

## “A study of job satisfaction of employee in Pantaloons Shop Civil Lsine Nagpur”

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**Abstract:** *The relationship between Satisfaction and Organizational commitment with a Non-recursive model that permitted the simultaneous examination of the influence of satisfaction on commitment and the influence of commitment on satisfaction. The investigation explored the nature of relationship between Job Satisfaction, Job Involvement, Age and Length of service*

**Keywords:** *job satisfaction, employee performance*

### I. Introduction

Human resource Management is the strategic and coherent approach to the management of an organization most valued assets-the people working there who individually and collectively contribute to the achievement of the objectives of the business.

The terms “Human Resource Management” and “Human Resource” (HR) have largely replaced the term “personal management” as a description of the process involved in managing in organization. In simple sense, HRM means employing people, developing there resource, utilizing, maintaining and compensating there services in tune with the job and organizational requirement.

The division of labor that the amount of skills needed to undertake a specialized task was only the skill necessary to complete the task. He analyses and documented the manufacture of pin and broke the process down into seven elements to illustrate his point .this study became important to the employers in the sense that they only had to pay for the amount of skill required to complete a task.

### Importance Of Study

1. Reserving of talent.
2. Prepare people for future.
3. Human resource planning provides multiple gains to the employees by way of promotions increase in salary and other fringe benefits.
4. Human resource planning facilitates increase in skills, abilities and potentials of the workforce through training and development.
5. A proper human resource planning reduces the labour cost substantially. It maintains a balance between demand for and supply of human resources. It works as a cost saving device.

### Scope Of Project

- Job satisfaction is an important output, the employees work for origination.
- It comprises of extrinsic and intrinsic factor and to help maintain willing work forces.
- It is an interesting and significant for conducting research.
- The study made up on the topic of job satisfaction will reveal the factor of feeling of employees
- This report is useful to the management of company to know the satisfaction level of employees and they can take measure to increase productivity.

### Objective

1. To find out the actual reasons for job satisfaction of workers and employees.
2. To understand the impact of job satisfaction on the company and employees.
3. To know the impact of other HR activities in the organizational effectiveness.
4. To suggest some suitable measures in order to retain the employees in the organization.

## II. Indentations And Equations

### 1. Research Methodology

Research is a common term refers to a search for knowledge. It is a scientific and systematic search for specific information on a specific topic. In fact, research is an art of scientific investigation research is also an academic activity and as such, the term should used in a technical sense. A research includes defining and re-defining problems, formulating hypothesis or suggested solution, collecting, organizing and evaluating data and making deduction and reaching conclusion and at last carefully testing the conclusion to determine whether they fit formulating hypothesis.

#### 1.1 Data Collection

Data collection is the most important activity or process in research. Data collection plays a crucial role in finding the actual problem and solution to that problem. Generally there are two methods for finding the data.

1. Primary Data
2. Secondary Data

#### 1) Primary Data:-

Primary data have been collected through questionnaires and by informal interaction with the Supervisors and heads of the Production & Administration Department.

Data have also been collected by visiting the actual line. This gives the actual reason of job satisfaction and dissatisfaction. Since some workers were not ready to give their fair opinion while filling the questionnaires. Methods applied for collection of data:

- **Personal interview method:-** In the personal interview method, we generally meet the person from whom we want information. In this method we generally ask some questions to the person so that we get information to our question. We can also call it as face to face data collecting method.
- **Face to face survey at responded:-** in this method we go person to person for collecting information. Every person tells his different view about that particular topic. It is very good method of collecting primary data.
- **Written survey:-** In this kind of method, we collect the information by writing the gated information on papers, making notes etc.
- **Questionnaire:-** It is again a very important method of collecting the primary data. Through asking the number of questions we can collect good form of information.
- **Sample Size :- 100 ( 50 employees & 50 workers).**

#### 2) Secondary Data:-

Secondary data is that data which is already existing in the organization. Some information will be collected in the brochures, journals, past project reports of Pantaloons, some information is displayed at the notice board and in the showcase of Pantaloons factory located at Nagpur. And rest information is being collected from the website of Pantaloons.

