



'AN EMPLOYEE MOTIVATION AND JOB SATISFACTION.' AT SANSERA ENGINEERING PVT.LTD.

Dr. Rekha N. Patil and Renuka Guttadar



ABSTRACT

The human resource is considered the most valuable asset in any organization. It is the sum of inherent abilities acquired knowledge and skills represented by the talents and aptitudes of the employees who comprise executives, supervisors and rank and file employees. It should be noted here that human resources should be utilized to the maximum extent possible, in order to achieve individuals; And organization goals. It is thus employees performance, which ultimately decides and the achievement of goals.

KEY WORDS : *human resource , employees performance , talents and aptitudes.*

INTRODUCTION

Motivation is the willingness to exert a high level of effort towards organizational goals, conditioned by the effort towards organizational goals, conditioned by the effort and ability to satisfy some individual needs. The term related to the total relationship between the individual and the employee for which he is paid. Satisfaction does not mean the simple state of feeling accompanying the achievement of any goal; The end state is feeling accompanying the achievement by an impulse of its objective. The happier people are within their job, the more satisfied they are said to be. Job satisfaction is not the same as motivation, although it is clearly linked.

NEED FOR THE STUDY:

The review will give great chance to administration to comprehend impact of inspiration related elements on occupation fulfillment and to comprehend impact of inspiration related variables on employment fulfillment and to fortify inspiration related elements which are discovered week in upgrading work fulfillment of the Employees.

The consequence of the present review will likewise be useful for top administration and HR chiefs to set up new offices and strategies which are upgrading their employment fulfillment.

The top administration can upgrade the fulfillment of the workers and there by enhance the execution, effectiveness and efficiency of the representatives and give the quality administration of the clients.

LITERATURE REVIEW:

This chapter is an attempt to develop a framework for the analysis of job satisfaction and motivation of employees of Sansera Engineering Pvt Ltd. In this sense a brief review of the literature on job satisfaction and motivation will be done in order to identify the factors / variables That influence job satisfaction and the motivation of the organization's employees.

According to Evans (1999), job satisfaction is defined as "a state of mind that compasses all those feelings that determine the degree to which the individual perceives his her work related to the needs that

met." Frazier (2005) stated that there are some elements that affect job satisfaction, which are intrinsic and extrinsic motivating factors, the quality of supervision and social relations with the work group. The intrinsic motivation of interest as explained by Herzberg (2010) is based on the extrinsic motivation is based fulfillment. By improving intrinsic motivation, the employer can take care of the interests of employees, including their passion, drive, creativity and energy. Extrinsic motivation, by contrast, can be improved by giving positive reinforcement to employees, such as raising their salaries, giving them compliments, giving them more important tasks and so on.

EMPLOYEE MOTIVATION:

According to ToKreitner (1995), Buford, Bedeian and Linder (1995), Higgins (1994), all cited in Linder (1998, p3), motivation is defined as "psychological process that behavior is purpose and direction, a predisposition to behave intentionally To meet specific unsatisfied needs, unsatisfied needs, and the will to reach, respectively.

FACTORS INFLUENCING JOB MOTIVATION:-

Money,Effective Leadership,Advancement Opportunities ,Stability,Trust and honesty,Meaningfulness freedom

CONCEPT OF JOB SATISFACTION:

The study of job satisfaction is a topic of great interest both for people working in organizations and for people who study them. Spector (1997) Refers to job satisfaction in terms of how people feel about their jobs and the different aspects of their job. Ellickson and Logsdon (2002) support this view by defining job satisfaction as the extent to which the same as the employees of their job.

OBJECTIVES OF THE STUDY:

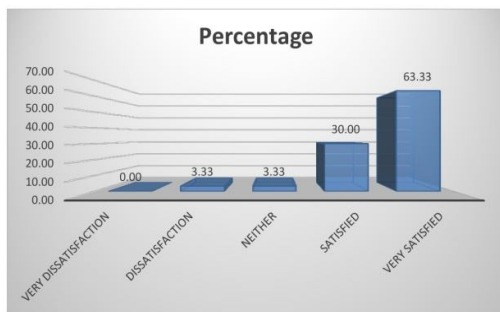
1. To discover level of representative inspiration and employment fulfillment in Sansera.
2. To assess working condition in Sansera.
3. To look at fulfillment in regards to worker pay and different advantages in Sansera.

