



**A STUDY ON EMPLOYEES JOB SATISFACTION WITH THE EMPLOYEES
AT ALL THE LEVELS IN BANNARI AMMAN SUGARS LIMITED,
SATHYAMANGALAM**

BY

J.RAMAKRISHNAPRASATH

Reg.No. 71206631044

of

**DEPARTMENT OF MANAGEMENT STUDIES
KUMARAGURU COLLEGE OF TECHNOLOGY
COIMBATORE**

A PROJECT REPORT

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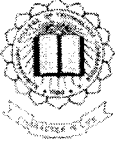
FACULTY OF MANAGEMENT STUDIES

In partial fulfillment of the requirements
for the award of the degree

of

MASTER OF BUSINESS ADMINISTRATION


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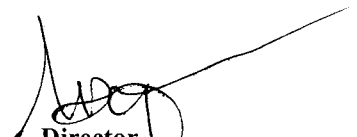


KCT Business School
Department of management studies
Kumaraguru College of Technology
Coimbatore – 641006

BONAFIDE CERTIFICATE

Certified that this project report titled “A STUDY ON EMPLOYEES JOB SATISFACTION WITH THE EMPLOYEES AT ALL THE LEVELS IN BANNARI AMMAN SUGARS LIMITED, SATHYAMANGALAM” is the bonafide work of **Mr. J.RAMAKRISHNAPRASADH (Reg No: 71206631044)** who carried this research under my supervision. Certified further , that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.


Prof.V.S.Elamurgan
Project Guide


Director

Evaluated and Viva Voce conducted on _____

29/10/07

INTERNAL EXAMINER


 EXTERNAL EXAMINER



BANNARI AMMAN SUGARS LIMITED

Regd. Office : 1212, Trichy Road Coimbatore 641 018 Tamilnadu India
Phone : 91 - 422 - 2302277 Fax : 91 - 422 - 2305599 E-Mail : bascbe@vsnl.com

BSL/AD/2007

01-09-2007

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. J. RAMAKRISHNA PRASADH (Roll No.06MBA44) MBA student of Kumaraguru College of Technology Business School, Coimbatore has done project work in our Company on Human Resource Management from 19-07-2007 to 01-08-2007 and completed successfully. During the above period his performance was good.

Date: 01-09-2007
Place: Coimbatore

For BANNARI AMMAN SUGARS LTD.,

EXECUTIVE PRESIDENT

DECLARATION

I, hereby declare that this project report entitled “**A STUDY ON EMPLOYEES JOB SATISFACTION WITH THE EMPLOYEES AT ALL THE LEVELS IN BANNARI AMMAN SUGARS LIMITED, SATHYAMANGALAM**” as has been undertaken for academic purpose submitted to Anna University in partial fulfillment of the requirements for the award of the degree of Master of Business Administration. The project report is the record of the original work done by me under the guidance of **Prof.V.S.Elamurgan** during the academic year 2006 – 2007.

I, also declare hereby, that the information given in this report is correct to best of my knowledge and belief.

Date :

Place: Coimbatore



Mr. J.RAMAKRISHNAPRASATH

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EXECUTIVE SUMMARY

This project was undertaken to study the employees, satisfaction towards their job in BANNARI AMMAN SUGAR LIMITED, SATHYAMAGLAM perception of employees towards work environment, welfare facilities, co-workers co-operation, promotional opportunities, supervision and their pay are considered as the factor of job satisfactions.

It has major influence of human performance, individual motivation, safety measures and leave concessions. Individuals in the organization have certain expectations' and fulfillments. This expectation depends upon their perception as to how the job suits to the satisfaction of their needs. Since satisfaction of individuals goes a long way in determining his efficiency .

Job satisfaction is an individual's general attitudes towards his or her job. Job satisfaction requires interaction with co-workers and bosses, following organization rules and policies, meeting performance standards, living with working condition, that are often less than ideal and the like.

The research design used for the study was descriptive research design. In this study convenient sampling techniques was employed in selecting the samples. The workers (samples) were selected according to the convenience and interviewed.'

The primary data was collected through the interview method by means of a structured questionnaire like workers attitudes towards their working environment, welfare facilities, pay and job satisfaction were included in the schedule. All the employees in BANNARI AMMAN SUGARS LIMITED were selected.

The data was analyzed by using appropriate statistical tools and conclusions were drawn. The data collected from the respondents were converted into readable form to the process of classification and arrangements. The data was tabulated and analyzed for logical statement using simple statistical methods like simple percentage analysis. Chi-Square and Correlation was used as the statistical tool for analysis.

A worker will be satisfied if he gets what he expected. Job satisfaction relates to inner feeling of a worker. Naturally, it is satisfied worker who show the maximum effectiveness and efficiency in his work. Most people generalized that workers are concerned more about pay rather than other factors, which also affect their level of satisfaction, such as canteen facilities, bonus working conditions etc.,

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CHAPTER 1

INTRODUCTION

BACKGROUND OF THE STUDY

Labour plays an important role in industrial production of the country. The personnel management concern with the management of people at work.

“Management is an art of getting the work done by people”.

Therefore it is necessary to seek the co-operation of labor force in order to increase the production and to earn higher profit. The co-operation of employees is possible only when they are fully satisfied with the employer and working conditions of job.

The primary objective of any industry is to derive the maximum results from all its resources of which manpower is vital, if Maximum results are to be obtained from man. How ever management from the laborers can derive benefit with the available infrastructure facilities in the industry.

There are many factors given by industrial psychologists and management experts for development of industries. They are moral attitude job satisfaction and efficiency etc.

It's clear that a worker can be satisfied when his efforts are being fully utilized. But term satisfaction explains that nobody knows what factors bring this as for as workers are concerned. Normally dissatisfaction arises when they are poorly paid. But there are other factors too. Perhaps sources may appear insignificant when compared to wages.

Business can achieve success and peace only when the problems of efficiently absenteeism. Labor turnover can be death with scientific investigation can be solved as and when there are technical problem in machinery problems. Through human problems of industry also need scientific investigation for their successful handling as they involve so many complication that pose themselves so scaring that even management may remain noncommittal.

Dissatisfied workers initially show their conditions by grievances and complaints, when their dissatisfaction grows the results come in shape of go s/no tactics, strikes etc. when it reaches the peak, they are forced to lore rationality, there by indulging in anti-social behavior like fights, damages o machinery, materials etc.,

At the first time of dissatisfied itself, remedial measures should taken before it gets intensified by taking an active, aggressive form. A sound management can seek suitable actions in time when charges take place in labour unions. High job satisfaction administration and they feel satisfied. So all, for the success of an organization and me, accepts it.

Job satisfaction is an attitudinal to job. It represents feelings of employees about how happy he she is with various aspect of job. Job satisfaction is result of various attitudes possessed by an employee. In a narrow senses these attitudes are related to job and concerned with such specific factors as wages, supervision, advancement opportunity, fair evaluation of work, social status, recreational outlets, activity in contribute ultimately to job satisfaction.

By discovering attitudes on facts related to work situation, an organization can correct certain- pleasant situation and they're by improved employee satisfaction, which in turn influences productivity of organization.

1.2 REVIEW OF LITERATURE

According to M.L.Blum "Job satisfaction is a general attitude which is the result of many specific attitudes in three areas namely, specific job factors, individual characteristic and group relationships outside the job"

In the opinion of wanous "Job satisfaction is the favorableness or un favorableness with which employees view their work. The author says it is the viewpoint of the workers that determines the satisfaction or dissatisfaction of the job and he is silent about the ingredients of the job. Job satisfaction is pleasurable or positive emotional state resulting from the appraisal of one's job or job experience. This definition gives importance to the state of the workers.

As per lawshe, "Man does not live by bread alone pay is not all. The wants to work with people who he respects and who respect him".

According to Hoppock,"Job satisfaction is an outcome of psychological, physiological and environmental forces that cause a person to say truthfully. I am satisfied with my job".

According to Smith, "Job satisfaction is the persistent feeling towards discreditable aspects of the job situation".

Vroom defines job satisfaction as, “The positive orientation of an individual towards all aspects of the work situation”.

David J. Charrington states “Job satisfaction is the result of a comparison between that what ought to be and what is”.

Bullock considers job satisfaction as “An attitude, which results from a balancing and summation of many specific likes and dislikes experienced in connection with the job”.

Blum is of the opinion that job satisfaction is a result of various attitudes of an employee. Attitudes are related to job and are concerned with such specific factors as wages, job security, supervision, opportunities for advancement, condition of work, and recognition of ability fair evaluation of work, social relation on job, prompt settlement of grievance, fair treatment by employer etc.

Kuntson found that the patterns of security of very similar occupational groups are more alike than those of more distantly related occupational groups. This finding would lead to the speculation that job satisfaction may not be a unitary trait but that it may exist in some people when they are employed in certain occupations and not in others”.

Bray field and Crockett (1955):

Who examined all research relating job satisfaction to job performance up to that time and concluded that there was vitally no evidence of any relationship between these two variables.

Singh (1979):

In his study on self-esteem needs using a rating scale reveals that age, seniority and level of formal education were independently related to self-esteem needs.

Pathak (1979)

In his study on “job involvement and need fulfillment in nationalized bank of Chandigarh” has found that employees scored high on opportunities for advancement.

Natraj and Hakeer’s

On a sample of skilled workers found that besides education and salary organization also was significantly related to job satisfaction.

Smha and Nair:

Reported that satisfied worker is usually more skilled is either fresh to the organization has put in many years in it and has a few dependents to support. This study was conducted on the employees of a large machinery manufacturing plant is south India.

Dixit:

He has reviewed some of the researches regarding preference of various job factors by workers in India. Their order of importance is adequate salary, job security, adequate personal benefits, opportunities for advancement and comfortable working conditions.

Nature and scope of job satisfaction:

Introduction:

The job satisfaction is one of the most crucial but controversial issue in industrial psychology. There are number of definitions for the job satisfaction. But no one is so easily acceptable and at the same time they could not be rejected as impertinent or irrelevant.

Definition:

According to M.L. Blum job satisfaction is a general attitude which is the result of many specific attitudes in three areas viz specific job factors, Individual characteristics and group relationships outside the job.

Job satisfaction is a function of, or is positively related to the degree to which one's personal needs are fulfilled in job situation; and job satisfaction is which the characteristics of the job meet, with approval and desires of the group to which the individual looks for guidance in evaluating the world and defining social reality.

C.L.Hulin measured the effects of community characteristics on job satisfaction of female clerical workers employed in 300 different catalogue order office (journal of applied psychology, 1966, 50). He found that with job conditions held constant job satisfaction was less among persons living in a well-to-do neighborhood than among those whose neighborhood was poor.

Concepts of job satisfaction:

The concept of satisfaction is related to morale and job involvement however it can also be distinguished.

From these, both morale and satisfaction refer to positive emotional status which may be experienced by employees' vitelers (1953), defines morale as an attitude of satisfaction with device to continue in and willingness to strive for goals of particular organization. Morale is more future oriented which satisfaction is more present oriented and satisfaction is made by a single individual out of his job satisfaction.

(i) Job Satisfaction and Job Involvement:

Job satisfaction must also be distinguished from job involvement (Lodahi of kesmer 1965).

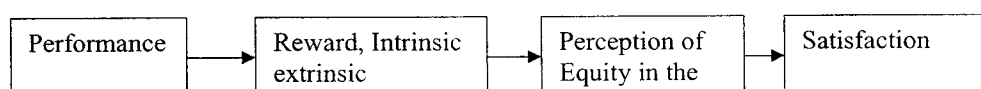
A person who is involved in his job whose moods and feelings are significant affected by his job experience and who is mentally pre occupied with his job. Thus a person who is highly involved in his job should be more likely to feel extremely satisfied or extremely dissatisfied with it.

(ii) Job Satisfaction and Performance:

At one time it was assumed that, if the management would provide satisfactory working conditions for its employees, all types of desirable ends would be achieved, it now appears, how ever that the relationship between job satisfaction and employee turnover, absenteeism and performance is not as simple as once believed.

(iii) Job Satisfaction and Productivity:

Achievements of productivity accompanied by satisfaction of the employees needs should be the object of every organization. Productivity describes the relationship of output to input over a period of time. It is not always true that high satisfaction leads to high performance and high productivity satisfied workers may produce high, or low or average.



Theories of job satisfaction

Job satisfaction is often mistaken for work motivation job satisfaction is a feeling where as work motivation is concerned with behavior some different theories exists concerned dynamic of job satisfaction and as general impact upon worker behavior. A brief mention of the theories is as follows.

(i) The Traditional Approach:

Earliest research in job satisfaction was almost exclusively predicted as the assumption that it's the presence of a variable in work situation leads to satisfaction, and then its absence will lead to job dissatisfaction and vice versa.

(ii) Vroom's Theory of Satisfaction:

Victor H.Vroom's instrumentality theory hypothesis's states that a person's attitude inwards an outcome depends upon his perception to relationship between that outcome and attainment of various other consequences towards which he feel differing degree of liking and disliking.

(iii) Fulfillment theory:

Fulfillment theorists have considered how various satisfaction measures combine to determine the over all job satisfaction. Some job factors are more important than other for each individual, Hence it's imperative that these important factors need to be weighted more in determining the individual satisfaction.

(iv) Herzberg's motivation hygiene theory:

This theory suggests a non-linear relationship between man's performance and environment. It tests the concept that man has two sets of needs, the need to avoid pain and the need to grow psychological. It proposes that job satisfaction and job dissatisfaction that on is not the obverse of the other. The theory should be satisfied to induce involvement with his job and to obtain maximum outperform him.