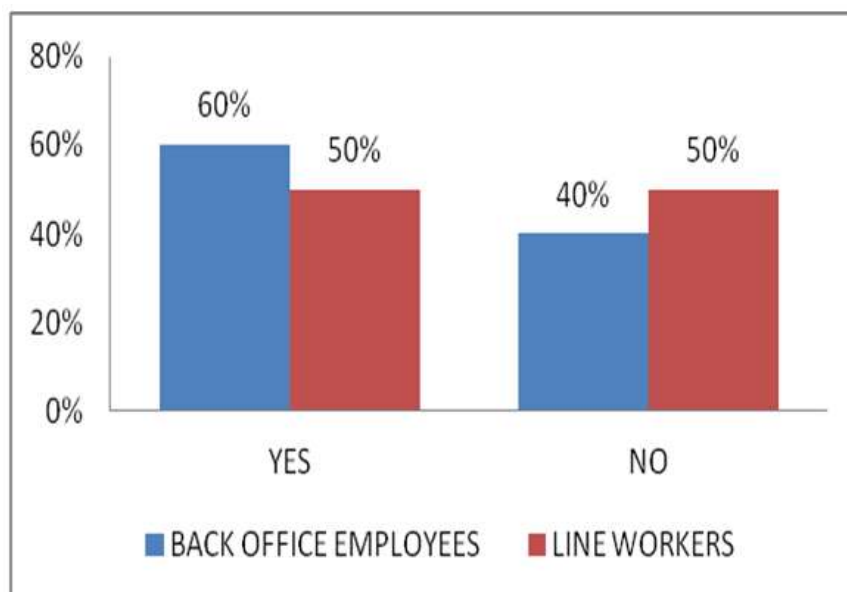
- **Newspaper:-** Through newspaper we can get information.
- **Magazines:-** Through newspaper we can get information.

## III. Figures And Tables

### Data Analysis And Interpretation

#### 1) Do you feel that your job suits your educational qualification?

Respondents	Responses		Responses in %	
	Yes	No	Yes	No
Employees	30	20	60	40
Workers	25	25	50	50

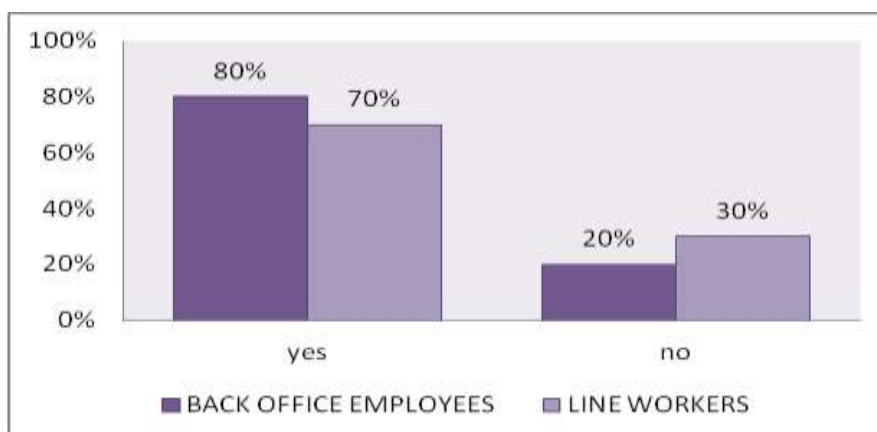


**Intepretation:-**

From the above graph, it is clearly seen that 60% of the back office employees & 50% of the line workers feel that their job suits with their educational qualification.

