

Research on employees satisfaction survey essay



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? 1. EXECUTIVE SUMMARY The human instrumentally that works in the industrial organization is growing increasingly attentions throughout the working workers has been lifted from that of the organization. Workers are no longer to be treated as having commodity value only but is essential a partner in the organization who is entitled to dignity and fair treatment. It has been realized that industrial peace and harmony is of almost importance for the economic development and it not be possible till the worker does not have sense of attachment and commitment with the organization.

Indian industries also face different challenge due to new market economy. To survive in this highly competitive scenario, management is pressured to improve quality, cut down waste and eliminate inefficiency and this is only possible by the joint efforts of both employee and employer, and for this participative management is very useful. Austin is one of the leading company which are producing different types of ball-bearings. This company is providing good facilities for the employees. They are providing various types of the promotion for the employees .

Proper rewarded is given by company according to the performance of employees . This company is arranging regular meeting and providing solution to the problem of employees . It is giving familier environment and job satisfaction and co-operate between employees . They are using participative style of taking decision it creates mutual understanding between employees . 2. INTRODUCTION 2. INTRODUCTION 2. 1 INDUSTRY OVERVIEW 1. Current Status of the Company They make sure that other industries run smoothly but their own is going has not been too smooth.

This is the fate of companies in the bearings industry faces demand slow down, steady capacity build-up, mounting import threat and rising input costs. With such pressures on earnings, the stock market has, predictably, been harsh to the companies. Top players such as SKF bearings, FAG bearings and NRB bearings are now trading way below their historic highs. Even the unprecedented stock market boom of 1999-2000 failed to drive the share prices of bearings companies. Considering the slowdown in the automobile sector and the persistent threat of cheaper imports, the outlook for the bearings industry is not positive.

The bearings industry consists of bimetal bearings and antifriction bearings. The anti-friction bearings market can be further classified into two segments - ball and roller bearings. Ball bearings constitute the biggest segment (over 50 percent) in volume terms in the industry. Ball - bearings account for the bulk of the demand in the market. Higher volumes have attracted more players to this segment. The bearings industry is characterized by the presence of global majors, such as SKF and FAG, and companies from the unorganized sector on the other.

There is other about 19 units in the organized sector, with an installed capacity of about 152 million units. The domestic production accounts for about 70 percent of the demand, the rest filled by imports. For the bearings producers, volume is the key driver of earnings. Considering that the industry is highly capital - intensive, operating at the minimum economic volume assumes greater significance. A decline in the capacity utilization level would lead to a major negative impact on the operational parameters considering the huge initial capital outlay. 2.

Future of the Industry Bearings are an important part of automotive components. There are various types of bearings such as ball bearings, taper head bearings, cylindrical bearings, sphere bearings, needle bearings.

However, in the automotive industry, only ball bearings and taper head bearings are largely used. Participants such as SKF bearings (leader in ball bearings market), MBC bearings (leader in taper head bearings market), FAG and Timken (The Timken Company) are dominating the market.

Manufacturers are building their competency through manufacturing specific bearings.

The existing participants are entering into multiple alliances with the MNC's and with the vehicle manufacturers. Foreign manufacturers have started their subsidiaries in India with a 50 percent stake in management. With the increase in number of models and new type of vehicles entering the market, there is an increase in demand in the OE segment. Due to this, the number of participants entering the market has been increasing. The current Indian bearings industry is worth Rs. 3000crore. In this, automotive segment accounts for 45 percent of the revenues are being contributed by industrial demand.

In the automotive bearings market, the organized segment manufacturer 50 percent of the demand. About 15 percent production is by the unorganized segment in Indian, and the remaining 35 percent of demand is fulfilled through imports. Indian manufacturer are taking multiple steps to overcome the challenges facing the Indian market. Manufacturers are investing more in research to develop better technologies, which increase the life of the bearings. Companies are giving the warranty of 1 to 2 years on the bearings.

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Domestic manufacturers are entering into technical alliances with foreign markets to increase their revenues.

