



# EMPLOYEES SATISFACTION AT KANAKA DURGA RCC SPUN PIPE INDUSTRY, BALLARI.

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## ABSTRACT

Employee satisfaction is a crucial aspect of organizational success, impacting productivity, staff retention, and overall business performance. A positive work environment that fosters employee satisfaction includes fair compensation, opportunities for growth and development, recognition for achievements, work-life balance, effective communication, supportive management, and a healthy organizational culture. When these elements are present, employees feel valued, respected, and appreciated, leading to increased satisfaction. Organizations that prioritize employee satisfaction recognize the direct links between employee satisfaction, customer satisfaction, and business success. They invest in creating a positive work environment, fostering open communication, and providing opportunities for growth and advancement. Regular monitoring and assessment of employee satisfaction through surveys, feedback mechanisms, and performance evaluations helps identify areas of improvement and address concerns. This prompt response can enhance employee satisfaction, boost morale, and create a thriving work environment that attracts and retains top talent

## I. INTRODUCTION

Employee satisfaction refers to level of contentment, happiness, and fulfilment that employee's experience in their place of work. It is been a crucial aspect of the organizational success as it directly impacts productivity, staff retention, and overall business performance. When employees are satisfied, there are been likely to be engaged, motivated, and dedicated to their work. A work of positive environment that fosters employee satisfaction is defined by several factors. These include fair compensation, opportunities for the growth and development, recognition for achievements, work- life balance, effective communication, supportive management, and a healthy organizational culture. When the elements are present, employees tend to feel more valued, respected, and appreciated, that leads to increased satisfaction. Organization that

prioritize employees satisfaction understand that happy and engaged employees are likely to going the extra mile, deliver high quality work and provide exceptional customer service .they recognise the direct links between the employee satisfaction, customer satisfaction, and business success. Therefore, they invest in creating a positive work environment, fostering a culture of open communication, and providing opportunities for growth and advancement. Monitoring and assessing employee satisfaction through surveys, feedback mechanisms and regular performance evaluations are common practices are to identify areas of improvements and address based concerns. By addressing issue promptly, organizations can enhance employee satisfaction, boost morale, and to generate a thriving work environment that is to attract and retain top talent.

## **II. LITERATURE SURVEY**

### ELLEEN STOLTZ (2015):

He contends that employees require taking their professional issues, aspirations, and plans into account in regard to 24 retention tactics. people of color and people who were white had significantly different traits

### PARUL THAJARIA Ph.D. (2015):

Specify employee satisfaction of happy employees are likely to increase output, have fewer sick days, and remain faithful to the firm, maintaining strong morale among 16 staff members can be quite beneficial to any business.

### ANKITA CHATHURVEDI AND KANCHAN SANGWAN (2016):

Focusing on employee satisfaction, in their opinion, can have the good effect on company since it raises workers' commitment to the company, boosts their productivity, performance, quality work, and lowers absenteeism and turnover.

### SHILPA AND CHITTIBABU (2016)

Carried out study to identify key variables affecting work contentment as well as correlation and interpersonal contentment and its determinants. Working hours, respect from superiors, competitive pay, welfare benefits, decision-making, and training possibilities were all taken into an account in the study.

### DANIELWHEATLY (2016,)

Flexi-time, which is most popular among men, has beneficial benefits, in his opinion, because it makes it easier to manage domestic duties while still working full-time. Studying and working part-time have advantages, which is consistent with the men's accessibility for more possibilities.

## **RESEARCH GAP**

Exploring the impact of technological innovation and sustainability practices on the performance and competitiveness of kanaka durga RCC spun pipe industries. The industries have been functioning for a considerable period, there exists a significant research gap concerning the impact of technological innovation and sustainability n practices on overall performance and competitiveness of the industry.While the

manufacturing of kanaka durga RCC spun pipe has been a traditional practice, advancements in technology have the potential to revolutionize production processes, enhance product quality, and reduce operational cost

### III. RESEARCH DESIGN AND METHADODOLOGY

#### OBJECTIVE OF THE STUDY:

- To research the necessity for and significance of employee satisfaction in the kanaka durga RCC spun pipes industries.
- To ascertain how they satisfied with the current workforce system as it stands.
- To assess 'performance of current workforce within the current framework

Type of Research: Descriptive Research

Sampling Area: SRI KANAKA DURGA RCC SPUN PIPE INDUSTRIES

Sampling Type: Simple random sampling

Data sources:

Primary and secondary data sources-are used to obtain information.

Primary data: are new data acquired from employees via survey using the questionnaire. The questionnaire assists in identifying the employee's satisfaction and its process.

Secondary Data: Secondary data gathered from historical records, books, and numerous newspapers, magazines, and so on.

