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# A STUDY ON JOB SATISFACTION AT HYUNDAI MOTOR LIMITED

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## I. ABSTRACT

Job satisfaction refers to one's feelings towards one's job. If the employees expectations are fulfilled (or) the employees get higher than what he / she feels satisfied. If the job satisfaction increases organization commitment will increased. This results in the higher productivity. The main objectives of this paper are to assess the job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction of employees

### STATEMENT OF THE PROBLEM

Organizations in the modern era want employees to be with them permanently. So they are giving them lot of facilities. But employees have lot of demands to be met. In order to analyze their demands this study is carried out to understand the job satisfaction levels which in turn help company in achieving profits at a faster rate.

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## II. INTRODUCTION

The basic financial statements i.e., the Balance Sheet and Profit & Loss A/c or Income Statement of business reveals the net effect of various transactions on operational and financial position of the company. The balance sheet gives a summary of the assets & liabilities of an undertaking at a particular point of time. There are many transactions that take place in an undertaking and which do not operate Profit & Loss A/c. Thus another statement has to be prepared to show the change in Assets & Liabilities from the end of one period of time to the end of another period of time. The statement is called a statement of changes in financial position or a Funds Flow Statement. A fund flow refers to the inflow

and outflow of funds or assets for a company and is often measured on a monthly or quarterly basis. A fund flow statement reveals the reasons for these changes or anomalies in the financial position of a company between two balance sheets. These statements portray the flow of funds or the sources and applications of funds over a particular period. The Funds Flow Statement is a statement which shown the movement of funds and is a report of financial operations of business undertaking. In simple words it is a statement of source and application of funds.

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**NEED OF THE STUDY:**

Many business owners disregard the importance of Funds flow statements because they unwittingly believe that their current financial standing can be construed from other financial reports and projections.

Unfortunately, however, a Funds flow statement is necessary to adequately assess the incoming and outgoing flow of Funds and other resources in a business.

A business with regular and reliable Funds flow statements shows more economic solvency, and is more attractive to investors.

A Funds flow statement documents the incoming and outgoing Funds in plain terms.

Future sales and sales made for credit (unless they have been paid off) are not included in the Funds flow statement, and most of the data will come from core operations.

the Funds flow statement, and most of the data will come from core operations. Payables and receivables should be expressly defined, as should depreciation of product value and inventory that has not yet been moved.

**OBJECTIVE OF THE STUDY: Broad objective:-**

To study the overall job satisfaction of supervisors in HYUNDAI MOTORS LTD,

**Specific objectives:-**

To measure the level of satisfaction among in HYUNDAI MOTORS LTD

To analyze the relationship, human relations and job satisfaction.

To find out the most distaining factors which influence their performance in the job.

To give amicable and practical suggestions to improve job satisfaction ofin **HYUNDAI MOTORS LTD.**

To measure the level of employee satisfaction towards their job.

To study the various factors determining job satisfaction of the employee.

**SCOPE OF THE STUDY:**

The scope of the study is clear as we analyze the need of the employees during which their morale and treating a friendly atmosphere, which also enriches their work life, can also be a possible scope.

The job satisfaction refers to a person's feeling of satisfaction on their job. It is different from person to person. The researcher has chosen to measure the level of job satisfaction in

**HYUNDAI MOTORS LTD**

The study considers the impact of 10 factors on job satisfaction it concentrates on the effect of factors in general, but no exclusive study is made on them.

The study considers only the perceptual elements of employees and does not focus on ground realities. The scope of study cover: work conditions, compensation, extra benefits, conveyance treatment of superiors, colleagues, duly timings, grievance redresal mechanism and promotion policy. This study aims to provide adequate knowledge on the concept of job satisfaction and would further help to understand its impact on job performance of the employees. This study also serves

as a source of reference to other types of organizations also, they can measure and manage

the

Job Satisfaction level of their employees which have a positive impact on their Job performance.

**RESEARCH METHODOLOGY:**

**RESEARCH:**

The methodology that is adopted for the study is such that it facilities the data accumulation. The information is gathered through survey method. The survey method has been adopted for collecting the data from employees.

**RESEARCH DESIGN:**

Research Design is defined as the specification of methods and procedures for acquiring the information needed. Generally the research design is any of the following three types- DESCRIPTIVE, EXPLORATORY and CASUAL.

**DESCRIPTIVE STUDY:**

Descriptive study/research is marked by the

prior formulations of specific research questions. The investigator already knows a substantial amount about the research problem before the project is initiated. Hence this is chosen for my research.

**EXPLORATORY STUDY:**

The major purpose of exploratory study is the identification of problem, the more precision formulation of problem and the formulation of new alternative courses of action.

