

## A Survey on Employee Job Satisfaction in GNP Infrastructure Private Limited Tamil Nadu

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### Abstract

Our survey deals with the transparent and optimum study on the Job satisfaction level of the employees currently deployed in the infra developers facility of GNP Infrastructure Private Limited. The collected information as the building block for the survey are solely dependent on primary and secondary data sources. Several questionnaires have been taken by the 100 entities of employee from the infrastructure organization and samples were collected for the detailed analysis. The secondary data were collected from various journals, magazines, articles, various sites and company records. The ultimate goal of the survey is to identify the satisfaction level of employees working in GNP Infrastructure Private Limited and consider the initiatives to enhance the job satisfaction level. As the resultant the analysis reflects that the employees are satisfied of the services and benefits provided to them from all possible sources.

**Keywords:** GNP Infrastructure Private Limited, Questionnaire, Analysis

### 1. Introduction

Human resource is considered to be the most valuable asset in any organization. It is the sum-total of inherent abilities, aptitudes of the employed persons who comprise executives, supervisors and the rank and file employees. The human resources should be utilized to the maximum possible extent, in order to achieve individual and organizational goals. It is thus the employee's performance which ultimately decides the attainment of goals. Hence, the employee's performance is to a large extent influenced by motivation and job satisfaction. Job satisfaction is all about how one feels about (or towards) one's job. An employee who expresses satisfaction is said to have a positive attitude towards the Job, unlike a dissatisfied employee who has a negative attitude towards the job. A person having negative attitude shows a personality disposition which is inclined to experience nervousness, tension, worry, upset and distress, where as those with positive attitude will feel happy with themselves, others, and with their work. Job satisfaction reflects the extent to which people find gratification or fulfillment in their work. Job satisfaction shows that personal factors such as an individual needs and aspirations determine his/her attitude, along with group and organizational factors such as relationships with co-workers and supervisors and working conditions, work policies, and compensation. A satisfied employee tends to be absent less often, to make positive contributions, and to stay with the organization. The effect of job satisfaction goes beyond organizational setting. Satisfied employees are more likely to be satisfied citizens. These people will hold a more positive attitude towards life in general and make for a society of more psychologically healthy.

## 2. Literature Survey

The purpose of this study is to take up the issue of job characteristics and job satisfaction in the workplace, with particular reference to GNP Infrastructure Private Limited, examine the various components of job satisfaction, the general working conditions, employment policies and employee responses as also available statistical data to determine whether, by and large workers in the company are happy with their working conditions or not.

**Abraham Maslow** in his theory of hierarchical needs in 1943. Maslow's theory opines that humans have five progressive sets of needs, the first set being purely physical needs, also called physiological needs. These include all the needs a person needs just to stay alive like food, water, air, the maintenance of body temperature and the necessity of voiding of natural human waste. It is only when this basic needs will be thought of for satisfaction. A number of opinions have been voiced on the limitations of Maslow's theory and the need to look at the issue from multiple perspectives before accepting a particular position.

**Clayton Alderfer** revised Maslow's theory of needs and called them Existence, Relatedness and Growth. ERG theory see different needs from different levels existing in a sort of continuum where while there is a hazy precedence for a lower level need, it can still very well exist in the presence of a higher level need.

**Victor Vroom**, in 1964, stipulated in his theory of expectancy that the force motivating a person to exert effort or to perform an act in a job situation depends on the interaction between what the individual wants from a job (valence) and the degree to which he/she believes that the company will reward effort exerted (expectancy) on that job with the things he/she wants.

Theorists such as **Turner and Lawrence** (1965), Hackman and Oldham (1975, 1980), Szilagyi and Keller (1976), among others have proposed that intrinsically, satisfying jobs are those where there is variety, where workers have autonomy in choosing procedures, where feedback is received concerning the effectiveness and work impact, where the work has some social significance or makes an important contribution to a product or services.

## 3. Objective of the Study

Objective of the study is to achieve an understanding of the practical banking activities and related knowledge that I have gained abstract training, University education and various document of the GNP Infrastructure Private Limited.

### 3.1 Primary Objectives:

The primary objective of the study is to find out of employees Job satisfaction level in GNP Infrastructure Private Limited. It is most important to appraise the job satisfactory of these employees. The report will be prepared based on the information of employee's satisfaction against the job security, compensation and benefits from the organization, working atmosphere etc.

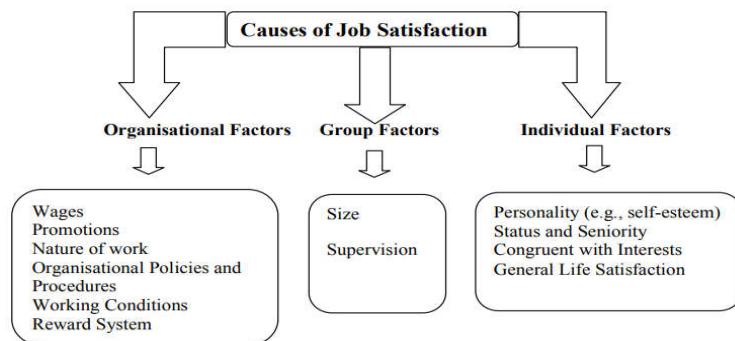
### 3.2 Secondary objectives:

The report helps to evaluate overall employees' job satisfaction in GNP Infrastructure Private Limited. It identifies the relative importance of job satisfaction factors and the organizational benefits of GNP Infrastructure Private Limited employees. The report also gives an idea about working atmosphere at this facility besides this to identify the interpersonal relationship between co-workers, the limitation of management to satisfy their employees is the objective of the report.

