ANTAL INTERNATIONAL

E x e c u t i v e   R e c r u i t m e n t

'A Global Recruitment Solution Applied Locally'

Date: 30.03.2018

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Rajshekar S has successfully completed his Project in Human ResourceDepartment in our organization. Duration of his Project with us was for 10 weeks (i.e. from 15th January to 25th March). He was based out of Bangalore Office during his Internship tenure.

He completed project on "EmployeeEngagement" and his Performance was very good during Project with us.

We wish him all the best for future endeavor.

(Authorized Signatory)

Naveen Kumar

Regional HR Partner

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ACHARYA INSTITUTE
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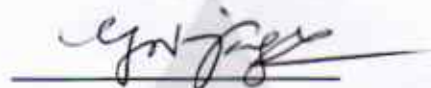
Date: 18/05/2018

CERTIFICATE

This is to certify that **Mr. Rajshekar S** bearing USN **1AY16MBA56** is a bonafide student of Master of Business Administration course of the Institute 2016-18 batch, affiliated to Visvesvaraya Technological University, Belagavi. Project report on **"A Study on Job Satisfaction of Employee"** at **ANTAL International , Bangalore** is prepared by him under the guidance of **Prof. Arundathi K L,** in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belagavi, Karnataka.

Signature of Internal Guide

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Signature of Principal

PRINCIPAL
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ACHARYA INSTITUTE OF TECHNOLOY

DEPARTMENT OF MBA

PROJECT WEEKLY REPORT (16MBAIN307)

Name of the Student: RAJSHEKAR S

Internal Guide: Prof. ARUNDATHI K L

USN No: 1AY16MBA56

Specialization: Marketing & HR

Title of the Project: A Study on Employee job satisfaction

Company Name: Antal International, Bangalore

Weak	Work Undertaken	External Guide Signature	Internal Guide Signature
15-1-2018 to 20-1-20018	Introduction about Antal International and its operation		
22-1-2018 to 27-1-20018	Learning about the different service		
29-1-2018 to 3-2-20018	Orientation and gathering information about the growth of the company		
5-2-2018 to 10-2-2018	Analysis of the employee job satisfaction in the company		
12-2-2018 to 17-2-2018	Research problem identification		
19-2-2018 to 24-2-2018	Preparation of the research instrument for data collection		
26-2-2018 to 3-3-2018	Theoretical background of the study		
5-3-2018 to 10-3-2018	Data collection and analysis		
12-3-2018 to 17-3-2018	Interpretation of the data gathered during the survey		
19-3-2018 to 24-3-2018	Final report preparation and submission		

Head of the Department
Department of MBA
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DECLARATION

I RAJSHEKAR S, a student of MBA in AIT do hereby declare that this project work report Titled "A ATUDY ON EMPLOYEES JOB SATISFACTION WITH SPECIAL REFERENCE TO ANTAL INTERNATIONAL" has been submitted by me in partial fulfilment of the requirement for the award of the degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum, Karnataka during the academic year 2016-2018.

I have undergone a summer project for a period of 10 weeks, I further declare that this project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other university/institution.

Place: Bangalore
Date: 30|05|2018

RAJSHEKAR S
USN: IAY16MBA56

CHAPTER 1

1.0 Initiation to Project

Project is an vital component of the academic schedule of VTU MBA. It is an drive to link the crack among wisdom and its function over a streak of mediation that wil1 enable student of VTU MBA curriculum to make benefit of wisdom also expose to the industry .The 12 week internship done to locate while fourth semester of MBA curriculum has it provide the binary aspiration of verifying analytical field insights to students and also serving corporation with good quality graduates who are in need to grow in the society.

COMPANY PROFILE OF ANTAL INTERNATIONAL

1.1 Background

Established in the mid 1990's to benefit a hole in the market and the pattern of globalization Antal's International Network has helped various customers in more than 75 nations. The new thousand years has seen Antal's administrations turned into the arrangement sought after by customers from SME level to Fortune 500 enterprises who look for a learned and expert business collaborate with scale and worldwide reach. Antal International, a Recruitment consultancy, was found in the mid 1990's, gives changeless, transitory, interval and contract enrollment arrangements in nation with the advantage of a universal system. It works towards serving a hole in the market and the pattern of globalization Antal's International Network has helped various customers in more than 75 nations. (www.antal.com)

The thousand years has seen Antal's administrations turned into the arrangement sought after by customers from SME level to Fortune 500 enterprises who look for a proficient and expert business collaborate with scale and worldwide reach. Anta1 International has inside an amazing scope of part experienced industry pioneers and customary enrollment specialists. The experts can convey a total scope of staffing, enro1lment and inquiry and hunt and choice arrangements covering conventional employing through to multi-opportunity and enlistment process outsourcing answers for volume   procuring   and venture related arrangements. Over the years the company have continuously improved and refined their internal processes,

training and methodologies to reflect and suit the client needs and market changes. (www.antal.com)

This regard for customer assumption and expectation of interest prompted make a learning system with experienced area officials who together with first Antal's class counseling power offer more to the customer expert relationship. By sharing the data, information and experience for the advantage of customers and competitors Antal can work all the more intently crosswise over divisions, disciplines and geographic limits. (www.antal.com)

1.2 Vission and Quality Policy

We apply the Antal 4 way sourcing philosophy and 30 stage enlistment procedures to guarantee the most noteworthy nature of staff, offering our customers just the best. The inside and out learning of the business enables us to screen the applicants enthusiastically. As Antal group works in close organization with customers to have an understanding into the way of life and workplaces, this likewise helps the enlistment procedure as the group can locate an ideal match between the customer necessities and the most suited applicant. Antal International, Bangalore, offers a multidisciplinary executive recruitment consultancy service for mid to senior level positions, across various industry sectors & disciplines specializing in Engineering & Manufacturing (Aerospace, Aviation, Automotive, Heavy Engineering,) EPC, Legal, HR, FMCG, etc. with an enviable clientele list.The team of professional consultants is all hand-picked individuals, who are well trained, experienced and networked in their particular areas of specialization. Consultants are specialized in ensuring that the clients have the right candidate within the specified time scale. The worldwide system of assets, joined with attempted and tried philosophy; give thorough arrangements that go past customary enlistment strategies. We are exceptionally situated and prepared to convey a Global arrangement connected locally. (www.antal.com)

1.3 Area of operation

Antal International has confidence in utilizing whichever arrangements are the most fitting to every task guaranteeing the best and practical arrangement in any given industry area/geology and task. Antal applies the novel "Four-Way Methodology", incorporating look, determination, portfolio organizing and the web adequately scours the entire market for ability and structures favored technique and altogether scans a business opportunity for dynamic, semi-aloof and latent ability guaranteeing you achieve the most ideal ability, not only the accessible ability. (www.antal.com)

Executive Search

A direct "scout" approach into a pre-chosen and looked into target showcase. Primarily valuable where ability is probably going to work in coordinate contenders and be secure, very much remunerated and performing - a definitive aloof applicant. It empowers you to receive "contract to hurt" methodologies and corporate system of the clients. The database of data is utilized to help recognize organizations that may utilize a reasonable hopeful. Advance a progressed in-house talk with process is done to guarantee that the best opportunity to successful1y employ the competitor and final1y negotiation is made with the candidate. Great administration is fundamental to the wellbeing and welfare of all organizations; magnificent administration is the way to achievement in the present exceedingly aggressive business condition. Utilizing this philosophy is at last more catalyst, proficient and powerful. This gives strict classification, a broad system of contacts, objectivity in hopeful assessment, and arrangement experience and skill. (www.antal.com)

1.4 Selection Advertising

This is frequently utilized as a part of conjunction with an inquiry battle to achieve a huge market of ability/differing statistic and dissimilar geographic.
• Inva1uable when hopefuls are found remote1y, a divergent populace, or are field based.

• Advertised determination additionally enables us to enable you to accomplish genuine decent variety and equity in the choice procedure.

• It is a great promoting exercise for your item/benefit and can be utilized to produce benchmarks for inner ability applications

• Advertising has an unmistakable favorable position in critical ability pipe age pulling in both dynamic and aloof hopefuls alike.

• notwithstanding pulling in ability, we arrange the reaction, taking normal respondents and systems administration them for referrals to better-fit capacity.

Adverts can be either double marked nor unknown, using our image for privacy.

• Advertising generously quickens the timescale of a task.

• Professionally composed, put, separated and arranged, Selection Advertising gives a base of applicants exceptionally energetic for the part and boss brand. (www.antal.com)

Database/Portfolio Networking/Cross Border Searches

We manage an overall Talent Pool of open Rising Stars. These individuals are significantly vigorous to move. We share information inside ensuring that each essential pro can help on a chase. Over 20% of our assignments filled by methods for sharing information between working environments or authorities, not something by and large sharpened to this level of accomplishment elsewhere in our industry.

By pooling our assets in every territory we can start consistent cross fringe seeks over an area to secure the best ability for a part.

On the web

Electronic employment sheets - in Europe there are more than 2500 occupation sheets and vocation entryways seeking hopeful consideration - that is notwithstanding your own particular profession site. (www.antal.com)

1.5 Product/Service Profile

Not all administrators leave their points of interest on the web, anyway numerous utilization it as a shop window. It is discovered that in specific markets the utilization of the web has demonstrated extremely viable, when utilized effectively. The key is, knowing where to promote for a specific part/segment or range of abilities. Similarly as with print publicizing, Antal organize reactions for wealthier ability and handle the volumes it can deliver sparing you time, cash and manager mark uprightness.

Antal International's understanding of this device on an overall premise has prompted unrivaled organizations and buying power with a portion of the main profession locales, for example, Monster's database in 10 nations in addition to Executives on the web, Job serve, Total jobs, Global workplace, Job Pilot, Euro jobs, Step stone, Career world, e-financial careers and more local, specific sites. (www.antal.com)

1.6 SWOT Analysis

<u>Strengths:</u>	<u>WEAKNESSES:</u>
• To exclusively concentrate on Executive Search • Brand Name. • Global Reach • Exclusive access to clients • Favorable access to distribution networks.	• Focus only on Executive Search • High level of stress. • Unable to meet with the demand on time. • Not concentrating in the emerging sector.

Opportunities	Threats
- To capture the unfulfilled market Share - Use of social media - Meet demand on time	- Emerging new competitors in this segment - Unable to meet the deadlines - Emerging global competitors

1.7 Future and Growth Aspects

1.7.1 Specialization in Recruitment

Engineering

- Aerospace
- Space
- Heavy Engineering
- Light Engineering
- Automotive
- Industrial Engineering
- Industrial Automation

General Management

- Product Unit.
- Business Unit
- Line of Business Country
- Regional

Board/NED

Store network

- Purchasing

- Contracts Management

- Distribution

- Logistics

- Transportation

- Legal

- Para-Legal

- Attorney

- In-House Counsel

- Property Lawyer

Manufacturing
- Automotive
- Electronics
- Precision Engineering

1.7.3 ANTAL's VALUES

Antal International's gatherings of Consultants and Managers encounter our corporate characteristics, they fuse;

• Responsibility - we give a repeat assignment guarantee on held journeys;.

• Information - we pool learning, information and overall resources for your preference.

• A "can-do" demeanor - 100% customer centered.

• We don't over present, we set out to pass on

• Partnering Ethos - we esteem the long haul relationship and are values driven.

• People Matter - When two companies collaborate, the general population get things going.

• We never lose find that staffing is on an exceptionally essential level a people business, putting people who will associate with your present staff, clients and buyers and who will perform inside your lifestyle.

