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## **A PROJECT REPORT ON EMPLOYEE JOB SATISFACTION WITH REFERENCE TO SRINIDHI MILK DAIRY**

**\* N. Uday Kiran <sup>1</sup>, \*\*S.Izaz Ahammed<sup>2</sup>**

**E-Mail:** [Nesaudaykiran60@gmail.com](mailto:Nesaudaykiran60@gmail.com), [izazahmmed2010@gmail.com](mailto:izazahmmed2010@gmail.com)

**Mobile. No. 9703723060,7396373072**

**Corresponding Author: S.Izaz Ahammed**

***1.Student, Department of MBA, Chaitanya Bharathi Institute of Technology, (Autonomous) Proddatur***

***2. Assistant Professor, Department of MBA, Chaitanya Bharathi Institute of Technology, Proddatur***

### **ABSTRACT**

The study helped in revealing the level of satisfaction of employees with reference to the various factors provided in the organization. This study clearly shows that employees under organization are more or less satisfied with the job. In the milk industry, employee job satisfaction plays a significant role in ensuring the smooth operation of dairy farms, processing facilities, and distribution networks. Factors that contribute to job satisfaction in this sector may include working conditions on farms, such as cleanliness, safety, and access to modern equipment. In processing facilities, job satisfaction could be influenced by factors such as fair compensation, opportunities for training and career advancement, and a supportive work environment. The organization should consider on the salary, relationship of employees and supervisors, grievance handling and give more opportunity for the new employees. The present study is descriptive in nature

### **Keywords :**

Pay and Benefits, Job Security, Recognition, Career Development, Engagement, Respect, Flexible working

### **INTRODUCTION**

In the milk industry, employee job satisfaction plays a significant role in ensuring the smooth operation of dairy farms, processing facilities, and distribution networks.

Factors that contribute to job satisfaction in this sector may include working conditions on farms, such as cleanliness, safety, and access to modern equipment. In processing facilities,

job satisfaction could be influenced by factors such as fair compensation, opportunities for training and career advancement, and a supportive work environment.

in the distribution sector, factors like job security, work-life balance, and recognition for contributions may impact employee satisfaction. Overall, addressing these factors is essential for attracting and retaining skilled workers, maintaining high-quality production standards, and ensuring the success of businesses within the milk industry.

## **IMPORTANCE OF THE EMPLOYEE JOB SATISFACTION**

**Quality Assurance:** Satisfied employees are more likely to adhere to quality standards, ensuring that the milk produced meets safety and hygiene regulations.

**Productivity:** Happy employees tend to be more productive, leading to efficient milk processing and distribution, which can ultimately impact profitability.

**Customer Satisfaction:** Satisfied employees are more likely to provide excellent customer service, leading to increased customer satisfaction and loyalty.

**Retention:** High job satisfaction reduces employee turnover, saving the dairy time and resources associated with hiring and training new staff.

**Innovation:** Satisfied employees are more likely to contribute ideas for process improvement and innovation, leading to advancements in dairy technology and practices. Overall, prioritizing employee job satisfaction in a milk dairy fosters a positive work environment, which ultimately benefits the dairy's operations, reputation, and bottom line.

## **OBJECTIVES OF THE STUDY**

- To find the level of satisfaction of the employee in Srinidhi milk dairy
- To study about the impact of employee satisfaction on organisational effectiveness
- To know the causes of dissatisfaction among the employees
- To identify various measures to improve employee satisfaction in organisation
- To provide suggestions to enhance the employee satisfaction in organisation

## **REVIEW OF LITERATURE**

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## **NEED OF THE STUDY**

- By knowing the level of job satisfaction, the HR department can know whether job satisfaction is at the expected level or not. If the job satisfaction levels are not satisfactory, then they can concentrate on increasing the satisfaction level in the company. To raise the job satisfaction my study will help the HR department to concentrate on specific factors to improve job satisfaction enabling them to put efforts on all the factors. Adding to the above my questionnaire concentrates on collecting feedback and specific suggestions from the employees.

## **RESEARCH METHODOLOGIES**

### **PRIMARY RESEARCH METHOD**

**Surveys/Questionnaires:** Develop a survey or questionnaire specifically tailored to assess employee job satisfaction within the milk industry. Include questions about factors such as work environment, compensation, job roles, career development opportunities, and overall job satisfaction. Distribute the survey to employees within different departments or levels of the organization.

**Interviews:** Conduct structured or semi-structured interviews with employees to delve deeper into their job satisfaction levels. Explore aspects of their work, including workload, management support, teamwork, and organizational culture.

### **SECONDARY RESEARCH METHOD**

**Surveys and Research Studies:** Look for surveys, research studies, and white papers conducted by research organizations, consulting firms, or academic institutions specifically focusing on employee job satisfaction in the milk industry. These sources may provide quantitative data, insights, and analysis on satisfaction levels, factors influencing satisfaction, and trends over time.

**Professional Publications:** Explore trade journals, magazines, and newsletters targeted at professionals working in the dairy industry. These publications may feature articles, case

studies, and interviews highlighting strategies, challenges, and success stories related to employee job satisfaction in the milk industry.

**Online Forums and Social Media :** Monitor online forums, discussion groups, and social media platforms where employees, industry professionals, and experts share insights and experiences related to job satisfaction in the milk industry. These sources can provide anecdotal evidence and real-life examples to complement other secondary research findings.

**Research design:** A descriptive type of research has been applied to the study.

It is a method of research describes the characteristics of population or phenomena. It can answer what, where, when and how questions but not why questions. Descriptive research is an appropriate choice we gather information by surveys, observations, case studies.

**Data collection:**

**Primary data:** The data is collected from the employees through questionnaires.

**Secondary data:** This data source consists of both internal and external. Internal data was collected from company report and record. External data consists of published data such as books, journals, websites.

