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EMPLOYEES SATISFACTION LEVEL REGARDING HR POLICIES.

Pooja Pawriya
Research Scholar , IMSAR, MDU, Rohtak.

ABSTRACT

An organization expects accurate information about the job as well as organization also concerned about the employee's reaction to having their jobs analyzed. In order to prevent employee dis-satisfaction uncertainty & anxiety, organization should communicate the reason for conducting the job analysis & keep the employee informed about employee satisfaction process. Employees are the most valuable assets of an organization there should be a conscious effort to realize goals by satisfying needs and aspiration of employees. Organization must meet their goals by which employees feel satisfied in their work lines due to the key strength of the company determined by the human power of the organization. To find out the importance of already existing policies or bringing satisfaction among the employees and to check out the satisfaction level of employees regarding the existing HR policies.

In the present study, convenience sampling method has been used. In the present study, primary as well as secondary data has been used. In this present study we have taken the sample size of 100 employees to get their views regarding how much they are much satisfied with their job, training provided to them for their future growth and other facilities provided to them. These 100 people included employees of different level working in HCL.

KEYWORDS:*Employees Satisfacton , job analysis , organization , employee satisfaction process.*

INTRODUCTION :

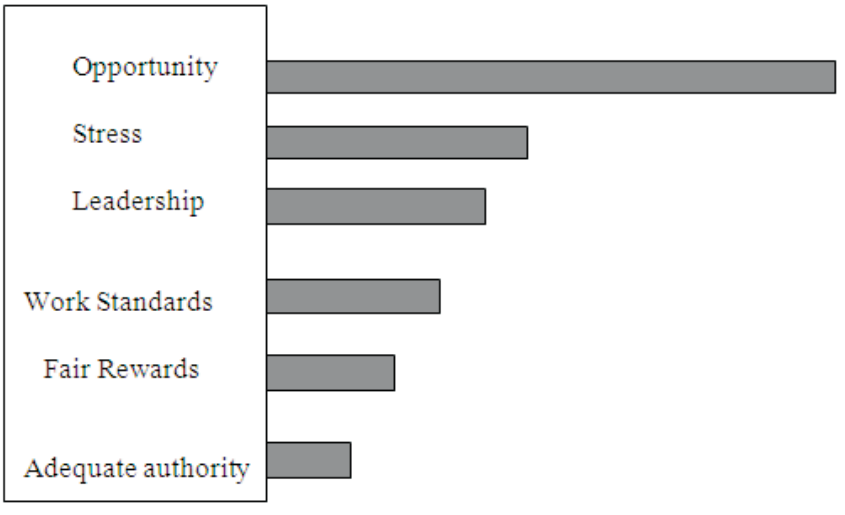
Organization is nothing but a group of people whose activities have been planned & coordinated to meet organization objectives. An organization that exists to produce & services has a good chance to service & prosper it. It consists of right people. The vast majority of people work to support themselves & their families. But people work for many other reasons other than economic security e.g. many also work to keep busy & feel useful, to create & achieve something. They want to gain recognition & achiever status or to test & stretch their capabilities. To meet these multifarious needs, people & organization join forces. The biggest challenge to the manager is to make all employees contribute to the success of the organization in an ethical & socially responsible way. The society well-being, to a large extend depends on its organization particularly business organization. It is the business organization which makes goods & service available, provided job, generate

wealth & land stability & security to the people. To assist employees in achieving their personal goals, at least in so for as these goals enhance the individual's contribution to the organization. Personal objective of employees must be met if workers leave the organization is to be maintained retained & motivated. Otherwise, employee performance & satisfaction may decline & employee may leave the organization. Human resource is the important factor of the organization. If this factor is not satisfied or not work properly then organization cannot achieve their target. For that purpose employees are often asked to supply HCL information about the content of job, given their familiarity with it. Basically two types of functions performed by HR Manager these are operative & managerial both functions are helpful to get the employee satisfaction working in the company.