(v) McGregor's Theory X and Theory Y:

McGregor's theories presented two opposite sets of assumptions in his x and y theories. Theory x is based on assumptions and beliefs that supervisor has a low opinion of the workers and still lower opinion from them. Such beliefs reduce the supervisor's effects to enhance satisfaction in work. Theory y puts forwards the opposite assumptions which provide a totally different picture of human nature and therefore call for a different managerial strategy in dealing with employees.

(vi) Maslow's Needs Hierarchy Theory:

The need hierarchy theory of Maslow (1954) becomes the most significant in job satisfaction research. Maslow's theory was based on the idea that an individual's need develop in a sequence from lower order to higher order needs.

Maslow's theory of hierarchy of needs states that only after lower level is satisfaction does a person become concerned with fulfilling the higher orders since its only the unmet needs which motivation them.

Importance of job satisfaction:

Job satisfaction is one measure of quality of life, in organization and is worth understanding even if it does not relate to performance. The importance for studying job satisfaction is to discover the effective working environment in organization. Satisfaction is closely related to absenteeism and turnover both of which are closely related to organization. Thus there is a practical economical reason for organization to be concerned with job satisfaction.

The problem of job satisfaction has attracted considerable attention and industrial psychologists. It's regarded as a very significant factor in worker morale, absenteeism, accidents, and turnover and to some extent productivity through its relationship with productivity is not very clear.

There is title dispute regarding its relationship with mental health of human beings. It's generally agreed that poor job satisfaction (i.e) dissatisfaction in work in more often accompanied by poor mental health and may be manifested in a number of conditions from anxiety and headache to depression from loss of appetite to psychosomatic states and such as acute hyperacidity.

A discontented worker, what so ever may be underlying there is for more interested in his over misfortune than in his job and demolishing influence on all those who work near him. Dissatisfaction is infectious and quickly spreads to other workers and shapes the morale of organization.

The amount of co-operation that management may device from employees would depend greatly on extent of satisfaction amongst them. Dissatisfied workers may seriously cause damage to reputation our property of company and harm its business interest.

Since individuals join to make small groups together make large organization and committee the society, 'job satisfaction is of greater importance for individuals organization which employe them and society as a whole.

Money is considered as one of important factors to be satisfied by men. No doubt, money is motivator it's a reward for once needs its satisfied. So many desires connected with the psychological needs of a man. But to term it 'lure-all' would not be correct.

India is picking up fast after independence but there is great inequality of wealth, lack of employment opportunity, exploitation of labor due to wide gap between supply of the work needs and attitudes. So satisfaction motivates them for efficient and qualitative performance.

Consequences of job satisfaction

While job satisfaction is obviously of great personal concern, managers are also concerned about consequence of job satisfaction. For employee behaviors are as follows.

Performance

Of all the behavior that job satisfaction of dissatisfaction could affect. This is more positive feeling about work would lead to greater output and higher quality work. Unfortunately, four decades of research into this issue does not lend support to this belief.

The relationship between job satisfaction and job performance, Empirical research studies suggest that these two variables are not clearly related to each other in organization. The factors besides job satisfaction is that condition of work equipment,

on workers seen abilities have a much greater impact on how much a person can produce that has on her job satisfaction.

Employees who perform well and who have successfully completed their jobs receive intrinsic as well as extrinsic rewards. As a result the best performance receives rewards.

In contrast, employees who do not perform well feel depressed about their competence and will probably receive less pay and fewer promotions. Consequently poor performance will result in less job satisfaction.

Turnover and Absenteeism

Dissatisfaction of the employees makes them to quit their job altogether, (job turnover) and to be absent frequently from work with drawing from work and allows. Employees avoid unpleasant or punishing aspects of their work environment.

Turnover is a considerable concern to managers because it disrupts normal operations and necessitates the costly selection and training and replacement. Workers who have, relatively low levels of job satisfaction are most likely to quit their jobs. In addition the lowest average satisfaction has highest turnover rates.

Absenteeism is also highly related to job satisfaction workers who are dissatisfied are more likely to make “mental health” days (i.e.) days off due to illness or personal business. Research has pretty well demonstrated an inverse relationship between satisfaction and absenteeism. When satisfaction is low, absenteeism is to be high. Additionally it’s important to remember that while high job satisfaction is likely to bring about high absenteeism.

Factors influencing job satisfaction:

We need to have a set of professional managers so that they are able to feel pulse of the employees. These professional managers should be able to forecast and visualize the various problems of workers and should be able to suggest ways and means to solve them. The proper education, training and development of manager is a challenge with top management these days which should be accepted to bring the

traditional change is dealing with human problems. The managers should be able desire maximum out of their work force and at same time they should be competent enough to keep their work force happy and satisfied, the attitude and actions will also affect overall efficiency and morale of workers.

1. Personal factor:

Age:

Studies have found different result in different groups on relationship of age to job satisfaction among employee but lower financial and job status satisfaction among this group from concern with other studies, age has little relationship to job satisfaction all employees but it's important in some job situations. In some groups job satisfaction is higher with increasing age. In order there is job satisfaction is low and in other is no different.

Education:

There is a great deal of conflicting evidence on relationship but education of job satisfaction on study of all level workers indicated that those who had not completed high school were most satisfied other studies have shown no relationship certain variables such as company advancement policies in relation to education would have to be considered before any generalize would be made

Sex:

Most investigation on subject has found that men are more satisfied with their jobs. In study 350 employees it was found that 100% men were satisfied with jobs.

Factor inherent in job:

Types of work

Interest in work is an important contributing factor to feeling that job is satisfying several jobs with production characteristics. To break monotony management can introduce a system rotation where no special skills required in those jobs variety. It applies to person to a person in any work or any organization. A man doing same job over number of years get fed up and he likes to change.

Skill required:

Skill in relation to job satisfaction has a bearing on several other factors, kind of work, occupational status, responsibility etc. in a study of skills relation to job satisfaction it has been found that where skill exists to a considerable degree it tends to become first important source of satisfaction to workman satisfaction condition of work in wages become predominant only where satisfaction in skill has materially decreased.

Occupational status:

Most of people want that there should be high status in job or their business, profession or organization or any other work. Studies reveal that low-level jobs are placed prominently on jobs of list of occupation status. The status depends not only way, it's regarded by other. The employees are more dissatisfied in job that has less social status and prestige. These values are constant in a country but they vary from Country from time under some conditions. There fore it has been suggested that important of every job to all employees be focused.

Factors controllable by management

Supervision:

To a worker, supervision is an equally strong contributor to job satisfaction as well as job dissatisfaction. The feelings of workers towards his supervisions are usually similar to his feelings towards the company having a friendly rather than an oppressive supervisor changed attitudes greatly.

The supervisor is good, if the is able to produce and establish a climate of good term spirit. The role of a supervisor is a focal point for attitude formation bad supervision results in absenteeism and labor turnover.

Co-workers

Various studies have traced this factor as factor of intermediate importance. It's quite reasonable as well because people like to be near their friends. The other reason that since men belong to various groups and these greatly influence their expectations and behavior with the economic conditions and with employees beliefs about the job satisfaction.

Responsibility

Responsibility is usually related with several other important determinants of job satisfaction unemployed person's related responsibility is one of a few things that had been as characteristic of job they has preferred.

Opportunity or advancement

This factor ranks high in importance particularly to a person striving for upward mobility every young employed whenever the joins some organization is full of aspirations. He has the drive and desire to forgo a head but desire is quite different to persons who are ends of social economic scale. The desire for advancement however keeps on reducing as one grows in age once a man has reached his opportunity level and becomes adjusted to his situations other factors like length of the service, net retirement benefits become more important than need for promotion.

PAY

Management has greatly over emphasized the important of pay as a factor of job satisfaction. In one study of feeling of important of pay decreased mightily with an increasing number of depends and increased with those better education. The relative importance of pay will probably change factor in job satisfaction or dissatisfaction.

1.3 OBJECTIVES

- The following are the objectives of Study
- .The Study the level of job Satisfaction with the employees at all the levels.
- .To Study the factors affecting job Satisfaction.

1.4 STATEMENT OF THE PROBLEM

Man is not happy due to want of needs. So a totally satisfied human being can hardly be seen. The reason is that the needed of a person are always directly proportions to his progress. If his needs are not fulfilled he feels frustrated and it may lead to disturbance in the atmosphere.

The worker is breadth and brawn of a business. They are persons bringing prospects on peril to an organization. Such individuals should be encouraged. Then only an organization will attain the success.

Job satisfaction of worker is a boon of an organization. It's vital element for positive attitude of a workmen. It's an important factor to bring shape to mind or a workman. It enacts loyalty, Moral, Gratitude, Responsibility and other such positive sense in mind or worker. It's the responsibility of management of avoid frequent strike and other demonstration by the worker.

Of all the factors of production the most sensitive labor force. It is that workers who determine economy of a nation. The government expects high productivity from the workers for national development. India being a developing country, labor force can be maintained for high productivity. Labour dissatisfaction creates stagnation in productivity. But nation is waiting for betterment of creating a dynamic society. In this sense an analysis in job satisfaction is of permanent importance.

In short job satisfaction is a general attitude, which is result of many attitudes in there areas viz.

1. Specific Job factors
2. Individual characteristics
3. Group relation outside the job

But one cannot analyze the above factors individually without considering the other derives a concrete solution. By applying various statistical tools, the significance and relative important factors could be derived. It's merely and imbalance between employee's expectation form job and what he gets from job. His favorable or unfavorable attitude much depends on this.

1.5 SCOPE

- ✓ From the project it is easy to identify the job satisfaction of the employees in all the levels.
- ✓ We can also find out in the difference of opinion given by employees.
- ✓ This project also helps in studying the factors that affects the job satisfaction of the employees.

1.6 RESEARCH METHODOLOGY

Introduction

Research is a careful inquiry or examination to discover new information or relationship to expand and to verify existing knowledge. Research methodology is a way to solve systematically the research problem. It explains the various steps generally adopted in studying research problem to know not only the research method or technique but also the methodology.

The following methodology is used in the study.

ADMINISTRATION

For the purpose of study a structure questionnaire was prepared with both open-ended and close – ended questions.

POPULATION

The total number of workers working in the Bannari Amman sugars is 350. So whole populations is taken for census study

DATA COLLECTION

The data used for the study are both primary and secondary data. The data was collected by using questionnaire whereas secondary data includes reference made from the Bannari Amman sugars office records and information from various text books.

STATISTICAL TOOLS USED

The primary data is collected through questionnaire. The analysis was done by using appropriate statistical techniques. The tools used in the study are simple percentage analysis, Graphical analysis, Cross tabulation and chi-Square analysis.

RESEARCH TECHNIQUE

Chi-square test is one of the simplest and most widely used non parametric tests. Chi-square test is applied in statistics to test to goodness of fit to verify distribution of observed data with assumed theoretical distribution. The symbol χ^2 is the Greek letter Chi. The chi – square test was first used by Karl Pearson in the year 1900. The quantity χ^2 describes the magnitude of the discrepancy between theory and observation.

FORMULA

$$\text{Chi - Square } (x^2) = \sum \frac{(O - E)^2}{E}$$

Degrees of freedom = (R-1) (C-1)

Where

O = Observed Frequency

E = Expected Frequency

C = NO. of Columns

R = No. of Rows

1.7 LIMITATIONS OF THE STUDY

- Due to Limited time factor, an in-depth study could not be made.
- The present study pertains only to Bannari Amman Sugars, ltd., now applicable to other sugars industries.
- The time period for survey is limited.

1.8 CHAPTER SCHEME**Chapter 1: Organization Profile**

Organization profile includes details on the history of the organization, management and organization structure, product profile and market potential, competitive strength of the company and a brief description on various functional areas of the organization.

Chapter 2: Concepts

The second chapter deals with the concepts, background, objectives, need for the study, methodology used in data collection, limitations of the study.

Chapter 3: Macro –Micro Economic Analysis

Macro-Micro analysis deals with the prevailing scenario of the organization with respect to its respective industry and to perform the SWOT analysis of the company.

Chapter 4: Data Analysis and Interpretation

The Chapter mainly deals with performing various ratio analysis related to working capital in order to analyze and compare the performance of the company & trend analysis.

Chapter 5: Conclusion

Conclusion includes the results and the discussions put forth regarding the performance of the company for the past 5 years and the considered recommendations to improve the performance of the company.

CHAPTER.2

INDUSTRIAL PROFILE

INDRODUCTION

Indian is one of the developing country. There are so many industries in our country, among them sugar industry is playing a major role in our economy. Sugar industry is fully depending upon the agriculture. All over India more than 600 sugar factories are functioning with various cane crushing capacities. In Tamil Nadu 36 sugar factories are functioning under there sectors.

- Government sector
- Co-operative sector
- Private sector

Sugars factories are controlled by both central and state Government at diiferent levels Government allocated are for operation of every sugar factory. The government also permitted the sugar factory to purchase sugarcane directly from farmers from area allocated to it.

Sugar factories are seasonal industries. Depending upon the availability of sugarcane most of the sugar factories are working for 6 to 8 months for a year. Most of the factories are commenced their crushing every year in October to December and complete the crushing in April to June.

During the season, sugar factories are working continuously throughout 24 hours by 3 shifts. During off- season, sugar factory workers are engaged for mil cleaning and repair works.

Raw material for sugar factory is sugarcane. Sugarcane is cultivated by farmers and supplied to factories. Sugarcane is a one-year crop and is harvested from 10 to 12 months period on maturity basis. There are many varieties in sugarcane. The Government Agriculture University released new variety every year. Each and every variety of sugarcane has different qualities. i.e. birth, age, sugar content and yield.