There is an increase in demand from the countries in Asia Pacific government incentives such as reduction of duty rates and tariffs are likely to help boost the exports. The increase in export is leading to an increase in installed capacity, production and revenues of the domestic participants. On the other hand, multiple foreign companies are entering into joint ventures with the Indian manufacturers considering increasing demand. 2. 2 .

Company Overview 1. Bio-Data of Company 2. Glance of Austin Engineering Company LTD. 3. Current Status of company 4. Future Plan 5. Product Profile 6.

Facilities provided to the employee 1. Bio-Data of Company NAME: " Austin Engineering Co. Ltd. " PLANT: ADDRESS: AUSTIN ENGINEERINGCOMPANY LTD PATALA - JUNAGADH. BANKERS : Bank of Baroda - Junagadh PRODUCT : Bearings EMPLOYEE : 655 MANUFACTURING CAPACITY: 10 MM ID TO 12000 ID MANUFACTURING RANGE: More than 4000 bearing MACHINERY AVAILABLE : More than 220 WEBSITE: www. aec-bearings. com E: MAIL: com 2. Glance on AEC The AUSTIN ENGINEERING COMPANY is one of the leading manufacturers of Ball & Roller Bearings in India. It was founded by five technocrats as Partnership Firm in 1973.

Today the company has developed into a Public Limited Company, with full array of high quality and precision bearings for different applications. The company's stringent quality assurance system has earned ISO 9001: 1994 accreditation for the plant located near Junagadh in Gujarat. 3. Current

Status of the Company At present the Austin engineering com. Ltd. has become a wide and popular unit in the market. The trademark of the company is " AEC" in the initial years of the company was produced only 40 varieties of bearings and now it produce 4000 to 4500 bearings varieties.

Therefore we can say that the company has large growth and development in the field of bearings due to its high quality and increasing demand. Thus the firm its turn over is increasing year by year. At present these company investment four cores. So, the size of the AUSTIN Engineering company is large scale. 4. Future plan of company Vision We strongly believe that one should Always improve continuously. Utilize resources in a most efficient way. Be versatile to adapt changes. Serve society in a most efficient manner. Mission We strongly believe that one should Always improve continuously.

Utilize resources in a most efficient way. Be versatile to adapt changes. Serve society in a most efficient manner. Increasing manufacturing capability upto 1800mm. Diam 5. Product Profile PRODUCT RANGE Single Source for Bearings We manufacture over 4000 size/types of bearings used in several industrial segments and are constantly adding more items to our current wide range of all your rolling element bearing needs. Our engineering is backed by a strong R&D, quality assurance, testing and gauging team and our customers have seen the value of this investment in every single bearing we manufacture.

Our product range includes: Ball Bearings Ball bearings use balls instead of cylinders. Ball bearings can support lightly-loaded bearings. Precision balls are typically cheaper to produce than shapes such as rollers; combined with

high-volume use, ball bearings are often much cheaper than other bearings of similar dimensions. Ball bearings may have high point loads, limiting total load capacity compared to other bearings of similar dimensions. spherical Roller Bearing Spherical roller bearings use rollers that are thicker in the middle and thinner at the end.

However, spherical rollers are difficult to produce and thus expensive, and the bearings have higher friction than a comparable ball bearing since different parts of the spherical rollers run at different speeds on the rounded race and thus there are opposing forces along the bearing. Cylindrical Roller Bearings Cylindrical Roller Bearings are similar to the flexible type.

Cylindrical Roller Bearings are used where temperature in the surrounding area is less than 80° C. Needle roller bearings Needle roller bearings use very long and thin cylinders.