- High employee satisfaction levels can reduce employee turnover. Dissatisfied employees tend to perform below their capabilities, result in high turnover of staff and leave their jobs relatively quickly and are not very likely to recommend the company as an employer.
- Employee satisfaction research give employees 'a voice' and also allow the pinpointing of problematic areas leading to the raising of staff satisfaction levels, developing and reviewing of staff management and optimizing corporate communication.
- Issues covered include the current workplace situation, management styles/attitudes, internal communications, workplace atmosphere, corporate culture/vision and image.

Employee satisfaction research encompasses many different research techniques but the measurement of satisfaction is only the first step to improving employee satisfaction.

Job Satisfaction is influenced by:



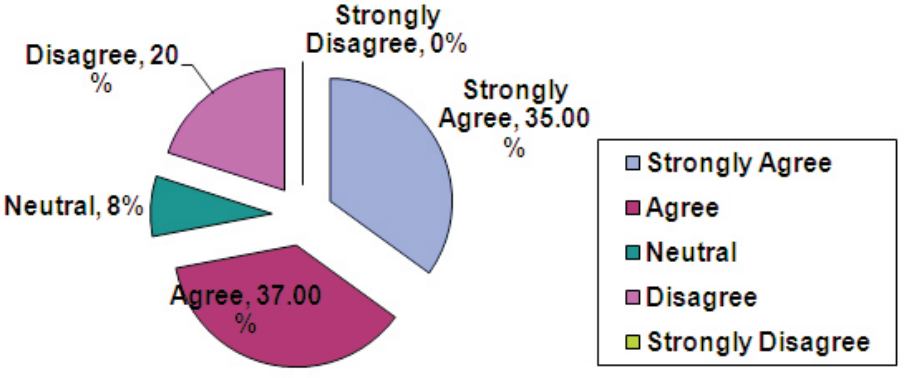
Research done by various researcher shows that satisfied, motivated employees will create higher customer satisfaction and in turn positively influence organizational performance. Noticing this trend, many organizations are investing in measuring and quantifying employee's opinions and attitudes by incorporating Employees Satisfaction Surveys into their existing HR and organizational processes.

OBJECTIVE OF THE STUDY

- To find out the importance of already existing policies or bringing satisfaction among the employees.
- To find out healthy relationship between employees and management and recommend them respectively.

- To assess the existing satisfaction level of the employees.
- To check out the satisfaction level of employees regarding the existing HR policies.
- To check out better working condition and smooth functioning in the organization.