## 4. Perspectives of the Study

There are three major perspectives to job satisfaction:

1. Job satisfaction refers to one's feeling towards one's job. It can only be inferred but not seen.
2. Job-Satisfaction is often determined by how well outcomes meet or exceeds expectations. Satisfaction in one's job means increased commitment in the fulfilment of formal requirements. There is greater willingness to invest personal energy and time in job performance.
3. The terms job satisfaction and job attitudes are typically used interchangeably. Both refer to effective orientations on the part of individuals towards their work roles which they are presently occupying. Positive attitudes towards the job are conceptually equivalent to job satisfaction and negative attitudes towards the job indicate job dissatisfaction.



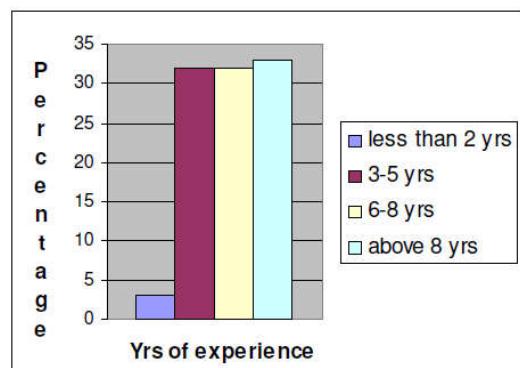
**Fig.1- Causes of Job Satisfaction**

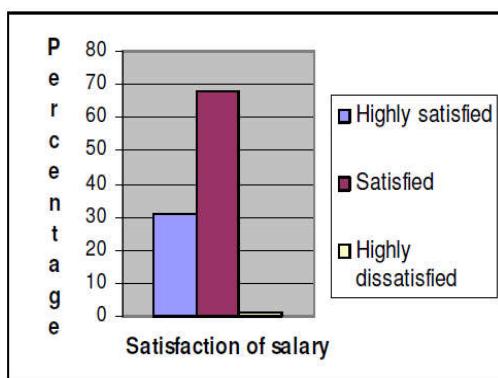
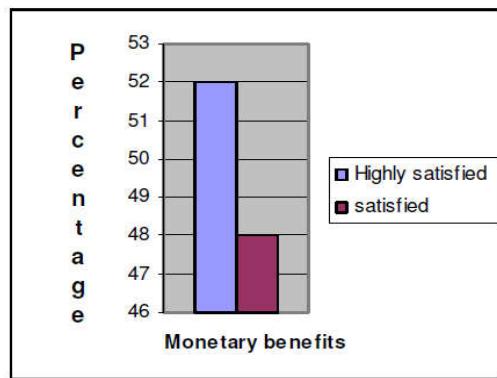
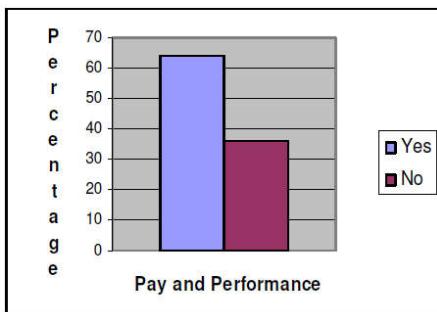
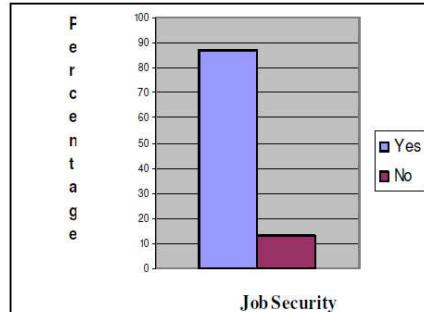
## 5. Result Analysis

### 5.1 Data Analysis and Interpretation Classifications Based on Years of Experience

S. No	Years of experience	Respondents	Percentage %
1	Less than 2 yrs	3	3
2	3-5 yrs	32	32
3	6-8 yrs	32	32
4	Above 8 yrs	33	33
	Total	100	100

### 5.2 Classifications based on Years of experience



**5.3 Satisfaction based on Salary****5.4 Satisfaction based on Monetary Benefits****5.5 Employee's Opinion about Pay and Performance****5.6 Employee's Opinion about Job Security****6. Conclusion and Future work**

The project was helpful to study the employee's job satisfaction in GNP Infrastructure Private Limited. This study would be helpful to understand how employees would perceive about the available facilities towards job satisfaction. From the study it was found that most of the employees were satisfied with their work environment. The employees felt that their direct supervisor was helpful to perform their job in a better way. The interpersonal relationships between the employees were healthy. As the future enhancement the Artificial Intelligent system can be deployed to find much accurate result from the questionnaire.

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