The rollers are thin, the outside diameter of the bearing is only slightly larger than the hole in the middle. . Tapered roller bearings Taper roller bearings are used, for example, as the wheel bearings of most cars, trucks, buses, and so on. The downsides to this bearing are that due to manufacturing complexities, tapered roller bearings are usually more expensive than ball bearings. Flexible roller bearings Flexible Roller Bearings are used where there is a heavy shock load & the surrounding temperature is more than 80°

C 6. Facilities provided to the Employee Provident fund facility 12%

Yearly bonus 20% 30 days leaves per year Dearness allowance Medical allowance Free bus service Free interest loan Training in-house Training at outside for specific employees Social camp i. e. Blood donation, Eye

donation, medical health care in a year 2. 3 Board of Director 1. Mr. N. C. Vadgama - Chairman & ex. director 2. Mr. S. M. Thanki - Managing director 3. Mr. R, M. Bambhania - Joint managing director 3. INTRODUCTION / STATEMENT OF PROBLEMS NO. PARTICULAR PG. N. 1. Introduction of Topic 2. Determing of Employees Satisfaction . Statement of Problems 1. Introduction of Topic Employee satisfaction means different things to different people. While we believe that employee satisfaction is necessary for high performance studies in the past have not supported this beliefs In general people most often associate satisfaction with happiness and comfort. Satisfaction means you will find casual relationship to organizational performance our research by identifying the principal elements of fulfillment, empowerment and engagements. Meaning " Employee satisfaction means different things to different people. " -wilson employee satisfaction is the terminology used to describe where employee are happy and contented and fulfilling their desires and needs at work. " 2. DETERMINING EMPLOYEES SATISFACTION The success of knowledge transfer and knowledge sharing relies on employee job satisfaction and the stability of the workplace. Job satisfaction can be derived from the degree of match between employee's vocational needs and the requirements of the job. Some key vocational needs: Level of Achievement Ability utilization Advancement Level of Activity Authority Level of Creativity Compensation Independence Moral Values Level of responsibility Recognition Status Job Security Supervision (human relations) Supervision (technical) Variety Conditions of Work 3. STATEMENT OF THE PROBLEM The statement of a problem for a employee satisfaction is a following ways ... 1. The AECL Does not give

quickly increments' in salary as compared to the other industries. 2. This is the big problem that this organization giving more importance to the seniority as compared to the merit bases. 3. They are not promoting the employees to the superior designations 4. There is no existence of the trade union. . The job rotation is most important for the expertise of employee but AECL not providing the same. 6. They are not facilitates employees for transfer to the other department Other problem is to design suitable job design which are helpful to the employees to their works 4. Detailed Survey Of Literature 4. DETAILED SURVEY OF LITERATURE Literature review is a very important for preparing us the report on employees satisfaction survey. Literatures include magazines, publication & other AECL report. Which we are used to references to prepare the report. 1. H. R. personnel management - K. Aswathapa :- In the book of K. Aswathapa H. R. & personnel mngt. We used for the basic introduction theory of employees satisfaction and also includes meaning and factors affecting to employees satisfaction. 2. Operation research - C. R. Kothari :- In the book of operation research authorized by C. R. Kothari which we used for the basic introduction theory of hypothesis, types of hypothesis and which type of hypothesis is suitable for our study, than we find descriptive hypothesis is suitable for our topic employees satisfaction. . Report of Harsh A. Mehta - M. B. A. -iv :- We used old report of Harsh A. Mehta. Student of iv semester M. B. A. Institute of K. N. V. Rajkot, A. C. year 2008-09 we find this report on AECL library Mr. Harsh prepares report on employees satisfaction in that report we take references how to make the style of report, which type of questionnaires is suitable for the employees satisfaction survey what he comment about the E. S. level of the AECL. 4. Annual report of AECL 2009-10 :- In the annual report we take <https://assignbuster.com/research-on-employees-satisfaction-survey-essay/>

information about present status of the co. and the current number of employees, current board of Directors of the co. And also from the annual report we take information SWOT analyses of the company. 5. OBJECTIVE OF THE STUDY 5 . OBJECTIVE OF THE STUDY To get practical knowledge To know how to applied theory practically To get knowledge that how employee important role in human resource I want to know the employee think about Austin engineering company and their interest of work To know that which type of facilities provided by the employees 6. METHODOLOGY / FOCUS SCOPE / LIMITATION NO. PARTICULAR PG. NO. 1.

