

## **A Study On Job Satisfaction With Reference To Lanco Kondapalli Power Ltd Ap, India.**

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### **ABSTRACT**

Human resources are coal-and ice to every organization. As we know customer is king to the market parallel an employee is god to the every business concern because he/she has to gifted their services to the concern until unless the concern will not be resulted as profitable concern. Our Indian market is a threshold to employment opportunities, attaining a job is a child's play but, in recent days how many people are gratified is a hundred million dollars question to all.

This study is going to give you clarity regarding satisfaction of an employee at work place, every employee got paid by the employer promptly even we can't consider that as he/she satisfied in their job. To breakout this we associated with LANCO KONDAPALLI POWER LTD AP INDIA, Satisfying an employee is not a simple task as thought as we can , an employer also has to show some interest towards employees satisfaction i.e., accommodate healthy working environment may advised over here, because that is also one of the significant point to the employees. So, we made an analysis on job satisfaction in LANCO Kondapalli Power LTD AP INDIA, in this analysis we have discovered inexperienced circumstances at working place.

**KEY WORDS:** Working Condition, Job Security, Employee Welfare, Health and Safety and Career Opportunities

### **Introduction:**

In an organization the first and foremost requirement is employee's satisfaction in all the spheres and areas of the concern impossible. The term "Job satisfaction" was brought to limelight by Hop pack. He received 32 studies on satisfaction conducted prior to 1933. Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It is not a self satisfaction, happiness of self contentment but the satisfaction on the job.

There are growing awareness among employees on the job satisfaction and the working climate etc. in simple words Job satisfaction stood as an employee's general attitudes towards his job.

Job satisfaction is the level of contentment of employees feel about their work which can affect performance. It is the collection of feelings and beliefs people have about their current jobs. It is a positive feeling about once job resulting from an evaluation of its characteristics. It is the fit between job demands i.e. job description and abilities to discharge the tasks i.e. job specification which results in functional consequences like high productivity, low absenteeism and turnover.

### **Definitions**

It has been defined as a pleasurable emotional state resulting from the appraisal of ones job or experiences.  
LOCKE

According to Keith Davis job satisfaction is a set of favorable or unfavorable feelings with which employees view their work

Vroom has defined job satisfaction is generally considered to be an individuals perceptual or emotional reaction to important parts of work

The importance of job satisfaction if fairly evident from description of the importance of maintaining morale in any industry if a worker is not satisfied with his works, then both the quantity and quality of output will suffer, If his job satisfaction increase then there is an improvement in both quality and quantity of production.

### **OBJECTIVES OF THE STUDY**

The primary objective of the study is to find out job satisfaction of employees in LANCO Kondapalli Power LTD AP INDIA. Besides that few more objectives are there

- 1) To examine the training programs of organization
- 2) To know about the physical working conditions
- 3) To find the performance appraisal system
- 4) To identify the welfare amenities of employees
- 5) To evaluate the company policy
- 6) To measure the career growth opportunities for employees
- 7) To know the attitude and perception of employee regarding the organization
- 8) To critically examine the levels of job security
- 9) To provide appropriate suggestions to organization

### **METHODOLOGY OF THE STUDY**

The study namely "JOB SATISFACTION IN LANCO Kondapalli Power LTD AP INDIA" is based on primary data. Primary data is collected by using the questionnaire. The questionnaire consists of various

questions to evaluate the objectives. The sample size is 50. The sample is formed by using simple random sampling technique. The data collected is analyzed with technique by computing percentage.

**Primary data:**

Primary data are first hand information collected directly from the field. Primary data has collected with the help of questionnaire. A structured questionnaire was designed in order to study the job satisfaction of employees.

**Secondary data:**

Secondary data are recorded form of data collected for some other purpose. It may be available in the published material, company literature, magazines and various articles published by different researchers.

**Questionnaire:**

Questionnaire is a formalized set of questions to which a respondent replies. The respondent himself reads the question and record his answers without the assistance of an interviewer.