Sugarcane contains the following components

- ↳ 50% water
- ↳ 33% bagasse
- ↳ 10% sugar
- ↳ 4% presumed
- ↳ 3% molasses

HISTORY OF SUGARCANE

Sugarcane is the world's main source of sugar. In pacific islands, sugarcane grew more than 8000 years ago. The sugarcane plant was also widely grown in ancient India. The cultivation and refining of spread from India to china about 100 B.C colonizers brought sugarcane growing nations include India, Brazil, Cuba, Chinna, Mexico, United states and Phillippines.

Sugarcane provides useful raw material to over 25 industries to produce sugar jaggery and khandsari and arrange of agro-industrial co-products such as alcohol, paper and newsprint, a verity of chemicals, cattle feed and electricity.

ORINATION OF SUGAR

The first sugar mill in the western hemisphere was built in 1514 in what is now the Dominican Republic. In 1991, the first sugar mill on the North American mainland built in New Delhi orleansby Antonio Menezes, a Louthiana, and planter. India sugar industry was initially concentrated in the subtropical states of Uttar Pradesh and Bihar, but since the second plan it has dispersed into the Decca area and the southern states.

Sugar being a basic commodity for daily use, which have no well, define substitute. With the exception jaggery is used as an alternate to sugar in rural areas.

RAW MATERIAL

Sugar can is the raw material for sugar industry. Sugar mills are generally located near the fields because being weight-losing raw material. It must be crushed with in a shot time (with in 24 hours), because, the product obtained after crushing is used as fuel for the industry. The sugar industries are located with- in 100KMS radius of the cane fields.

PRODUCTION

There forms of sugar are produced namely jigger, kahandasari and white sugar approximately 60% of the total can produced in India issued is for jaggery and khandasi and only 25% goes to the mills for the production of crystal sugar bagasse pressmad and molassess, are the main by-products of sugar industry bagasse is used for the manufacture of industrial and power alcohol.

OTHER INDUSTRIAL USERS

A small amount of the world's sugar crop is used by non-food industries to make various products. For example, sugar is used to mixing cement, training leather and making plastic. Some medicines contain sugar, which disguises their unpleasant taste.

SUGAR INDUSTRY IN INDIA

The sugar industries are one of the larges Agro-based food processing industries in India. India is the larges producers and largest consumers of sugar and has a neck-to-neck race with Brazil. For the first position, the country shares about the sugar industry is well over Rs5000 cores 7.5% rural population is involved in the have unique intrinsic and symbolic relationship with the rural with mass and contribute around 2% to the national gross domestic product.

It employs over 40 millions cane growers and about 3.5lakhs skilled and unskilled workers. Being the second largest agro based industry; it plays a dominant.

COMPETITORS TO BANNARI AMMAN SUGARS LTD'

SAKTHI SUGARS LTD

Sakthi sugars is one of the largest producers of Sugar in India with a capacity of over 12,750 tones of cane crush per day. Sakthi Sugar has units/ plants in TamilNadu and Orissa States, India.

MURUGAPPA SUGARS LTD

Sugar and bio-products are made by EID parry unit. White sugar neem based pesticide is exported to several countries.

- ❖ Neemazal USFDA approved bio-produce
- ❖ Parry's Sugar

PONNI SUGARS

Ponni Sugars is one of the sugar producers in Tamil Nadu.

PROFILE OF BANNARI AMMAN SUGARS LTD

Bannari Amman Sugars limited was incorporated in the year 1983 as a public limited company; the main object of the company is to carry on business of manufacture of sugar and its by-products.

Shri S.V Balasubramanian, a chartered accountant and a successful sugars technocrat, has promoted the company. The day-to-day affair of the company is looked after by Shri.S.V. Balasubramainam chairman and Managing Director under his superintendence, direction and control of Board of Directors. A team of highly qualified and experience professionals in sugarcane cultivation sugar production, finance, administration and other key areas, assist him.

The first modern sugar unit of company with an installed capacity of 1250 TCD commenced production in January 1986 at Alathukombai village, sathyamangalam Taluk, Erode District, Tamilnadu State. Subsequently its capacity has been enhanced to 25000 TCD. Further expansion of sugar factory with 4000 TCD with 20MW of cogeneration of power was established during the year of 2002.

The company has diversified its activity in to granite and started a100% export oriented granite processing unit in November 1990 at Alathukombai village Sathyamangalam Taluk, Erode District, Tamilnadu. The object of this unit is to cut, polish and export of granite products.

The second modern Sugar unit of company with an installed capacity of 25000 TCD commenced production in September 1992 at Alaganchi village, Nanjangud Taluk, Mysore District Karnataka State subsequently its capacity to 5000 tones with 16MW 10- generation project.

The company also has a modern distillery unit at Chinnapuliyer village, Bhavani Taluk, and Erode District.

The Sugar unit (I &II) Granite unit and Distillery unit are established with latest machineries and sophisticated technology most of the operations of the company are computerized and the quality of product is being maintained uniformly.

OBJECTIVES OF ORGANIZATION

QUALITY POLICY

Company's commitment is to produce quality sugar that conforms to standards, which would satisfy the domestic and international customers continually.

QUALITY OBJECTIVES

- To maintain quality procedure and effect cost reduction by updating the process technologies.
- To attain maximum production by optimum utilization of plant and machinery.
- To ensure cleanliness and good house keeping.

ORGANIZATION POLICIES AND DIRECTION

The studies have revealed that dissatisfaction is normally high amongst young workers but it tends to go down during the first few years of employment. During recent year the increasing size of administrative units and trends towards greater complexity in organization at structure is resulting in a progressive deterioration.

SATISFACTION WITH THEIR WORKING ENVIRONMENT CLEANLINESS

The floor of every workroom shall be cleaned at least once in every week by washing, using disinfectants when floor becomes wet and drawings shall be provided.

DISPOSAL OF WASTE AND EFFLUENTS

Effective arrangement shall be made in every factory for treatment of wastes and effluents due to manufacturing process so as to render them innocuous and for their disposal.

VENTILATION AND TEMPERATURE

To secure and maintain temperature in every workrooms adequate ventilation by circulation of fresh air and the temperature will secure workers reasonable condition of comfort. The process, which produces high temperature, will be separated from the workrooms by insulating the hot parts.

DUST AND FUME

Where dust, fume or impurity of such a nature as is likely to be injurious or offensive, effective measures shall be taken in factory for prevention of inhalation and accumulation of dust and fumes in work-rooms. Any exhaust appearance shall be applied as near as possible to point of origin of dust, fume or other impurity and such point shall be enclosed as far as possible.

OVER CROWDING

There shall not be overcrowding in any room of the factory so as to be injurious to health of worker. There shall be 14-2 cubic meters for every worker.

LIGHTING

In every point of the factory where workers are working or passing there shall be provided and maintained sufficient and suitable lighting natural or artificial or both. All glazed windows and skylights used for lighting of workrooms shall be kept clean on both inner and outer surface. Glare should be avoided shadows also should be avoided.

DRINKING WATER

In every factory where more than 250 workers are employed provision shall be made for cooling drinking water during hot weather by effective means and for distribution. The drinking water tapings must be written 'drinking water' in an understandable language; such tapping must be situated beyond 6 meters of any washing place etc.

FENCING OF MACHINERY

In factory are dangerous part of the machinery shall be securely fenced by safeguards of construction which shall be constantly maintained and kept in position while the parts of machinery they are fencing are in motion or in use.

FIRST AID

There shall in every factory be provided and maintained so as to be readily

accessible during all prescribed content for every 150 workers there shall be one such box. In case of 500 workers shall be keep ambulance rooms must be maintained.

HOISTS AND LIFTS:

In every factory hoists and lifts shall be good mechanical construction, adequate strength they shall be examined atleast once in every 6 months. The maximum safe working load shall also be plainly worked on every hoists and lift.

WASHING FACILITIES:

Adequate and suitable facilities separately and adequately screened for use of male and female workers shall be provided and maintained for the use of workers.

FACILITIES FOR SETTING:

In every factory suitable arrangement for setting shall be provided and maintained for all workers who are obliged to work in standing position for taking rest.

SHELTERS, RESTROOMS AND LUNCHROOMS:

Where more than 150 workers are ordinarily employed there shall be a provision for shelter, rest room and a suitable lunch room, where a lunch room exists no workers shall eat any food on work room.

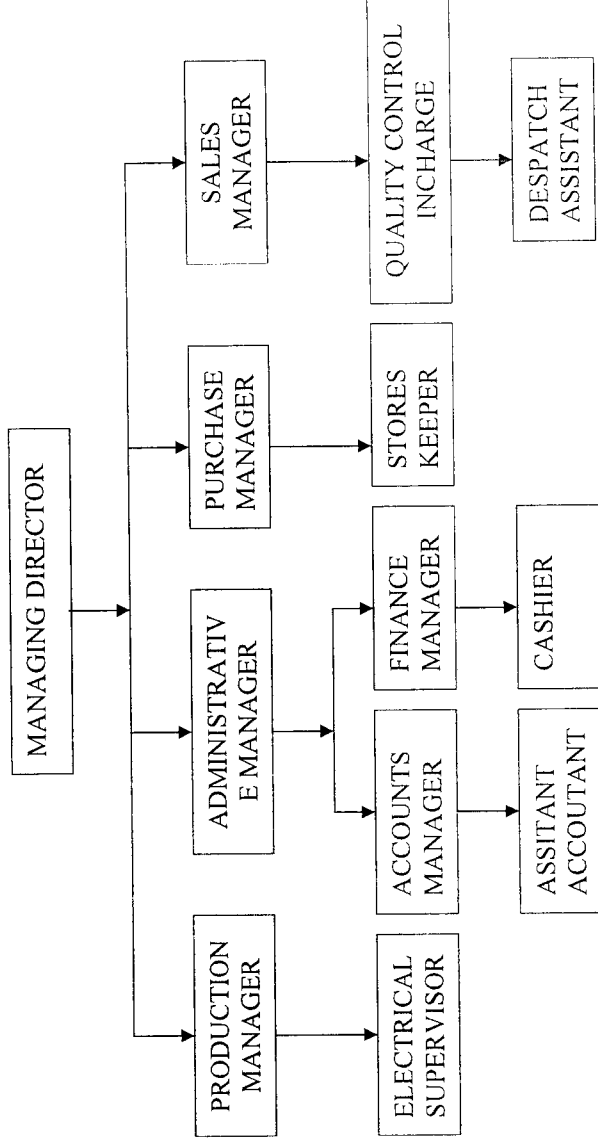
PHYSICAL WORKING ENVIRONMENT IN ORGANIZATION:

Mill house section, juice section, pan section, centrifugal section (removing waste), and drier section.

SPITTOONS:

Sufficient number of spittoons in convenient places shall be provided and they maintain hygienic condition.

ORGANISATION CHART



CHAIRMAN OF THE COMPANY:

S.V BALASUBRAMANIAN

CHAPTER- 3

MACRO & MICRO ANALYSIS OF SUGAR INDUSTRIES

MACRO ANALYSIS OF SUGARCANE INDUSTRIES:

India is reported to be the country of origin of sugarcane; references to “Sweet Grass” - Sugarcane- exist in ancient epics of India dating 3000 BC. North eastern India was regarded as the center of origin, from where sugarcane seems to have been carried to China and other places by early traveler and nomads, sometime between 1800 and 1700 BC. Later, it spread to Philippines, Jawa and other places including Caribbean islands by explorers. The same established growth of sugarcane in many countries. Production of sweetening materials like sugar from sugarcane is the greatest contribution that India and China have given to the world. Sugar is referred to as Sharkara in Sanskrit, an ancient primary Aryan Language in India; Chini is another word for sugar derived from China in which country the manufacture of sugar in different food forms, was originally practiced.

India, the mother country of sugarcane, occupies even today a very pride place in the world. India is the foremost among the sugarcane producing countries in the world, it produces annually about 200 million tones of cane. This is utilized for production of different sweetening agents including crystal sugar, which alone forms the base for world’s sugar statistics. From the stage of production of less than 0.1 million; tones of crystal sugar in early 1930’s, India has become the foremost of crystal sugar producing country in the world, with 18.4 millions tones of production in 2002 - 2003.

The commendable achievement to Indian sugar industry over the last 5 decades is due to careful planning and development by the Central and State Governments and by all concerned with sugar industry. This chapter resents an account of the historical development of the Indian sugar industry.

GEOGRAPHICAL FEATURES FOR SUGARCANE CULTIVATION

The sub-continent, India being situated in tropical and sub-tropical areas is ideally suited for sugarcane cultivation. Nearly 1/3rd of the soil in the gangetic plains in the North is alluvial, with vast stretches of red soils in the peninsular India, black cotton soils in the Deccan belt, etc.; the climate is of tropical monsoon type. The sub-tropical region experiences monsoon in June to September and also in the winter months, January and February. The tropical region has rains both by the south-west and south-east monsoons in May-September and in October – December. The mighty rivers, the Ganga and Yamuna in the northern India, and the Godavari, Krishna and Cauvery in the South, provide adequate irrigation facilities. Irrigation is also supplemented from tanks and wells. The total irrigated area in India is about 40 million hectares, as against 175 million hectares of cropped area. Sugarcane occupies about 2.5% of the total cropped area in India; Sugarcane is grown in almost all parts of India except in the colder regions of the extreme North like Jammu and Kashmir, Himachal Pradesh, etc.

