

EMPLOYEE JOB SATISFACTION SATYADEEPHTA PHARMACETUICAL LIMITED, HUMNABAD

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Abstract: Job satisfaction is such a complex task for any organization that it can't be overcome but if the organization doesn't has a specific modus operand then this simple task can have for reaching adverse effects on the functioning of CVCR department of tile organization. Every organization has a model to adjust, replace and bridge rare job satisfaction but the guidelines which the organization draws and the way it implements has a conclusive impact particularly in front office customer facing and oilier public centered and oriented services, job satisfaction can result in a great mess and sometimes a might more. 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 job satisfaction hence this topic is analyzing that after job satisfaction whether employees were increasing their skill or whether they increasing working efficiency to know this topic is chosen.

Keywords: Employee, Job Satisfaction, Performance, facilities, benefits

1. INTRODUCTION

Job Satisfaction Concept:

The word job satisfaction has been gotten from thought process which implies any thought, need or feeling that prompts a man in to activity. Whatever might be the conduct of man, there is some improvement behind it. Stimulus is needy upon the thought process of the individual

concerned. Thought process can be known by examining his needs and wants.

Job satisfaction is a term that most bosses have perused or if nothing else caught wind of. In any case, with regards to really inspiring representatives, numerous businesses don't know about or acquainted with the distinctive methods and

methodologies they can use to persuade their workers.

Tireless exertion dependably escorts the associations towards progress and it is just conceivable when representatives are submitted with the association. To be a dedicated worker, a positive workplace, valuation for work regarding motivating forces, hierarchical duty and occupation association are the pith of fruitful associations and key factors that upgrade job satisfaction dimension of the representatives. Various examinations have been led to investigate the job satisfaction of workers. From most recent couple of decades, job satisfaction has been prominent factor of the researchers. Consistently a few organizations include their workers in periodical trainings and occupation job satisfaction exercises since they have understood that hierarchical development and viability rely upon the development of the people, and such organizations bear a huge number of rupees per annum on their HR to cultivate the association and to get upper hands over others.

COMPANY PROFILE

Satyadeep tha pharmaceutical Limited. Humnabad A well-established Bulk Drug manufacturing industrial area.

Satyadeeptha Pharmacetuical 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.

The major buyers of our products are:

1. American Pacific Corporation, USA.
2. Fine chemicals Inc. Canada.
3. Indent Safety System, Czech Republic.
4. Toyama chemicals, Japan.
5. Mylan Laboratories Limited.
6. Divi's Laboratories Limited.
7. Hetero Labs Limited.
8. Glenmark Generics Limited.
9. Island Veer Chemie Private Limited.
10. Sun Pharma Industries Ltd.
11. Jubilant Generics Limited.
12. Azide and Allied Chemicals

PRODUCT/SERVICE PROFILE:

1. Methoxy allyl benzaldehyde
2. Tetrahydropyran
3. Iodo Indazole
4. Tosylate

AREA OF OPERATION

Satya Deepth Pharmaceuticals Ltd, has wide business network. The following are the few Customers to whom Satya Deepth Pharmaceuticals Ltd is selling their products.

Regional

- Jubilant Organosys Ltd. – Nanjanagudu, Mysore, India.

National

- Mylan Laboratories Limited.
- Divi's Laboratories Limited.
- Hetero Labs Limited.
- Ipca Laboratories Ltd.
- Glenmark Generics Limited.
- Island Veer Chemie Private Limited.
- Sun Pharma Industries Ltd.

Global:

- American Pacific Corporation, USA.
- Fine chemicals Inc. Canada.
- Indent Safety System, Czech Republic.
- Toyama chemicals, Japan.
- Export under quantity based advanced license / different customs export promotion schemes.

ACHIEVEMENTS & AWARDS

- The Company is Awarded ISO 9001:2008 Certificate by TUV for

QUALITY MANAGEMENT SYSTEM

- The Company is Awarded ISO 14001:2004 Certificate by TUV ENVIRONMENTAL MANAGEMENT SYSTEM

2. LITERATURE REVIEW

1. As indicated by Young (2001) proposes inspirations can characterize assortments of course, party upon inquires. Asked somebody's city, "It is that enterprises us" or "it's what stimuli us to do the thing we does."