**SAMPLE:**

It is the small part drawn from whole population. Each individual is chosen randomly and entirely by chance, such that each individual has the same probability by being chosen. The sample size for the study is 50.

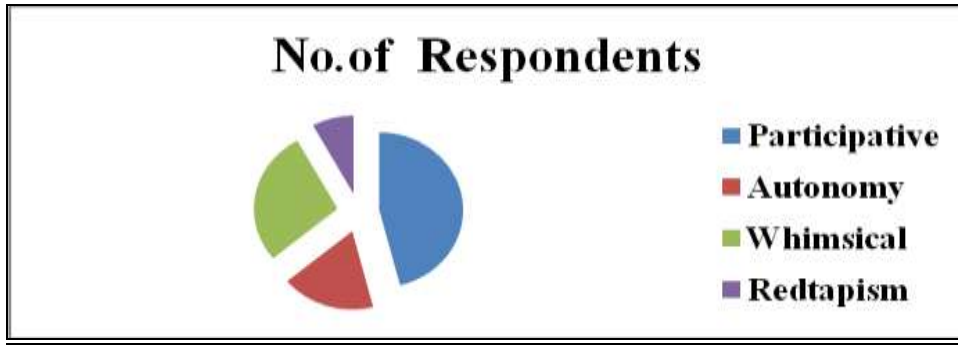
**DATA ANALYSIS AND INTERPRETATION:**

- 1) How do you feel about the physical working environment?

Table - 1

Sl.no	Options	No. Of respondents	Percentage
01	Participative	23	46
02	Autonomy	09	18
03	Whimsical	14	28
04	Redtapism	04	08
	Total	50	100

Figure – 1



**Interpretation:**

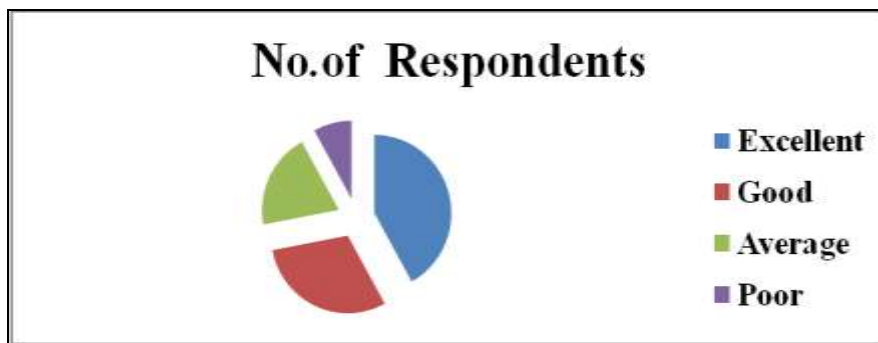
From the above table it is observed that the most of the employees are satisfied with working environment 46% of the employees are feeling participative, 18% of the employees are feeling autonomy, 28% of the employees are telling that Whimsical , 8% of the employees are saying that as redtapism.

2) Training Program of Your Organization Making You Knowledgeable

Table - 2

Sl.no	Options	No. Of Respondents	Percentage
01	Excellent	21	42
02	Good	15	30
03	Average	10	20
04	Poor	4	8
	Total	50	100

Figure - 2



**Interpretation:**

From the above table it is experiential that the most of the employees feels that training program is making sound knowledgeable. 42% of the respondents are feeling it is excellent, 30% of the employees are feeling good, 20% of the employees are expressing it is average, 8% of the employees are saying that it is poor.

