Indexed terms- working condition, social security, satisfied with relationship, job satisfaction.

I. INTRODUCTION

SATYADEEPHAPHARMACETUICAL LIMITED. HUMNABAD a well-established Bulk Drug manufacturing industrial area. Satyadeeptha Pharmaceutical Limited offers complete chemistry services in support of drug discovery and company capabilities in medicinal chemistry, process chemistry, scale-up, analytical chemistry, manufacturing will enable company partners and clients to efficiently progress their Bulk Drug development programs.

Established in 1993, Satya Deeptha combines a highly talented work force with a cost operation to provide partners and clients worldwide access to a high- quality. Satya Deeptha has over 300 scientists delivering on that promises.

Our chemistry and medicinal experts provide technical leadership based on their significant experience and demand in the United States and European Pharmaceutical industries. The non-scientific management efforts of our engineers and technicians with experience in growing and nurturing of worldwide.

II. OBJECTIVES OF THE STUDY

- To know the representatives recognition towards association.
- To think about the frame of mind the representatives straight to their work.
- To think the variables of these inspires representatives.

III. NEEDS OF THE STUDY

- To find the workers work fulfilment level in Satya Deeptha Pharmaceuticals Ltd.
- To study the workers recognition towards association.
- To think about the demeanour of the representatives towards their work.

IV. SCOPE OF THE STUDY

- The extent of the investigation is certain that as we examine the need of the representatives to advance their spirit.
- This examine is directed in Humnabad at Satya Deeptha Pharmaceuticals Ltd. with test size of 50.
- Creating an agreeable environment which likewise enhances their work life.

V. PRODUCT/SERVICE PROFILE

- Methoxy allyl benzaldehyde
- Tetrahydropyran
- Iodo Indazole
- Tosylate

VI. STRENGTHS

- Top quality and timely delivery of SAPL products facilities is successful in market.
- Improvement in company quality Processes Company is getting 70 to 80 scientists are work in SAPL group for discovery and development of new molecule.

VII. WEAKNESS

- The company requires high experienced staff and more professional experienced promoters.
- Converting of dollars in Indian currency the company face some time loss when currency rates are down.
- Require more expenditure on creation of infrastructure facilities.

VIII. OPPORTUNITIES

- Increasing customers for related pharmaceutical products has an opportunities to SAPL to increases its business.
- The big opportunity is

IX. THREATS

- The number of competitors is increasing at a higher rate.
- Converting of dollars in Indian currency the company faces some time loss when currency rates are down.
- Accidentally fire of shut off power supply.

X. FUTURE GROWTH

- Company future plans are based on in discovery and development new molecule programs of growth in the demands of our key products in the international markets.
- Their spoken English, grammar, vocabulary, oral communication skills, verbal communication skills, and fluency in the English language.

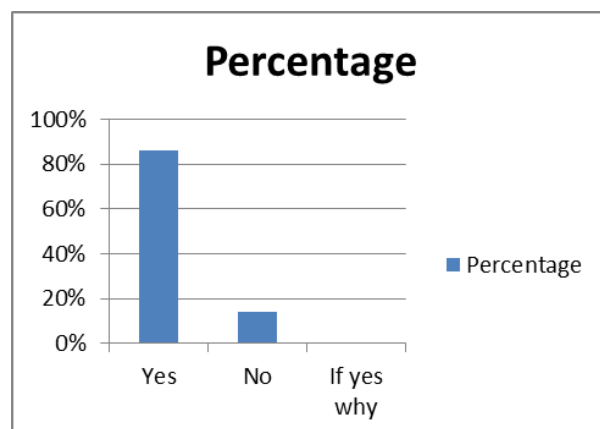
XI. LITERATURE REVIEW

- 1 As said by McCormick & Tiffin (1979), inspiration preserve exist also naturals or outwards Normal inspiration creates inspirations those inalienable in the action this one and which the progression, working environment and conditions of work. Such generous motivations are consistently chosen at the progressive dimension, and may live, as it were, outside the control of individual boss.
- 2 According to Dessler (1980) inspiration least difficult & most complex administrations employment. Then straightforward ground individual fundamentally propelled drive to keep way which wills quick prices.
- 3 According to Daschler and Ninemerier (1984) state "Motivation state control individual that impacts the specialist to proposed the wide meaning is what the supervision does to enable and affect different people to make vital move".

XII. QUESTIONNAIRE

Q-1. Are you satisfied with employee condition prevailing in your organization?

Employee condition	Respondents	Percentage
Yes	43	86%
No	7	14%
If yes why	0	0%
Total	50	100%

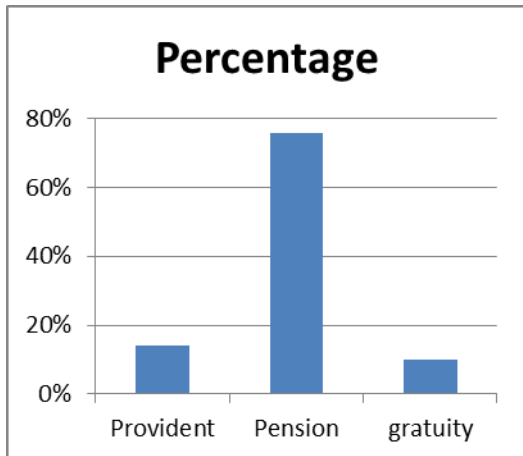


Analysis: Above table shows about 86% of respondents have felt satisfied for employee condition prevailing, and 14% of employees are unsatisfied.