2. Lockley (2012) present prepares & an improvement program that adequately adds to individuals & specialist growth public a new successful member of staff idea scheme.

3. Wylie (2004), which individual forms direction basically must to contain ability keep awake level of the own inspirations atypical state to participate powerful stimulation to subordinate.

4. Since indicated by Thomas (2009) the principle check idea in working environmental distinguishing spurs each person representative consider his or her being contrast. At the end of the day, singular contrasts indicated Thomas (2009) real deterrent pro supervision participating in representative inspiration winning method.

5. Agreeing Llopis (2012) attract thought about intensifying import effort-life adjust present date legislature and stresses harmful effect. In Particular, Llopis (2012) reason if representatives finish adequate plane exertion-life alter into individuals echelon, direction risk on the level of worthless.

6. As indicated by Green berget al (2003) characterizes satisfaction arrangement dealings to excite, synchronized and human ways toward accomplish various objectives.

7. Bassetts Jone and Loyd (2006) present those 2 perspectives of social instinct caused initial study to representative inspiration. Then principal see centers around Taylors, which saw individuals as fundamentally "apathetic and work – modest" and in this manner held that these arrangements of representatives must be persuaded by outside incitement.

RESEARCH DESIGN

NEED FOR THE STUDY:

To find the workers work fulfillment level in Satya Deeptha Pharmaceuticals Ltd. workers recognition towards association.

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.
- To suggest recommendations for development & point of view of organization.

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.
- As we recognize examine and fulfill their desires, a great a solid domain can be make, can be faithful and committed work power to build up the association.

THE RESEARCH METHODOLOGY STRUCTURE:

1. Research outline : Descriptive
2. Information source : Analysis and interpretation
3. Research seek : field strategy
4. Instruments : Questionnaires

5. Survey area : Humnabad
6. Sample size : 50 Employees

Research design:

An examination configuration is totally with effectively outside effort for all exploration to aid accumulation inspection to in order. In survey scientist have embrace distinctive examine plans.

Descriptive research design:

It incorporate overview and certainty discover enquiry of variety type basically descript somewhat, example, socioeconomics representative.

Data Collection:

Achievement of several projects perfect Data is Very major & necessary. The Information composed during method must be correct and applicable.

Method of data collections:

- Analysis
- Interpretation

Primary data:

Information Gathered by Analyst Essential Information. It is gathering in Man for his own exacting use gets from discovery. It is Consider as direct Data. Their Information's which gathered by us to meet own Particular Reason. The information gathers by the method for survey overflowing in by the

representatives on deferent post of SATYADEEPTHA PHARMACETUICAL LIMITED.

Secondary data:

Secondary Data are by now presented submit to collect & analyze some also Collected Data from the books, office, journals, branch reports and company policy.

The Research Approach:

Survey Method

The Research instruments:

Questionnaires

The respondent:

Specimen is chosen for the study 50 employees.

Sampling Method:

The Sample Size Is select for the revise is 50 Employees. The Techniques so Sample parts this Study are Convenience Sampling.

HYPOTHESIS:

Null hypothesis:

There is no relationship exist between sitting arrangement and satisfaction of SATYADEEPTHA PHARMACETUICAL LIMITED.

Alternative hypothesis:

There is relationship exist between sitting arrangement and satisfaction of

SATYADEEPTHA

PHARMACETUICAL LIMITED.

Formula of Chi square test

$$\text{Chi square } X^2 = \sum \frac{(O-E)^2}{E}$$

Where X^2 is the value of chi square

\sum : 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:

$$X^2 = \sum \frac{(O-E)^2}{E}$$

=0.02

Degree Of Freedom=(R-1) (C-1)

Level of signification of = 5%

Calculation of value is 0.02 and chi square value is 3.841

Table value is higher than the calculated value. So null hypothesis there is no relationship accepted and alternative hypothesis is rejected.

F INDINGS:

- 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.

3. SUGGESTIONS:

- The company should make employees satisfied in goods carrier facility.
- The company should pay overtime allowances to satisfy employees.
- The organization need to create highly satisfactory with physical working condition.
- Organization has to increase employee pay package to satisfy them.
- Company has to provide provident fund to make higher satisfactory to employees.

4. 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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