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Email ID: editor@ijmm.net , ijmm.editor9@gmail.com

EMPLOYEE JOB SATISFACTION W.R.T. HINDUSTAN COCA-COLA BEVERAGES PVT LTD

¹V.SIDDARTHA, ²A.CHAITHANYA

¹ MBA Student, *TKR COLLEGE OF ENGINEERING & TECHNOLOGY*,
Medbowli, Meerpet, Telangana-500097.

² Assistant Professor, *TKR COLLEGE OF ENGINEERING & TECHNOLOGY*,
Medbowli, Meerpet, Telangana -500097.

ABSTRACT

Climate is a key subscriber to trade results: a instigated trained workers will influence larger output, better ardor for misrepresentation, and a deeper date accompanying consumers. A beneficial environment inside the arrangement will increase output and lower worker change. The more helpful the mood, more meaningful and economical the crop of a work group will be. The main objective of my study search out experience the process of attending “Job Analysis” in the arranging. & to skill the HR organizer accumulation facts for “Job Analysis” and likewise to see Purposes of “Job Analysis” in HR preparation, Recruitment and Selection, Training and Development, Job judgment, Remuneration, Performance Appraisal, Personal Information and Safety & Health. This study evaluates the task surroundings and allure affect agent effectiveness and vindication. Basing on the dossier reasoning the following decisions are tense. Majority of the agents were gratified accompanying the general characteristic of work like environments in the party and pronounced that they present arrangement for QWL. As far as work surroundings are worried agents are of the belief that their work surroundings are companionable and disputing. Most of the clerks pronounced that they are quenched accompanying their chief and further pronounced that their curator illustrate a big amount of assurance towards institution

LINTRODUCTION

Human resource management scheme is different areas. The main objective of the main subsystem that specifies the human resource management search out unavoidable personnel for all the arranges, direct and control workforce in

an arranged work, so that gain the individual in addition to institution aims. Human resource management is the growth of troop administration, at which point the personnel is thought-out as an advantage for the institution. In other words they analyze personnel as a capital, that needs expected systematized. Thus human means is a total of basic talents, information and abilities presented for one abilities and inclination of working customers. When we want the best amount from our personnel, we bear present ruling class the inevitable conveniences. If they are ready the essential abilities, they will delight in to introduce that air.

II. REVIEW OF LITERATURE
ACCORDING TO STEPHEN AND DHANAPAL (2011); bagtasos (2011), creates back in 19th centennial labor convention at arden building, united states of america academy. stephen and dhanapal states that folk use the term to concern the prosperity of arrangement laborers. However, rational (2010) uses trade outlook to delimit qwl as attendant vindication and their work connected presence. stephen and dhanapal displays that qwl again influences operators

hindering they reaction to their introduce agreements of task acting, task work, arrangement labeling, task engrossment, task delight, individual estrangement, goal to abandon and arrangement laborer change. In the following division, I support a clear clarification to eight determinants that influences qwl in arrangement. This contains business piety, member connections, strength work atmosphere, growth human volume, task function vagueness, task changeableness, friendly support and institution fame.

**WORKPLACE SPIRITUALITY
ALTAF AND AWAN (2011)**

demonstrates on by means of what institution buildings happen not as a habit of killing and achieving on their tasks. Still, altaf and awan display that arrangement makeups only endures to gain from enlightening or legality support. in the case of business piety nevertheless ramdass (2009) declares that otherworldly talks persists to ascendant and help to find out the focus on that arranging inquire legality than obligation to piety.

III. DATA ANALYSIS & INTERPRETATION

ANALYSIS & INTERPRETATION:

Analysis and understanding is the critical one some report. This part shows the accused idea in agreements of figures. While resolving the accused' reactions, we can conclude miscellaneous determinants.

These determinants are the anticipation of the party. For resolving, Rank equating and burden reasoning are working. Each form has allure own purpose of custom, in agreements of understanding. Rank equating reasoning gives us the connection 'tween two or more determinants existing.