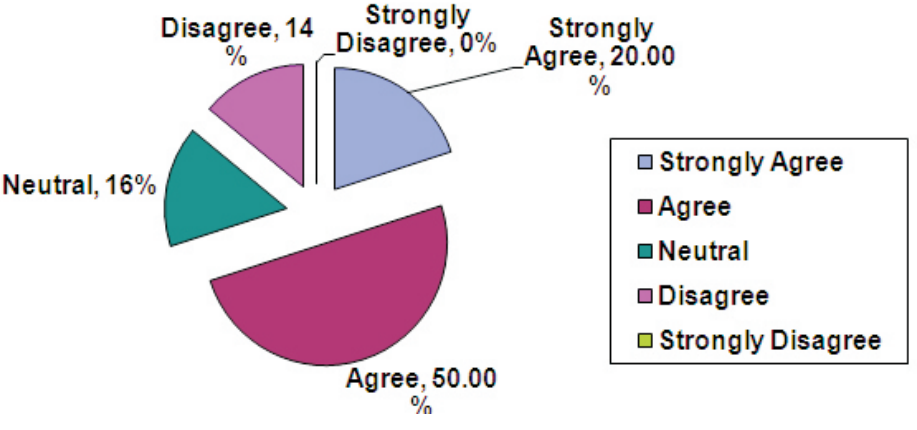
SATISFACTION LEVEL OF EMPLOYEES ABOUT THEIR COMMUNICATION WITH SUPERIOR



Interpretation:-

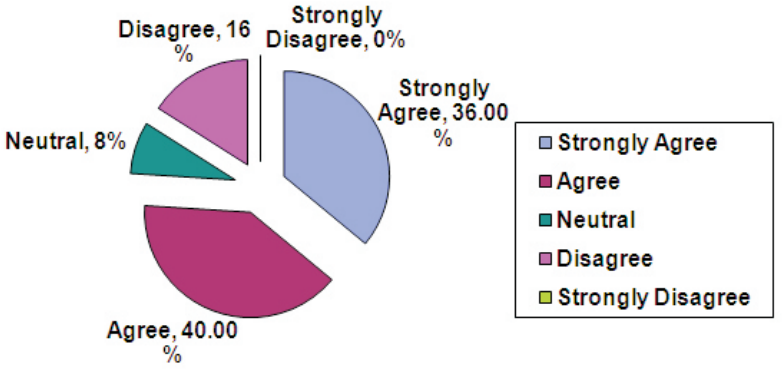
35% employees strongly agree that superior communicate to them what they expect and 37% employees are also quite but 8% employees are not agree with this statement and 20% employees are disagree with the statement.

SATISFACTION LEVEL OF EMPLOYEES ABOUT THEIR INTEREST OF JOB



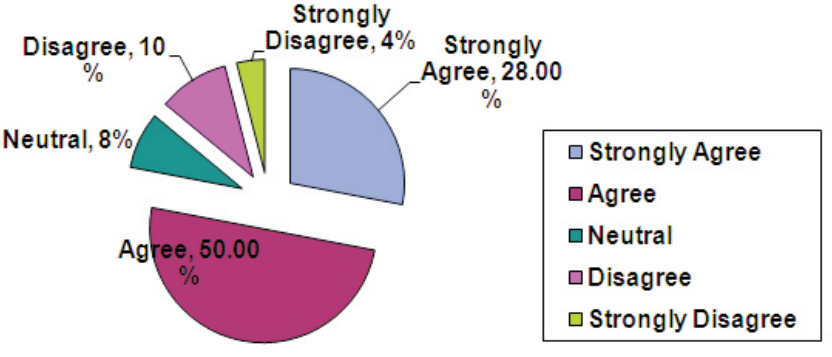
Interpretation:- 20% employees states their job are very interesting and 50% employees also quite satisfy with the nature of the job they perform but 16% are neutral and 14% are disagree with interest of job.

SATISFACTION OF EMPLOYEES ABOUT HOLIDAYS PROVIDED BY COMPANY



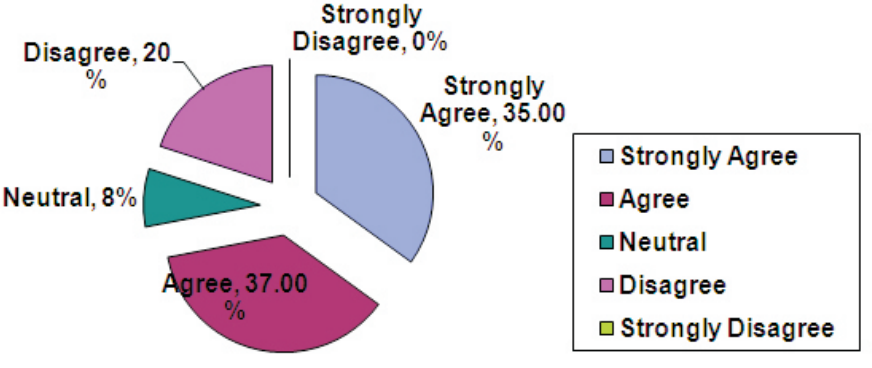
Interpretation:- 36% employees are very much satisfaction with holidays provided by organization and 40% employees are quite satisfied but 8% employees neutral with the statement and 16% employees are dissatisfied with holidays by the company.