Per Capita consumption of sugar in some Major countries of the World For the Year 2005

Country	Per capita consumption (Kilograms)
Afghanistan	4.7
Australia	55.3
Austria	4.3
Bangladesh	1.9
Barbados	57.3
Brazil	50.2
Bulgaria	47.7
Burma	1.8
Canada	47.5

State – wise Yield of Sugarcane in India

S.No.	State	(Tonnes / hectare)		
		2000-2001	2001 - 2002	2002 – 2003
1.	Andhra Pradesh	75.9	83.3	74.2
2.	Andaman & Nicobar Islands	3.0	3.0	3.0
3.	Assam	35.8	43.6	42.0
4.	Bihar	28.2	33.8	33.0
5.	Delhi	1.5	1.0	1.0
6.	Gujarat	59.2	59.6	70.3
7.	Haryana	40.5	39.7	37.4
8.	Himachal Pradesh	15.7	14.4	9.3
9.	Jammu & Kashmir	37.1	28.5	27.6
10.	Karnataka	79.4	81.5	79.9
11.	Kerala	59.3	59.9	59.4
12.	Madhya Pradesh	27.4	28.4	28.4
13.	Maharashtra	92.3	96.9	96.3
14.	Manipur	33.0	33.9	35.3
15.	Meghalaya	46.5	45.	45.0
16.	Mizoram	4.6	4.6	4.6
17.	Nagaland	29.9	31.8	45.0
18.	Orissa	63.0	64.4	61.9
19.	Punjab	55.2	57.7	61.0
20.	Pondicherry	76.5	83.5	86.9
21.	Goa, Daman & Diu	48.4	49.8	49.8
22.	Rajasthan	39.5	38.7	37.6
23.	Tamil Nadu	101.5	100.4	88.9
24.	Tripura	38.2	39.6	39.6
25.	Uttar Pradesh	47.1	46.3	45.6
26.	West Bengal	60.7	61.3	51.4
	ALL INDIA	57.8	55.4	56.2

MICRO ANALYSIS OF SUGARCANE INDUSTRIES

Sugar Cane in Tamil Nadu

1. Sugarcane is an important commercial crop and is classified as an essential commodity utilized for the production of another essential commodity, Sugar, which is the main source of energy to human being.

2. Sugar Industry is the second largest Agro based Industry, next to textiles both in the Nation and Tamil Nadu. About 30 million farmers are engaged in the cultivation of sugarcane. They are supplying cane to the sugar mills for a worth of Rs.14, 000/- crores per annum on an average. Govt. of India fetches around Rs.1550/- Crores as excise duty and State Govt. also get around Rs.120/- Crores as Purchase tax, per year. The Sugar mills in Tamil Nadu are paying about Rs.1, 450/- Crores as cane price to their farmers, every year, on an average.

3. The per capita consumption of sugar and other sweetening agents like Gur, Khandasari etc. is steadily increasing it has increased from 20.0 kgs in 1960 – 61 to 30.0 kgs in 2002-2003. It is likely to be at 4.00 kgs. In 2025 it is estimated that the population in 2025 would be around 169 Crores and the total requirement of sweetening agents would be around 525 lakhs tones.

4. The area under sugarcane was 36.86 lakhs Hectares in India during 1990-1991 with a total sugarcane production of 254 million tones of cane at average yield of 66.1 tonnes per hectare. The total sugar production was 120.46 lakh tones with an average recovery of 9.85%. The area has increased to 43.0 lakh hectares in 1999-2000 with a cane production of 299 million tones and average yield of 70.8 tonnes per hectare. The total sugar production was 182 lakhs tones with an average recovery of 10.2%

5. In Tamil Nadu, the area under sugarcane was 2.33 lakhs hectares only during 1990-91 and the total cane production was 234 lakh tones with an average yield of 100.8 tonnes per hectare. The total sugar production was 11.83 lakh tones with an average recover of 9.09%. The area has increased to 3.17 lakh hectares in 2002-2003 with a total sugarcane production of 336 lakh tones at an average yield of 105 tonnes per hectare. The total sugar production expected is 18.4 lakh with an average recovery of 9.71%. Thus production of sugarcane and sugar in the country has increased considerably in the last 10 years.

6. In general, the sugarcane yields and sugar recoveries are more in the regions where the winters are not very cool and the summers are not very hot coupled with required number of irrigations. The coastal areas of Tamil Nadu however faced the problem of low recovery of sugar as the humid and warm climate obtained in these areas are conduction to vegetative growth of the crop and not for the accumulation of sugar. However, in the recent years, due to adoption of high yielding and high sugar varieties, even the sugar factories in this belt are able to improve there recover levels substantially.

7. The average area under cultivation of sugarcane in Tamil Nadu is 2.75 lakhs hectares that is 2% of the total cultivated area in the State. The average production of sugarcane is about 270 lakhs tones per year, of which about 70% of the sugarcane is drawn and crushed by sugar mills in the State and the balance quantity of sugarcane is utilized for jaggery manufacture, seed and chewing purposed. The sugar mills register normally 2.10 lakhs hectares of cane. To enthuse the ryots for sugarcane cultivation, ryots are provided with following facilities by the sugar mills:

- i) Incentive for nursery development
- ii) Supply of Bio-fertilizer at subsidized rate
- iii) Transport subsidy for the distance beyond 10 kms. From field to sugar mills.
- iv) Organizing seminars and educational tours to cane growers
- v) Sanction of crop cultivation loan from banks.
- vi) Implementation of the Scheme namely 'Sustainable Development of Sugarcane based cropping System' sponsored by Govt. of India for which Govt. of Tamil Nadu is granting 25% of the fund required for the scheme.

8. With a view to improve the transport facility for sugarcane, the Sugar Mills have been continuously taking up formation and improvement of link roads connecting various villages to the factories besides maintenance of existing roads in sugar mill areas. The funds for the Sugarcane Road Development Scheme are generated by the State Government at Rs.5/- per tonne on the cane purchased by the sugar mills outside its local area A separate sugarcane Road Development wing is functioning at Chennai headed by a Chief Engineer for forming new roads and maintaining the existing roads in the area of operation of sugar mills in Tamil Nadu. 10% of the excess amount is also

utilized for Research and Development purposed. Govt. of Tamil Nadu has sanctioned a sum of Rs.2.75 Crores to Tamil Nadu Agricultural University for the “Evolution of varieties resistant to red-rot disease with- high yield and quality”.

9. Several sugar mills are running in loss due to varied reasons. To avoid further loss to them, it is necessary to ensure availability of cane sufficient to achieve 100% capacity utilization and to improve the average recovery. The current level of cane available for crushing to sugar mills should be increased by 300% to meet the requirement of the population in 2025. It is equally important to increase the income of the cane growers even without further increase in the cane price, in the ensuing years by raising the yield. The cane growers have been requesting the Government to fix a higher cane price for sugarcane in the form of State Advised price, on the plea that they have to get a remunerative price. But sugar mills are unable to pay higher price due to heavy accumulation of sugar stock and lower selling priced for sugar molasses and bagasse. However, it is possible to increase the income of cane growers, by improving the average cane yield per acre. The ryots can get an additional income of around Rs.7000/- per acre even at the current level of cane price, by increasing the cane yield by nine tones per acre.

10. The sugarcane yield and quality is varying from mill to mill. When one mill is recording 50 tones per acre, another mill is recording only 23 tones per acre. The constraints in achieving maximum yield and recovery should be properly identified by the mills with the help of sugarcane Breeding Institute and Sugarcane Research Stations and rectified. Special efforts must be taken in the Delta areas for the development of cane. Early cane planting is a constraint in these areas and suitable strategy must be identified and implemented to improve early cane planting. Varieties must be evolved to suit early drought and late water logged conditions and at the same time which will be maturing early.

11. Irrigation sources is also a major constraint for sugarcane cultivation since it requires water at least for 24 months to raise one plant and one ratoon crop. The Sugar Development Fund should be made use for augmenting the irrigation source to ensure water availability for sugarcane cultivation. Several districts where sugar mills are located are facing water stress condition. Of course this is only for a limited period of few months and during such adverse conditions proper management practices should be educated to the ryots and the implementation should be ensured. to contain the ill

effects. In case of failure of crop the ryots should be compensated with the expenditure incurred by implementing Crop Insurance Schemes. These will enthuse the ryots for continued cane cultivation.

12. The Sugar mills also have to improve their income by diversified activities like export of power, production of alcohol and ethanol for their viability. Adopting suitable strategies should reduce the cost of production of sugar. The quality of sugar should be improved to compete in the export market.

13. With a view to enthuse the ryots for continued cane cultivation and also to improve the viability of sugar mills. Government of Tamil Nadu have called for Action plan from Department of Sugar to increase the cane yield to 40 tones per acre from the current level of 31 Tones and to increase the recovery from the current level of 9.35% to 10.0% in 2004-2005 season and the same is under analysis by Government.

CHAPTER-4
DATA ANALYSIS AND INTERPRETATION

TABLE -1

AGE OF THE EMPLOYEES

AGE	FREQUENCY	PERCENT
20 – 30	13	3.7
31- 40	152	43.4
41-50	160	45.7
Above 50	25	7.1
Total	350	100.0

INFERENCE

Table No.1, it is inferred that 45.7% if the employees are belong to 41 – 50 years age group and only 3.7% of the employees belong to young age group 20-30.

CHART -1
AGE OF THE EMPLOYEES

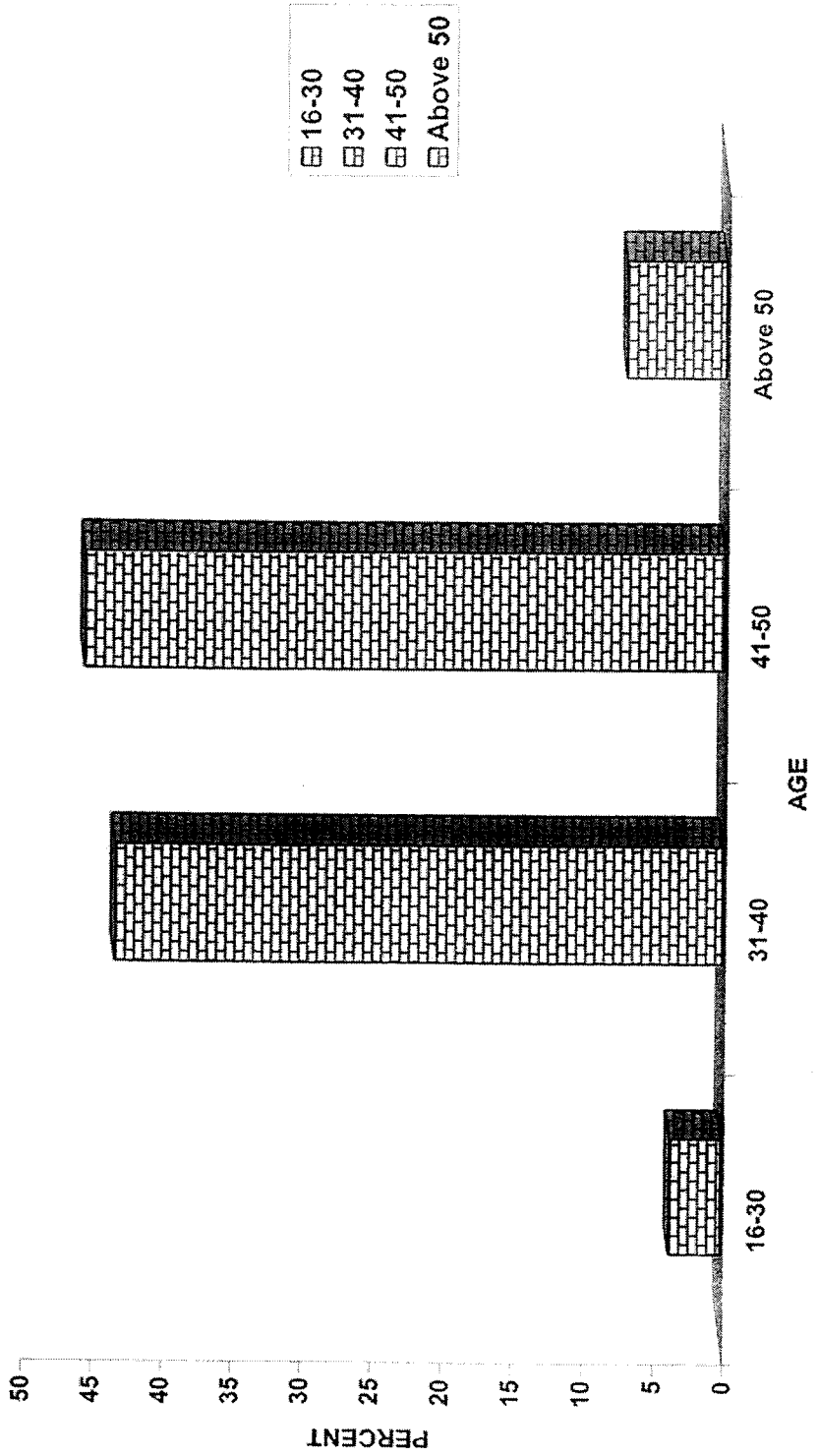


TABLE - 2

EDUCATIONAL QUALIFICATION OF THE EMPLOYEES

EDUCATIONAL QUALIFICATION	FREQUENCY	PERCENT
Degree / Diploma	114	32.6
Post Graduation	22	6.3
Any Others	214	61.1
Total	350	100.0

INFERENCE

Table No.2, it is inferred that 61.1% of the employees are below under graduation level and only 6.5% employees are belong to post graduation level.