Research methodology Sampling Design & Sampling Process. Data Collection Method. Introduction of Hypothesis. Hypothesis Research 2. Scope. 3.

Limitation 1. Research Methodology Research is an original contribution to the existing stock of knowledge making for its advancement. It is the per suit of truth with the help of study, observation, comparison and experiment. In short, the search for knowledge through objective and systematic method of finding solution to a problem is research. The systematic approach concerning generalization and the formulation of a theory is also research.

As such the term ' Research' refers to the systematic method of defining the problem, formulating a hypothesis, collecting the facts or data, analyze the facts and reaching certain conclusions either in the form of solutions towards the concerned problem or in certain generalizations for some theoretical formulation. Research inculcates scientific and inductive thinking and it promotes the development of logical habits of thinking and organization. The research methodology has gone through which path to solve the research problem and which tools have been adopted to achieve the desired objective

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and more importantly it tells why only that path or tools have been chosen and not other? Sampling Design & Sampling Process Defining the Population It is the aggregate of all the elements define prior to the selection of the sample. It is necessary to define the population in terms of the element, sampling unit, extant and time. We have conducted a survey of employees and to know the satisfaction level of the employees in Austin engineering company. Theses specification are as follow. Element :- Employee of AEC Sampling Unit :- Austin Engineering Company Extent :- Patla Time :- 6 week

Specifying the Sampling Method It indicates how the sample unit are selected. We have selected random sampling method. The Project last 6 week and cover all the topics related to the employee satisfaction. Sample size decision In this case population and sample both are well defined for the Austin engineering company as per the convenience also this can be arranged in order as per our wish which would be easily assessable.

Selecting the sample So far as our research is concerned we have taken sample size 40 employees of 655 population of the Austin engineering company.

Data Collection Method Sources Whatever information data and data I gathered mainly I received from two sources primary and secondary data. Primary Data I received most of the information from primary data. I asked many information and question to the employees and they given me many types of information. Other information I received to Mr. Amit Joshi who is the ISO co-orditon and HOD of personal department Mr. B. L. Parmar. I used questionnaire method to survey of the data. Secondary Data Some information I also received from the secondary data.

There are two types of the secondary data is as above Internal Annual report of AEC Print mutual External Sources Websites Library books Introduction of Hypothesis Researcher do not carry out the research work without any aim or expectation. Every research problems is under taken aim in at certain outcomes. That is before starting actual work as performing an experiment or theoretical calculation or numerical analyses. Hypothesis are scientifically reasonable prediction . Hypothesis should provide what we expect to find in the choosen research problems.

Expect and proposed solution based on available data and tentative statement constitute Hypothesis . Hypothesis is done only after survey of relevant literature and learning presentation a field of research It can be formulated based on previous research & objective. To formulate hypothesis researcher should acquire enough knowledge & reasonable deep inside into the problem in formulate hypothesis construct the operational definition on variable in the research problem hypothesis is done through intelligence guesses or inspiration which is should be tested in the research work through approach methodology

Definition 1. ACCO. TO GA LUNEDBERG - " A hypothesis is tentative generalization the validity of which remain to be tested it may be any hunch imaginative idea or intuition what so ever which becomes the basis of action or investigation " Hypothesis of Research Null hypothesis [Ho] : Employees are Satisfied with company policy. Alternative hypothesis [H1] : Employees are not Satisfied with company policy. Now from the below the data analysis and interpretation shows the employees satisfaction level so from the whole

discussion with employees. We can say that hypothesis should be accepted or rejected.

Generally, there are basic three types of research design, Exploratory, descriptive and Casual research. Here we have taken Descriptive Research Design and the reason behind it is as follows: The Descriptive Research Design is used when the researcher is interested in knowing the characteristics of certain group. Here we are interested in knowing the proportion of employees in a given population have behaved in a particular manner making projection of things. Scope of the study Studying the Employee satisfaction of Austin Engineering Company the scope of the study is very limited because I select the sample size out of the population.