SATISFACTION LEVEL OF EMPLOYEES ABOUT WORKING HOUR

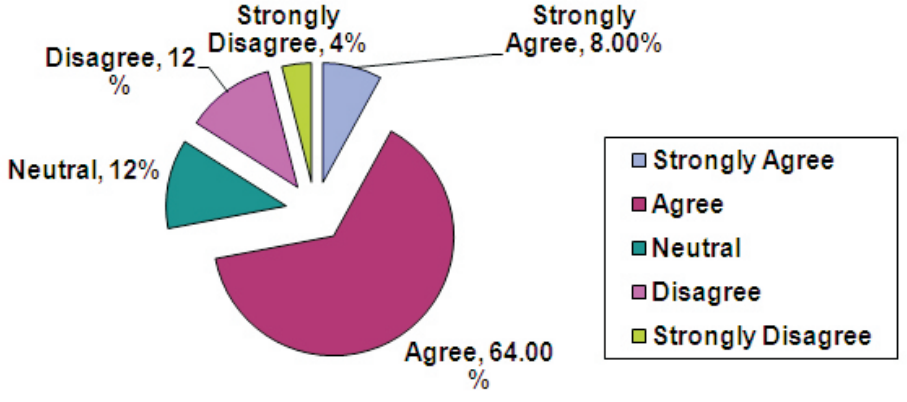


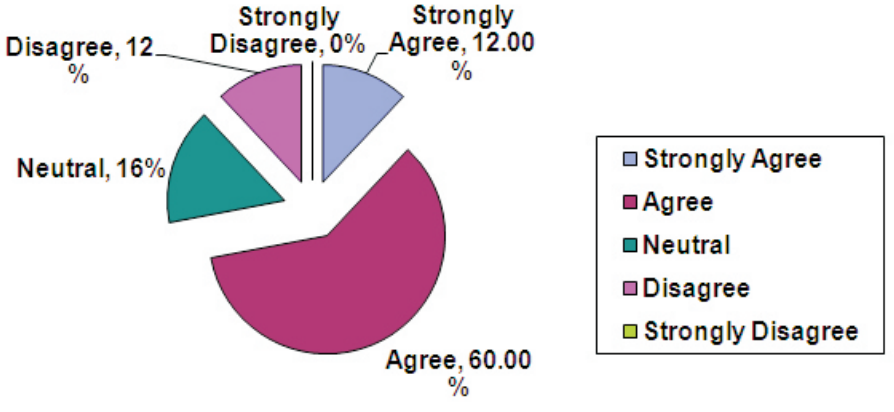
Interpretation:-28% employees are very satisfied with their working hour in the organization and 50% employees are also satisfied with working hour, 8% employees are quite satisfied, 10% people are disagree and 4% employees are strongly disagree with their working hour in the organization.

SATISFACTION LEVEL OF EMPLOYEES ABOUT TRAINING & DEVELOPMENT



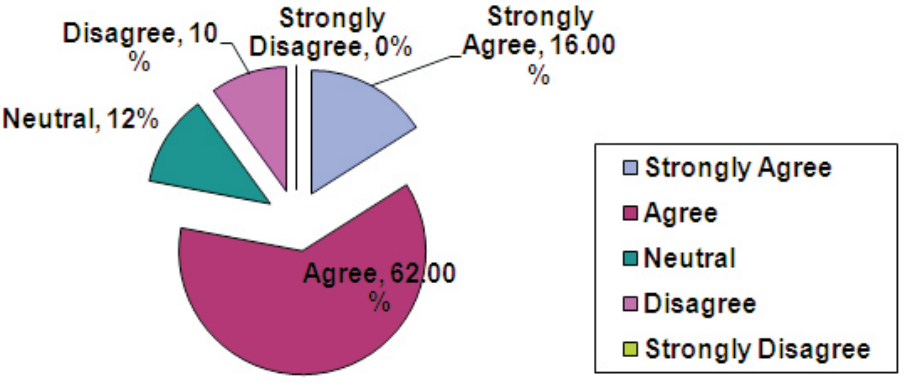
Interpretation:- 20% employees are very much satisfied with training & development Program provided by company and 30% employees are satisfied with training & development 12% employees are quiet