• Continuous improvements in quality and viability of process .

Honesty, with our staff, accomplices, clients and applicantsClient Zone - The Antal Difference we trust that the focuses recorded beneath offer customers and competitors a genuine contrast contrasted with numerous other enrollment firms.

1. EMEA, CEE and China: Unrivaled in-nation and Geographic scope
2. We share data, information and experience for the advantage of customers and competitors

3. Network Portfolio Management (MPM) joining range of abilities and part information

Chapter 2

Theoretical background of the study

Job Satisfaction

2.1 Introduction

One of the best preludes to the examination of work satisfaction was the Hawthorne thinks about. These examinations (1924-1933), essentially credited to Elton Mayo of the Harvard Business School, hoped to find the effects of various conditions (most strikingly light) on workers' proficiency. These examinations finally exhibited that novel changes in work conditions by chance augmentation gainfulness (called the Hawthorne Effect). It was later found that this development happened, not from the new conditions, yet rather from the learning of being viewed. This finding gave strong affirmation that people work for purposes other than pay, which arranged for researchers to investigate distinctive factors in work satisfaction.(Kothari,2006)

2.2 Meaning of job satisfaction

Occupation fulfillment alludes of people fee1ing of fulfillment at work, which goes about as an inspiration to work it isn't simply the fulfil1ment, joy or self-happiness however the fulfillment at work.

2.3 Definition of job satisfaction

According to P.Subbarao work fulfillment is a "pleasurable enthusiastic state coming about because of the examination of ones employment as accomplishing or encouraging the accomp1ishment of ones occupation esteems".

As per R.Hoppoct work satisfaction is "the blend of mental, physiological and biologica1 conditions that reason a man to genuinely say " I am content with my job".Job satisfaction can be a basic marker of how agents feel about their vocations and a pointer of work rehearses, for

instance, Organizational citizenship, truancy, and turnover. Further, work satisfaction can not entirely mediate the relationship of character factors and worsen work hones. As to work execution, specialist character may be more basic than work satisfaction. The association between work satisfaction and execution is accepted to be a false relationship; rather, both satisfaction and execution are the de1ayed consequence of character (Kothari, 2006).

2.4 Concept of job satisfaction

Occupation fulfillment is the end feeling of a man in the wake of playing out an assignment. To the degree that a man's activity satisfies his predominant needs and is predictable with his desires and qualities, the activity will fulfill. The inclination would be sure or negative contingent on whether require is fulfilled or not. Occupation fulfillment is unique in relation to inspiration and resolve. Inspiration alludes to the ability to work. Employment fulfillment might be viewed as a measurement of spirit and assurance could likewise be a wellspring of fulfillment. Dispositions are prides – positions that influence the person to carry on especially. Employment fulfillment, despite what might be expected, is the end feeling, which may impact sub-sequent conduct. In this manner, work fulfillment is a worker's general disposition towards his activity (Kothari, 2006).

2.5 Factors of job satisfaction

The e1ements on which job fu1lfillment depends are:
- Personal Factors: They join workers sex, preparing, age, matrimonial status and these individual characteristics, family establishment, socio and money related establishment et cetera.

- Factors inalienable in the activity: These segments have starting late been considered and seen to be fundamental in the assurance of agents this components join the work itself, conditions, effect of inside and outside condition at work which are uncontrolled by the organization and so on.

- Factors controlled by the administration: they incorporate the country of supervision work securities, sort of work gathering, wage rate, special openings, exchange approach, length or work and awareness of other's expectations.Every one of these variables significantly impact the laborers nearness in the association rouses the specialists and gives a feeling of employment fulfillment (Kothari,2006).

2.6 The nature and scope of job satisfaction

Most workers hunger for scholarly difficulties on employments. They have a tendency to favor being offered chances to utilize their aptitudes and capacities and being offered an assortment of assignments, opportunity, and criticism on how good they are getting along.

2.6.1 Promotion

Advancement openings influence work fulfillment extensively. The wants for advancement are generally strong among laborers as it incorporates into change in work, content, pay, commitment, opportunity, status et cetera. An ordinary worker in a common government association can want to get a few advancements in his whole administration, regardless of the way that chances of headway are better in the private territory. It is nothing sudden that the specialist takes progression as a complete achievement in his calling and when it is recognized, he feels to an incredible degree satisfied. (Kothari,2006).

2.6.2Supervision

There is a positive connection between the nature of supervision and occupation fulfillment. Administrators who build up a strong individual association with subordinates and take an individual enthusiasm for them add to their worker fulfillment.

2.6.3 Work gathering

The work total fills in as a wellspring of satisfaction to so1itary agents. It does all things considered, generally by giving get-together individuals, with open entryways for correspondence with each other, it is outstanding that, for a few, delegates work fills the necessity for social joint effort.

The work total is a perpetually grounded wellspring of Satisfaction when people have similar perspectives and characteristics. Having people around with practical1y identical miens makes less pounding on a day introduce. Partners with near perspectives and characteristics can in like manner give some attestation of a man's self-thought
(Kothari, 2006).

2.6.4 Working condition

Working conditions that are immaculate with a delegate's physical comfort and that support finishing an awesome activity add to work satisfaction. Temperature, soddenness, ventilation, lighting and hullabaloo, hours of work, neatness of work put, and adequate contraptions and equipment are the features which impacted work satisfaction. The supposition that working conditions and satisfaction is interrelated renounces the two-factor speculation of motivation. As demonstrated by this theory, working conditions are a bit of upkeep factors which, when given, help clear dissatisfaction. Additionally, the converse of dissatisfaction isn't frustration yet not satisfaction (Kothari,2006).

2.7 The Significance of occupation fulfillment

The most imperative affirmation, which demonstrates that the conditions of a various leveled got declined, is the low rate of occupation satisfaction. The movement satisfaction is the condition of setting up a sound legitimate condition in an affiliation. People need to look after statute, high positions and specialist by giving their capacities, for example, learning, capacity, instruction, wellbeing and so on to their employments for which they invest a large portion of their energy. The people who can't live up to their desires as to their employments end up disappointed. Along these lines, this disappointment influences the association for which he/she works. Occupation satisfaction of the custodians, who have an essential place in the information society, will impact the idea of the organization they render. In such manner, the theme of how the material and, great parts impact the movement satisfaction of the caretakers gets noteworthiness
. (Kothari, 2006)

2.8 Determinants of job satisfaction

The elements influencing job satisfaction may be c1assified into two categories:
1. Environment e1ements
2. Personal e1ements

Environmenta1 e1ements: These factors link to the job environment

Environment among them few are as follows:

- ➢ Job content: Hertzberg suggested that job content in terms of achievement, recognition, headway, obligation and the work itself have a tendency to give fulfillment yet nonappearance does not cause disappointment. Where the activity is less dreary and there is variety in work content, work fulfillment has a tendency to be higher.

- ➢ Occupational level: The higher the level of the activity in association chain of importance the more prominent the fulfillment of the person. These is on the grounds that situations at larger amounts are by and large better paid, all the more difficult and give more noteworthy flexibility of activity. Such jobs carry greater prestige self-control and need satisfaction.

- ➢ Work gathering: man is social creature and wish to be related with others communications in the work assemble help to fulfill social and mental needs and in this manner, secluded specialists have a tendency to be disappointed. Occupation fulfillment is by and large more when an individual is acknowledged by his associates and he has a more requirement for alliance.

- ➢ Supervision: thoughtful supervision tends to upgrade work satisfaction of pros. A circumspect chief appreciates his subordinates and enables them to take an interest in the basic leadership process. In any case, dictator individuals might be more fulfilled under the supervision of high status and firmly mandate pioneers. Worker fulfillment from supervisory conduct relies on the impact, which the director works out, all alone predominant. (Kothari, 2006).

Personal Factors:

- ➢ Age: ome examination considers uncover a positive relationship amongst's age and employment fulfillment. Laborers in the propelled age amass have a tendency to be more fulfilled most likely on the grounds that they have balanced with their activity conditions. Be that as it may, there is a sharp decay after a point maybe in light of the fact that an individual yearns for better and more lofty occupations in the later years he could ever imagine.

- Sex: One investigation uncovered that ladies are less fulfilled than man because of less openings for work for females. Be that as it may, female laborers might be more fulfilled because of their lower word related yearnings.

- Education Level: Generally more instructed representatives have a tendency to be less happy with their employments most likely because of their higher activity desires be that as it may; inquire about does not yield convincing connection between these two factors.

- Marital Status: The general impression is that hitched workers and representatives having more wards have a tendency to be more disappointed because of their more noteworthy duties. Be that as it may, such representatives might be more fulfilled on the grounds that they esteem their employments more than unmarried laborers.

- Experience: Job fulfillment tends to increment with expanding a very long time of understanding. In any case, it might diminish following twenty years of experience especially among individuals who have not understood their activity desires. (Kothari,2006)

2.9 Models of occupation fulfillment

- Need satisfaction hypothesis
  As per this hypothesis a man is fulfilled when he lands from his position what he needs the more he needs something or the more imperative it is to him the more fulfilled he is the point at which he got it. As it were, work fulfillment will differ straightforwardly with the degree to the requirements of a person which can be fulfilled are really fulfilled. In this manner work fulfilled is emphatically identified with degree to which one's needs are satisfied (Kothari,2006).

- Value hypothesis
  Under this hypothesis it is trusted that a man's activity fulfillment relies on his apparent value as dictated by his info yield adjust in examination with the information yield adjust

of others. Each individual contrasts his prizes and those of a reference gathering. In the event that he feels his prizes are evenhanded in correlation with others doing comparable work, he feels fulfilled. Employment fulfillment is in this manner an element of how much occupation attributes meet the wants of the reference gathering. (Kothari, 2006).

➢ Error hypothesis

As per this hypothesis work fulfillment relies on what a man really gets from his activity and what he hopes to get. At the point when the prizes really got are not as much as expected prizes it causes disappointment. In the expressions of Locke," work fulfillment and disappointment are elements of saw connection between what one needs from one's activity and what one sees it is really gotten and what he believes he ought to get.

➢ Value error hypothesis

This is a mix of value and error speculations. Lawler has received the distinction approach of disparity hypothesis instead of the proportion approach of value hypothesis. From value hypothesis the idea of correlation has been chosen to fill in as a mediating variable (Kothari, 2006)

➢ Dispositional Theory

Another remarkable action satisfaction speculation is the Dispositional Theory It is an especially expansive theory that recommends that people have characteristic airs that reason them to have affinities toward a particular level of satisfaction, paying little personality to one's action. This approach transformed into a surprising elucidation of business satisfaction in light of confirmation that movement satisfaction tends to be enduring after some time and across finished callings and occupations. Research furthermore exhibits that undefined twins have similar levels of business satisfaction (Kothari,2006).

➢ Two-Factor Theory (Motivator-Hygiene Theory)

Frederick Hertzberg's two factor hypothesis (otherwise called helper cleanliness hypothesis) identify fulfillment and inspiration in the working environment this hypothesis expresses that fulfillment and disappointment are driven by various components – inspiration and cleanliness factors, separately. Propelling components are those parts of the activity that influence individuals to need to perform, and furnish individuals with fulfillment, illustration accomplishment in work, acknowledgment, advancement openings (Kothari, 2006).

