



A Study on Employee Satisfaction in Electrosteel Castings Limited, Sri Kalahasthi.

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ABSTRACT

There are several factors which contribute to employee satisfaction viz. work conditions, employee benefits, growth opportunities, nature of work, promotions, work group. Few of the determinants like job security, communication of higher authorities with employees, reward and recognition, compensation, safety and health, performance appraisal etc also play an important role. The present article throws light on the satisfaction level of the employees of Electrosteel castings limited, Sri Kalahasthi. A humble attempt was made to find out whether an impact was there because of COVID pandemic on the satisfaction levels of employees. The information was gathered by administering a questionnaire to the employees. The results of the survey showed that most of the employees were satisfied with the company facilities.

KEYWORDS: Employee satisfaction, remuneration, nature of work, career growth and opportunities, team work.

INTRODUCTION

Employee satisfaction is a measure of how satisfied workers are with their job and running environment. Keeping morale high among employees can be splendid gain to any employer, as happy employees may be probable to benefit to any employer. There are many elements for maintaining excessive worker pleasure, which wise employers would do will to put in force. Perhaps one way to outline employee satisfaction may be say that it's miles the ends country of feeling emphasis the fact that the after a mission is executed or interest has taken location whether or not it is noticeably individualistic effort of writing a book or accumulating endeavour of constructing of dam.

Much of the research has proven that there is no direct relationship between process pride and performance. Despite this, businesses spend good sized sums of cash, in a ramification of sports to promote job satisfaction. There are even agencies that use HRD Programs to increase that happiness element. Employers absent to applications not due to the fact they have particular gaining knowledge of goals but as it makes them sense top.

DEFINITION

Employee Satisfaction can be described as the amount of universal wonderful affect (or feeling) that people have towards their activity.

-D.C. Feldman

REVIEW OF LITERATURE

Employee satisfaction is in regard to at least one's feeling or country of thoughts concerning the nature of their work. It can be encouraged via a diffusion of factors e.g: excellent of one's relationships with their supervisor, quality of physical environment in which they work. Degree of fulfilment in their paintings and so forth. To increase worker pleasure, many agencies will have obligatory survey or face to face assembly either employees to acquire data. Both of those methods have pros and cons and ought to be chose cautiously. Surveys are often stressful allowing people more freedom to be honest with out worry. Interview with organization control can experience intimating but if accomplished cautiously can permit you to workers recognize their voice has been heard and their subject addressed by means of the ones in changes.

Surveys and meetings can surely were given the middle of records surrounding employee pride and can be incredible tools to pick out precise troubles main to lowering morale. Many professionals agree with that one of the exceptional approaches to maintain worker pleasure is to make employees experience they are part of the circle of relatives or team. Holding office events such as parties and group outings can assist near bonds amongst people.

The backbone of employee pride in admire for employees and the process they perform. In each interaction with control, personnel must be dealt with politeness and hobby. In easy street for employers to discuss troubles, with upper management must be maintained and punctiliously monitored. Even if control can't meet all of the needs of personnel. Showing employees that they are being heard and placing honest dedications into compromising will frequently help to improve morale.

OBJECTIVES OF THE STUDY

- To know and analyse the employee satisfaction levels in the company.
- To identify the reasons for the satisfaction and dissatisfaction of the employees.
- To measure the satisfaction level of employees regarding factors provided by the management.

NEED FOR THE STUDY

To know how the policies and factors of the company impacts on the employees after the covid pandemic.

SCOPE OF THE STUDY

- The study will help to get a practical exposure and also help to identify the factors that promote satisfaction among employees.
- The scope of the study is to measure the satisfaction levels of employees with respect to various factors in the organization.

LIMITATIONS OF THE STUDY

- The study was limited to Electrosteel castings limited, Srikalahasthi only.
- Interaction with employees was limited because of corona pandemic.
- Some of the respondents may not agree with the contents questionnaire and do not express it for fear.
- The study undertaken may not be applicable for all the employees in an organization.
- The period of study was too short. So, it was not possible to collect the relevant information within that period.

RESEARCH METHODOLOGY

DESCRIPTIVE RESEARCH

Descriptive studies try to achieve a clean, entire and correct description of a scenario. Descriptive examine is vital while the studies are inquisitive about knowing the function of a sure organization.

DATA COLLECTION

1. Primary data::Primary data was collected through questionnaire.
2. Secondary data: Secondary facts are gathered from the numerous web sites, books and records of the company.

SAMPLE DESIGN

A pattern/ layout is a precise plan for obtaining a sample from a given population. Simple random sampling approach used in selected samples.

SAMPLE SIZE

The sample size of the present study is hundred respondents.

DATA ANALYSIS

Characteristics	Disagree	Strongly disagree	Neutral	Agree	Strongly Agree
Current Job	8%	2%	5%	15%	70%
Remuneration Package	25%	20%	5%	15%	35%
Performance Appraisal System	5%	5%	20%	50%	20%
Culture	5%	5%	15%	60%	15%
Benefits	5%	5%	20%	50%	20%
Relationship With Peers	5%	0%	5%	50%	40%
Environment	20%	15%	10%	30%	10%
Work-Life Balance	8%	2%	5%	15%	70%
Incentives	5%	0%	5%	50%	40%
Relationship Between The Management And The Employees	5%	5%	20%	50%	20%

Employee As A Valuable Asset	5%	2%	8%	15%	70%
Safety	10%	0%	5%	70%	15%
Job Working Hours	5%	5%	10%	15%	65%
Team Work	10%	0%	20%	50%	20%
Career Growth And Opportunity	15%	5%	15%	30%	35%

FINDINGS

- ❖ From the current study, it was found that (70%) majority the employees are satisfied with their current job.
- ❖ From the total remuneration package found that majority of the employees are satisfied with their remuneration package.
- ❖ The Electrosteel castings limited, Srikalahasthi -the employees are satisfied with the performance appraisal system, whereas found that only 5% are disagree and strongly disagree based on survey.
- ❖ From the company culture found that almost all employees are delighted very well.
- ❖ The electrosteel castings limited, srikalahasthi -the benefits offered by the company found that majority of the employees are satisfied.
- ❖ From the electrosteel castings limited, srikalahasthi - environment found that only 60% of the employees are satisfied.
- ❖ The electrosteel castings limited, srikalahasthi - the employees are flexibility to manage their work-life balance.
- ❖ In electrosteel castings limited, srikalahasthi - most of the employees get career growth opportunities.

SUGGESTIONS

- ❖ 70% of the employees are happy with their cutting-edge process and the organization had to make some improvements and sure modifications inside the procedure primarily based on the feedback.
- ❖ Performance appraisal should be taken successfully for all classes of personnel.
- ❖ To give honest remuneration to all tiers of personnel, for this it will increase the satisfaction degrees of personnel.
- ❖ Effective interaction sessions could be laid down between employees from senior managerial level to junior executive level to avoid behavioral crisis among employees, that which provides proper understanding between each other.
- ❖ The company may give more benefits to employees that will give satisfaction to the employees.
- ❖ The management should improve the physical conditions in the organization.

CONCLUSION

Human asset is most valuable asset of organization. Without human asset it is difficult for the organization to sustain in the industry. Employee satisfaction plays a key role in each and every organization. Hence employee has to be satisfied. When employee satisfies then productivity increases and ultimately organization reaches its goals. Job satisfaction refers to a person; feeling of the satisfaction on the job which acts as a motivation to work. It is not the self-satisfaction, happiness or self-contentment but the satisfaction on the job.

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