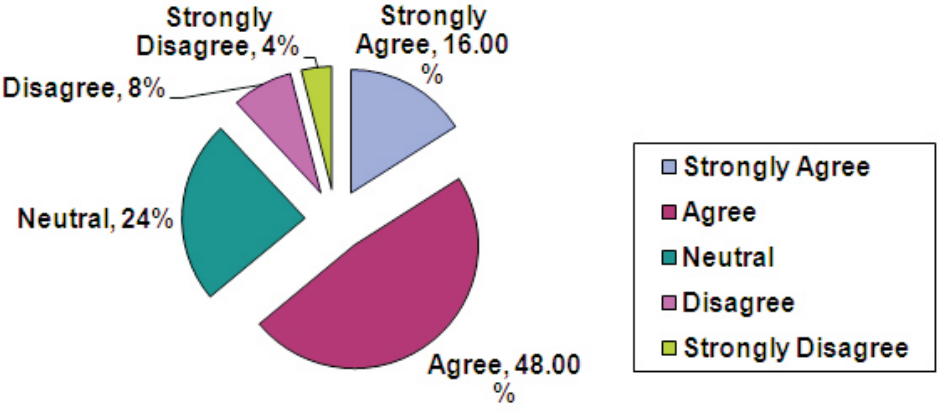
Interpretation:-16% employees are very much satisfied with feed back method used by their senior and 50% employees are satisfied. 16% employees are quite satisfied and 18% people are disagree with feed back method us

SATISFACTION L **IMPORTANT METHOD AFFEC**

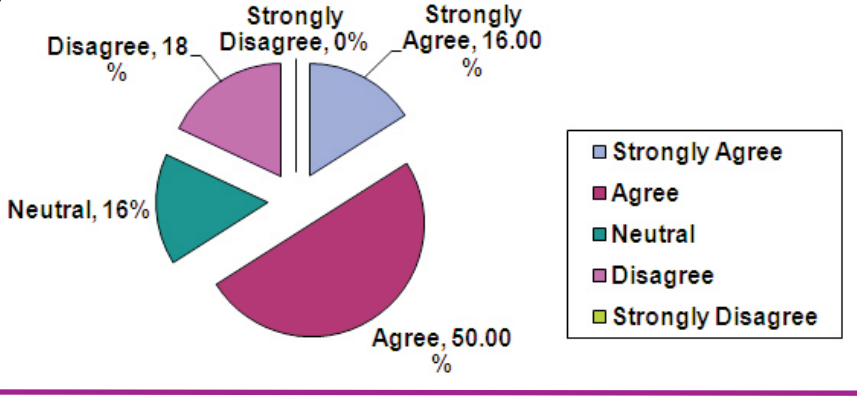


Interpretation:- 8% employees are very much satisfied regarding share sufficient information about important fact atisfied and 9% people are ng them.

SATISFACTION **ROUP**



Interpretation:- 8% employees are very much satisfied regarding work is fairly distributed in the work group, 48% employees are satisfied and 16% employees are quite satisfied but 24% employees are disagree and 4% er



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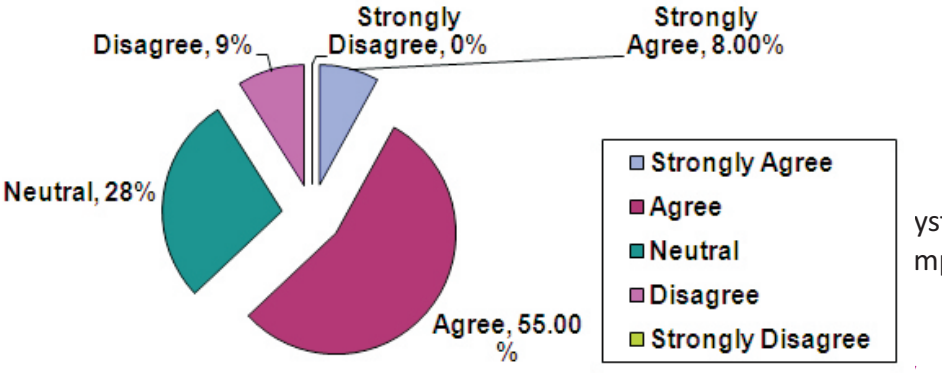
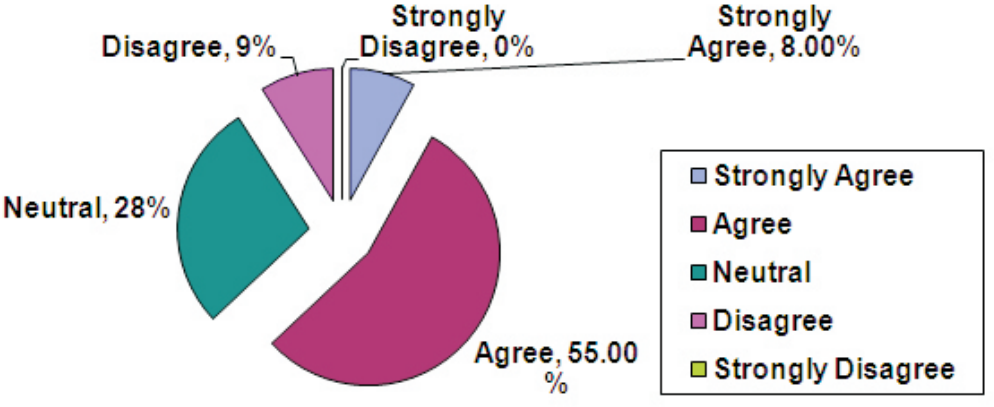
SATISFACTION LEVEL OF EMPLOYEES ABOUT REWARDS & RECOGNITION SYSTEM