2.10 Literature review

This study offers a new theoretical perspective on the unique nature and function of job satisfaction *change*, or systematic improvement or decline in job fulfillment over time. Utilizing four various examples, we demonstrate that distinctions in the degree to which work fulfillment deliberately enhances or decreases represent change in representatives' "turnover aims" left unexplained by supreme (normal) levels of occupation fulfillment. Further, we demonstrate that future-situated work desires in part intercede this relationship, and hierarchical residency directs the connection between work fulfillment change and future-arranged work desires. These discoveries give new bits of knowledge into the dynamic procedures prompting turnover decisions.(chen et al,2011)

The present research analyzes the inside individual structure of occupation execution, with an accentuation on the connection between hierarchical citizenship conduct (OCB) and counterproductive work conduct (CWB). We illustrate, by means of two experience-testing thinks about, that OCB and CWB are influence driven wonders that show extensive inside individual variety. Besides, as anticipated, the inside individual full of feeling powers on OCB were autonomous of those on CWB—and the two wonders were themselves free. At the point when coordinated at an association (instead of a chief or colleagues), both were, be that as it may, (Dalal et al, 2012)

We build up an integrative hypothesis with respect to the impacts of mean levels and scattering of fulfillment foreseeing non-appearance. Differential intuitive expectations are determined for two fulfillment foci and tried in two unmistakable examples. Among understudy groups, non-attendance from group gatherings was most noteworthy when group (inside centered) fulfillment mean and scattering were both lower, however low when course (remotely engaged) fulfillment mean and scattering were both lower. In addition, given lower scattering, the mean group fulfillment truancy relationship seemed more grounded, while a similar relationship including course fulfillment seemed weaker than meta-dissected individual-level connections. We imitated these outcomes among assembling groups utilizing group and occupation fulfillment (Dineen et al, 2011).

An ordeal examining study exploring the dynamic procedure through which individual characteristics and full of feeling and attitudinal states experienced at work impact intra singular examples of authoritative citizenship conduct after some time for the most part upheld speculations. In the first place, at the intra singular level, encounter inspected positive effect and employment fulfillment anticipated experience examined reports of authoritative citizenship practices after some time. Second, cross-level collaboration amongst suitability and positive influence anticipated authoritative citizenship conduct. Contrasted with less pleasing workers, pleasing representatives announced both drawing in more regularly in hierarchical citizenship conduct and more steady examples of such conduct; their commitment in these practices was less subject to their fleeting positive effect (Ilies, et al, 2010).

Drawing on the similarity standard in state of mind hypothesis, we suggest that general employment demeanor (work fulfillment and hierarchical responsibility) gives progressively capable expectation of more integrative conduct criteria (central execution, relevant execution, delay, nonappearance, and turnover consolidated). The guideline was managed by a blend of meta-examination and basic conditions indicating better attack of brought together versus expanded models of meta-systematic connections between's those criteria. General occupation mentality emphatically anticipated a higher-arrange social develop, characterized as alluring commitments made to one's work part ($r = .59$). Time-slacked information additionally bolstered this brought together, state of mind commitment show (Harrison, 2013).

Another develop, entitled "employment embeddedness," is presented. It incorporates people's (1) connections to other individuals, groups, and gatherings, (2) impression of their fit with employment, association, and group, and (3) what they say they would need to forfeit in the event that they exited their occupations. We built up a measure of occupation embeddedness with two examples. The outcomes demonstrate that activity embeddedness predicts the key results of both purpose to leave and 'deliberate turnover' and clarifies huge incremental difference far beyond work fulfillment, hierarchical duty, work choices, and quest for new employment (Mitchell, 2009).

Actuation hypothesis recommends that moderate instead of low or large amounts of quantitative occupation requests advantage work execution and employment fulfillment among directors. Utilizing a value hypothesis system, I theorize that view of exertion compensate decency direct these transformed U-molded request reaction connections, In help of this speculation, study comes about exhibit that administrators who see exertion remunerate reasonableness perform better and feel more fulfilled because of middle of the road levels of occupation requests than directors who see "underreward injustice" (Janssen, 2012).

This investigation summed up a main depiction of how work disappointment advances into turnover (Griffeth1991) and all the more thoroughly tried this model utilizing basic conditions displaying and survival examination, We additionally coordinated occupation evasion, bury part strife, and business conditions into this system. Utilizing a national review of retail location faculty, we found that entomb part strife and employment. (Hom,2013)

Occupation satisfaction addresses a champion among the most comp1ex areas going up against the present boss concerning managing their laborers. Various examinations have demonstrated a regularly broad impact at work satisfaction on the motivation of experts, while the leve1 of motivation influences productivity, and else also on execution of business affiliations. Unfortunately, in our region, work satisfaction has not even now got the right thought from neither scientists nor head of various business affiliations. (Brikend Aziri 3(4) 2011)

Schnake (1991) communicated that a satisfied expert ordinarily meets or outperforms the fulfillment of their formal business necessities There are various implications of occupation satisfaction.

Occupation satisfaction is by and large portrayed as how much delegates like their function. (Agho, Mueller and Pric

Conclusion

Job satisfaction is the outcome of employees being satisfied resource in the organization. If the organization gives what employees want they will give the organization what it wants from them and they will be satisfied? There are various factors which cause satisfaction of employees.

Chapter 3

Research Design

3.1 Statement of The Problem

Business satisfaction insinuates of individuals feeling of satisfaction at work, which goes about as a motivation to work it isn't just the satisfaction, joy or self-bliss yet the satisfaction at work. It is "the mix of mental, physiological and environmental conditions that reason a man to genuinely say "I am happy with my action" (Rao, 1994).

3.2 Need for the study

- To ponder the Activity fulfillment of Representatives

- Antal International wants to ponder the Activity fulfillment of Representatives

- The different components which causes fulfillment and disappointment of the representatives

- To study the organization on the whole

3.3 Objectives

- To test the existing employees' satisfaction towards their work in general

- To examine the representatives' activity fulfillment as for the idea of work

- To ponder the representatives concerning acknowledgment/advancement

- To examine the workers with deference to teamwork

- To examine the employees with difference to working condition.

3.4 Scope of the Study

The investigation is kept to the Antal offices in India with 200 employees

- To know the job fulfillment of Employees in Antal International

- To dissect the vaious elements that influences the activity satisfying Representative

- To break down the Satisfaction Level identifying with the Nature of Work

- Study would help in analyzing the Employees satisfaction regarding to teamwork and working condition

3.5 Methodology

3.5.1Tools and techniques adopted

The tool used for information acquisition in investigate is a questionnaire. A structured questionnaire was carefully developed and was validated by both outer and inner guides. While designing the questionnaire researcher have used both open ended and close ended type of questionnaire.

Wellsprings of information

There are 2 fundamental wellsprings of information accumulation they are

1. Essential source

2. Auxiliary source

Essential source: Those information, that is gathered at direct particularly with the end goal of the investigation, are known as essential information. In this investigation the essential information was gathered through all around composed poll.

Auxiliary source: Any information, which has been accumulated before for some other utilization, are optional information that is utilized as a part of the present examination. The optional information gathered for this examination is through Company site (www.antal.com), Magazines of the organization, Personnel Manual of organization and Text book of different writers.

3.6 Limitations of the study

- This study is confined to Antal International India.

- Some of the respondents were hesitant to give response and some of the responses were vague

- The research was conducted in a limited duration of 12 weeks and only 50 respondents

Chapter 4

Ana1ysis and Interpretation

DATA ANALYSIS AND INTERPRETATION

4.0 Data Analysis

With a specific end goal to remove significant data from the information gathered, the investigation and understanding is completed. The information is first altered, coded and classified to analyze them. The altering, coding and organizing is an unquestionable requirement when the questioner amassed a gigantic measure of information concerned the exploration venture within reach.

At last, which means of information separated the examination consequently led. The conclusion outline and suggestion of research depend on the factual investigation and references drawn.
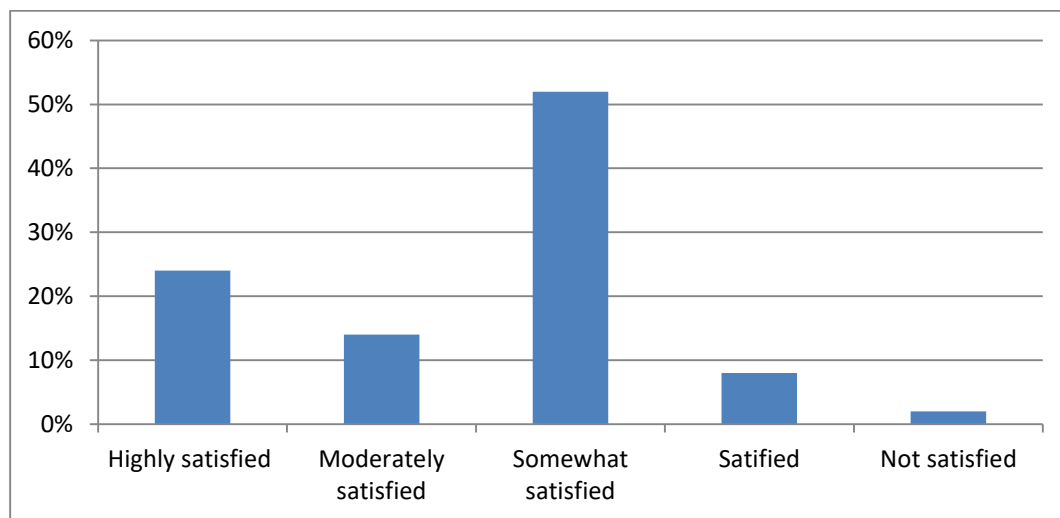
Table 4.1

Showing satisfaction of employees salary earnings

Sl.No	Leve1 of Fulfillment	No. of Respondents	Percentage
1	Highly fulfilled	12	24
2	Moderately fulfilled	7	14
3	Somewhat fulfilled	26	52
4	Fulfilled	4	8
5	Not fulfilled	1	2
	Total	50	100

Graph 4.1

Showing satisfaction of employees salary earnings

Analysis and Interpretation

From the Table 4.1

plainly fulfillment of the representatives in regards to the pay income is 52% pretty much alright. 24% of the representatives are happy with the compensation income. 14% of the workers are

Moderately happy with the compensation. 8% of the workers are happy with the pay and 2% of the representatives are not happy with the pay profit.
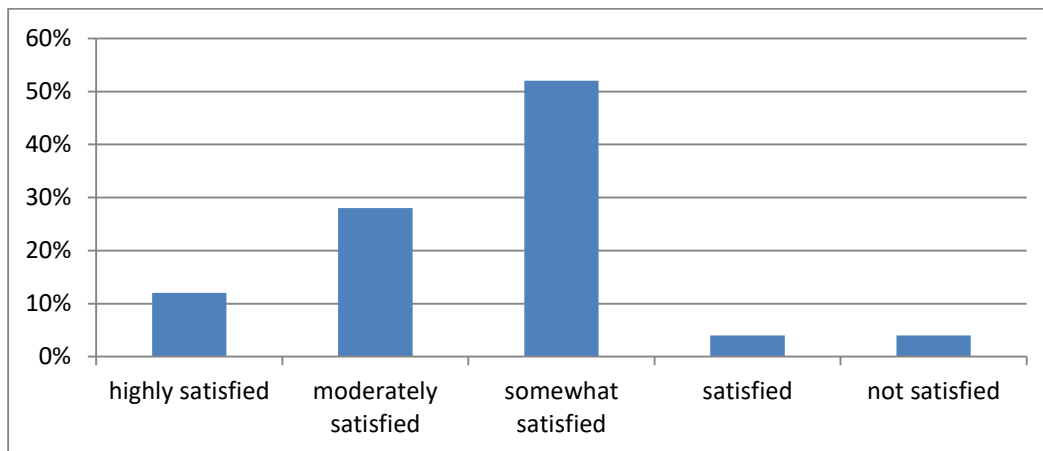
Table 4.2