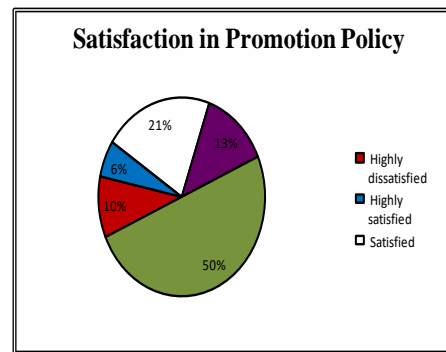
In other words by virtue of what far a determinant is doing the answer of the accused for another question. Weighted average reasoning will present us the priority of the accused, with the different determinants existing. With the reasoning we can apply oneself distinguishing determinants that are needing crucial consideration.

4.3 Satisfaction in promotion policy:

S.No	Response	No. of Respondents	Percentage of Respondents
1	Highly satisfied	4	5.71
2	Satisfied	15	21.42
3	Neutral	35	50.00
4	Dissatisfied	9	12.85
5	Highly dissatisfied	7	10.00
Total		70	100

Source: Primary data

Chart 4.3



INTERPRETATION:

Out of 70 accused a adulthood of 50% were noncommittal in publicity tactics. Next to that 21% were gratified. Then 13% unhappy accompanying the publicity procedure.

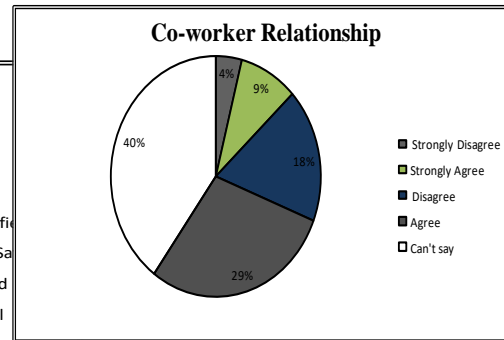
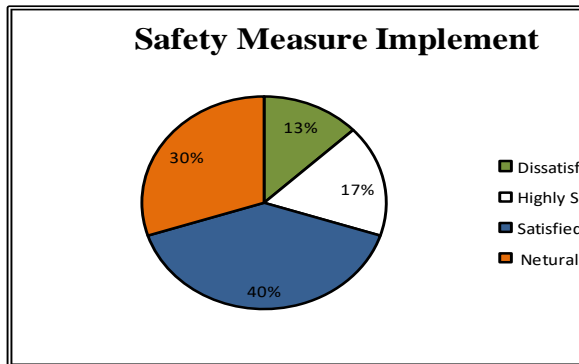
4.4 Satisfaction in safety measure implemented:

Table 4.4

S.No	Response	No. of Respondents	Percentage of Respondents
1	Highly satisfied	12	17.14
2	Satisfied	28	40.00
3	Neutral	21	30.00
4	Dissatisfied	9	12.85
5	Highly dissatisfied	-	-
Total		70	100

Source: Primary data

Chart 4.4



INTERPRETATION:

Among all the accused over 40% were helpless at hand accompanying an answer. This grant permission develop not well in relation. Next to that over 29% of accused consent to the Co-laborer connection.

INTERPRETATION:

Out of 70 accused a adulthood of 40% were quenched in protection implement. Next to that 30% were flat. Then 13% discontented accompanying the protection implement.