Interpretation:- ystem of the company and 28 mployees are dissatisfied with

SATISFACTION L

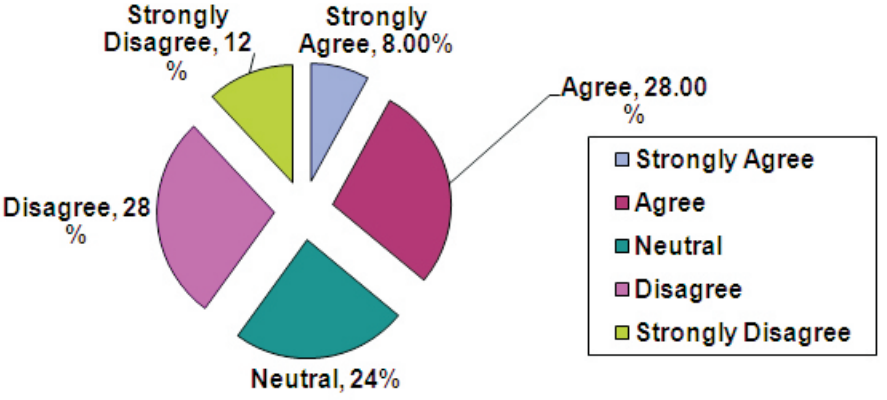


Interpretatio company and 20% em ›vided by company and

SATISFACTION LEVEL OF EMPLOYEES ABOUT SALARY

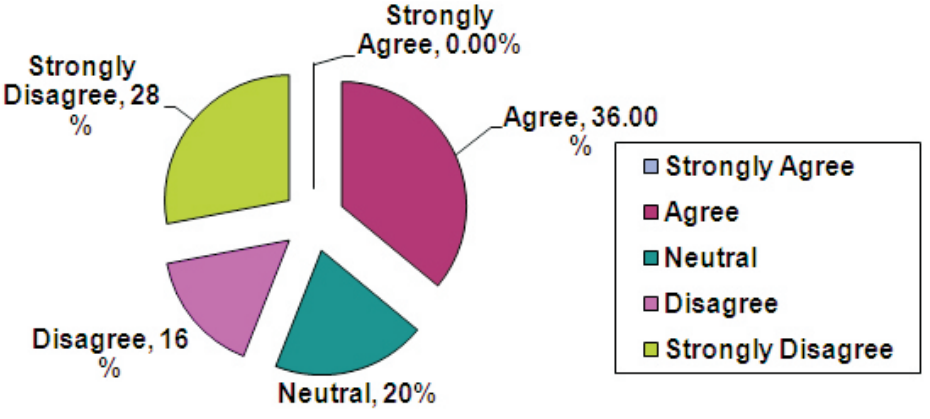
Interpretation:-16% employees are very much satisfied with their salary. 32% employees are satisfied and 8% employ alary and 12% employees are s