Showing the level of satisfaction of employees with regard to Transportation facilities

Sl.No	Leve1 of Fulfillment	No. of Respondents	Percentage
1	Highly fulfilled	6	12
2	Moderately fulfilled	14	28
3	Somewhat fulfilled	26	52
4	Satisfied	2	4
5	Not satisfied	2	4
	Total	50	100

G**raph 4.2**

Showing the level of satisfaction of employees with regard to Transportation facilities

Analysis and Interpretation

From the Table 4.2

it is construed that the fulfillment level of representatives with respect to the Transportation offices are 52% pretty much alright. 28% of the workers are modestly happy with the Transportation offices 12% of the representatives are very fulfilled and happy with the Transportation offices. 4 % of the workers are happy with the Transportation offices and another 4% are not happy with the Transportation offices

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Table 4.3

Showing the level of employee's satisfaction on working environment provided by the company

Sl.No	Level of Fulfillment	No. of Respondents	Percentage
1	Highly fulfilled	17	34
2	Moderately fulfilled	19	38
3	Somewhat fulfilled	4	8
4	Satisfied	5	10
5	Not satisfied	5	10
	Total	50	100

Graph 4.3

Showing the level of employee's satisfaction on working environment provided by the company
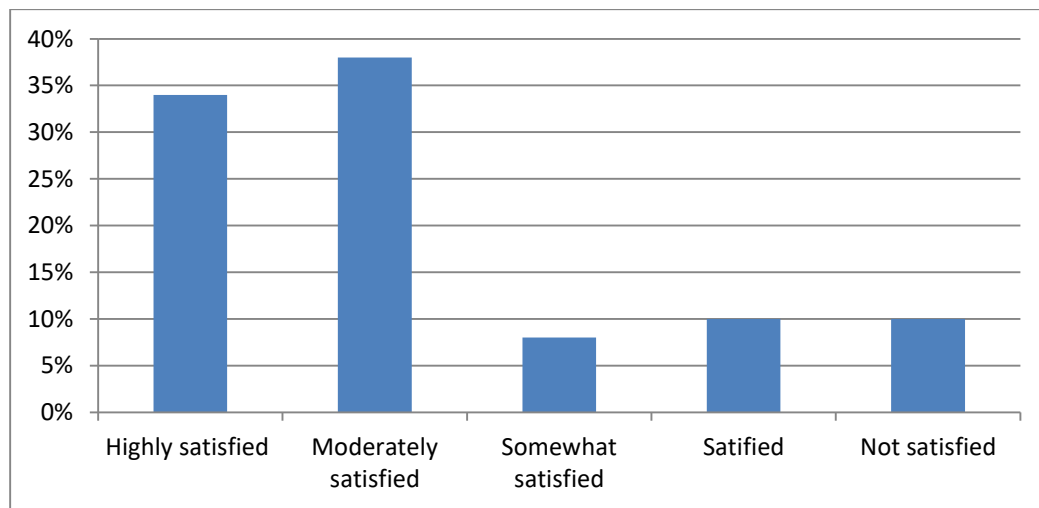
Analysis and Interpretation

From the Table.III, unmistakably 38% of the representatives are tolerably liking with the workplace given by the organization. 34% of the representatives are exceptionally happy with the workplace .10% of the representatives are fulfilled and another 10% of the representatives are

not happy with the work space gave by the organization. 8% of the representatives recommended that the workplace in the organization are just about alright.
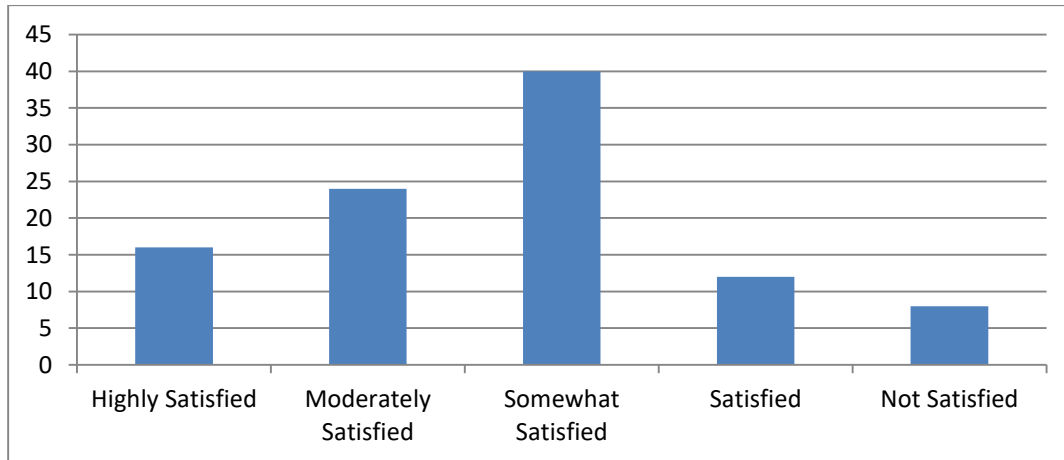
Table 4.4

Showing the employees fulfillment on the promotion policies of the company.

Sl.No	Level of Fulfillment	No. of Respondents	Percentage
1	Highly fulfilled	8	16
2	Moderately fulfilled	12	24
3	Somewhat fulfilled	20	40
4	fulfilled	6	12
5	Non fulfilled	4	8
	Total	50	100

Graph 4.4

Showing the employees satisfaction on the promotion policies of the company.

Analysis and Interpretation

Table 4.4 it is clear 40% of the emp1oyees suggesting the promotion policy of the company is somewhat satisfactory. 24% of the emp1oyees are Moderate1y satisfied and 16% of the

33

emp1oyees are Highly satisfied with the promotion policies of the company. 12% of the employees are fulfilled and 8% of the employees are not fulfilled with the promotion policies of the organisation

Table 4.5

Showing the response of employees on the degree of stress in the organization.

Sl.No	Level of Fulfillment	No. of Respondents	Percentage
1	Highly fulfilled	5	10
2	Moderately fulfilled	15	30
3	Somewhat fulfilled	15	30
4	fulfilled	8	16
5	Not fulfilled	7	14
	Total	50	100

Graph 4.5

Showing the response of employees on the degree of stress in the organization.
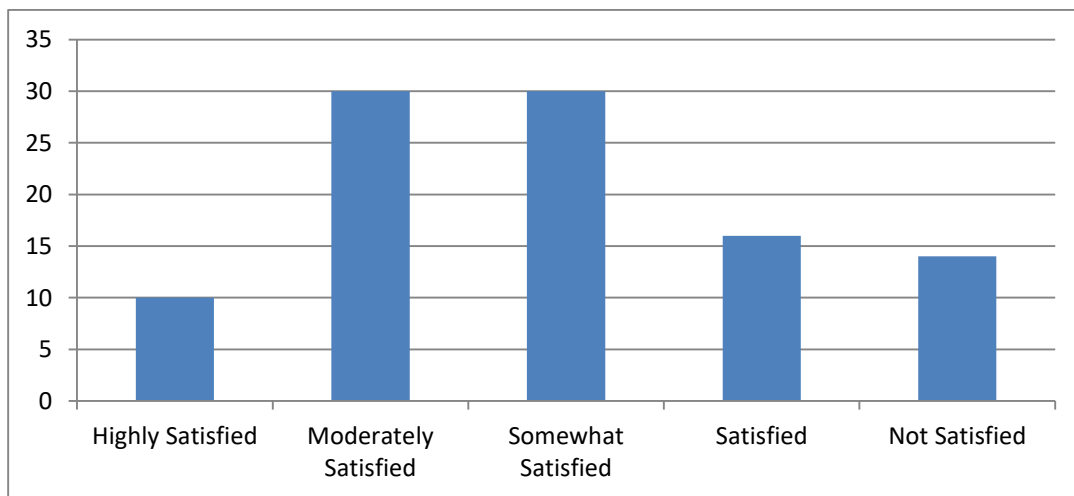
Analysis and Interpretation

From the Table 4.5 it is clear that 30% of the employees suggesting that the degree of stress in the organization is somewhat satisfactory. 30% of the representatives are Moderately fulfilled and 10% of the workers are Highly happy with the level of worry in the organization.16% of the representatives are fulfilled and 14% of the representatives are not happy with the level of worry in the association.

Table 4.6

Showing the satisfaction of employees on Job Security.

Sl.No	Level of Fulfillment	No: of Respondents	Percentage
1	Highly fulfilled	10	20
2	Moderately fulfilled	16	32
3	Somewhat fulfilled	18	36
4	fulfilled	2	4
5	Not fulfilled	4	8
	Total	50	100

Graph 4.6

Showing the satisfaction of employees on Job Security.
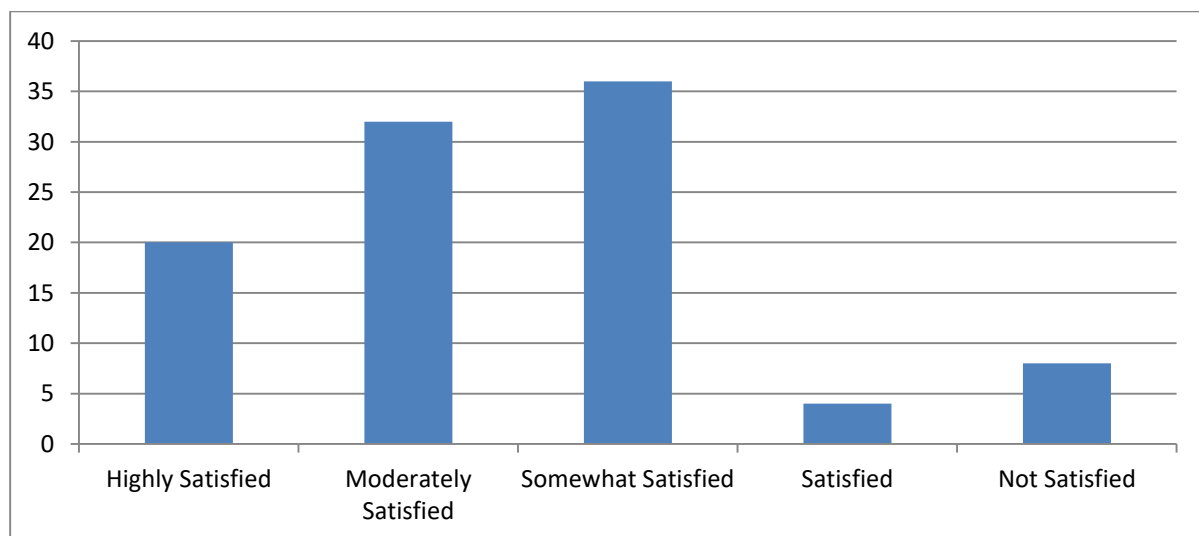
Analysis and Interpretation

From the Table 4.6 it is clear that 36% of the employees in the organization suggest that job security in the organization is somewhat satisfactory. 32% of the workers are Moderately happy with the employer stability in the association while 20% of the representatives are Highly happy with the professional stability in the association. 4% of the workers are fulfilled and another 8% of the representatives are not happy with the employer stability in the association.

Table 4.7

Showing the satisfaction of employees on training.

