A Study on Job Satisfaction with Special Reference to Integra Software Services Private Limited, Puducherry

R. Gayathri Devi  
II MBA Student, School of Management,  
SASTRA University, Thanjavur – 613401 (TN) - India

V. Vijay Anand  
Asst. Professor, School of Management  
SASTRA University, Thanjavur – 613401 (TN) - India

Abstract

Job satisfaction is the major significant factor for the employees in the organization. A satisfied employee will be having positive attitude towards his or her job and would go beyond the normal expectation in his or her job. The project deals with the job satisfaction level among the employees working in the organization. The objectives of the study are to identify the relationship between demographic variables and job satisfaction and to identify the factors influencing job satisfaction of the employees in Integra Software Services Private Limited.

In this study, the researcher has taken the demographic variables such as age, gender, qualification, income, department, designation and experience are related with the study variables viz., self-esteem, induction and training, team work and co-operation, fairness, policies and organization value system, communication, manageable stress and work load, quality and employee retention mainly to understand the level of satisfaction towards the job.

Keywords: Job satisfaction, communication, team work, positive attitude, employee retention.