SATISFACTION L

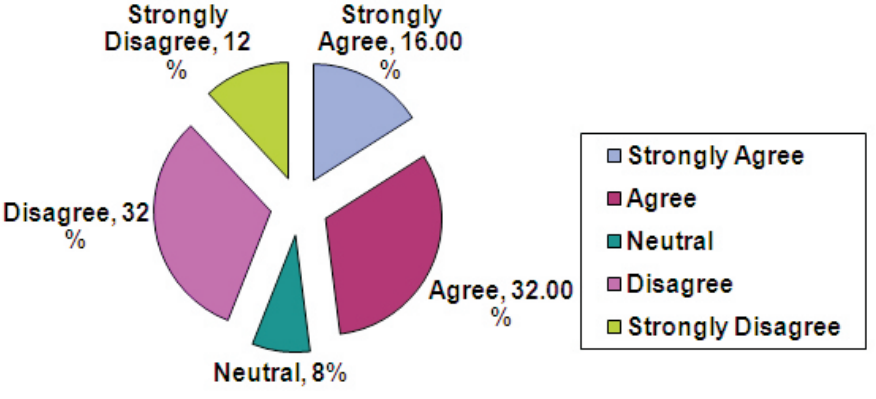


Interpretation:- 28% employees are very much satisfied with their work place. 48% employees are satisfied and nployees are strongly disag

SATISFACTIO



Interpretation: 16% employees are very much satisfied with promotion policy. 20% employees are satisfied and 2C 16% employee are very dissatis



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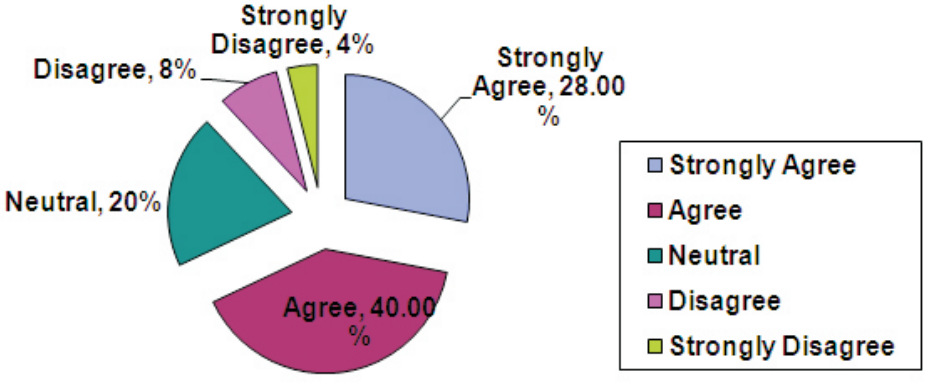
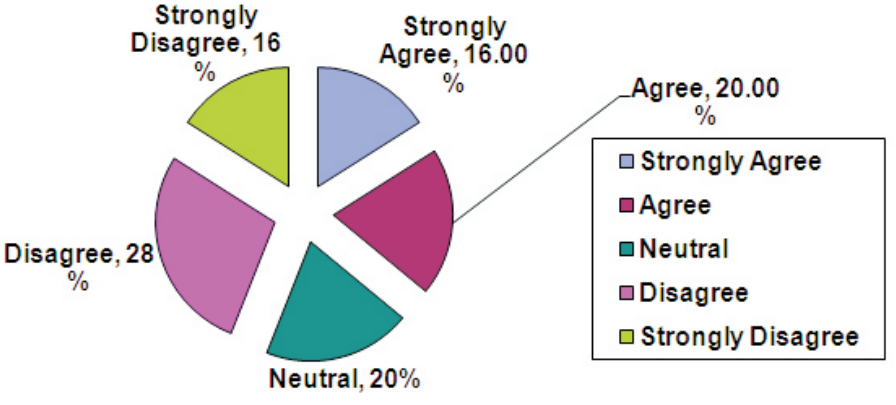
SATISFACTION LEVEL OF EMPLOYEES ABOUT THEIR PERFORMANCE APPRAISAL SYSTEM



Interpretation sal from their superior. 52% performance appraisal syste ee with their performance a