CHART - 2
 EDUCATIONAL QUALIFICATION OF THE EMPLOYEES

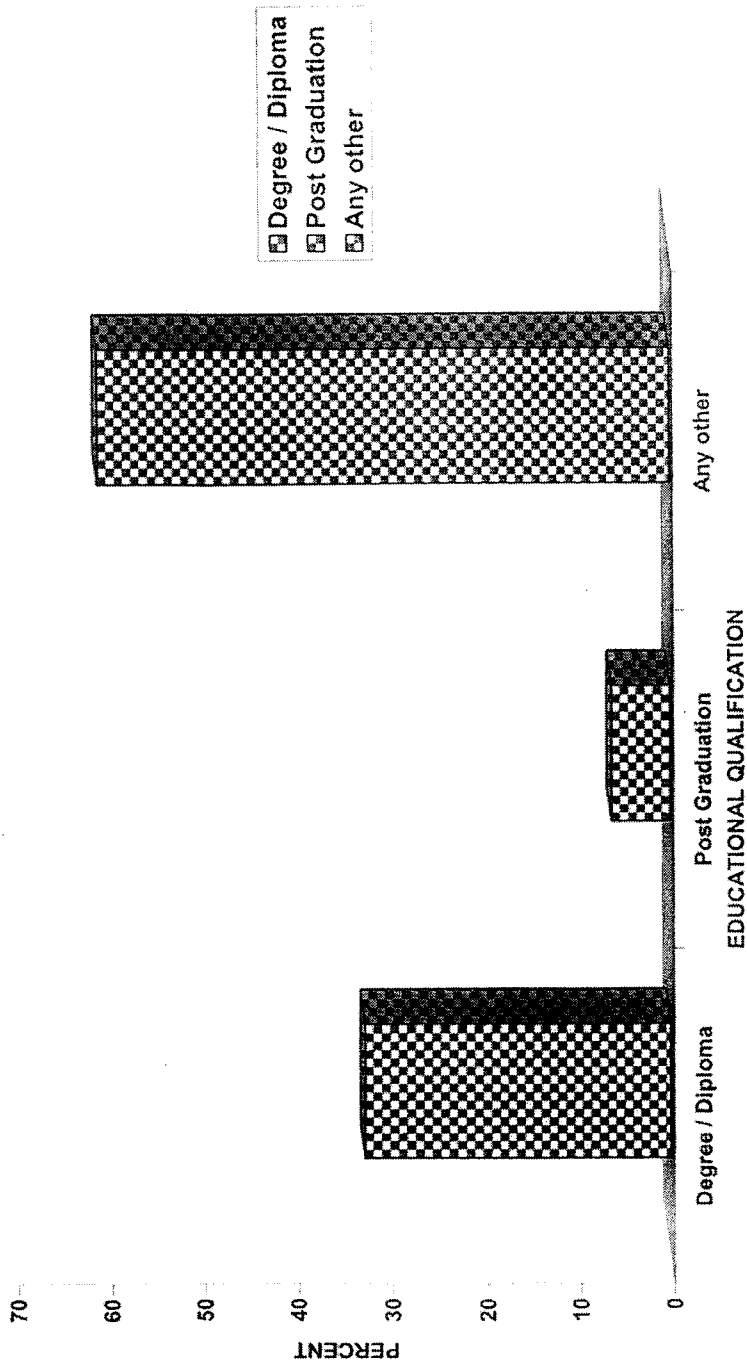


TABLE - 3
DEPARTMENT

DEPARTMENTS	FREQUENCY	PERCENT
Production / Manufacture	88	25.1
Engineering	37	10.6
Cane	75	21.4
Civil	2	0.6
General Department	11	3.1
EDP	2	0.6
Administration	7	2.0
Electrical Engineer	18	5.1
Mechanical Engineer	81	23.1
Personal	3	0.9
Accounts	10	2.9
Stores	11	3.1
Any Others	5	1.4
Total	350	100.0

INFERENCE

Table No. 3, it reveals that 25.1 % of e employees belongs to production / manufacturing department and only 1.4 % of the employees belong to other department.

CHART - 3
DEPARTMENT

FREQUENCY

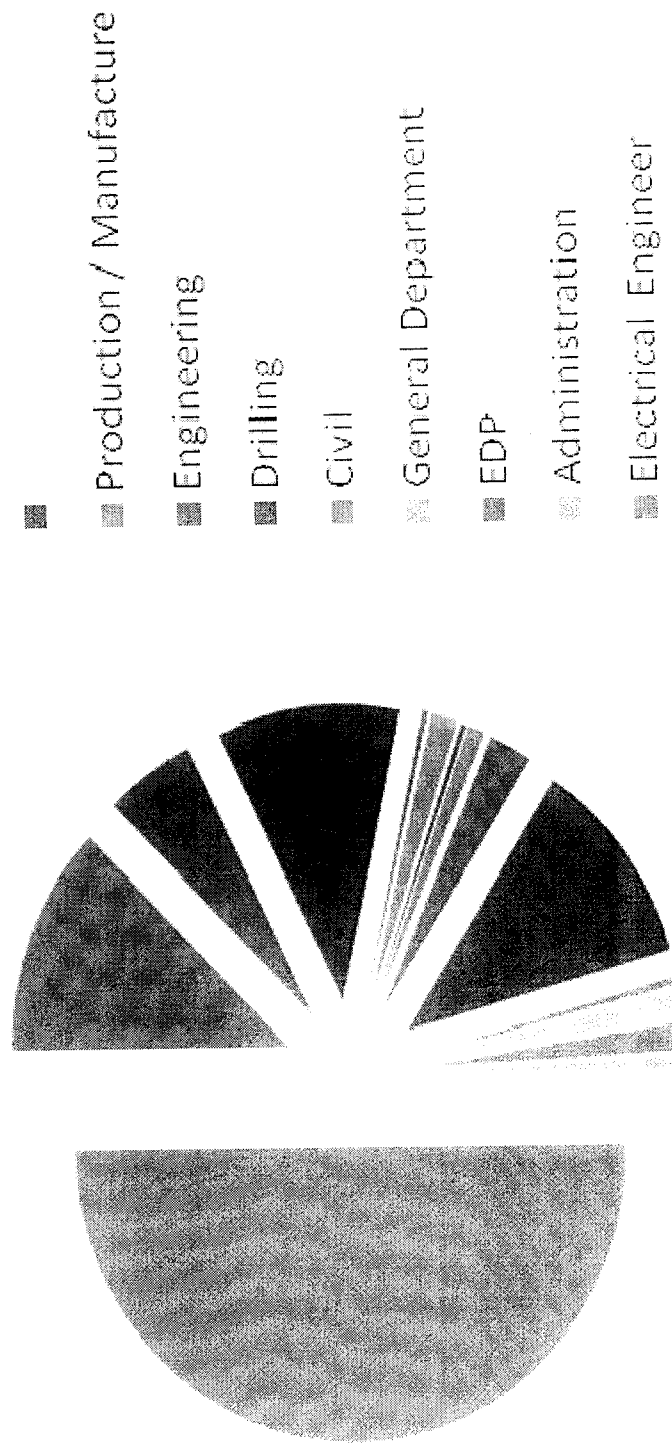


TABLE - 4**WAGE / SALARY**

WAGE / SALARY	FREQUENCY	PERCENT
Below	301	86.0
4,500 – 6,000	27	7.7
6,000 – 7,500	12	3.4
Above 12,000	10	2.9
Total	350	100.0

INFERENCE

Table No. 4, it is inferred that 86.0% of the employees earning belong 4,500 and only 2.9 % of the employees earning above 12,000.

CHART -4
WAGE / SALARY

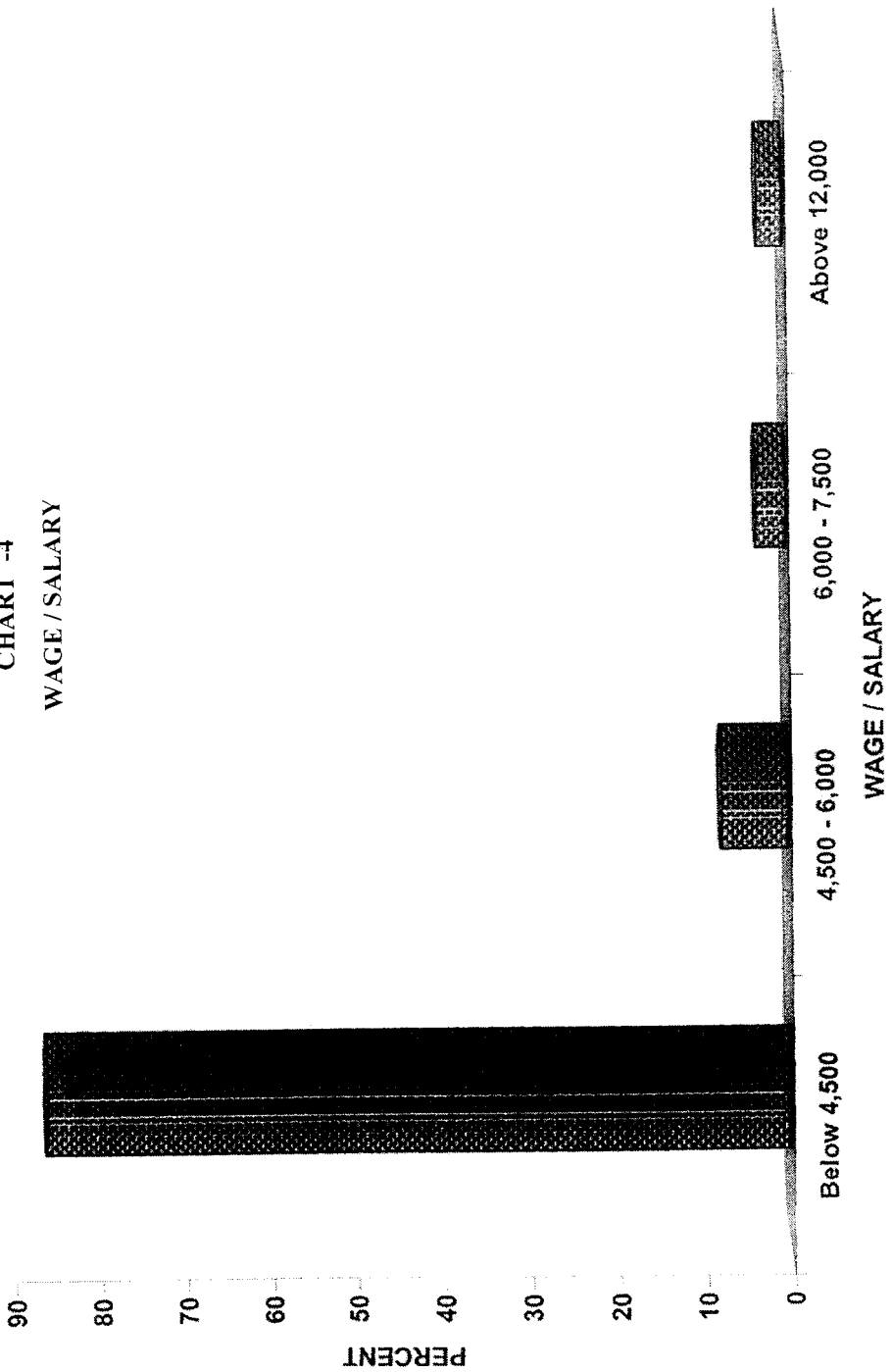


TABLE - 5**EXPERIENCE OF THE EMPLOYEES**

EXPERIENCE	FREQUENCY	PERCENT
Below 1 year	2	0.6
1 – 5 year	26	7.4
6 – 10 year	26	7.4
11 – 15 year	74	21.1
16 - 20 year	217	62.0
Above 20	5	1.4
Total	350	100.0

INFERENCE

Table No. 5, it is inferred that 62.0% of the employees have 16 – 20 years experience and only 1.4% of the employees have above 20 years experience.

CHART - 5
EXPERIENCE OF THE EMPLOYEES

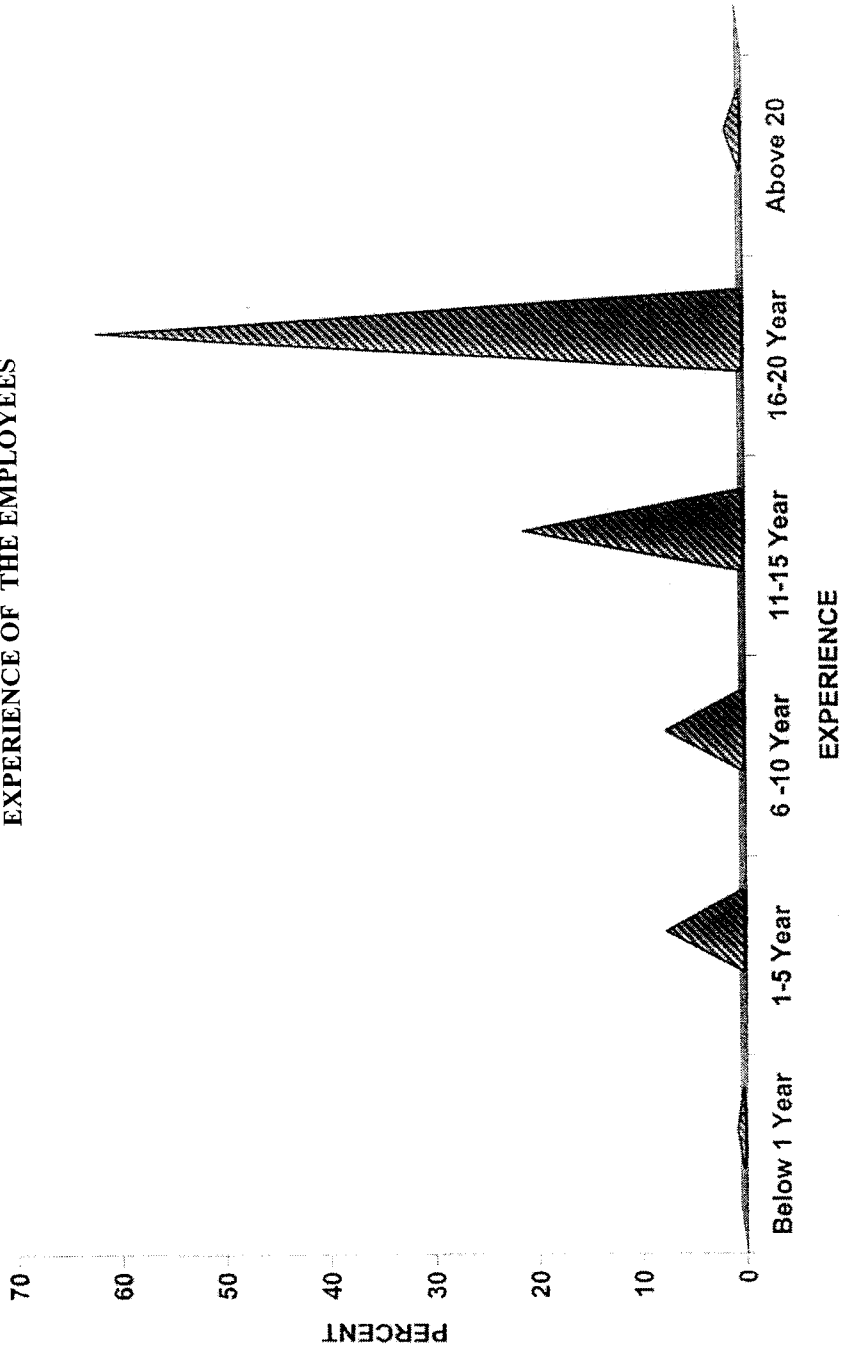


TABLE - 6**GENDER**

GENDER	FREQUENCY	PERCENT
Male	350	100.0

INFERENCE

Table No. 6, it is inferred that all the employees are male.