Sl.No	Level of Fulfillment	No. of Respondents	Percentage
1	Highly fulfilled	4	8
2	Moderately fulfilled	18	36
3	Somewhat fulfilled	20	40
4	Fulfilled	4	8
5	Not fulfilled	4	8
	Total	50	100%

Graph 4.7

Showing the satisfaction of employees on training.
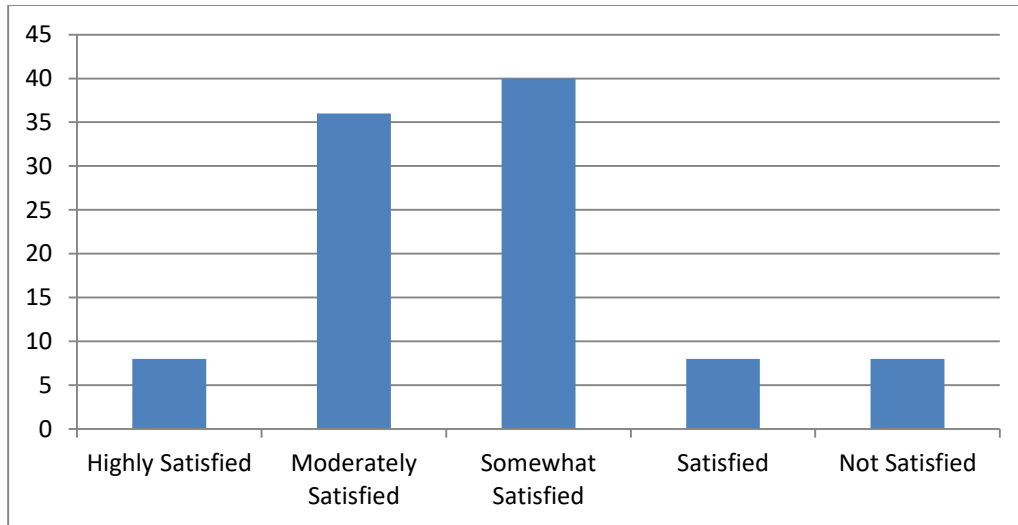
Analysis and Interpretation

From the Table 4.7 plainly 40% of the representatives recommend that the preparation programs in the association are to some degree tasteful. 36% of the workers are Moderately happy with the preparation program in the association. 8% of the representatives are exceptionally happy with the preparation program, another 8% of the workers are fulfilled and another 8% of the representatives are not happy with the preparation program in the association.

Table 4.8

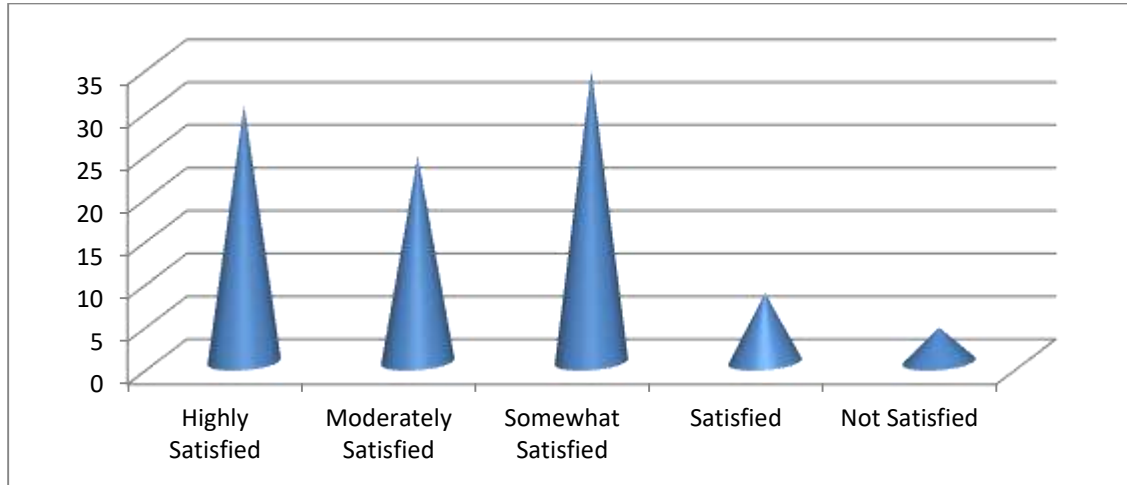**Showing the satisfaction of employees with respect to incentives and other benefits**

Sl.No	Level of Fulfillment	No. of Respondents	Percentage
1	Highly fulfilled	15	30
2	Moderately fulfilled	12	24
3	Somewhat fulfilled	17	34
4	Fulfilled	4	8
5	Not fulfilled	2	4
	Total	50	100

Graph 4.8

   Showing the satisfaction of employees with respect to incentives and other benefits.

Analysis and Interpretation

The Table 4.8 shows the satisfaction level of employees with respect to incentives and other benefits in the organization. 40% of the employees suggest that the incentives and other benefits provide by the organization is somewhat satisfactory. 32% of employees are Moderately satisfied, 20% of the employees are Highly satisfied with respect to incentives and other benefits in the organization. 4% of the employees are satisfied and another 4% are not satisfied with respect to incentives and other benefits provide by the organization.

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 Table 4.9

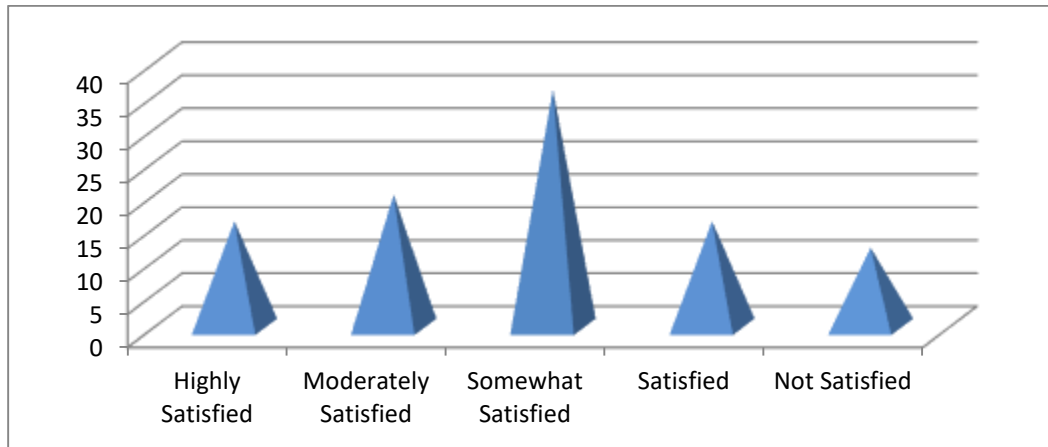**Showing the satisfaction of the employees in canteen facilities.**

Sl.No	Level of Fulfillment	No. of employees	Percentage
1	Highly fulfilled	8	16
2	Moderately fulfilled	10	20
3	Somewhat fulfilled	18	36
4	Fulfilled	8	16
5	Not fulfilled	6	12

	Total	50	100

Graph 4.9

Showing the satisfaction of the employees in canteen facilities.

Analysis and Interpretation

From the Table 4.9 obviously 36% of the representatives propose that the bottle office in the association is fairly palatable. 20% of the representatives are decently happy with the flask offices in the association. 16% of the representatives are exceptionally happy with the bottle offices, 16% of the workers are fulfilled and another 12% of the workers are Not happy with the container offices in the association.
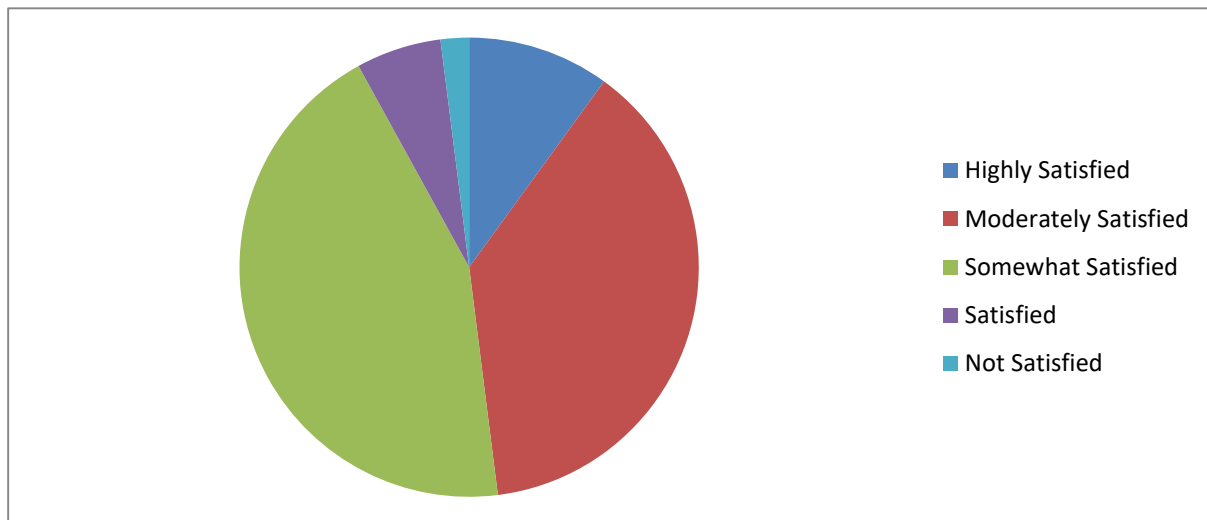
 Table 4.10

Showing the satisfaction of the employees in the Rules and Regulations of the company

Sl.No	Level of	No. of Employees	Percentage
1	Highly fulfilled	5	10
2	Moderately fulfilled	19	38
3	Somewhat fulfilled	22	44
4	Fulfilled	3	6
5	Not fulfilled	1	2
	Total	50	100

Graph 4.10

Showing the satisfaction of the employees in the Rules and Regulations of the company

Analysis and Interpretation

From the Table 4.10 it is clear that 44% of the employees suggest that the Rules and Regulations in the organization are somewhat satisfactory. 38% of the workers are Moderately happy with the Rules and Regulations in the association. 10% of the representatives are exceedingly happy with the Rules and Regulations, 6% of the workers are fulfilled and another 4% of the workers are not happy with the Rules and Regulations in the association.
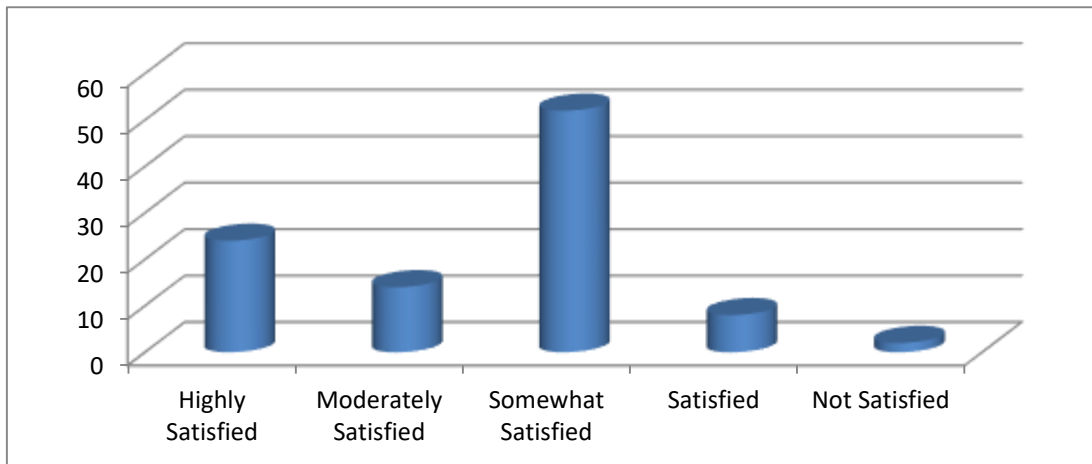
Table 4.11

Showing the satisfaction of the employees in the Recreational facilities of the company.