Interpretation: So by the analysis it is found that more of respondents are feeling satisfied with employee condition prevailing.

Q-2. Are you satisfied with social security with measures?

Social security	Respondents	Percentage
Provident	7	14%
Pension	38	76%
gratuity	5	10%
Total	50	100%



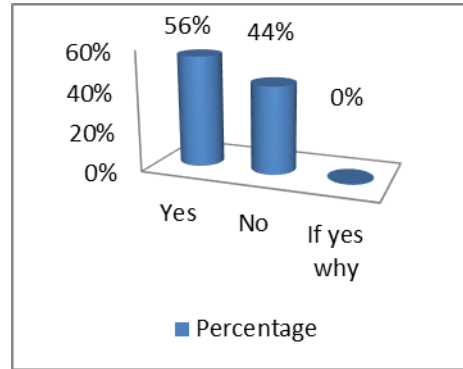
Analysis: The table it shows 76% of workers are happy for pension security social measures. And 14% of respondents are happy with provident fund and 5% of respondents are satisfied with gratuity.

Interpretation: As per the graph most of the respondents are satisfied with pension social security

Physical working	Respondents	Percentage
Yes	28	56%
No	22	44%
If yes why	0	0%
Total	50	100%

with measures.

Q-3. Are you satisfied with physical working condition?

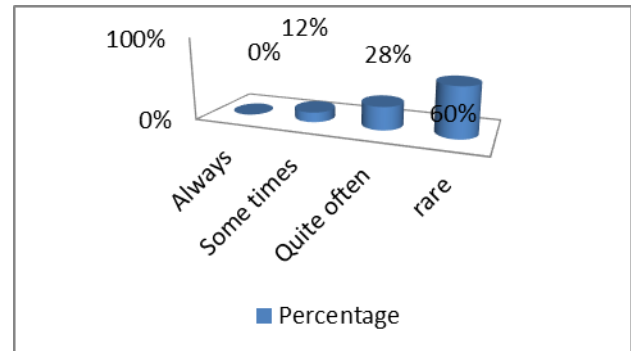


Analysis: Above table will show that 56% of respondent satisfied for physical working condition. And 44% Of respondents are unsatisfied.

Interpretation: Hence majority of employees satisfied with physical working condition.

Q-4. Have you satisfied for the way to which conflict results in the company?

Satisfied	Respondents	Percentage
Always	0	0%
Some times	6	12%
Quite often	14	28%
Rare	30	60%
Total	50	100%



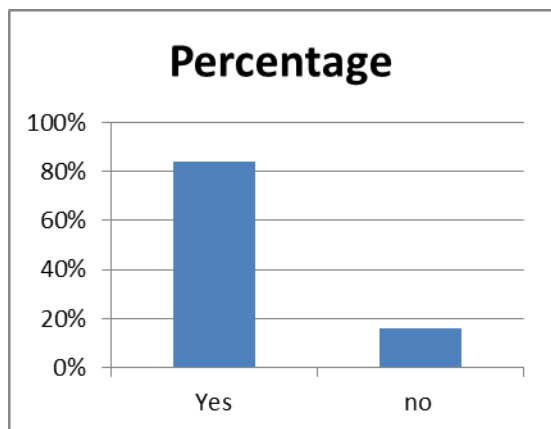
Analysis: From the above graph show that 60% of respondents are satisfied rarely and 28% of workers satisfied quite often and 12% of respondents are

sometimes satisfied with the way in which conflict are result in your company.

Interpretation: Hence, the majority of the respondents rarely satisfied with the way in which conflict result in your company.

Relationship subordinates and superiors	Respondent	Percentage
Agreed	43	86%
Disagreed	7	14%
TOTAL	50	100%

Q-5. Are you satisfied with relationship existing with subordinates and superiors?



Analysis: From the table 86% of respondents are satisfied with the relationship existing with subordinates and superiors. And 14% of respondents are not satisfied.

Interpretation: Hence, the majority of 84% of respondents are satisfied with the relationship

Working hour	Respondents	Percentage
Yes	40	80%
No	10	20%
Total	50	100%

existing with subordinates and superiors.

Q-6. Are you satisfactory in working hour?

Analysis: In this study it was clearly found that 80% of the employees are satisfied for working hour. And 20% of are unsatisfied.

Interpretation: Hence, the majority of the respondents are satisfied with working hour.

XIII. FINDINGS

- From the survey it was found that maximum employees are highly satisfied for overall satisfaction with job.
- From the survey it was found that most of the employees don't have any requirement to take medical facilities.
- From the survey it was found that maximum employees are highly satisfied bonus provided by organization at adequate.
- By the analysis it found that most of employees have satisfied for good communicate from managers to employees.
- People are in this organization trusts one another
- By the analysis it found most of employees satisfied for physical job condition.

XIV. CONCLUSION

Satya Deeptha Pharmaceuticals Ltd, Humnabad is well reputed medicine and chemicals manufacture is also got an effect of employee job satisfaction which uses more problems in the organization. In every organization employees are the main source for the overall development of goals. If there is a more dissatisfaction occurs, the organization will face a lot of problems and even it is not possible to manufacture up to the level. So the management has to take a corrective action for reducing the dissatisfaction of employee and good measures should be implemented.

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