**2) Are you paid with a performance linked salary?**

Respondents	Responses		Responses in %	
	Yes	No	Yes	No
Employees	40	10	80	20
Workers	35	15	70	30

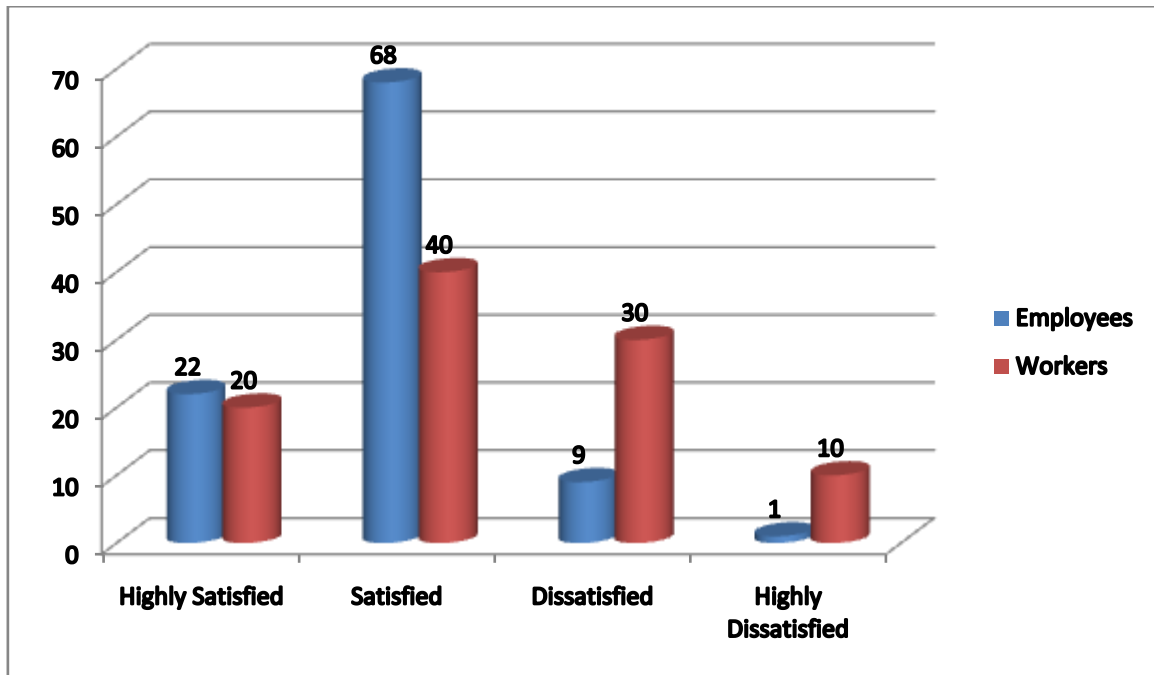


**Intepretation:-**

From the above graph, 80% of the back office employees and 70% of the line workers said that they are paid salary according to their performance level. But the percentage of back office employees is more than that of line workers. Means 30% line workers are not happy with their pay scale.

**3) How much satisfied are you with your pay package?**

Package	Highly Satisfied	Satisfied	Dissatisfied	Highly Dissatisfied	Percentage
Employees	11 (22%)	34 (68%)	4 (9%)	1 (1%)	100%
Workers	10 (20%)	20 (40%)	15 (30%)	5 (10%)	100%

