A STUDY ON JOB SATISFACTION AMONG EMPLOYEES AT BAL PHARMA LIMITED

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ABSTRACT:

Job satisfaction is the level of contentment a person feels regarding his or her job. This feeling is mainly based on an individual’s perceptions of satisfaction. Job satisfaction can be influenced by a person’s ability to complete the required tasks, the level of communication in an organization and the way management treats the employees.

Job Satisfaction and Occupational Success are the factors which plays major role in Personal Satisfaction. To the worker, job Satisfaction brings happiness that can often leads to a Positive work attitude. A satisfied worker is more likely to be creative, flexible, innovative and loyal.

Job Satisfaction benefits the organization which includes reduction in complaints and grievances, Absenteeism, turnover, termination as well as improved punctuality and morale. Job satisfaction is also linked with healthier workforce and has been found to be good indicator of longevity.

Research type used in this study is Descriptive type and data Source is collected by primary data and secondary data. Primary Data has been collected by Survey Method and Secondary data is collected through Journals, Text books, records of Bal Pharma and through websites. Respondents of 50 are taken for study and sampling method used for the study is Simple Random Sampling.

The research proves that component like Job Satisfaction leads employees to work more efficiently and effectively.

The research shows that factors like working hours, job security, incentives and fringe benefits, relations with superiors, environment, and fair performance appraisal of the company leads to job satisfaction of an employee.

KEY WORDS: Job satisfaction, motivation, working hours, incentives and benefits, relations with superiors.

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