## 3) How you feel about Your Company Providing Opportunities To Your Career Growth

Table - 3

Sl.no	Options	No. of respondents	Percentage
01	All The Time	26	52
02	Some Times	10	20
03	Rarely	8	16
04	Not At All	6	12
	Total	50	100

Figure - 3

**Interpretation:**

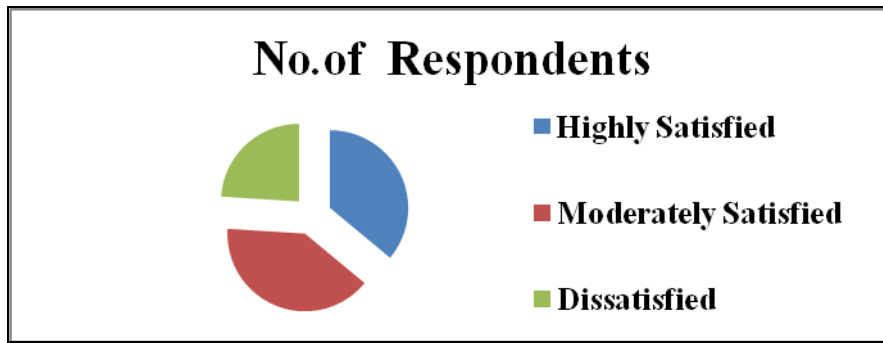
From the above table it is bring into being that the most of the employees are satisfied with career growth opportunities by organization.52% of the employees are expressing that all the time the organization is providing opportunities, 20% of the employees are feeling some times, 16% of the employees are telling its rarely, 12% of the employees are saying that it is not at all.

## 4) Are You Satisfied With Present Welfare Amenities Provided By Organization

Table - 4

Sl.no	Options	No. Of Respondents	Percentage
01	Highly Satisfied	18	36
02	Moderately Satisfied	20	40
03	Dissatisfied	12	24
	Total	50	100

Figure - 4

**Interpretation:**

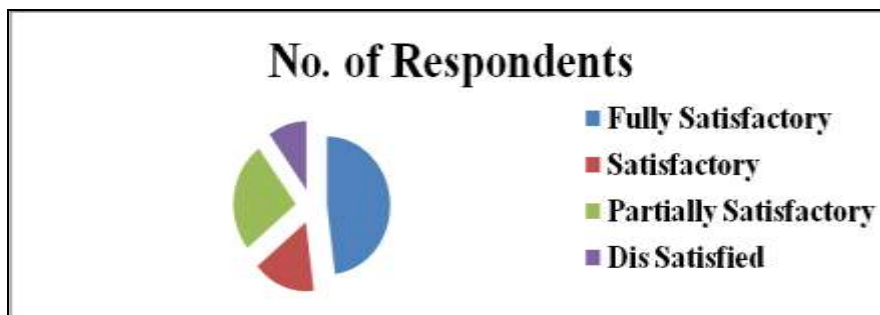
From the above table, it is understood that 36% of employees are highly satisfied with the present welfare amenities, 40% of employees are moderately satisfied, and 24% of employees are not satisfied with the welfare amenities provided by the company.

## 5) How You Feel About Your Company Policy

Table - 5

Sl.no	Options	No. Of respondents	Percentage
01	Fully Satisfactory	24	48
02	Satisfactory	08	16
03	Partially Satisfactory	13	26
04	Dis Satisfied	05	10
	Total	50	100

Figure - 5

**Interpretation:**

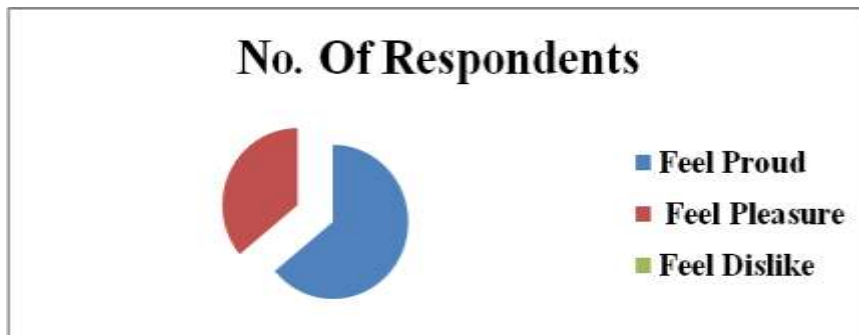
From the above table, it is understood that 48% of employees are fully satisfied with the company policy 16%of employees are satisfied, 26% employee are partially satisfied and 10% employees are not satisfied with company policy.

