

“EMPLOYEE SATISFACTION AT SUMEGA TECHNOLOGIES”*INSTITUTE OF AERONAUTICAL ENGINEERING**¹Dr.K.Jagannayaki, ²Dr.T. Varalakshmi, ³E. Vandana**¹Associate Professor, ² Associate Professor & HOD, ³Student**INSTITUTE OF AERONAUTICAL ENGINEERING**DUNDIGAL HYDERABAD TELANGANA 500043***ABSTRACT**

The fact that employees are doing the same task in the same location and at the same time, no two persons will have the same degree of satisfaction. If you're looking into the various factors that impact job satisfaction, it's crucial to keep in mind that: As a consequence of this research, it seems that, in addition to job type and working environment, there are individual factors that influence job satisfaction. As a consequence, the degree of job satisfaction is influenced by all of the factors that contribute to a fit between an individual's traits, the type of the job, and the circumstances of the employment. Consider what these variables are and how they are related. People have particular expectations of their jobs that they must meet. The fact that their expectations have been met means that they are satisfied with their job. Individuals' educational level, age, and other conditions all influence their expectations. The amount of education attained by a person determines his or her level of job satisfaction. According to a number of research studies, for example, there is a negative link between education, particularly higher education, and job satisfaction. When Sumega Technologies was created in 1999, it was by a group of technocrats with extensive experience in a variety of information technology sectors who wanted to create a firm that would serve its clients with the best services available in the market.

Keywords: *Job satisfaction, employees, technocrats, working environment, information technology*

I. INTRODUCTION

Employee satisfaction is defined as the way a person feels or thinks about their job and its responsibilities. It is possible that a variety of factors, such as the quality of one's relationship with their supervisor, the quality of the physical environment in which they work, the level of satisfaction one has with one's work, and so on, will have an impact on one's job. Among these factors is the quality of one's connection with their supervisor. Positive attitudes toward work are synonymous with job satisfaction, while negative attitudes toward work have been expressed in a number of different ways throughout the course of history. A person's attitude toward their work is what job satisfaction is all about, to put it simply. When one evaluates one's job satisfaction, one should consider how well one has balanced and summarized a variety of specific likes and dislikes encountered in connection with the job; this evaluation may be based in large part on one's success or failure in achieving personal goals, as well as how well the job and these goals appear to work together in practice.

II. OBJECTIVES OF THE STUDY:

- To understand the policies related to performance of employees.
- To evaluate the employee satisfaction at Sumega Technologies.
- To analyze the factors that influence employee satisfaction.
- To recommend new policies to improve employee satisfaction at Sumega Technologies.

III. NEED OF THE STUDY:

Employee satisfaction is a state where individuals are not only happy with their current profiles but also look forward towards a long term association with the organization. No individual wants to quit his/her job after every six months. But the moment monotony creeps in, people start looking for better opportunities. Most of the times, employees treat their jobs just as a mere source of earning their bread and butter.

Employees would never be satisfied with their jobs unless and until they have something interesting and challenging to work on. Both management and employees have an important role to play in ensuring a positive ambience at the workplace and eventually job satisfaction.

So Employee satisfaction is very important to run an organization because employees are the backbone of the company. The need for the study is to show the importance of employees and their satisfaction in the organization.

IV. SCOPE OF THE STUDY

The scope of the study is confined to employee satisfaction of lower and middle level employees in the company. The study covers job satisfaction, policies and welfare facilities provided by the organization.

V. FUTURE SCOPE OF THE STUDY

Representative Job Satisfaction follows Productivity, Employee Retention, Medical Insurance, Conducting Fun activities once in a while. Following proper working hours etc. Keeping Employees fulfilled is a procedure of recognizing the requirements of representatives.

VI. LIMITATIONS OF THE STUDY

- Due to confidential of some information accurate response was not revealed.
- Some of the replies of the respondent may be biased.
- The study was conducted through online only due to work from home.
- Respondent had marked the answers in questionnaire which may be socially incorrect irrespective of their actual feeling.

VII. RESEARCH METHODOLOGY:

The study was based on survey method. The aim of the study is to final satisfaction levels of employees. The data needed for the study is collected from the employees through questionnaire. Analysis and interpretation has been done by using the statistical tools and data presented through tables and charts.

The research technique adopted is random sampling technique. The total workforce in organizations is 500(approx.) and to conduct a survey, a sample of 100 employees selected.

VIII. REVIEW OF LITERATURE

R. Naga BhavyaSree (2017) in the modern day era, businesses is faced with many difficulties as a result of the powerful nature of the ecosystem. One of the numerous challenges for a company is satisfying the workers of it's in an effort in order to cope up with the ever changing as well as growing planet and also to become successful and stay in competition.

AbdulRaziq (2015) in the modern day era, businesses are facing many difficulties as a result of the powerful nature of the ecosystem. One of the numerous challenges for a company is satisfying the workers of it's in an effort in order to cope up with the ever changing as well as growing planet and also to become successful and stay in competition. To be able to boost job commitment, productivity, effectiveness, and efficiency of employees,

DanicaBakotić (2016)To investigate the relationship between organizational outcomes and work satisfaction, as well as to determine whether or not there is an empirically proven relationship between these two variables, as well as the strength and direction of that association, the researchers set out to answer the following research questions: The empirical study was carried out on a research test of forty large and medium-sized Croatian enterprises, with a total of 5806 workers being surveyed.

JelenaĆulibrk (2018) With the goal of establishing and quantifying the relationship between work qualities, organizational commitment, job satisfaction, job engagement, as well as organizational processes and policies in Serbia's move economic system (South Eastern Europe), we conducted an empirical investigation in that country's move economic system.