Sl.No	Level of Fulfillment	No. of Employees	Percentage
1	Highly fulfilled	12	24
2	Moderately fulfilled	7	14
3	Somewhat fulfilled	26	52
4	fulfilled	4	8
5	Not fulfilled	1	2
	Total	50	100

Graph 4.11

Showing the satisfaction of the employees in the Recreational facilities of the company

Analysis and Interpretation From the

Table 4.11 it is clear that 52% of the employees suggest that the Recreation facilities in the organization are somewhat satisfactory. 14% of the workers are Moderately happy with the Recreation offices in the association. 24% of the workers are profoundly happy with the Recreation offices, 8% of the representatives are fulfilled and other 2% of the workers are not happy with the Recreation offices in the association
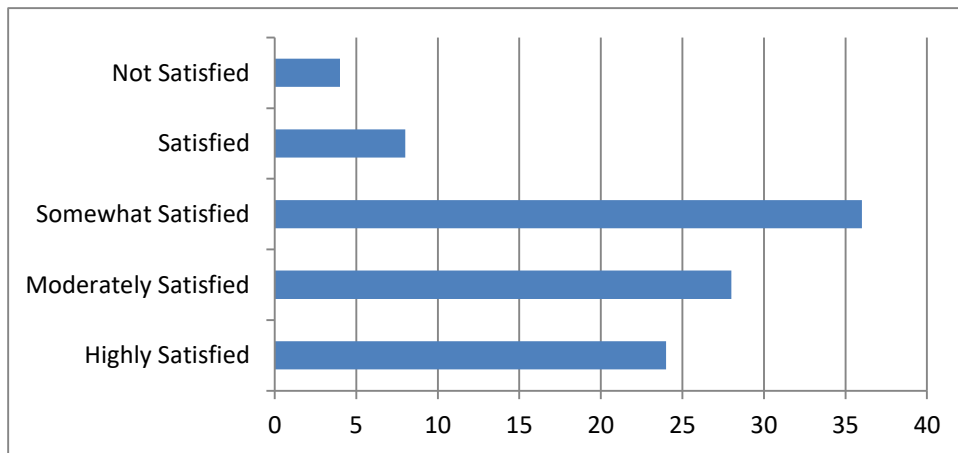
Table 4.12

Showing the satisfaction of the employees in the Employee-Employer of the company

Sl.No	Level of Fulfillment	No. of Employees	Percentage
1	Highly fulfilled	12	24
2	Moderately fulfilled	14	28
3	Somewhat fulfilled	18	36
4	Fulfilled	4	8
5	Not fulfilled	2	4
	Total	50	100

Graph 4.12

Showing the satisfaction of the employees in the Employee-Employer of the company.

Analysis and Interpretation

From the Table 4.12 obviously 36% of the workers propose that the Employee-Employer relationship in the association is to some degree palatable. 28% of the representatives are Moderately happy with the Employee-Employer relationship in the association. 24% of the workers are very happy with the Employee-Employer relationship, 8% of the representatives are fulfilled and other 4% of the representatives are not happy with the Employee-Employer relationship in the association**.**

Table 4.13

Showing the satisfaction of the employees regarding the team work in the organization.

Sl.No	Level of Fulfillment	No. of Employees	Percentage
1	Highly fulfilled	8	16
2	Moderately s fulfilled	18	36
3	Somewhat fulfilled	16	32
4	Fulfilled	5	10
5	Not fulfilled	3	6
	Total	50	100

Graph 4.13

Showing the satisfaction of the employees regarding the team work in the organization.
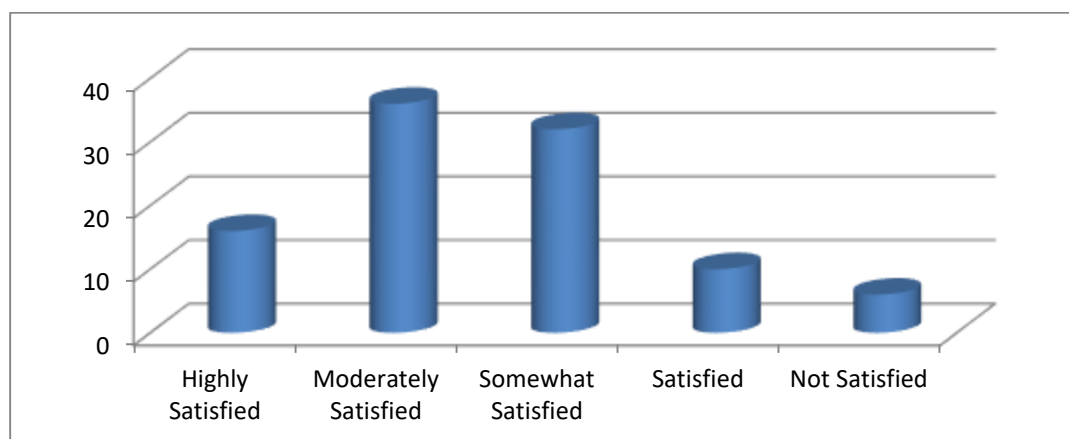
Analysis and Interpretation

From the Table 4.13 unmistakably 32% of the representatives propose that the collaboration in the association is fairly agreeable. 36% of the representatives are modestly happy with the collaboration in the association. 16% of the representatives are exceptionally happy with the

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cooperation in the association, 10% of the workers are fulfilled and other 6% of the representatives are not happy with the collaboration in the association.

Table 4.14

Showing the satisfaction of the employees regarding recognition scheme as a effective tool for motivation

Sl.No	Level of Fulfillment	No. of Employees	Percentage
1	Highly fulfilled	12	24
2	Moderately fulfilled	7	14
3	Somewhat fulfilled	26	52
4	Fulfilled	4	8
5	Not fulfilled	1	2
	Total	50	100

Graph 4.14

Showing the satisfaction of the employees regarding recognition scheme as a effective tool for motivation
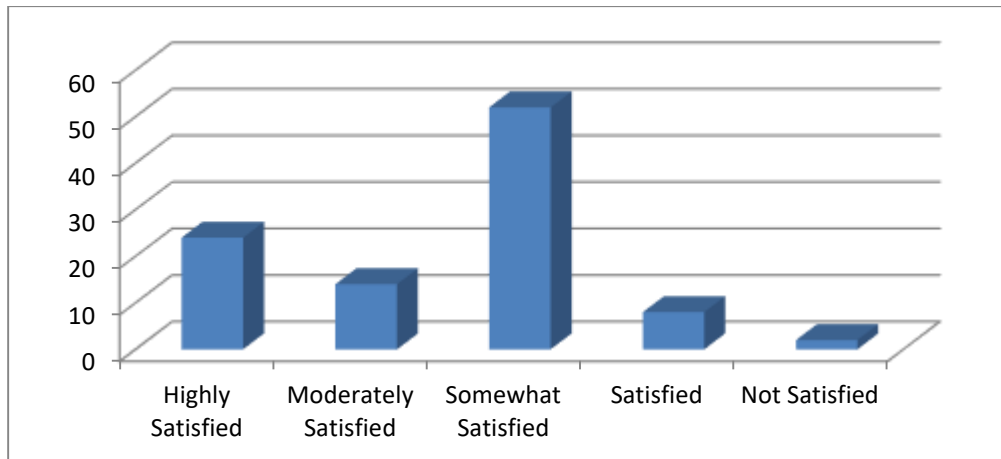
Analysis and Interpretation

From the Table 4.14 it is clear that 52% of the employees suggest that the recognition scheme in the organization is somewhat satisfactory. 14% of the employees are Moderately satisfied with the recognition scheme in the organization. 24% of the employees are highly satisfied with the recognition scheme in the organization, 8% of the employees are satisfied and other 2% of the employees are not satisfied with the recognition scheme in the organization.

Table 4.15

Showing the satisfaction of the employees regarding the general ambience (cleaning, lighting, flooring) in the office

Sl.No	Level of Fulfillment	No. of Employees	Percentage
1	Highly fulfilled	10	20
2	Moderately fulfilled	16	32
3	Somewhat fulfilled	20	40
4	fulfilled	2	4
5	Not fulfilled	2	4
	Total	50	100

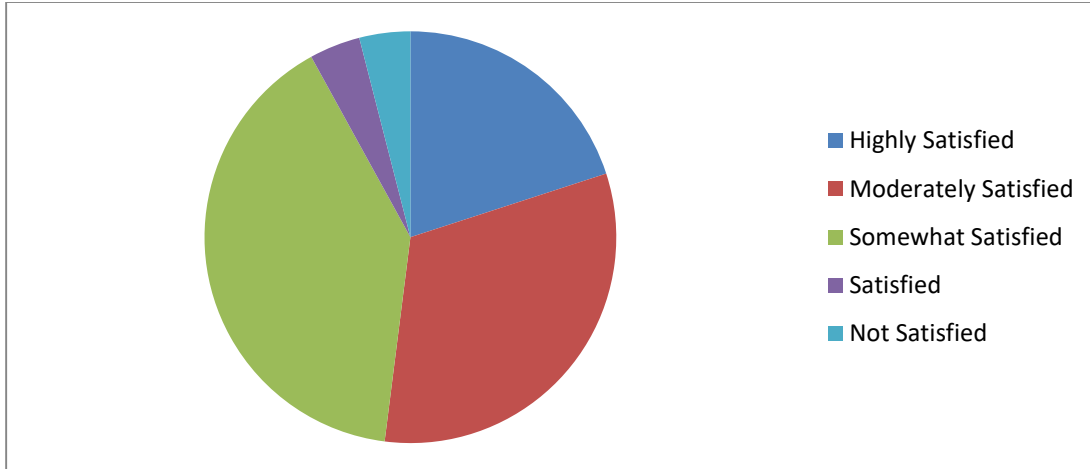**Graph 4.15**

Showing the satisfaction of the employees regarding the general ambience (cleaning, lighting, flooring) in the office

Analysis and Interpretation

From the Table 4.15 plainly 40% of the workers recommend that the general atmosphere in the association is fairly agreeable. 32% of the representatives are Moderately happy with the general vibe in the association. 20% of the workers are Highly happy with the general feel in the association, 4% of the representatives are fulfilled and other 4% of the representatives are not happy with the general atmosphere in the association

Table 4.16

Showing the satisfaction level of workers in the present participatory management.

Sl.No	Level of Satisfaction	No. of Respondents	Percentage
1	Highly fulfilled	8	16
2	Moderately fulfilled	18	36
3	Somewhat fulfilled	20	40
4	Fulfilled	1	2
5	Not fulfilled	3	6
	Total	50	100

Graph 4.16

Showing the satisfaction level of workers in the present participatory management.

Analysis and Interpretation

From the Table 4.16 it is clear that 40% of the employees suggest that the worker in the present participatory management is somewhat satisfactory. 36% of the representatives are Moderately happy with the specialists in the present participatory administration. 16% of the representatives are Highly happy with the laborers in the present participatory administration, 2% of the workers are fulfilled and other 6% of the representatives are not happy with the specialists in the present participatory administration.

Table 4.17

Showing the satisfaction of the employees regarding the discipline in the organization.