CHART - 6
GENDER

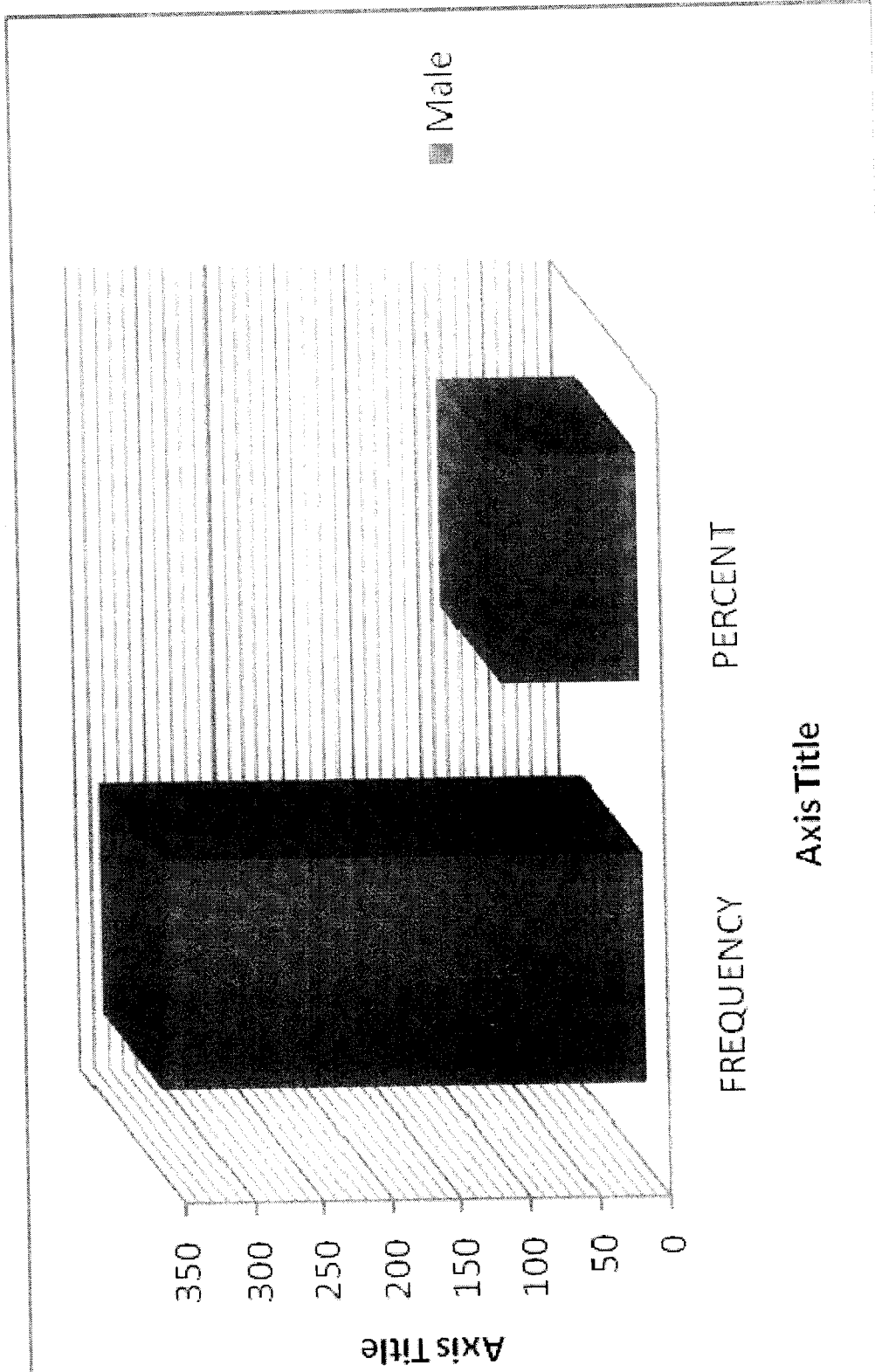


TABLE - 7**JOB SATISFACATION**

PARTICULARS	FREQUENCY	PERCENT
Yes	350	100.0

INFERENCE

Table No. 7, it is inferred that 100% of the employees are satisfied with their job.

CHART - 7
JOB SATISFACTION

JOB SATISFACTION

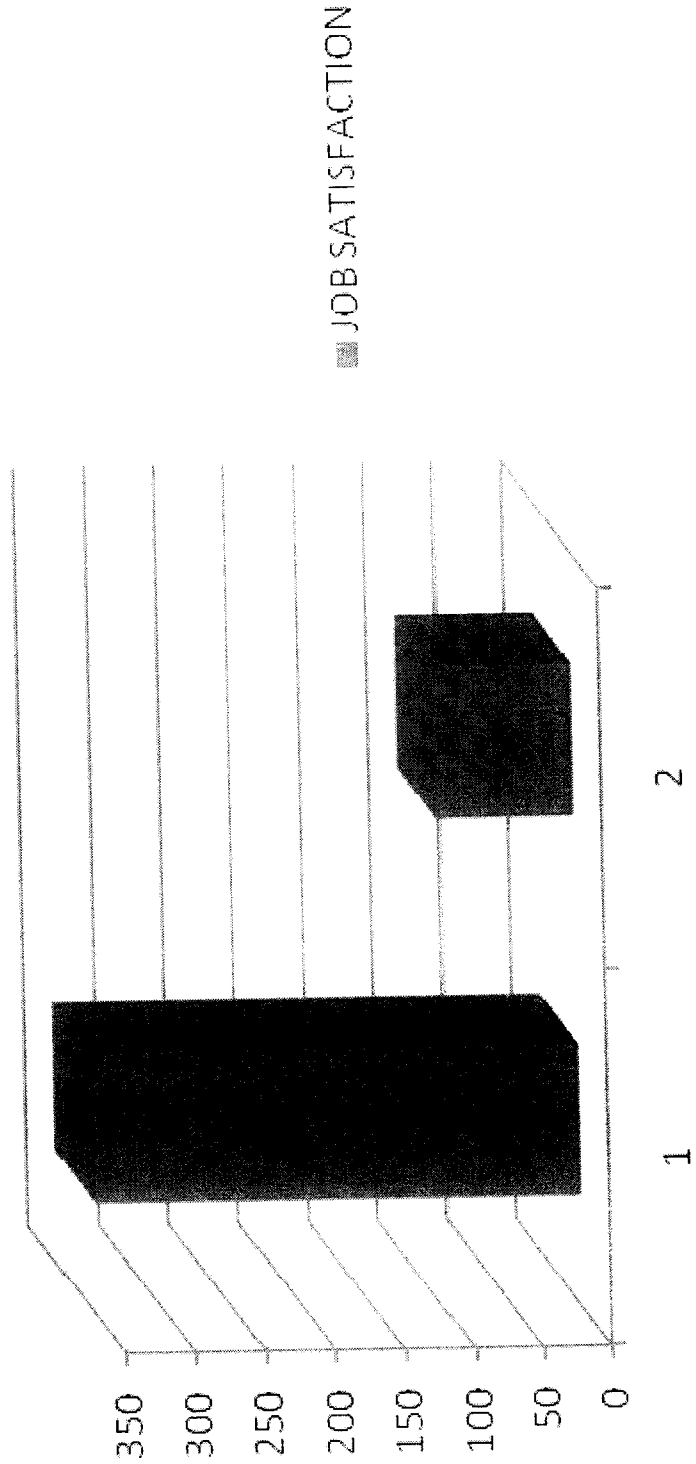


TABLE - 8**AVERAGE HOURS OF EMPLOYEES WORKING PER DAY**

HOURS	FREQUENCY	PERCENT
Below 8	1	0.3
8 – 10	348	99.4
10 - 12	1	0.3
Total	350	100.0

INFERENCE

Table 8.10 it is inferred that 99.4 % of the employees are working at 8- 10 hours and only 0.3 % of the employees are working at below 8 hours and 10 – 12 hours.

CHART -8
AVERAGE HOURS OF EMPLOYEES WORKING PER DAY

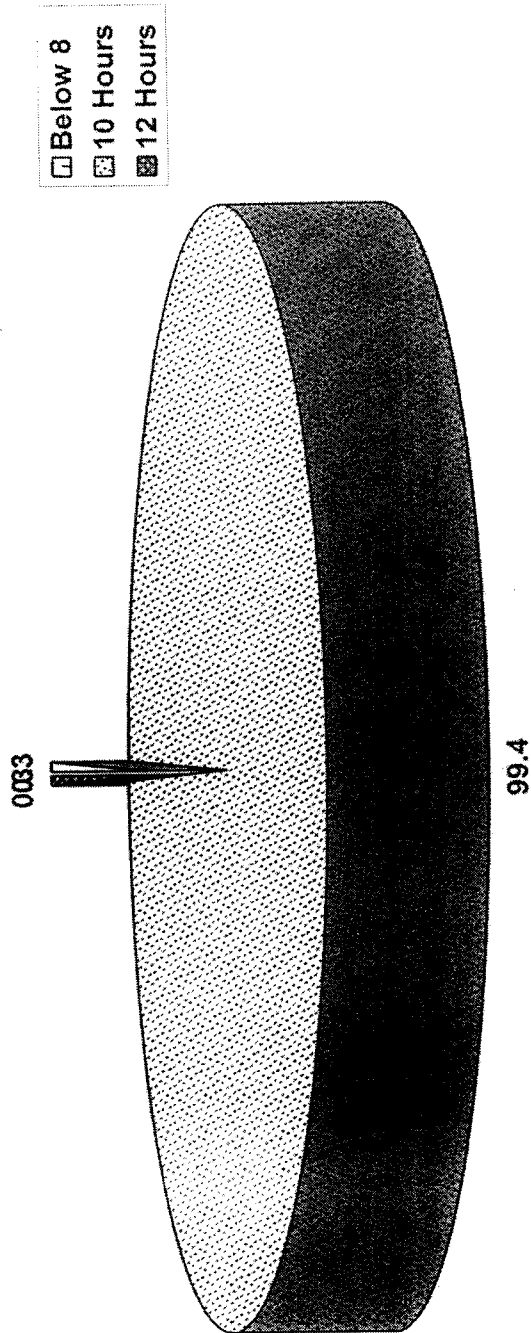


TABLE - 9**OPINION ABOUT THE WORKLOAD**

OPINION	FREQUENCY	PERCENT
High	213	60.9
Very High	84	24.0
Moderate	53	151.1
Total	350	100.0

INFERENCE

Table No. 9, it is inferred that 60.9% of the employees have high work load and only 15.1 % of employees have moderate work load.