**CASUAL STUDY:**

The study involves the determination of the causes of what the researchers are predicting. This is mainly a cause and effect study.

The research design selected by the researcher in the present study is “DESCRIPTIVE” in nature.

**RESEARCH INSTRUMENT:**

HR research has a one main -research instruments in collecting primary data. That is questionnaires.

In order to extract first-hand information from the respondents, a pre-tested questionnaire was prepare and the same was administered to the respondents.

**DATA SOURCES:**

Data means a collection of facts in real life statistical data is a collection of facts in numerical figures. The data sources are usually identified using the type of data needed. There are two types of data.

Primary data

Secondary data.

**SAMPLE DESIGN:**

In this study random sampling method is used. Sample size:

The sample size taken for survey includes 100 employees. The sample takes into consideration / constitutes all the managers and programmers in organization.

**POPULATION SIZE :75000**

**Primary data:**

The primary data was collected from the respondents by administering a structured questionnaire and also through observation, interview and discussion with management.

**Secondary data:**

Company profiles, Previous year report, Literatures , Journals ,

Internet, Intranet.

Statistical tools T-TEST

F-TEST Z-TEST

ANNOVA SPSS

SAS

FACOTR ANALYSIS DISCRIMINATION ANALYSIS

**DISCRIMINATION**

**ANALYSISLIMITATIONS OF THE STUDY:**

The study is conducted only in **HYUNDAI MOTORS LTD.**

Due to the limitation of the time the research could not be made more detailed.

Due to the confidentiality of some information accurate response was not revealed by some of the respondents.

Some of the replies of the respondents may be biased.

Respondents had marked the answers in questionnaires which may be socially incorrect irrespective of their actual feeling.

**REVIEW OF LITERATURE**

**ARTICLE 1**

**TITLE:** A Study On Employee Job Satisfaction With Special Reference To Krishnagiri District Co- Operative Spinning Mills Ltd.

**AUTHOR :** S.RAJA, V. VIJAY ANAND

**ABSTRACT:** Job satisfaction refers to one’s feelings towards one’s job. If the employees expectations are fulfilled (or) the employees get higher than what he / she feels satisfied. If the job satisfaction increases organization commitment will increased. This results in the higher productivity. The main objectives of this paper are to assess the job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction of employees.

**ARTICLE 2**

**TITLE :** Job Satisfaction and Employee Loyalty: A study of Academicians.

**AUTHORS:** Mrs. Shweta Rajput, Mr. MayankSinghal, Mr. Shiv kantTiwari

**ABSTRACT:** Job satisfaction and Employee Loyalty represents one of the most key



challenges faced by the managers today when it comes to managing their employees. Employees are the most valuable resource for all organizations; the longer an employee works for a company the more valuable it becomes. Many researchers have been conducted in various sectors to demonstrate the impact of Job satisfaction on employee loyalty. Employee loyalty is all about employees being committed for the success of the organization with a strong belief that working with that particular organization is their best option. The aim of the study was to find the impact of job satisfaction on employee loyalty in case of academicians. This study also finds out various factors underlying job satisfaction and employee loyalty.

**ARTICLE 3**

**TITLE:** Factors affecting employee job satisfaction: A comparative study of conventional and Islamic insurance  
**AUTHORS :** Khalil-Ur Rahman, Waheed Akhter and Saad Ullah Khan

**ABSTRACT:** This paper attempts to investigate the factors that affect job satisfaction of sales agents from Islamic and conventional insurance of Pakistan using Herzberg two-factor motivation theory. Using multi-stage stratified random sampling, we received a total of 318 usable responses . A multiple regression and hierarchal regression model including 11 hygiene-motivational factors were used to examine job satisfaction in the presence of moderating factor perception. The outcomes regarding Herzberg two-factor theory were entirely distinctive between those two direct sales groups with the presence of moderating variable perception.

**ARTICLE 4**

**TITLE:** A happy employee job satisfaction is a productive employee

**AUTHORS :** Gupta and Joshi

**ABSTRACT:** It is an important technique used to motivate the employee job satisfaction to work harder .it had often said that , a happy employee is a productive employee. It is very important because most of the people spend a major of their life at work place.

**ARTICLE 5**

**TITLE:** Changes in hrm and employee job satisfaction ,evidence from the workplace employment relations survey

**AUTHOR :** Brown forde

**ABSTRACT:**A number of other measures of job quality are found to have increased over

this period as well. It also finds a decline in the incidence of many formal human resource management practices. The paper reports a weak association between formal human resource management practices and satisfaction with sense of achievement. Improvements imperceptions of job security, the climate of employment relations and managerial responsiveness are the most important factors in explaining the rise in satisfaction with sense of achievement between 1998 and 2004. We infer that the rise in satisfaction with sense of achievement is due in large part to the existence of falling unemployment during the period under study, which has driven employers to make improvements in the quality of work.