The main objective of the study is to increase the morale of the employee and create the happiness situation in the organization. And to motivate the employee toward the work, so company can achieve the good performance. HYPOTHESIS In a survey of 50 respondents it was found that more than 50%. Employees are Satisfied with company policy Does this information support the hypothesis that more than 50% of the employees agree with Employees are Satisfied with company policy Step : 1 Setting of Hypothesis : $H_0: P_1 = 0.5$ Employees are Satisfied with company policy $H_a: P_1 > 0.5$ Employees are not Satisfied with company policy.

Step : 2 Level of Significance : Test hypothesis at 5% level of significance for one tailed test with critical value is ± 1.64 Step : 3 : Test Statistics : $S.E. (P) = \sqrt{PQ / N}$ where $Q = 1 - P$ $S.E. (P) = \sqrt{0.5 * (0.5) / 50} = 0.071$ $P = 50 / 100 = 0.5$ $Z = P - p / S.E. (P) = 0.7 - 0.5 / 0.071 = 2.82$ Step : 4 :

Decision : Calculated value of absolute Z is 2. 82 which is more than the critical value of $\pm 1. 64$. It means H_0 is rejected and H_a is accepted. It shows that there is a less than 50% employees are satisfied with the performance policy. Limitation of the study

Personal Bias: Individuals may have personal bias towards particular investment option so they may not give correct information and due to which the conclusion may be derived. Employees don't provide all types of information of the company Time Limit: The time duration given for the research is less. Area: The area was limited to Rajkot City only, so we cannot know the degree of the literacy outside the city. Sample Size: The last limitation is Sample Size, which is of 100 only; due to which we may not get the proper results. 7. Text of The Study Including Analysis SR. N PARTICULAR PG. N. 1. ANALYSES OF DATA 2. CONCLUSION OF HYPOTHESIS Questionnaire Question 1:- Analysis of age group of employess. Age group No. of Employees Percentage 1 21 to 30 16 40% 2 31 to 40 14 35% 3 41 to 58 10 25% Total 40 100% In total 40 employees 16 employee's age are 21 to 30, it means 40% reviews are taken from young employees in the company and 14 employee's age are 31 to 40 means 35%reviews are taken from and fewer than 40 employees 10 person's age are 41 to 58 it means 25% reviews are taken from experience employees. Question 2:- Experience wise Analysis of employees in Austin No. Experience No.

Of Employee Per. 1 1 Month to 6 Month 6 15% 2 6 Month to 1 Year 2 5% 3 1 Year to 5 Year 10 25% 4 5 Years above 22 55% Total 40 100% In the company fewer than 40 employees. 6 are experienced of one Month to 6 Months, 2 employees are 6 Months to 1 Year, 10 employees are working on 1
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Year to 5 Years and 22 employees are working 5 Years above. Question 3:- If you have any problem than are you get solution from meeting? Answer No. Of Employee Per. Yes 26 65% No 14 35% Total 40 100% Above chart shows that 26 employees means 65% employees got solution of their Problems from PM meeting conducted in AUSTIN.

But 14 employees means 35% did not get any type of services solution from PM's meeting conducted quarterly in AUSTIN. Question 4:- Are you satisfied with participative management in your company? Answer No. Of Employee Per. Yes 18 45% No 22 55% Above chart shows that 40 employees reviews in which 34 employees means 85% Satisfied with PM in AUSTIN. But 6 employees are not Satisfied with participative management in AUSTIN.

Question 5:- Are you getting involvement while taking any type of decision by the company? Answer No. Of Employee Per. Yes 12 30% No 6 40% Sometime 12 30% Here 12 employees means 30% reviews who are getting involvement while any decision taken from company. And 16 employees means 40% did not get any involvement in any decision of company. And 12 employees means 30% sometimes get involvement in any decision given by company. Question 6:- Are you getting familiar environment in your company? Answer No. Of Employee Per. Yes 38 95% No 2 5% Generally, We find that every company wants to familiar Environment and 2 employees means 5% do not feel familiar Environment AUSTIN Question 7:-

Do you have the job satisfaction? Answer No. Of Employee Per. Yes 31 77.5% No 9 22.5% Job satisfaction is the more Important thing for employees and company both . Here , 31 employees means 77.5% are satisfied with their job and 9 employees means 22.5% does not satisfied with their job.