Sl.No	Level of Satisfaction	No. of Employees	Percentage
1	Highly fulfilled	14	28
2	Moderately fulfilled	5	10
3	Somewhat fulfilled	24	48
4	Fulfilled	4	8
5	Not fulfilled	3	6

	Total	50	100

Graph 4.17

Showing the satisfaction of the employees regarding the discipline in the organization.
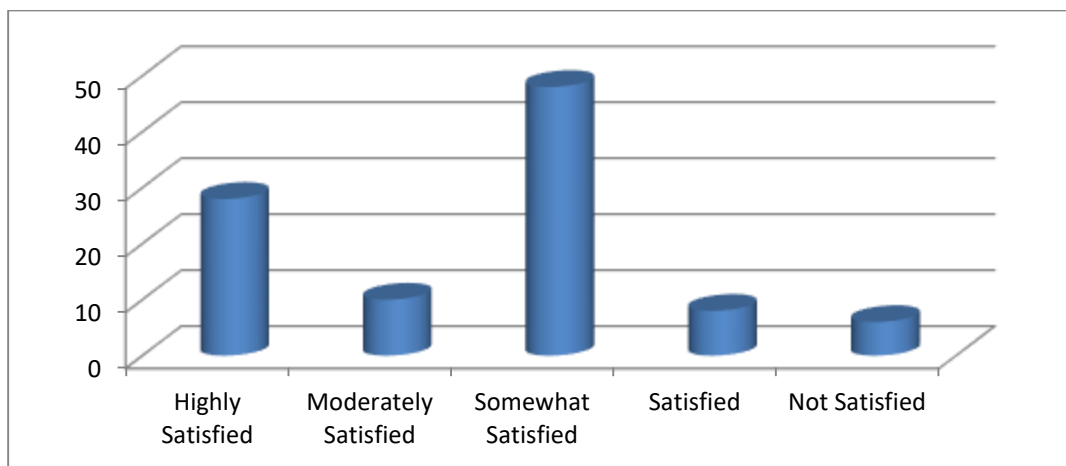
Analysis and Interpretation

From the Table 4.17 it is clear that 48% of the employees suggest that the discipline in the organization is somewhat satisfactory. 10% of the workers are Moderately happy with the teach in the association. 28% of the workers are Highly happy with the teach in the association, 8% of the representatives are fulfilled and other 6% of the representatives are not happy with the train in the association.

Table 4.18

Showing the satisfaction of the employees regarding the career opportunities in the organization.

Sl.No	Level of Fulfillment	No. of Employees	Percentage
1	Highly fulfilled	4	8
2	Moderately fulfilled	26	52
3	Somewhat fulfilled	14	28
4	Fulfilled	3	6
5	Not fulfilled	3	6
	Total	50	100

Graph 4.18

Showing the satisfaction of the employees regarding the career opportunities in the organization.
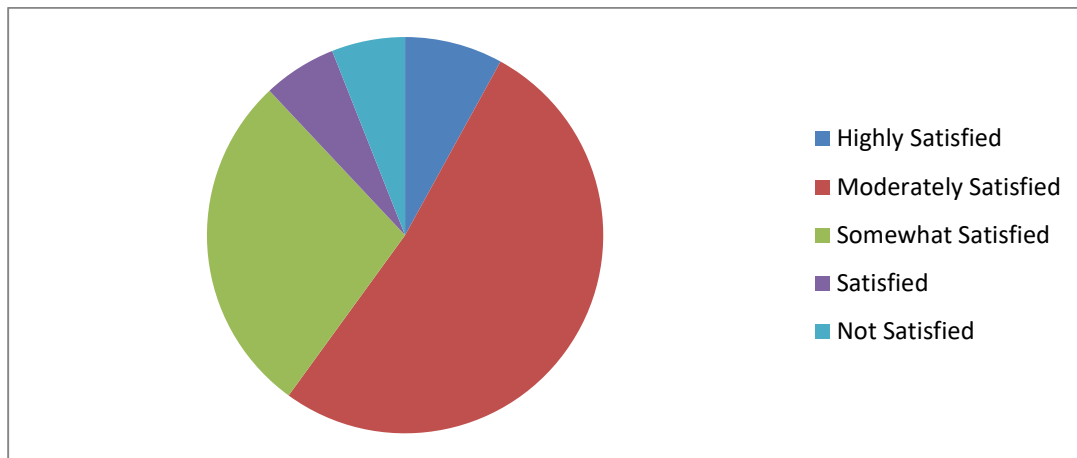
Analysis and Interpretation

From the Table 4.18 unmistakably 28% of the workers recommend that the vocation openings in the association are just about alright. 52% of the workers are Moderately happy with the profession openings in the association. 8% of the representatives are Highly happy with the

vocation openings in the association, 6% of the workers are fulfilled and other 6% of the workers are not happy with the profession openings in the association.

Table 4.19

Showing the response of employees in the satisfaction level of job safety measures in the organization.

Sl.No	Level of Satisfaction	No. of Respondents	Percentage
1	Highly fulfilled	6	12
2	Moderately fulfilled	26	52
3	Somewhat fulfilled	10	20
4	Fulfilled	5	10
5	Not fulfilled	3	6
	Total	50	100%

Graph 4.19

Showing the response of employees in the satisfaction level of job safety measures in the organization.
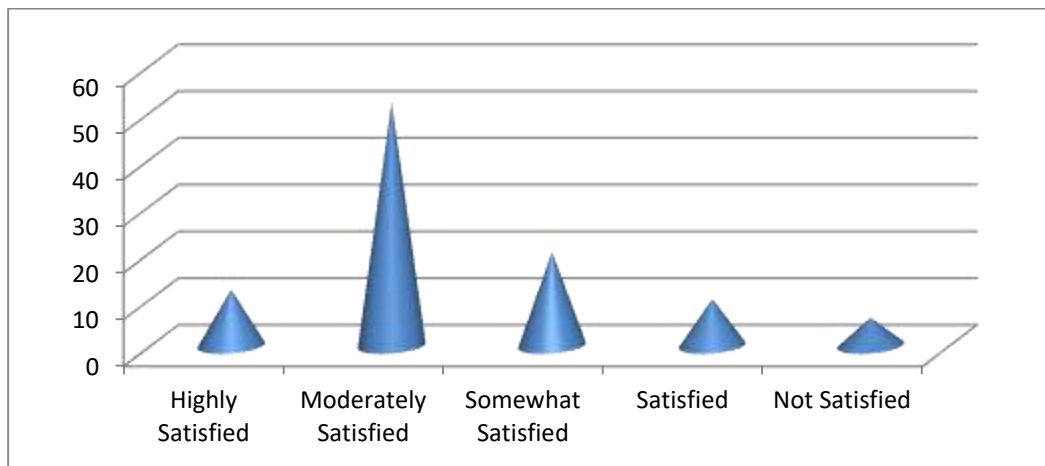
Analysis and Interpretation

From the Table 4.19 unmistakably 20% of the workers propose that the activity wellbeing measures in the association are to some degree attractive. 52% of the representatives are Moderately happy with the activity security measures in the association. 12% of the workers are Highly happy with the activity wellbeing measures in the association, 10% of the representatives are fulfilled and other 6% of the representatives are not happy with the activity security measures in the association.

Table 4.20

Showing the satisfaction level of employees in proper communication with management.

Sl.No	Level of Fulfilment	No. of Employees	Percentage
1	Highly fulfilled	12	24
2	Moderately fulfilled	14	28
3	Somewhat fulfilled	18	36
4	Fulfilled	4	8
5	Not fulfilled	2	4
	Total	50	100%

Graph 4.20

Showing the satisfaction level of employees in proper communication with management
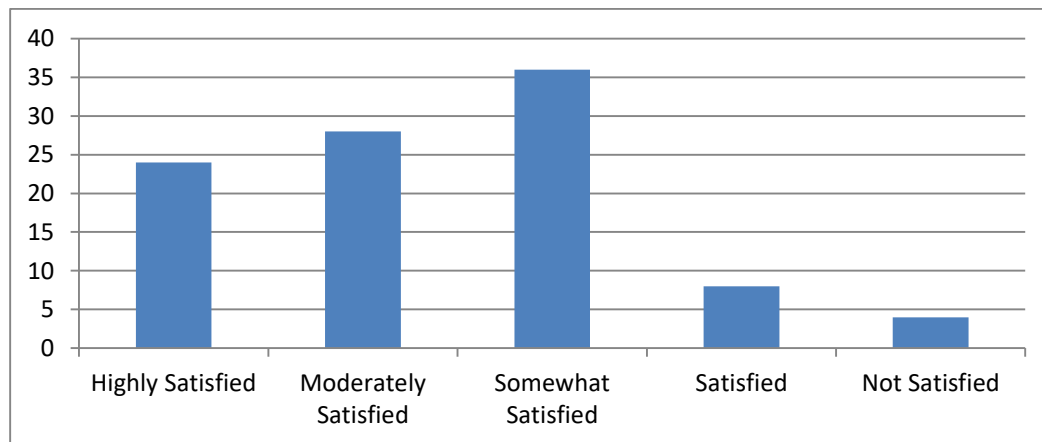
Analysis and Interpretation

From the Table 4.20 it is clear that 36% of the employees suggest that the proper communication with the management is somewhat satisfactory. 28% of the representatives are Moderately happy with the best possible correspondence with the administration. 24% of the representatives are Highly happy with the correct correspondence with the administration, 6% of the workers are fulfilled and other 6 of the representatives are not happy with the best possible correspondence with the administration.

Table 4.21

Showing the satisfaction of the employees regarding the decision making power in the organization.

Sl.No	Level of Satisfaction	No. of Employees	Percentage
1	Highly fulfilled	14	28
2	Moderately fulfilled	10	20
3	Somewhat fulfilled	16	32
4	Fulfilled	6	12
5	Not fulfilled	4	8
	Total	50	100

Graph 4.21
Showing the satisfaction of the employees regarding the decision making power in the organization.
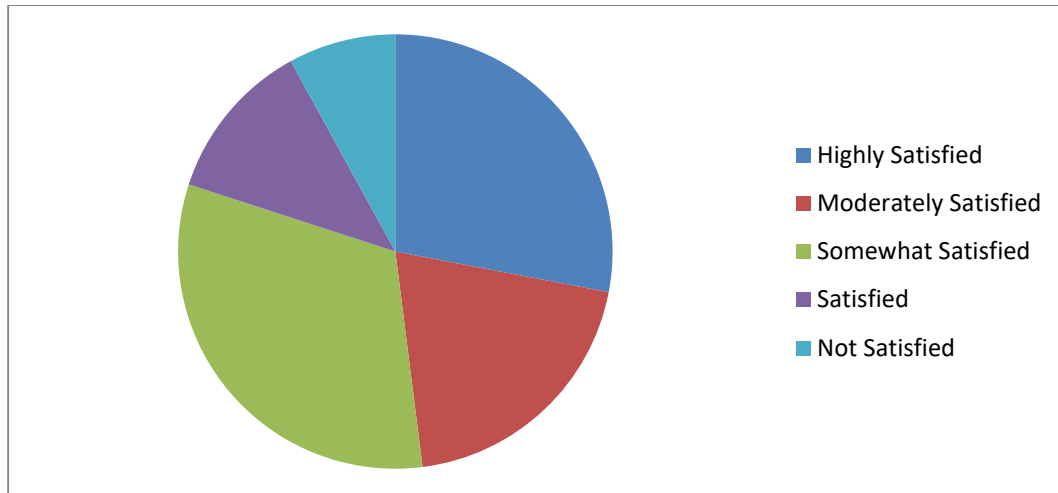
Analysis and Interpretation