CHART - 9
OPINION ABOUT THE WORK LOAD

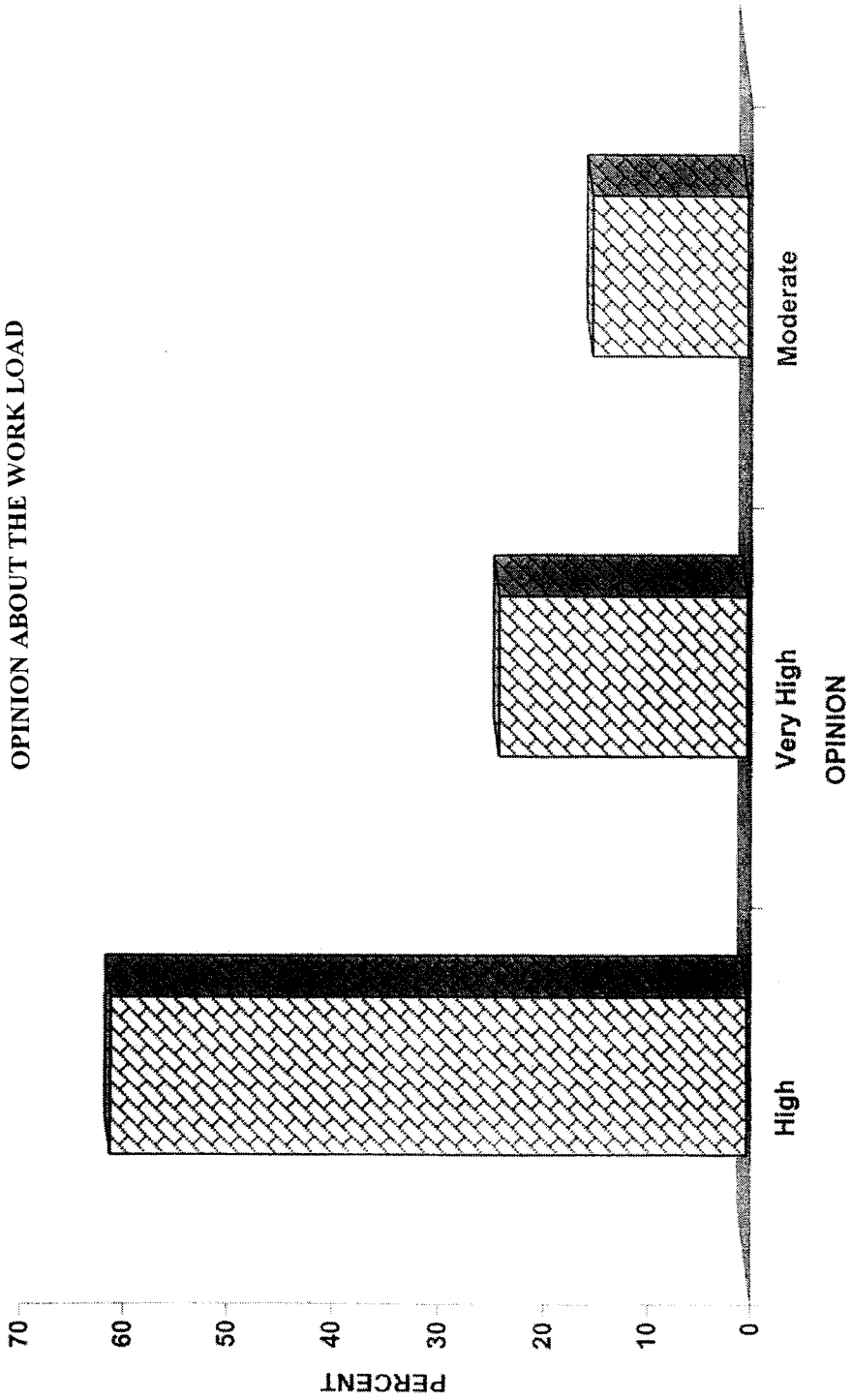


TABLE - 10**OPINION ABOUT THE MEDICAL FACILITIES**

PARTICULARS	FREQUENCY	PERCENT
Excellent	251	71.7
Good	80	22.9
Fair	19	5.4
Total	350	100.0

INFERENCE

Table No. 10 it is inferred that 71.7 of the employees have the opinion about the medical facilities is excellent and only 5.4 % of the employees have about the medical facilities is fair.

CHART - 10
OPINION ABOUT THE MEDICAL FACILITIES

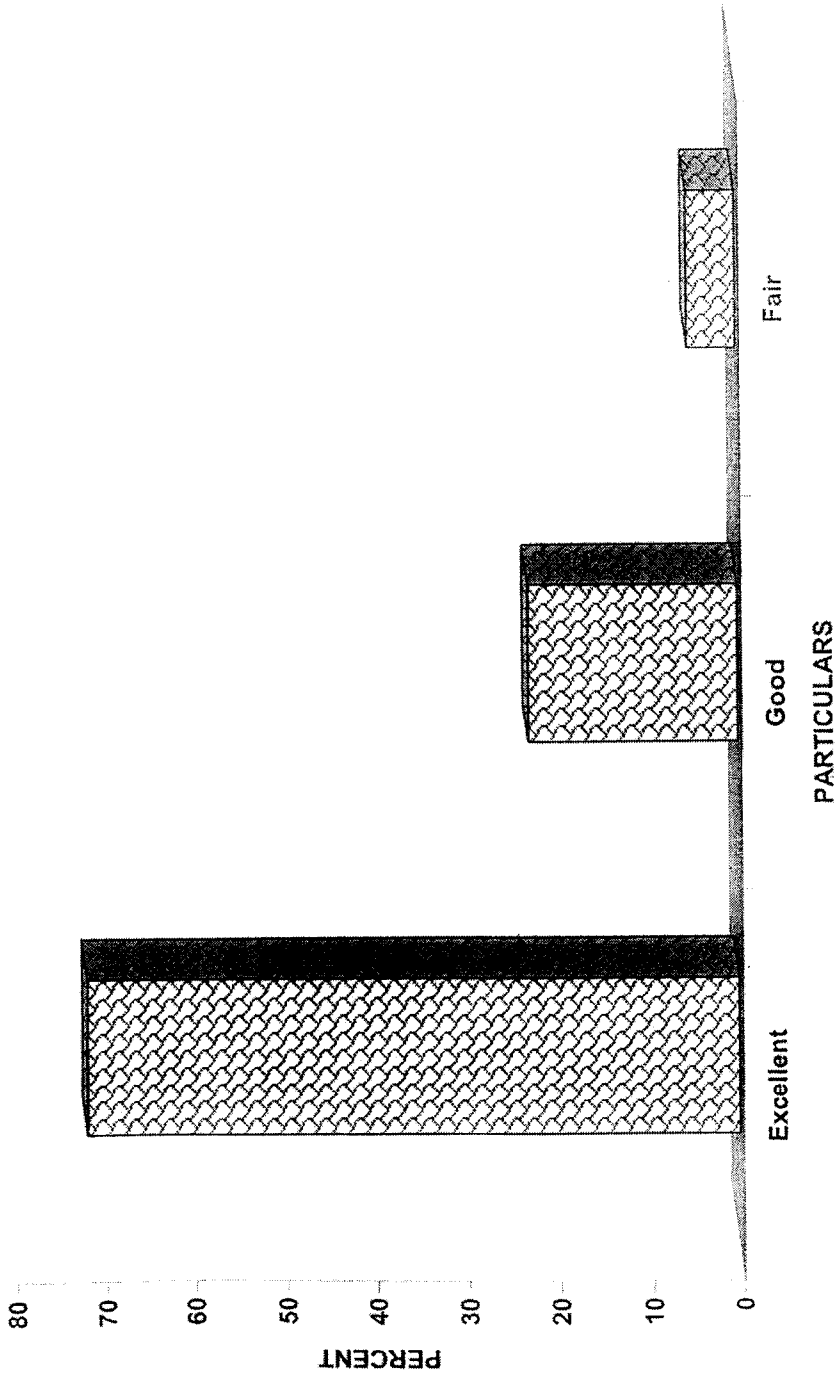


TABLE - 11

OPINION ABOUT THE COOPERATION AMONG STAFF

PARTICULARS	FREQUENCY	PERCENT
Excellent	266	76.0
Good	78	22.3
Fair	6	1.7
Total	350	100.0

INFERENCE

Table No. 11 it is inferred that 76.0% of the employees are give their opinion about the cooperation among staff is excellent and only 1.7 % of the employees give their opinion is fair.

CHART - 11
OPINION ABOUT THE COOPERATION AMONG STAFF

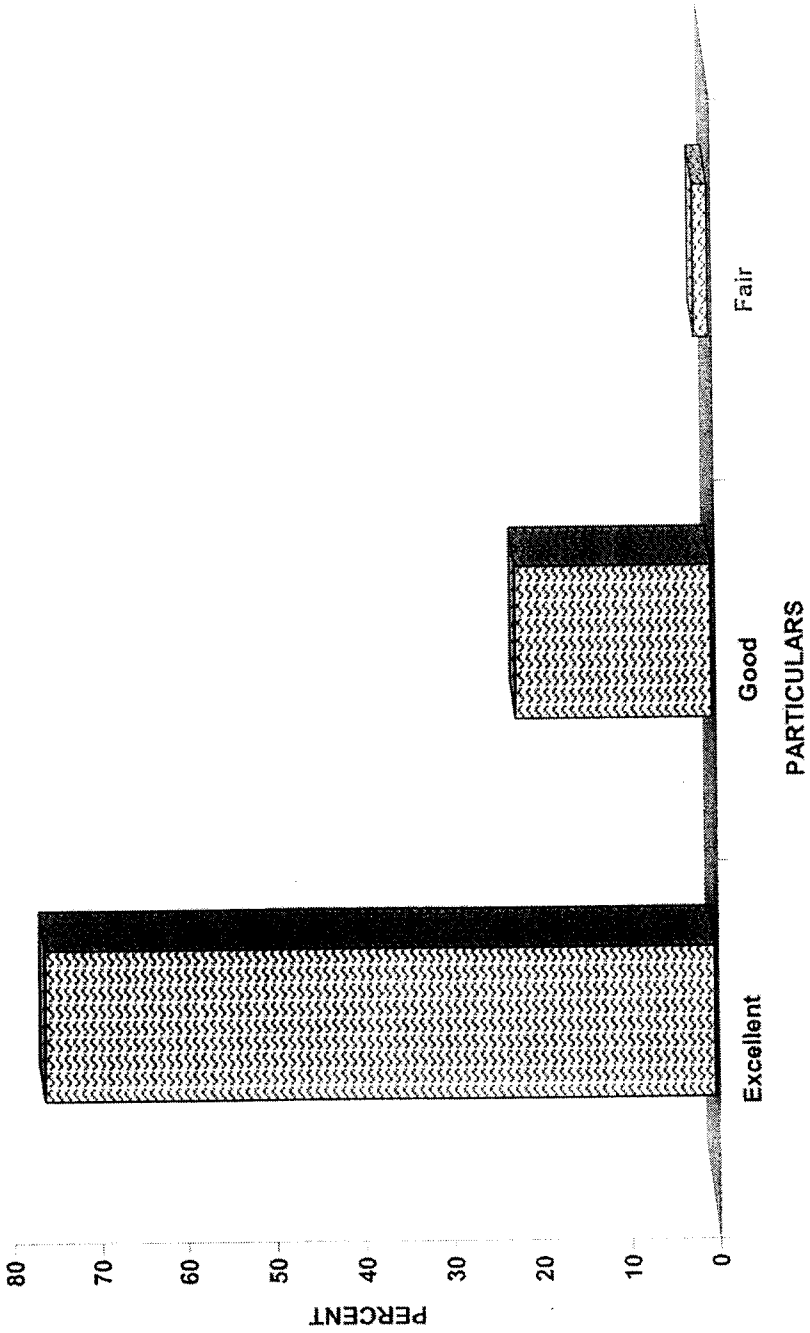


TABLE - 12**SATISFACTION LEVEL OF BONUS**

PARTICULARS	FREQUENCY	PERCENT
Highly Satisfied	173	49.4
Satisfied	174	49.7
Neither Not	3	0.9
Total	350	100.0

INFERENCE

Table No. 12 it is inferred that 49.7% of the employees feel that they are satisfied about their bonus and only 0.9% of them feel that they are neither satisfied not dissatisfied.

CHART - 12

○ SATISFACTION LEVEL OF BONUS

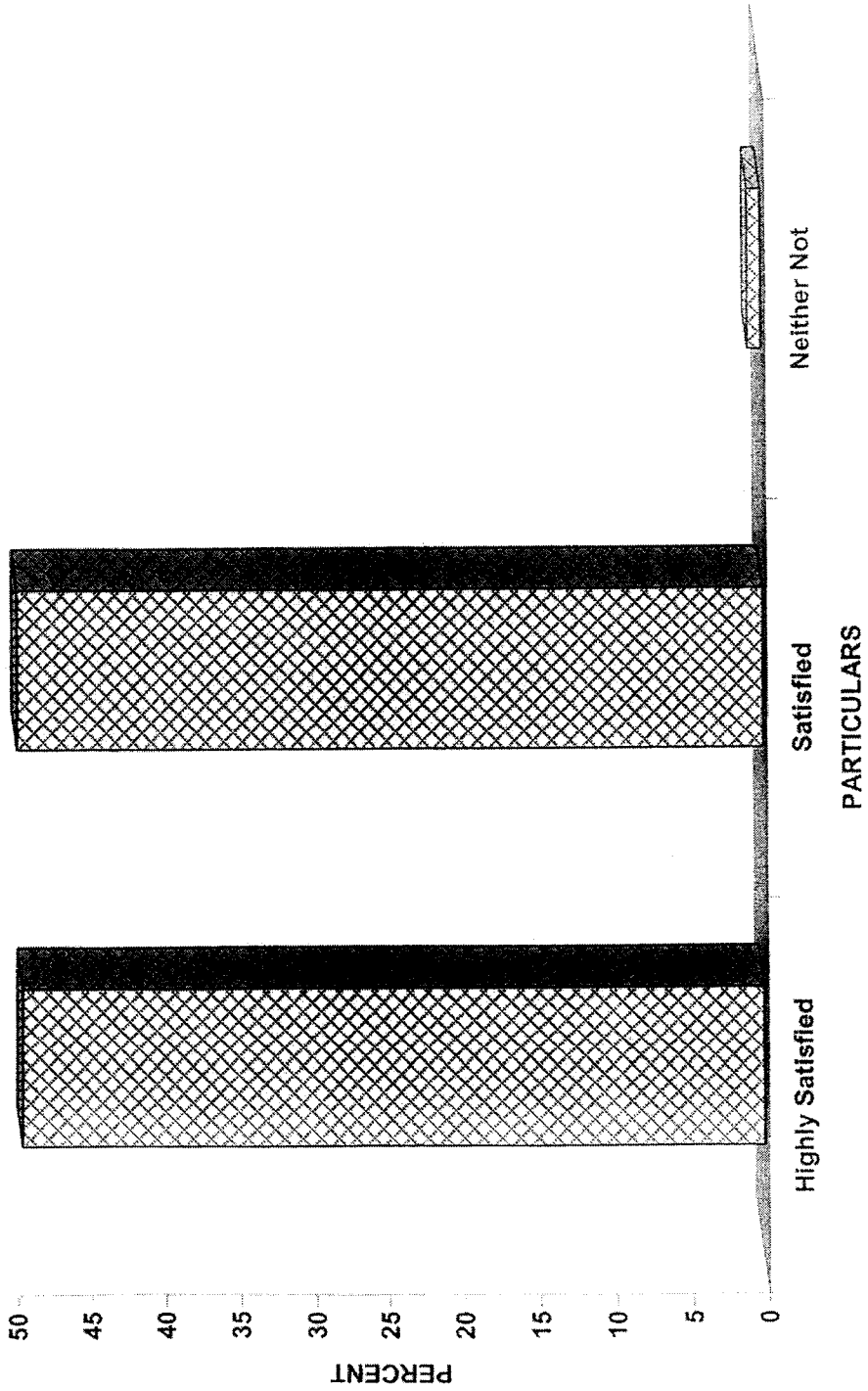


TABLE - 13**LEVEL OF WORKERS PARTICIPATION IN DECISION MAKING**

PARTICULARS	FREQUENCY	PERCENT
Yes	346	98.9
No	4	1.1
Total	350	100.0

INFERENCE

Table No. 13, it is inferred that 98.9% of the employees say that they are participating in decision making and only 1.1 % of the employees say that they are not participating in decision making.