Sample Size: 65 sample

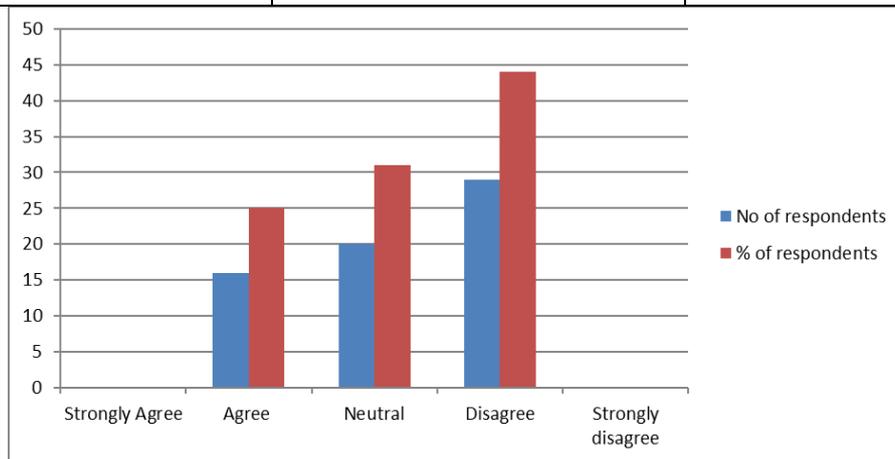
### IV. ANALYSIS AND INTERPRETATION

The data collected is assorted based on the parameters inculcated in the questioner and the data is interpreted using graphical interpretation a sample of the data interpretation is shown in the below figure representing the respondent's eagerness with satisfaction

From the reply of employees we can understand that 25% agree and 44% disagree that the physical condition in the industry is satisfactory. 31% have neutral opinion.

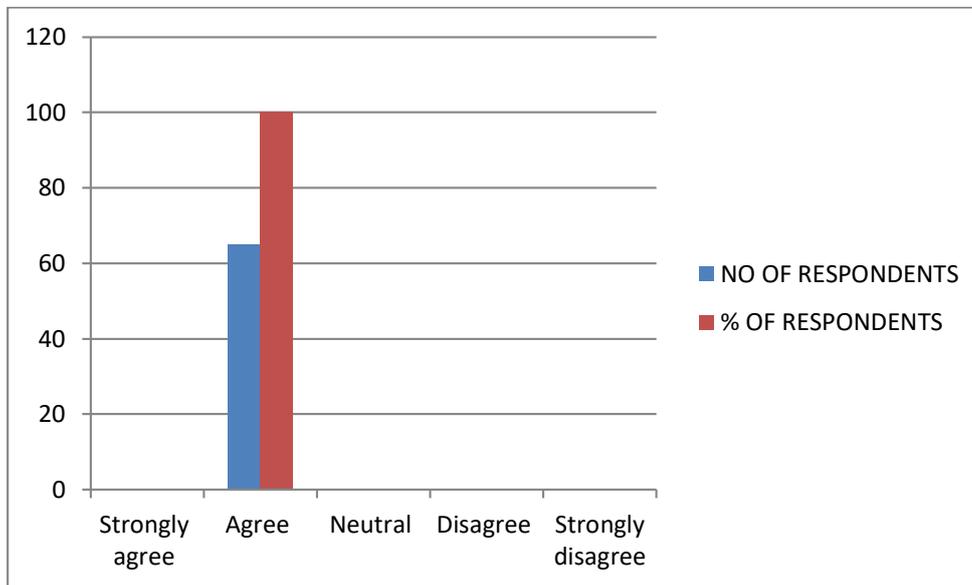
Physical working condition in the industry is satisfactory?

Opinion	Number of respondents	% of respondents
Strongly Agree	0	0
Agree	16	25
Neutral	20	31
Disagree	29	44
Strongly disagree	0	0
<b>Total</b>	<b>65</b>	<b>100</b>



Employee satisfied with the salary. We can infer from all response that 100% of the employees strongly agree that the employees are happy with salary structure with kanaka durga RCC spun pipe industries

OPINION	NO OF RESPONDENT	PERCENTAGE OF RESPONDENT
Agree Strongly	0	0
Agree	65	100
Neutral	0	0
Disagree	0	0
Strongly disagree	0	0
<b>Total</b>	<b>65</b>	<b>100</b>



#### IV. FINDING AND SUGGESTIONS.

- Nearly all employees express great satisfactions with the workplace culture of the organization.
- Every employee expressed satisfaction with the company's wage structure.\
- Everyone who works there gets along well with their supervisor and co-workers.
- The industry offers its employees a good training program.
- Some of the respondents are been content with their working schedules, while others are been not happy with the company's infrastructure amenities.
- The industry always offers the workers excellent safety precautions.
- More or fewer employees are more aware of the company's objective.
- The job and responsibilities assigned to employees are satisfactory

#### V. CONCLUSION.

Kanaka Durga RCC spun pipe industries is a leading industry for its services in Bellary. It has two manufacturing units. the industry is striving towards excellence, it has happened due to combined efforts of its management and the work force. The main positive of company is that the company have none of any trade union for employees and hence no labor problem. So, we can conclude that company will reach greater heights.

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