From the Table 4.21 unmistakably 32% of the workers recommend that the basic leadership control in the association is to some degree palatable. 20% of the workers are Moderately happy with the basic leadership control in the organization.28% of the representatives are Highly happy with the basic leadership control in the association. 6% of the representatives are fulfilled and other 8% of the workers are not happy with the basic leadership control in the association

Table 4.23

Showing the response of the employees regarding general awareness of the happenings within the company

Sl.No	Level of Fulfillment	No. of Employees	Percentage
1	Highly fulfilled	12	24
2	Moderately fulfilled	20	40
3	Somewhat fulfilled	7	14
4	fulfilled	4	8
5	Not fulfilled	7	14
	Total	50	100

53

Graph 4.23

Showing the response of the employees regarding general awareness of the happenings within the company
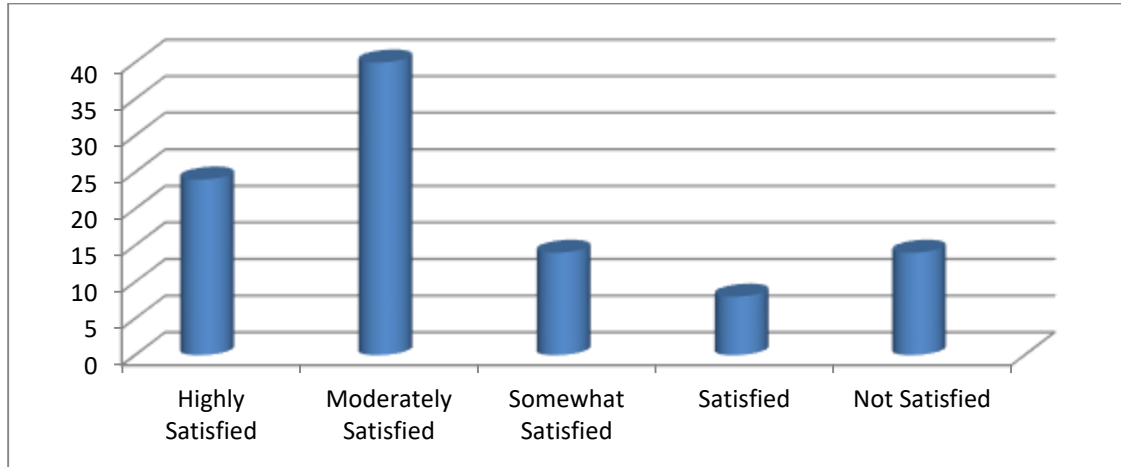
Analysis and Interpretation

From the Table 4.23it is certain that 14% of the workers recommend that the general consciousness of the happenings inside the organization is to some degree palatable. 40% of the representatives are decently happy with the general consciousness of the happenings inside the organization. 24% of the workers are exceptionally fulfilled, 4% of the representatives are fulfilled and other 7% of the workers are not happy with the general familiarity with the happenings inside the organization.

Analysis of the data through solving the data

Based on the answers given by the respondents ranks are given to each of the factor by solving it by using weighted average.

The respondent's choices are converted into weights as follows:

1. Highly satisfied –5

2. Moderately satisfied –4

3. Somewhat satisfied-3

4. Satisified-2

4. Not satisfied-1

The ranks will be given by using the following equation

$$Weighted\ average = \frac{\text{Total weight}}{\text{No. of respondents}}$$

Table No 4.23

The leve1 of satisfaction

Preference of Rank based on satisfaction						
Sl.No.	Expectations	5	4	3	2	1
1	Salary Earnings	12	7	26	4	1
2	Working Environment	6	14	26	2	2
3	Transportation	17	19	4	5	5
4	Promotion	8	12	20	6	4
5	Degree of Stress	5	15	15	8	7

6	Job security	10	16	18	2	4
7	Training	4	18	20	4	4
8	Incentives	15	12	17	4	2
9	Canteen	8	10	18	8	6
10	Rules & Regulation	5	19	22	3	1
11	Recreational Facilities	12	7	26	4	1
12	Employee-Employer Relationship	12	14	18	4	2
13	Team Work	12	7	26	4	1
14	General Ambience	10	16	20	2	2
15	Participatory in Management	8	18	20	1	3
16	Discipline in the org	14	5	24	4	3
17	Career Opportunities	4	26	14	3	3
18	Job Safety	6	26	10	5	3
19	Communication	12	14	18	4	2
20	Decision Making Power	14	10	16	6	4
21	General Awareness about the org	12	20	7	4	7

Table No 4.23.1

Showing the level of satisfaction

Sl.No.	Expectations	Nx5	Nx4	Nx3	Nx2	Nx1	Row total	Weighted Average	Rank
1	Working Environment	85	76	12	10	5	188	3.76	I
2	Incentives	75	48	51	8	2	184	3.68	II
3	Employee-Employer Relationship	60	56	54	8	2	180	3.6	III

4	General Ambience	50	64	60	4	2	180	3.6	III
5	Communication	60	56	54	8	2	180	3.6	III
6	ParticipatoryManagement	40	72	60	2	3	177	3.54	IV
7	Job Safety	30	104	30	10	3	177	3.54	IV
8	Job security	50	64	54	4	4	176	3.52	V
9	General Awareness	60	80	21	8	7	176	3.52	V
10	Salary Earnings	60	28	78	8	1	175	3.5	V
11	Recreational Facilities	60	28	78	8	1	175	3.5	VI
12	Team Work	60	28	78	8	1	175	3.5	VI
13	Career Opportunities	20	104	42	6	3	175	3.5	VI
14	Rules & Regulation	25	76	66	6	1	174	3.48	VII
15	Decision Making Power	70	40	48	12	4	174	3.48	VII
16	Discipline in the org	70	20	72	8	3	173	3.46	VII
17	Transportation	30	56	78	4	2	170	3.4	1X
18	Promotion	40	48	60	12	4	164	3.28	X
19	Training	20	72	60	8	4	164	3.28	X
20	Canteen	40	40	54	16	6	156	3.12	XI
21	Degree of Stress	25	60	45	16	7	153	3.06	XII
Average								3.47	

Analysis and Interpretation

From the above table it is cleared that first rank will goes to the working atmosphere, Second rank will goes to Incentives Third Rank goes to Employee-Employer relationship, Communication, General Ambience,Fourth rank will goes to job Safety, Participatory in the management , Fifth rank goes to Job Security, General Awareness in the organization Sixth rank goes to Salary Earnings Recreational facilities, Team work, Career Opportunities . Seventh Rank goes to Decision Making, Rules and Regulations .Eighth rank goes to Discipline Ninth goes to transportation facilities .Tenth rank goes to Promotion. Eleventh rank goes to Canteen facilities. Tweleveth Rank goes to degree of stress .

4.24 Conclusion

From the above tables we can interpret that most of the employees are satisfied with the salary, promotion provided by the organization. Majority of the employees are satisfied with the working environment of the company. Majority of the employees are less satisfied with transportation facilities, Training and Degree of stress provided in the company. Majority of the employees are satisfied with the incentives and benefits provided by the organization. Majority of the employees are satisfied with recreation facilities provided by the company. of the employees are satisfied with the training program and rules and regulations provided by the company. Most of the employees are satisfied with the leave facilities of the organization. Antal International provides an average of 3.47 % of Job satisfaction its employees.

Chapter 5

5.1 Major findings

- Most of the emp1oyees are fulfilled with the renumeration, promotion provided by the organization.

- Majority of the emp1oyees are fulfilled with the working environment of the organisation.

- Majority of the workers are less fulfilled with transportation facilities, Training and Degree of stress provided in the company.

- Majority of the employees are fulfilled with incentives and benefits availed by the organization.

- Majority of the employees are fulfilled with recreation facilities provided by the enterprise.

- Many of the employees are fulfilled with the teaching program and rules and regulations presuming by the company.

- Most of the workers are fulfilled with the leave facilities of organization.

- All the facilities provided at the Antal International for the welfare of the employees are satisfactory and they comply with the standards determined by the Government.

5.2 Suggestions

- The management should provide higher incentives to the workers according to their performance to increase their satisfaction.

- The organization should implement effective promotional policies.

- Convenient Transportation facilities should be provided to the employees

- The company should provide well organized canteen facilities and better foods to the employees.

- The employee-employer relation should be improved.

- The company should look into providing better Training facilities

5.3 Conclusion

The present study on the Employee satisfaction of the employees in Antal International reveals that most of the permanent employees are satisfied with their job. They are happy with the facilities provided by the company. Workers should be made aware of the competition to exist and should be made to fulfill the objectives of the organization. In order to increase the efficiency of the workers, the company should provide better incentives to the employees. The management has to take active welfare measures in order to improve the working conditions

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Annexure

QUESTIONNAIRE

The present questionnaire is about studying the level of satisfaction of the employees in Antal International

A) Personal details:

NAME: _____

 GENDER (M/F)_____

YEARS OF EXPERIENCE: _____

MARITAL STATUS: _____

1. The satisfaction of employees towards Salary Earnings (recognition)
   o Highly satisfied
   o Moderately satisfied
   o Somewhat satisfied
   o Satisfied
   o Not satisfied

2. The satisfaction of employees towards transportation facilities(nature of work)
   o Highly satisfied
   o Moderately satisfied
   o Somewhat satisfied
   o Satisfied
   o Not satisfied

3. The satisfaction of employees towards working environment(nature of work)
   o Highly satisfied
   o Moderately satisfied
   o Somewhat satisfied
   o Satisfied
   o Not satisfied

4. The satisfaction of employees towards the Promotion Policies in the Organization(recognition)

- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

5. The response to the degree of stress in the organization(nature of work)

- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

6. The degree to which the Employees are satisfied with Job Security

- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

7. The satisfaction of Employees towards Training

- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

8. The satisfaction of employees with respect to incentives and other Benefits
   - o Highly satisfied
   - o Moderately satisfied
   - o Somewhat satisfied
   - o Satisfied
   - o Not satisfied

9. The satisfaction of Employees towards Canteen facilities
   - o Highly satisfied
   - o Moderately satisfied
   - o Somewhat satisfied
   - o Satisfied
   - o Not satisfied

10. The satisfaction of employees towards the Rules and Regulations of the Company
    - o Highly satisfied
    - o Moderately satisfied
    - o Somewhat satisfied
    - o Satisfied
    - o Not satisfied

11. The satisfaction of Employees towards the Recreational facilities in the organisation
    - o Highly satisfied
    - o Moderately satisfied
    - o Somewhat satisfied
    - o Satisfied
    - o Not satisfied

12. The satisfaction of Employees towards the Employee – Employer relationship

- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

13. The satisfaction of Employees towards the Team work in the   organisation
- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

14. The satisfaction of the employees regarding recognition scheme as a effective tool for motivation
- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

15. The satisfaction of the employees regarding the general ambience (cleaning, lighting, flooring) in the office
- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

16. The satisfaction level of workers in the present participatory management

- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

17. The satisfaction of the employees regarding the discipline in the organization.
- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

18. The satisfaction of the employees regarding the career opportunities in the organization.
- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

19. The response of employees in the satisfaction level of job safety measures in the organization
- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

20. The satisfaction level of employees in proper communication with management.

- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

21. The satisfaction of the employees regarding the decision making power in the organization

- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied

22. The satisfaction of the employees regarding general awareness of the happenings within the company

- o Highly satisfied
- o Moderately satisfied
- o Somewhat satisfied
- o Satisfied
- o Not satisfied