SCOPE OF THE STUDY

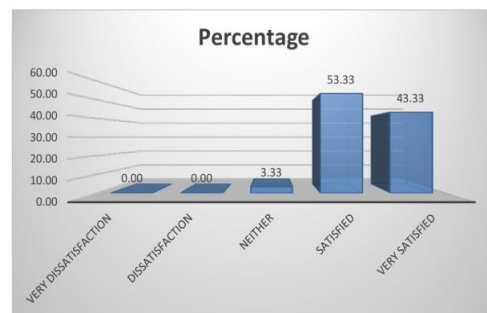
1. It is useful to distinguish the representative level of fulfillment towards inspiration.
- 2.The review is useful to the association for distinguishing the range of disappointment of the worker

DATA ANALYSIS & INTERPRETATION

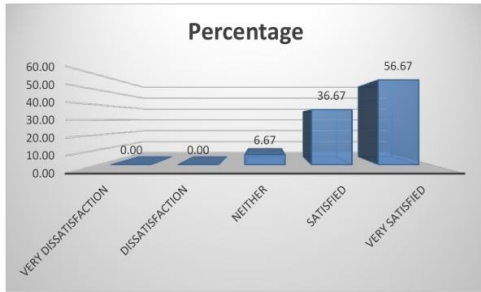
GRAPH NO-23



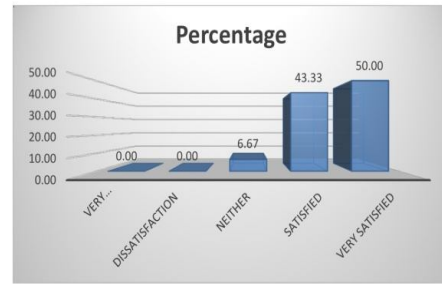
GRAPH NO-24



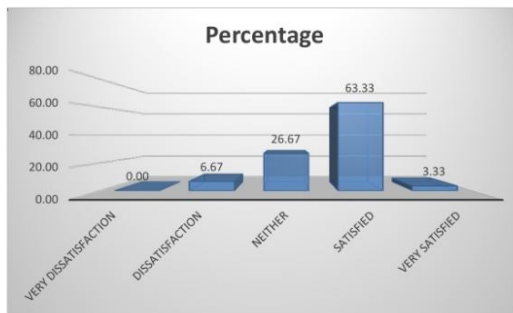
GRAPH NO-25



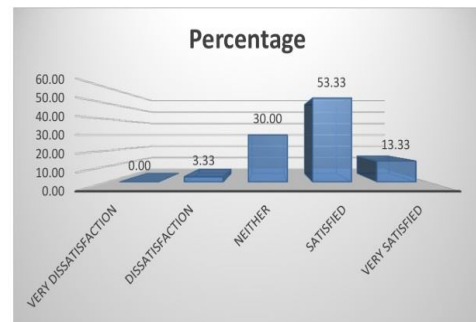
GRAPH NO-26



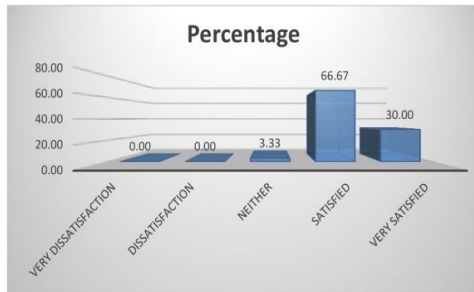
GRAPH NO-27



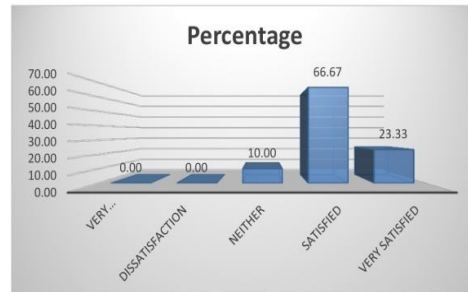
GRAPH NO-28



GRAPH NO-29



GRAPH NO-30



FINDINGS, SUGGESTION, AND CONCLUSION

FINDINGS:

From the study, the researcher came to know that most respondents have job satisfaction; management has taken the best efforts to motivate and maintain a friendly relationship with employees. Because of the prevailing working conditions in the company, the satisfaction of each respondent at work seems to be the best.