**DATA ANALYSIS AND INTERPRETATION**

**TABLE NO.1**

Working hours are convenient for me

	NO OF RESPONDENTS	PERCENT
Strongly agree	34	34%
Agree	32	32%
Neither agree nor disagree	18	18%
Disagree	13	13%
Strongly disagree	3	3%
TOTAL	100	100%

Interpretation:

From the above chart and table it is clearly evident that 34% of the Respondents strongly agree that working hours are convenient from them and 32% agree with that and 18% neither agree nor disagree and 13% disagree with the working hours and 3% are strongly against working hours.

**TABLE NO. 2**

I'm happy with my work place

	NO OF RESPONDENTS	PERCENT
Strongly agree	30	30%
Agree	39	39%
Neither agree nor disagree	18	18%
Disagree	8	8%

Strongly disagree	5	5%	My relationship with my supervisor is cordial
	100	100%	

**Interpretation:**

From the above table it is clear that 30% respondents strongly agree and 39% respondents agree that they are happy with their work place only 13% disagreed and 18% have no idea towards their work place.

TABLE NO.3

I feel i have too much work to do

	NO	OPPERCENT
strongly agree	30	30%
Agree	41	41%
Neither agree	16	16%
Disagree	6	6%
Strongly	7	7%
TOTAL	100	100%

**Interpretation:**

From the above table it is clear that relationship between employees and their supervisors are cordial because 30% of respondents strongly agreed to it and 41% agreed to it and only 13% disagreed and 16% of respondents have neither agreed nor disagreed.

**FINDINGS**

	NO RESPONDEN	OPPERCENT
strongly agree	7	7%
Agree	9	9%
Neither agree nor	25	25%
Disagree	37	37%
Strongly disagree	22	22%
Total	100	100%

**Interpretation:**

From the above table it is quite clear that the work load is not high, 37% of the respondents disagreed with the question” I feel I have too much work” and another 22% strongly disagreed, 18% admits they have too much work and 23% have no idea towards this question.

TABLE NO. 4

Safety measures provided by the company

	NO RESPONDE	OPPERCENT
strongly agree	28	28%
Agree	31	31%
Neither agree	24	24%
Disagree	11	11%
Strongly	6	6%
TOTAL	100	100%

**Interpretation:**

From the above table it is evident that the safety measures provided by the organizations are good as 28 and 31% of the respondents agree with that and only 11& 6% disagreed and 24% neither agreed nor disagreed.

TABLE NO. 5

Using the calculated Simple percentage values for the variables, the level of satisfaction of the employees in the organization can be known. The level of satisfaction can be broadly classified into five groups. They are from 100 - 80% can be regarded as Highly Satisfied, 79 - 60% can be regarded as Satisfied, 59 - 40% can be regarded as Neither satisfied nor dissatisfied, 39 - 20% can be regarded as Dissatisfied and 19- 0% can be regarded as Highly Dissatisfied.

Employees are highly satisfied

About the company

On Company Policy and Job Security

Relationship with colleagues

About the work Employees are satisfied

On working environment and infrastructure

Balance between their Personal life and Work life

On Training and Development

Overall satisfaction with Job

Employees are neither satisfied nor dissatisfied with their Promotional Opportunities and Possibility of Growth.

**SUGGESTIONS**

There is some dissatisfaction level regarding the Salary among the employees. So, the company may conduct a further survey to find the expectations of employees.

The study shows that employees are not satisfied with the working environment and infrastructure. So the company may take steps to find out and cater the needs of employees.

The study reveals that employees are not satisfied with their promotional opportunities and possibility of growth. So the company may follow a transparent policy to satisfy the employees.

There is significant association between experience, age, education, promotional opportunities, salary and satisfaction of job. So these factors may be considered by the company in increasing the satisfaction of the employees

The company may conduct a survey in depth to know the expectations of employees relating

to salary, work environment, and promotional opportunities etc.

## **.CONCLUSION**

A survey on satisfaction of employees' has been conducted to know the existing levels of satisfaction so that steps can be taken to maintain and improve the levels and to have a positive attitude among the employees towards their work.

After the survey, it is understood that employees are mostly satisfied in all the factors. There exists some dissatisfaction level, regarding some factors. Though it does not create a problem, the management can take care of those things to avoid big problem in future.

It is clearly understood that the organization has taken efforts to maintain the satisfaction level of the employees with respect to all the factors. If these actions are continued, this company will undoubtedly become the prime industry for the employees' satisfaction is concerned.

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