Muhammad Rizwan (2012) The primary goal of this particular analysis report is finding the vital issues, experienced by the workers while working in companies and discover the reasons just how we make the employees of ours faithful with the organization of theirs. The goal of this particular research is usually to elaborate the primary key factors that are helpful for the pleasure of the workers i.e. workplace atmosphere, team work & development, training & recognition & reward. These elements help make the policies powerful and with this effectiveness, effectiveness happens in the management operation.

NehaBatura (2016) Job satisfaction is a significant predictor of a person's desire to quit their current position. It is extensively used in low-income nations to think about ways to keep health professionals on the

job. However, since the elements that impact job satisfaction differ depending on the context, it is vital to choose evaluation methodologies that are relevant for the situation at hand. We discovered a measuring instrument developed by Paul Spector and used a number of ways to evaluate its reliability and validity for evaluating job satisfaction among new born and maternal health workers (MNHWS) in federal services in Nepal's outlying districts.

MohammadAbuhashesh (2019) In order to assist the Jordanian manufacturing sector to reduce the quantity of cash and time presently invested on recruiting as well as training new workers as a result of the quick employee turnover rate, this particular study aims to determine the elements which motivate workers to stay in the careers of theirs for a long-term instead of the ones that produce bad sentiments consequently, leading personnel to stop. The factors under concentration are wages, job security, promotion prospects, development, training and stress, job satisfaction, benefits and organizational culture.

Stephen Okyere (2015) Job satisfaction has gotten immense interest in organizational studies. It's proven as among the major factors which contribute to productivity. The emphasis of this analysis was examining factors affecting work satisfaction of workers in the neighborhood structure construction market in Ghana. Quantitative survey based analysis strategy was used in the research.

Ishfaqahmed (2010) Motivational factors play a crucial role in improving employee job satisfaction. Satisfied workers in exchange are able to assist in improving organizational overall performance. The goal of this particular study is analyzing the consequences of motivational aspects on personnel job satisfaction. This's an exploratory analysis based on main information. The main information was collected from non-academic staff of Faculty of the Punjab that is among the greatest colleges of Pakistan.

Muhammad Yousaf (2011) the reason for this particular analysis is determining the connection between worker empowerment as well as job satisfaction in Pakistani service business. This particular study additionally examines the big difference between job satisfaction degree of female and male staff.

IX. OBSERVATIONS:

1. 58% of employees are in the 20–30 age range, 23% are in the 30–40 range, and 19% are in the 40–50 range.
2. 31.6% of employees are men and 68.4% are women.
3. 58.6% of employees are between the ages of 0 and 1, 27.3% are between the ages of 2-3, and 14.1% are between the ages of 4-5.
4. 21.4% of employees work in human resources, 36.7% in finance, 23.5% in marketing, and 18.4% in quality analysis.
5. 46% of employees are very content with the top management, 34% are satisfied, 10% are indifferent toward the top management, 7% are dissatisfied with the top management, and 3% are extremely dissatisfied with the top management.

6. 24% of employees are very content with their jobs overall, 49% are satisfied with their jobs overall, 19% are neutral about their jobs overall, 5% are dissatisfied with their jobs overall, and 3% are very dissatisfied with their jobs overall.
7. It is found that a high morale among the employees of Sumega Technologies.
8. In terms of appreciation and rewards, the survey reveals that the level of satisfaction depends on the skill and performance. However, based on these factors the satisfaction levels of employee vary from person to person.
9. It is observed that the remuneration at Sumega similar to that of other companies because remuneration fixed on the basis of qualifications and eligibility with different pay scales.
10. The compensation package also varies from one level to another.

X. RECOMMENDATIONS

1. Keeping workers connected with and fulfilled takes something other than great pay and advantages. The accompanying rundown uncovers a portion of the key occupation fulfillment perspectives referred to by employees.
2. According to the above report, representatives' incentives allocation of all workers as the most significant factor in employment fulfillment.
3. Perhaps due to working environment vulnerability in the years following the Great Recession, representatives demonstrated that trust among themselves and senior administration was another very significant satisfaction factor.
4. Associations can give a suspicion that all is well and good through genuine correspondence and straight forwardness about the organization's wellbeing and long haul practicality.
5. Workplaces that are free from pressure, resolve issues, badgering and biased practices can make a positive and solid condition for everybody.

XI. CONCLUSION

In the past, doing annual surveys and evaluations was the only way to get the pulse of your business. However, times have evolved. On the other side, things are evolving and the workplace is becoming more vibrant. It's not a very practical plan to follow if you only check in on your staff once a year. It is difficult to dispute with the widespread preaching of the necessity of real-time data. Employee happiness metrics are no different. One significant benefit is that, unlike in the past, it allows managers to respond more swiftly to organisational changes without having to wait for results. The same principles that govern how you treat your relationship should also govern how you interact with your coworkers.

A culture of regular check-ins and communication encourages a happier, healthier environment where worries are not allowed to fester below the surface and cause tension. Employees also feel appreciated and respected when they have regular interactions with management, such as meetings and pulse surveys. They

also help managers make decisions when they are most needed. Fortunately, the tools you have at your fingertips are getting more advanced. It's easier than ever to find out what your employees are thinking, feeling, and wanting at any given time. Let's explore a few examples. Carry out polls Surveys are one of the best ways to analyze employee satisfaction and the culture that has developed within company. The operation need not be frightening, despite the fact that it could initially seem so. It might be as simple as a list of ten questions asking workers how they feel about their jobs and what changes they would like to see.

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