Question 8:- How your superior dose behaves with you? Answer No. Of Employee Per. In a considerate Manner 15 37. 5% Stiffly 6 15% Rudely 4 10% Formally 15 37. 5% Generally , we find that behavior of superior is more important part of an employees. here 15 employees means 37. % faced that superior behavior with them in considerate manner , 6 employees means 15% faced stiffly behavior , 4 employees means 10% suffered from rudely behavior and 15 employees means 37. 5% get formal behavior by their superior. Question 9:- If worker are participate in any decision, and then do you think that mutual understanding creates in company's environment? Answer No. Of Employee Per. Yes 12 30% No 28 70% Mutual understanding plays key role in any company's Environment. And all 40 employees believes that if workers are participate in any decision , Mutual understanding creates in company's Environment.

Question 10:- Are there any workers committee? Answer No. Of Employee Per. Yes 20 50% No 5 12. 5% I don't know 15 37. 5% AUSTIN has work committee. But only 20 employee means 50% knows about it and 5 employees means 12. 5% told him that there is no any works committee and 15 employees means 37. 5% do not know about work committee. Question 11:- Are you afraid from your employer while discussing any matter related with company? Above chart shows that 8 employees means 20% are afraid from their managers 23 employees means 57. 5% are not afraid from their managers .

And 9 employees means 22. 5% are sometimes feels afraid from their managers while discussing any matter related with company. Question 12:- Do you participate in the celebration of your organization? Answer No. Of <https://assignbuster.com/research-on-employees-satisfaction-survey-essay/>

Employee Per. Yes 32 80% No 8 20% Here we can say that AUSTIN includes every worker in every celebration. But here 32 employees means 80% got participants in any celebration , and 8 employees means 20% did not get participation in any celebration in the organition. Question 13:- Do you have any status so that employer approaches you for seeking your help? Answer No.

Of Employee Per. Yes 22 55% No 18 45% Generally, we find that every employees wants to such as status in which everybody wants their help. And if anybody has some ability than employer must noticed that things. here 22 employees means 55% believes that they have some special abilities to employer wants their help. And 18 employees means 45% believes that they have no any ability to employer wants their help. Conclusion of hypothesis Here by analyzing the employees view and opinion researcher can say that there are more than 50% employees are satisfied with the company policy.

So that alternative hypothesis should be rejected and null hypothesis should be accepted. 8. CONCLUSION AND RECOMANDATION INCLUDING PLAN OF ACTION SR. N. PARTICULAR PG. N. 1. SWOT ANALYSES 2. CONCLUSION 3. FINDING 4. RECOMMENDATION INCLUDING PLAN OF ACTION 1. Swot Analysis Strength Weakness Opportunities Threats Strength The director are well experienced and technically qualified with well succession plan. The company is this line of business for more than 26 years and enjoys its brand name in the market. The company has wide market network with established customer base.

The company is a profit making and self performance are improving year after year. Weakness The industry is highly capital intensive and as such operating at the minimum economics volume assumes greater significance. A decline in the capacity utilization would lead a major negative impact on the operational parameters considering the huge initial capital outlay. The manufactures are facing a threat from the serious parts manufactured who manufacture duplicated parts and sell them in the names of popular brands in the replacement market at a very low price.

Steel and alloy steel are the basic raw-material for the bearings industry and their prices are expected the upward trend in the coming future. A serious threat is being faced from imports due to decline in duty rates at the same time, domestic manufactures are subject to the increased levels. Higher inventory holding also lead to increases in direct cost. Opportunities The demand for bearing industry is derived from demand in two key user Segments-automotive and industrial sector. India is one the fastest growing passenger car markets in the world and it is already the second largest two wheeler manufacturer globally.