From the study, I came to know that most of the employees were satisfied with the work environment provided by Sansera. Management believes motivating employees to work productive at their best. Employees of Sansera get more benefits than other companies.

- ✓ The majority of male employees are working at Sansera the proportion is 83.33%.
- ✓ The majority of employees working at Sansera are qualified with their respective education it means that employees are having ability, skill, and knowledge (ASK).

- ✓ The 46.67% of employees at Sansera are having above 3 to 5 years of worked experiences which Shows Company is maintaining a good relationship with employees
- ✓ Majority of employees working at Sansera have satisfaction with their company policies it shows that company policies are put into practice and are employee friendly.
- ✓ Most of the employees are highly satisfied with the business growth of the company
- ✓ Most of the employees are satisfied, it show that the company have good induction and joining formalities.
- ✓ The employees of sansera are satisfied that their manager provides timely and accurate feedback on employee's performance and motivates them to perform productively.
- ✓ The employees are satisfied with the statement that they take pride for being an employee of sansera.
- ✓ Most of the employees working at Sansera are satisfied that they get opportunities to do different things.
- ✓ Top level management involving employees in taking decisions whenever they are required, that shows management is giving prominence to the employees according to situation.

SUGGESTIONS:

- ✓ Majority of employees working at Sansera highly like there job, this shows that most of the employees contribute their full potential.
- ✓ The company believes in work freedom this helps employees to work productively.
- ✓ Most of the employees working at sansera are ready to work with the organisation this shows that the employees are optimistic about their future success with the company.
- ✓ Most of the employees are satisfied with the statement this shows that the company promotes two way feedback between management and employees this promotes a culture of sharing idea and knowledge.
- ✓ The employees working at sansera are having good relationship from top level to low level of employees.
- ✓ Most of the employees working at sansera are happy with the compensation and benefits policy by the company.
- ✓ They do agree that they are getting fair salary according to the work they do.
- ✓ Most of the employees working at sansera are satisfied with the reward system of the company.
- ✓ Employees of the sansera are satisfied with the reward system this shows that the employees are recognised and rewarded for their good job.
- ✓ Sansera has maintained good employee relation policy so majority of employees are feeling secured with their job.
- ✓ Majority of employees working at sansera are satisfied with their physical working environment, which means that the company provides good atmosphere at work.
- ✓ Employee working at Sansera satisfied with infrastructure and resource facility provided by the company that are required for their job.
- ✓ The employees working at sansera have satisfaction with the food provided by the company's canteen that means the company is cautious about employee's health and safety.
- ✓ Majority of employees working at Sansera are satisfied that means the company provides enough recreation facilities to keep employees energetic and motivated towards their work.
- ✓ The 66.67% of employees feel that there is advancement on their job. This shows that there should be implementation of developed technologies and processes.
- ✓ Employees working at sansera are satisfied with the above statement it means that the company promotes positive work relationship by resolving grievance on time.

CONCLUSION:

The objective of the study at sansera was to identify the effect of motivational factors adopted by the company to satisfy the employees with their job and work efficiently.

An effective organisation puts a great deal of efforts to enhance job satisfaction, it implements various techniques to reward recognise, motivate and satisfy its employees still much can be done.

Sansera is a company run by employees. Analysis concludes that work provides for the possibility for employees to exercise their skills in the workplace. The number of employees has agreed that sometimes there is considerable flexibility in co-ordination with work and they are satisfied with existing interpersonal communication.