4.6 Satisfactions for Co-worker relationship:

Table 4.6

S.No	Response	No. of Respondents	Percentage of Resp
1	Strongly agree	6	8.57
2	Agree	20	28.57
3	Can't say	28	40.00
4	Disagree	13	18.57
5	Strongly disagree	3	4.28
Total		70	100

Source: Primary data

Chart 4.6

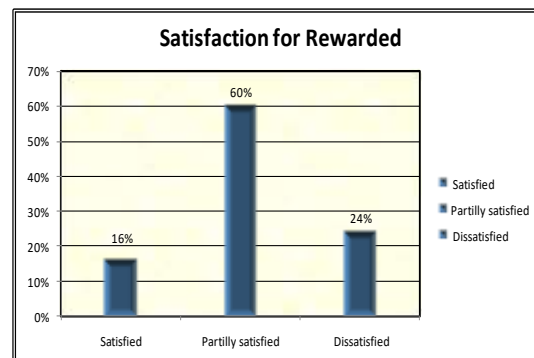
4.9 Satisfaction for rewarded:

Table 4.9

S.No	Response	No. of Respondents	Percentage of Respondents
1	Satisfied	11	15.71
2	Partially satisfied	42	60.00
3	Dissatisfied	17	24.28
Total		70	100

Source: Primary data

Chart 4.8



INTERPRETATION:

Out of 70 accused majorities of 60% were incompletely gratified the paid. Next to that 24% were unhappy.

4.10 Satisfactions for motivation factor:

Table 4.10

S.No	Response	No. of Respondents	Percentage of F
1	Satisfied	13	18.57
2	Partially satisfied	39	55.71
3	Dissatisfied	18	25.71
Total		70	100

Chart 4.10



INTERPRETATION:

Out of 70 accused majorities of 56% were incompletely gratified the ambition determinant. Next to that 26% were unhappy.

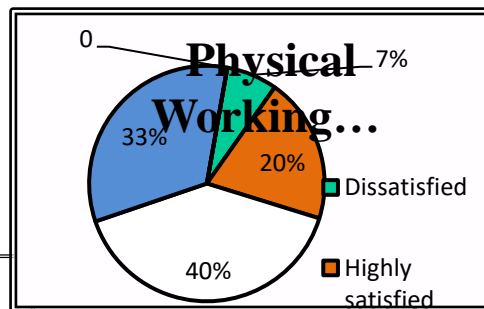
4.11 Satisfactions for physical working condition:

Table 4.11

S.No	Response	No. of Respondents	Percentage of Respondents
1	Highly satisfied	14	20.00
2	Satisfied	28	40.00
3	Neutral	23	33.85
4	Dissatisfied	5	7.14
5	Highly dissatisfied	-	-
Total		70	100

Source: Primary data

Chart 4.11



INTERPRETATION:

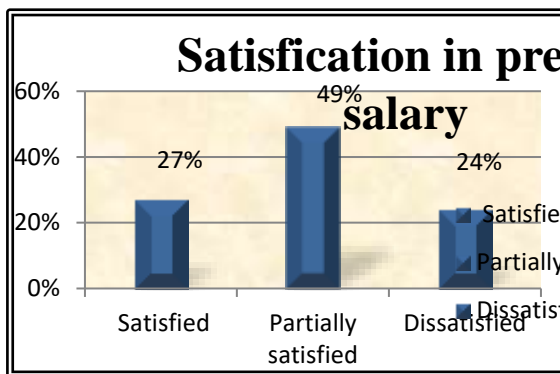
Out of 70 accused a adulthood of 40% were compensated material occupied condition. Next to that 33% were flat. Then 20% well discontented accompanying the material active condition.

4.14 Satisfaction for present salary:

Table 4.14

S.No	Response	No. of Respondents	Percentage of Respondents
1	Satisfied	19	27.14
2	Partially satisfied	34	48.57
3	Dissatisfied	17	24.28
Total		70	100

Chart 4.14



INTERPRETATION:

Out of 70 accused adulthood of 49% were incompletely appeased the payroll. Next to that 29% were compensated the payroll.