CHART - 13

LEVEL OF WORKERS PARTICIPATION IN DECISION

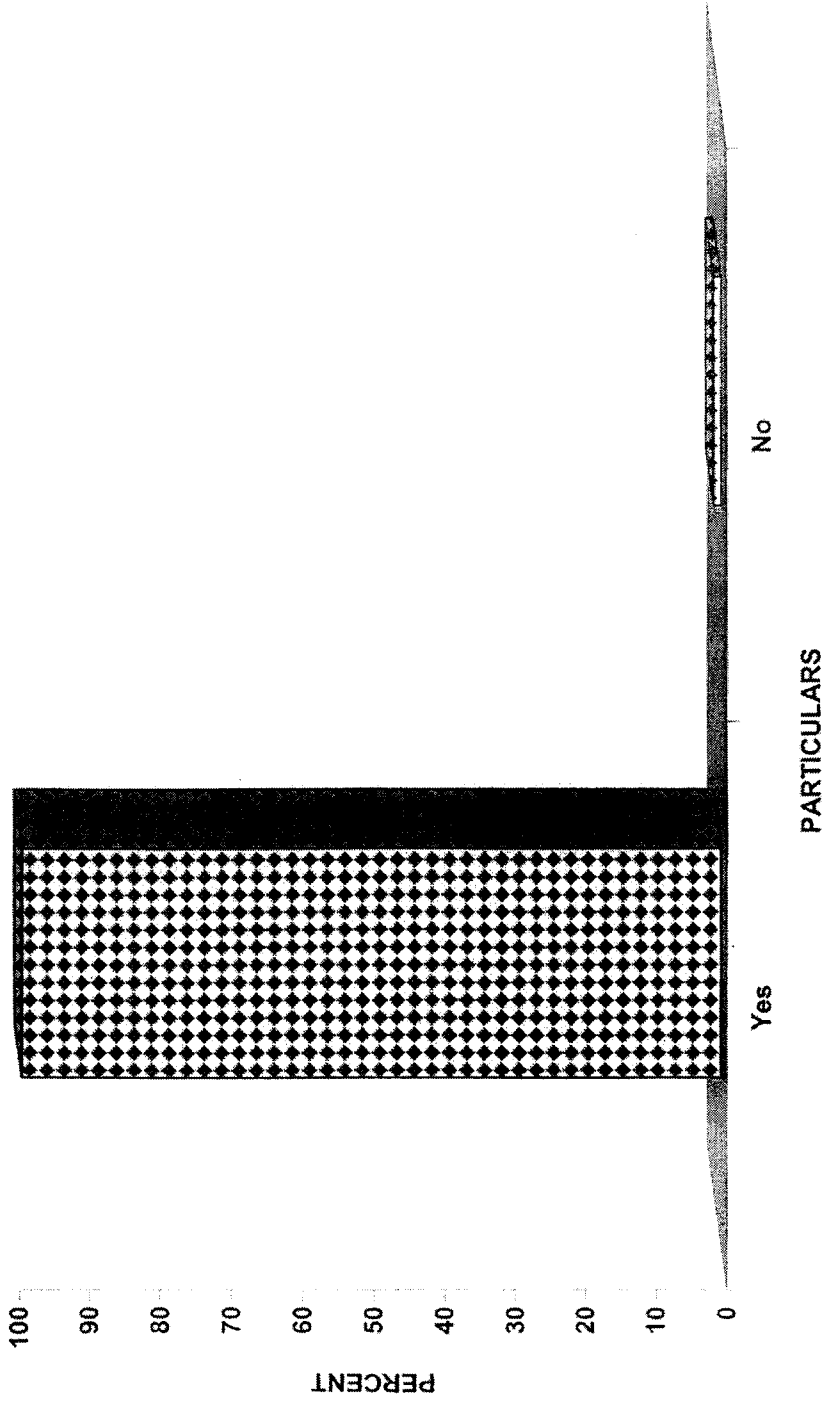


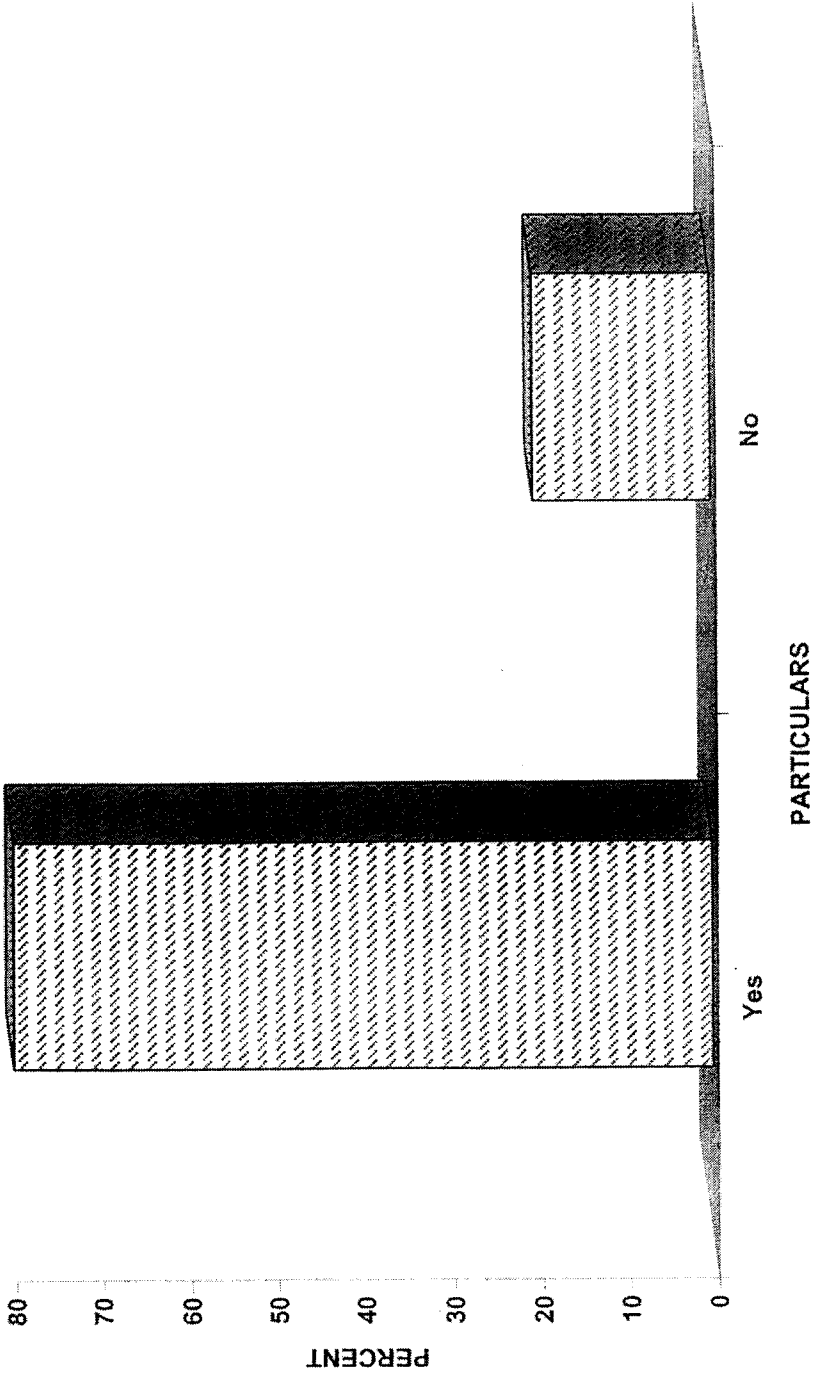
TABLE - 14**EMPLOYEES LEVEL OF SATISFCTION IS MOTIVATION**

PARTICULARS	FREQUENCY	PERCENT
Yes	279	79.7
No	71	20.3
Total	350	100.0

INFERENCE

Table No. 14, it is inferred that 79.7% of the employees feel that the management give proper motivations to per for their job and only 20.3% of them feel that they are not properly motivate to perform their job.

CHART - 14
EMPLOYEES LEVEL OF SATISFCTION IS MOTIVATION



CHAPTER-5

RESULTS & DISCUSSIONS

5.1 FINDINGS

- All the employees in the Bannari Amman Sugars are satisfied (100%) in their job.
- The employees working hours are 8-10 hours (99.4%) are high.
- Most of the employees are saying that their work load (60.9%) is high.
- Most of the employees are saying that the canteen facilities are excellent (81.4%)
- Most of the employees give their opinion about the rest room are good (60.3%).
- Most of the employees give their opinion about the staff quarter good (49.4%).
- Most of the employees give their opinion about medical facilities are excellent (71.7%).
- Most of the employees give their opinion about the trade union are good (43.7%).
- Most of the employees are satisfied (49.4%) about the bonus.
- Most of the employees are highly satisfied(61.4%) about their training and development program
- Most of the employees are highly satisfied (57.4%) about their retirement program.
- Most of the employees are highly satisfied (57.4%) with their existing machinery.

5.2 SUGGESTION

- The management should recruit additional employees.
- This can help to complete the production easily.
- The employees are also have moderate work and the mental stress was reduced.
- The management should give some attention to staff quarters for increasing employee's satisfaction.
- The management should concentrate on trained the employee towards new technologies and latest machineries.
- The management should give attention towards motivating the employees.
- The management give attention towards increasing worker participation in management.

5.3 CONCLUSION

From the study of on job satisfaction with the employees in Bannari Amman Sugars limited, Sathyamangalam, the employees were satisfied with their job and the facilities' provided in the organization.

The cleanliness was well maintained in the Organization. The management has taken enough steps to clear out the accumulated waste (molassess & Baggasse) periodically and it is used as a by- product for the various industries like paper, in agriculture and the like. After processing the wastewater, the electricity is also generated out of it.'

The lighting facilities are good and are satisfied by the employees in all the section the organization.

The machines were guarded properly to ensure safety to the employees who work near the machines.

First aid facilities are also provided by the organization, which was good.

The employees are getting increment at every due and the employees are satisfied by the motivation, provided by the management.

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- c. Research Methodology -- C.R.kothari U.S Johri for Wishwa Prakashan New Delhi -- 2nd Edition.
- d. www.bannariammansugars.com
- e. www.historyof sugars.com

ANNEXURE**QUESTIONNAIRE****A STUDY ON EMPLOYEES JOB SATISFACTION IN BANNARI AMMAN
SUGARS MITED SATHYAMANGALAM**

1. Personal data.
 - a) Name of the employee: -----
 - b) Age -----
 - c) Educational Qualification: a) Degree/Diploma
b) Post Graduation
c) Any other (Specify -----)
 - d) Department: -----
 - e) Designation: -----
 - f) Wage I Salary: -----
 - g) Years of joining: -----
 - h) Experience: -----

2. a) Marital status

Single Married

b). Gender

Male Female

3. Average No of hours of working per day at present ----- Hours.

4. What is your opinion about your workload?

a) Very High b) High c) Moderate d) Low e) Very Low

5. What is your opinion about the following?

	Excellent	Good	Fair	Poor	Terrible
a. Canteen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Restroom	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Loan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Staff Quarters	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Medical facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Trade union	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Cooperation among staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Indicate your level of satisfaction

	Highly Satisfied	Satisfied	Neither Not	Dissatisfied	Highly Dissatisfied
lighting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ventilation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cleanliness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Over time wages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Suggestion scheme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workers participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bonus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training and development program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retirement program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Existing Machinery	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary Due Date	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Are you allowed taking part in decision-making?

- a) Yes b) No

8. Are you getting your increment at every due?

- a) Yes b) No

9. Whether the course of training relevant to your job?

- a) Yes b) No

10. Does the management give proper motivation to perform you job effectively?

- a) Yes b) No

11. Does the management take any initiative from your grievance redressed?

- a) Yes b) No

12. Does the manager give rational explanation for his command and decision?

- a) Yes b)No

13. Does the management recognize your contribution?

- a) Yes b) No