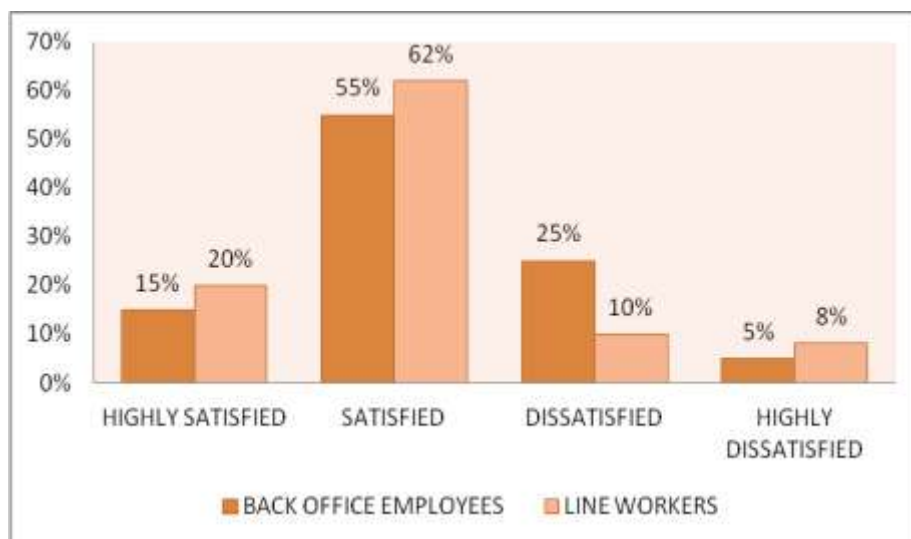


**Intepretation:-**

From the above graph it is clearly seen that the percentage of dissatisfaction with the pay package is more in the line workers as compared with the back office employee’s i.e.30% and 10% respectively. The percentage of satisfaction level is more in the back office employees as compared to line workers i.e 68% and 40% respectively.

**4) What is your level of satisfaction regarding superior – subordinate relationship?**

Package	Highly Satisfied	Satisfied	Dissatisfied	Highly Dissatisfied	Percentage
Employees	7 (15%)	27 (55%)	13 (25%)	3 (5%)	100%
Workers	10 (20%)	21 (62%)	5 (10%)	4 (8%)	100%

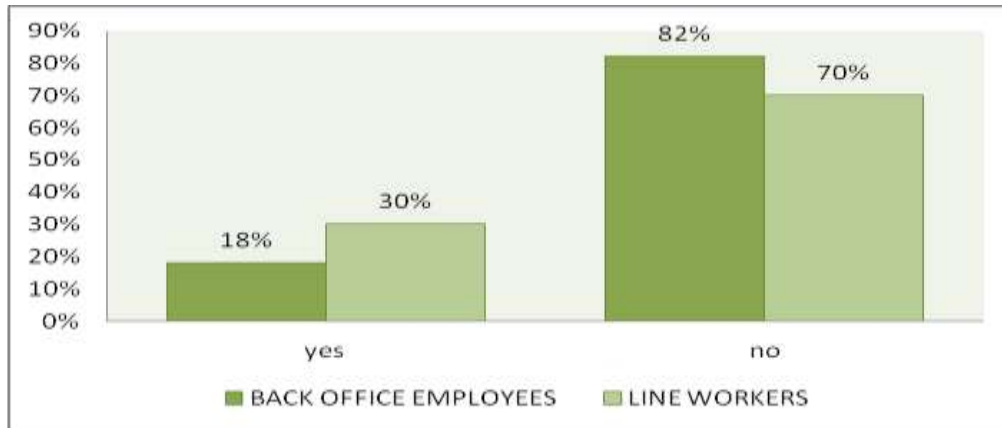


**INTEPRETATION:-**

It is clearly seen from the above graph that the percentage satisfaction level regarding superior-subordinate relationship is more in back line workers as compared to back office employee’s i.e. 62% & 55% respectively. 15% percent more back office employees are dissatisfied with the superior- subordinate relationship as compared to line workers.

**5) Do you face any stress in your job?**

Stress	Responses		Responses in %	
	Yes	No	Yes	No
Employees	9	41	18	82
Workers	15	35	30	70



**Intepretation:-**

From the above graph it is seen that 82% of back office employees & 70% of line workers do not face any stress in their respective job while others 18% employees & 30% workers face work stress.

**IV. Conclusion**

From the whole study, it can be concluded that Pantaloons, Nagpur plays a very important role in the development of the Nagpur city, society and every other person who is directly and indirectly associated with this company.

- While doing Project in Nagpur, it is being found that this organization is most efficient in terms of selling branded clothes and accessories.
- Cleanliness is being maintained by each and every department.
- The overall working place of every Department is very much satisfactory.
- There is a harmonious relationship between the supervisors and their subordinates.
- The employee’s job satisfaction level regarding the work environment is good.
- Welfare facilities provided by the company is also very satisfactory.

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