The Indian domestic market will continue to be dominated by small cars. The Indian economy has shown growth of average 8% or the last few years and is respected to keep this growth trend over the next decade. Your company aims to leverage this opportunity on its financial strength and its market leadership. Threats The counterfeiting of bearings is the biggest threat to the industry since these spurious bearings affect business and brand image. Spurious bearings are of poor quality and are unsafe and unreliable. Spurious bearings mainly cater to the replacement market, which is price sensitive.

This company is taking steps to curtail spurious trade by improved packing, creating awareness and other necessary action. The significant increase in steel prices has resulted in pricing and margin pressure on bearing manufactures. Dumping by particular in the auto sector is adding to the woes of the industry in India which is already under the slowdown in the domestic economy. Such dumping affects the replacement market as well as the OEM market. 2. Conclusion In introduction I have already described that why employees is satisfaction is need of company ? Than after research of the survey of employees satisfaction and find the problem.

After find the problem and to decide the specific object of the study . And prepare a research plan of the survey of employees. After collect primary and secondary data than to know the population size of company and select the some employees and survey of these employees. At last to prepare questionnaire and these questionnaire is fill up the selected employees. After finding the problem and you suggestion of the company to solve the program between employees and employer. So I want to say that though co-operate between employer and employees is very important for growth of any organization. 3. Findings

Research shows that every three months AUSTIN organized one meeting participate management called works committee , But most of employees do not know about that meeting. And those who know about meeting, they unknown about who are that members of works committee from workers side AUSTIN Engineering company provide different types of the facilities to the employees like provident funds , 30 Year's lives per year , medical facilities , dearness allowance , free bus services , free interest loan , training

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to the employees , social camp , training in house , training outside for specific employees etc. o that employees get motivation and they will performing well. 4. Recommendation Including Plan of Action Form the in-depth analysis of the topic of the employees satisfaction in AECL we made the following suggestions to be as action plan which would increase the employee satisfaction ... In AECL they have not adopted participant management style to decision making process. So we suggest that the manager is take opinions from the employees for the decisions In the AECL there is no facility like job rotation.

The main aim of job rotation to is to make interest of employee towards their work and increase expertise knowledge of employee. There are no facilities of trade union in the organization. The trade unions are the group of the persons who are negotiating and representative on behalf of the employees. So we suggest that they should create the environment for the establishment of the trade unions IN AECL unit there is no facility of transfer is horizontal or lateral movement of employee from one job section, departement, shifts, plants, position , works, status, salary should be same.. enerally employees are transfer to the position. where they are more likely or work more effectively to get more job satisfaction so company should provide transfer facility. 9 . Bibliography. 9. Bibliography Book Referred C. R. Kothari:- =; " Research Mathodology Methods & Techniques" =; 2nd edition K. Aswathappa:- =;" Human Resource Management" =; Text & cases Literature " Austin Engineering company PVT. LTD. ": =; Notes =; Report Web Site [www. aec-bearings. com](http://www.aec-bearings.com) APPENDICES Questionnaires " Questionnaires" on AUSTIN Engineering Pvt.

Ltd. At PATLA" General Information: Name :-

_____ Age :-

_____ Number of Years in AUSTIN :-

_____ A study of survey of employees

satisfaction in AUSTIN engineering co. ltd. => If you have any problem than

are you get solution from meeting? Yes _____ No _____ => Are you

satisfied with participative management in your company ?

Yes _____ No _____ => Are you getting involvement while taking any

type of decision by the company? Yes _____ No _____ Sometimes

_____ => Are you getting familier environment in your company? Yes

_____ No _____ => Do you have the job satisfaction? Yes _____

No _____ => How your superior does behaves with you? A. In a

considerate manner _____ B. Stiffly _____ C. Rudely _____ D.

Formally _____ > If workers are participate in any decision , and then

do you think that mutual understanding creates in company's environment?

Yes _____ No _____ => Are there any workers committee? Yes

_____ No _____ => Are you afraid from your employer while

discussing any matter related with company? Yes _____ No _____

Sometime _____ => Do you participate in the celebration of your

organization? Yes _____ No _____ => Do you have any status so

that employer approaches you for seeking your help? Yes _____ No