6) How You Feel To Tell Outsider that you are An Employee In LANCO Kondapalli Power LTD

Table - 6

Sl.no	Options	No. Of Respondents	Percentag
01	Feel Proud	32	64
02	Feel Pleasure	18	36
03	Feel Dislike	0	0
	Total	50	100

Figure - 6



**Interpretation:**

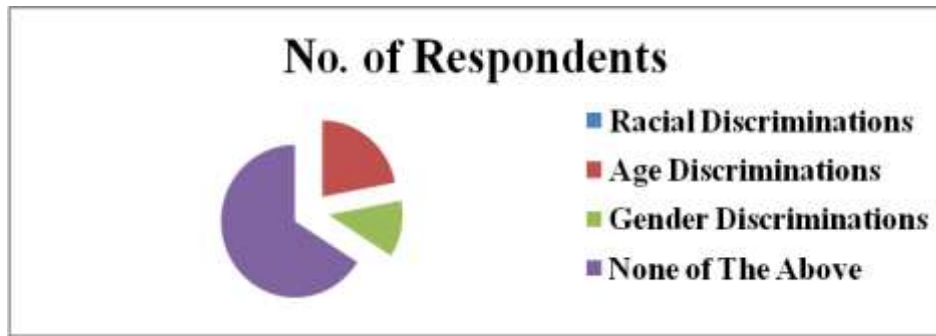
From the above table, it is explaining that 64% of employees are proudly to say that I am an employee in LANCO Kondapalli Power LTD AP INDIA and 36%of employees are feeling pleasure.

7) Which Type of Discriminations You Have Observed In Performance Appraisal

Table - 7

Sl.no	Options	No. Of Respondents	Percentage
01	Racial Discriminations	00	00
02	Age Discriminations	11	22
03	Gender Discriminations	06	12
04	None of The Above	33	66
	Total	50	100

Figure - 7



### Interpretation:

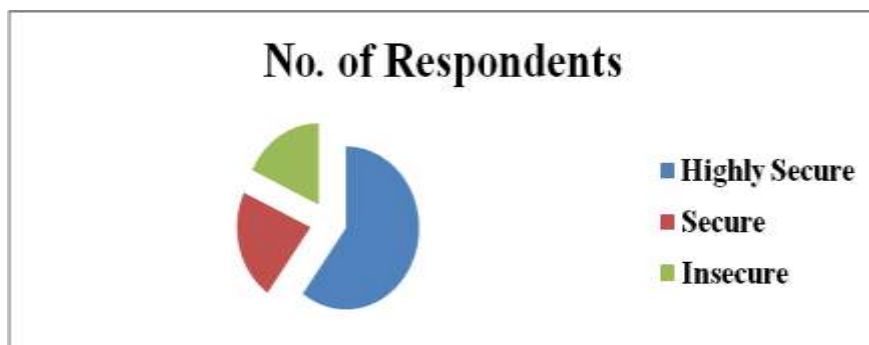
From the above table, it is explaining that 22% of employees were observed that they have seen age Discriminations and 12% employees found Gender Discriminations in time of performance appraisal, although majority employees were saying that they did not find any discrimination in Performance Appraisal.

### 8) How Secure Do You Feel In Your Job?

Table - 8

Sl. no	Options	No. of Respondents	Percentage
01	Highly Secure	30	60
02	Secure	11	22
03	Insecure	09	18
	Total	50	100

Figure - 8



### Interpretation:

From the above table it is cleared that 60% respondents are highly satisfied with their job 22% respondents are feeling it is secure and remaining personnel are feeling insecure.



## Conclusion

Job satisfaction leads to the improvement of moral and loyalty of employees towards the job and organization. From the study we can clearly identify that majority of employees are feeling satisfied with the physical work environment, training programs, career opportunities, welfare amenities and even they feel proud to say that they are part of the organization. As job satisfaction simply results in high productivity, low absenteeism and employee turnover, the same was also observed in the lanco in the last few years which led to the organization growth.

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