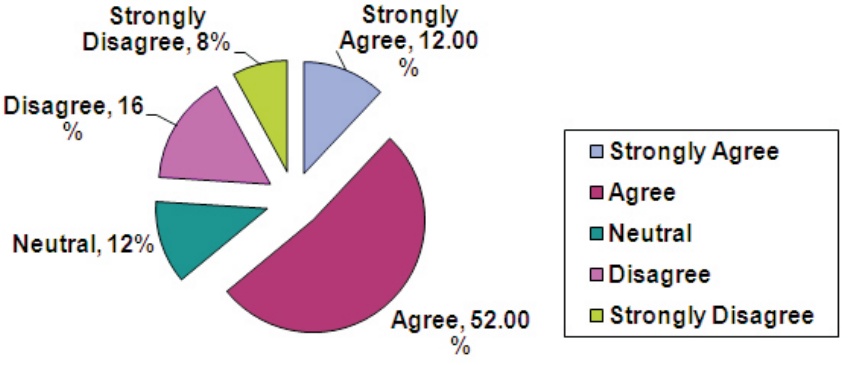
SATISFACTION LEVEL OF EMPLOYEES ABOUT WELFARE ACTIVITIES



Interpretation:- yees are quite satisfied but 20 their welfare activities.

SATISFACTION LEVEL OF EMPLOYEES ABOUT THEIR FUTURE GROWTH IN THE COMPANY

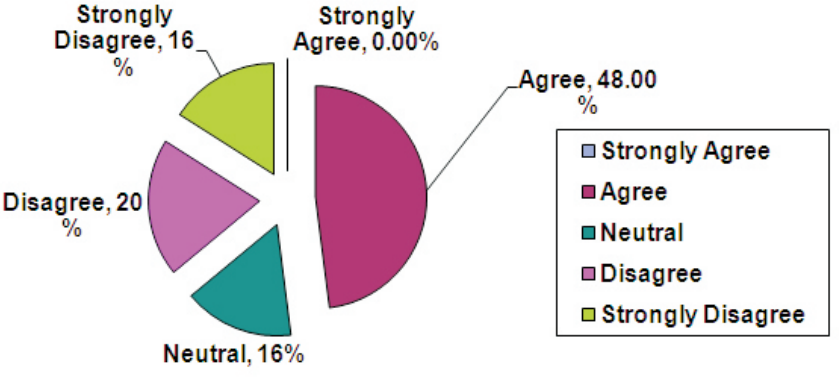
Interpretation:-12% employees are very much satisfied about their future growth in the cmpany. 52% employees are satisfied and 20% employees are quite satisfied with their career but 8% employee are disagree and 8% e ny .



FINDINGS OF STU

- Local talents
- HCL needs t
- Training is n
- Promotion a
- Self apprais
- More outdo
- Managemen
- Canteen's food & snacks are not hygienic of good quality & cheaper rate.
- Morale building is required.
- Need to improve information system.
- Management policies need to be transparent.
- Need to pay attention on promotion at lower level.
- Working facilities like gloves, glasses, helmets & fans etc. needs improvement .
- Conveyance facilities need to be provided.

CONCLUSION



In conclu munication with their superiors. T days provided to them. They are a so much satisfy with their trainir ith the authority and responsibilit sures used in the organization. The lso satisfied with the action taken l vith their reward and recognition s are not so much satisfied with their salary. They are also not much satisfied with their workplace and promotion policy. They are not satisfied with the welfare acivities.

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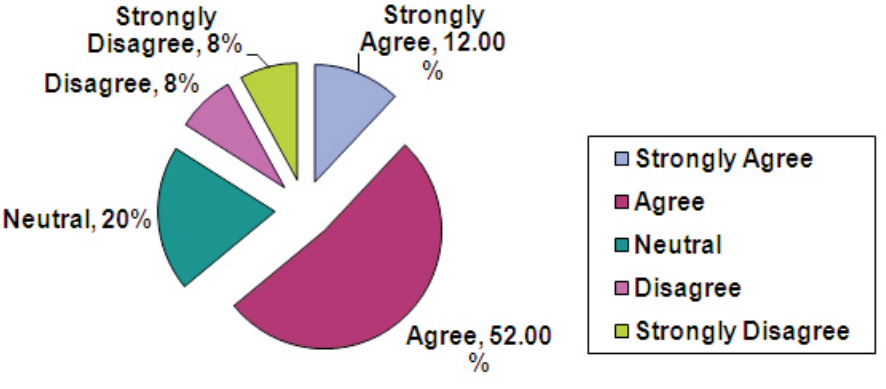

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