**Sampling technique:** To collect the data from various department of employees a type of simple random sampling technique was adopted in this project analysis.

**Sample size:** A sample of 50 employees belonging to various departments were given the questionnaires to know the opinion of training and development program.

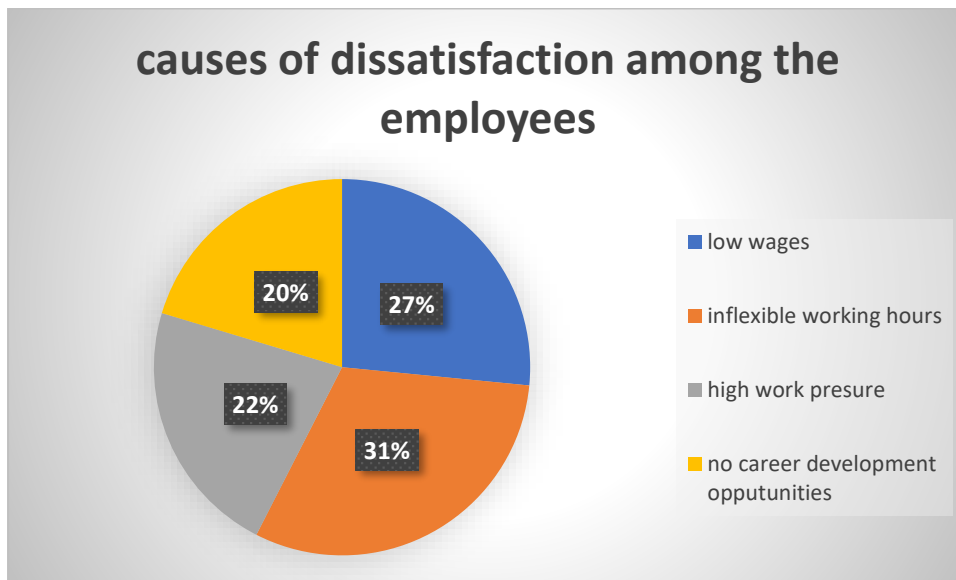
## DATA ANALYSIS

1.Satisfaction of work shifting timing in srindhi milk dairy limited



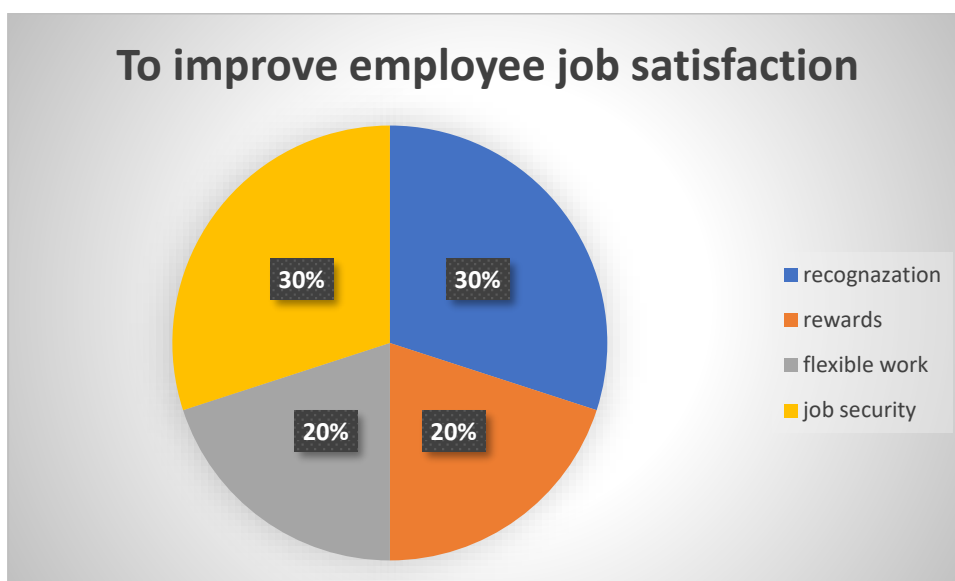
- According To the reseach here employees opinion on their work shifting timings is out of 50 employees in the organization 40% satisfied, 30% neutral, 20% highly satisfied 10% dis satisfied so most of the employees has satisfied their work shifting timings.

2.Causes of dissatisfaction among the employees



- According to the research here causes of dissatisfaction among the employees is out of 50 employees in the organization 31% of in flexible working hours, 27% of low wages, 22% of high work pressure, 20% of no career development so huge number of employees suffering with their inflexible working hours.

- 3. various mesures to improve employee satisfaction in organigation :





- As per my research the factors include improving job satisfaction 30% of recognition, 30% of rewards, 20% of flexible work, 20% of job security. When the company provide the recognition to the employee to his work then employee will show the much more interest to do the work. And he will get the satisfaction.

## **FINDINGS**

40% of the employees said that they are Satisfied with their Job in the organization, 10% are felt Dissatisfied with their Job in the organization.

- 68% of the employees said they are Satisfied and 1% highly Dissatisfied with their Salary package.
- 70% of employees said that they are Satisfied with their working hours in the organization and only 1% are Highly Dissatisfied with working hours in the organization.

## **SUGGESTIONS**

- Research what employees want
- Ensure employees get respect
- Review pay and benefits packages
- Enhance job security
- Create opportunities for employees to use and develop relevant skills
- Improve relationships with immediate supervisors
- Demonstrate organizational stability
- Recognize job performance

## **CONCLUSSION**

I conclude that from many of the employees are satisfied with their salaries, benefits and good relationship with their employers then this produce positive outcomes. Finally, I would like to conclude that the employees of SRINDHI MILK DAIRY LIMITED are highly satisfied with their work and organization.

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