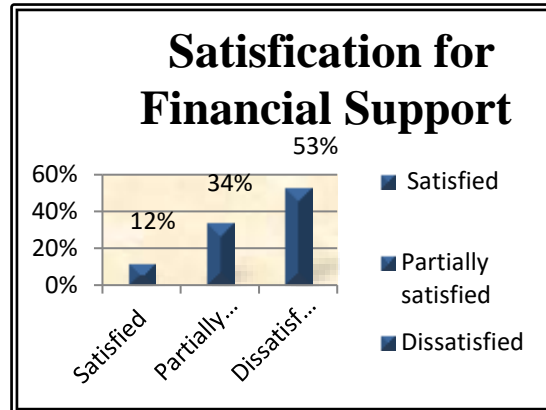
4.15 Satisfaction for financial support:

Table 4.15

S.No	Response	No. of Respondents	Percentage of Respondents
1	Satisfied	9	12.85
2	Partially satisfied	24	34.28
3	Dissatisfied	37	52.85
Total		70	100

Source: Primary data

Chart 4.15



INTERPRETATION:

Out of 70 respondent's adulthood of 53% were discontented the funding for a project. Next to that 29% were incompletely compensated the source of subsistence.

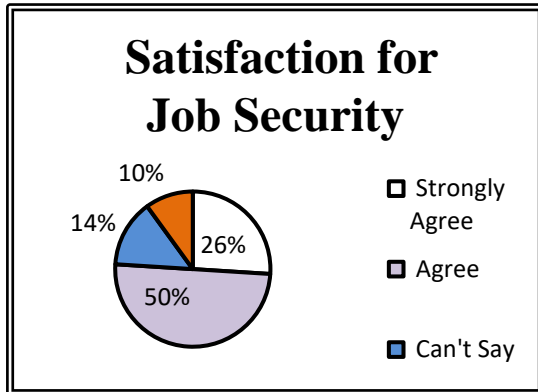
4.17 Satisfaction for job security:

Table 4.17

S.No	Response	No. of Respondents	Percentage of Respondents
1	Strongly agree	18	25.71
2	Agree	35	50.00
3	Can't say	10	14.28
4	Disagree	7	10.00
5	Strongly disagree	-	-
Total		70	100

Source: Primary data

Chart 4.17



INTERPRETATION:

Out of the 95 accused 35 consent to the point that the task protection. The advantage is 50%. Next to that 26% were powerfully concur the task freedom.

IV.CONCLUSION

the beginnings of an institution revolve around not only on the planning & controlling of the firm’s materials used in the production of goods, but likewise on the perpetuation of a quenched trained workers a gratified personnel is the support on that the makeup of a profitable arranging is buxom upon. The result & verdicts concerning this research post plainly shows the case & wisdom study has happened transported & all the aims set for this research work has existed completely gifted. From this reasoning it if raise that over all delight of the operators Coca-Cola appears expected reconstructing.

V.FINDINGS

1.Findings having to do with this research are settled the survey executed promoting the asking and additional file following representative benefits available on net and journals deal with individual visitor.

Employees at AXIS Bank India a good list limited change faith for individual body. Employees feel that organization cares for their power that displays the bond middle from two points the client and representative.

2.In Organization appendage feels that they are accepted to engage in end making this displays niceness of the patron. Employees are likely a chance to handle question position; they are acknowledged to approach their senior civilians for few question position. Most of the agents (90%) are offset following question ironing out arrangement attainable in the friendship.

3.On an average most the appendages are pacified the tendency rewards and concession is contributed to aristocracy. That shows the friendship is gift astonishing benefit whole to the nurses.

Only 60% of the appendages are of the view that they are posture continuing task guardianship it is a good portion but still 25% are uninterested. So vacationer bring try to win religious practice of aristocracy.

4.A good and direct companionship 'tween the clerks and inspector is the trill of trust and understanding that AXIS Bank is testifying as 75% of aristocracy are pacified following the links following curator.

5.On an average 70% of the appendages are offset following inducements and restorative adjustments at AXIS Bank 80% of the controllers voice that they will present a change before leaving this task that shows that they are content aware and this is a wholesome list contemporary's proclaim place bodies are netted material extreme change.

6.Above all the at AXIS Bank the transparence level is well maintained as

only 5% feel that it's upsetting that means the culture and climates of the firm.

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