

**A STUDY ON EMPLOYEE JOB SATISFACTION
IN STANDARD POLYMER PRIVATE LIMITED, PUDUCHERRY**

PROJECT REPORT

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In Partial Fulfillment of the Requirement for the Award of the Degree

of

BACHELOR OF COMMERCE (CORPORATE SECRETARYSHIP)

A Project Report Submitted to the
**THIRUVALLUVAR UNIVERSITY
VELLORE**



APRIL 2023

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09.05.2023

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CHAPTER - 8

CONCLUSION

- Job satisfaction is a key aspect for success of every organization, when employees are satisfied work of performance will increase.
- Findings and suggestion are based on the survey conducted and their points are to be looked into and steps are to be taken in this regard for higher growth.
- From the analysis I conclude that the job provides the opportunity to the employees to exercise his skills at work place.
- Number of the employees accepted that at times there is a considerable flexibility in co-ordination with work and they are satisfied with the existing inter personal communication.
- In STANDARD POLYMERS they follow the systematic planning and review process to evaluate the performance of employee.
- From analysis it was also observed that was there is a scope for the improvement of working condition in STANDARD POLYMERS.
- Salary package would hike so that it can be in per with market rate.
- Finally, I would like to conclude that the employees of STANDARD POLYMERS are satisfied with their work and organization.
- The survey has given a clear picture in various aspects such as quality, price packaging, delivery, service provided.
- Even though the company have all the resources in a sufficient manner, they should utilize those resources in a proper manner so as to make the company a profit a blonde for a longest run.



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**A STUDY ON RECRUITMENT AND SELECTION OF HIDESIGN
PVT. LTD., INDIA**

PROJECT REPORT

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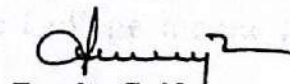


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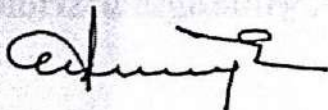

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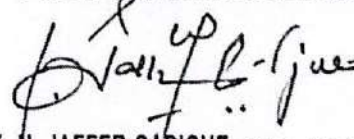
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CONCLUSION

The main thing that I want to conclude firstly is that with the help of analysis, feedback generated through questionnaire found that the company is following an effective **recruitment and selection** process to maximum extent. As per my study, out of the various methods of sourcing candidates, the best one is getting references via references and networking in the process. I came across various experiences where the role of an HR and the relevant traits he finds in the on rates were displayed. Company should focus on long term consists-performance rather than short term. The emphasis towards training and enhancing skills of recruiters needs to be more and also consistent. Even though an HR manager has many challenges to face in order to ensure department contributes towards the achievement of the overall objective of the organization and therefore is a daunting task for any HR manager.



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**A STUDY ON EMPLOYEES SATISFACTION IN BONN SCHTERING BIO
SCIENCES PVT. LTD., PUDUCHERRY**

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- 4) The organization should try to satisfy the whole theory of maslow's theory in the organization psychological need only can't satisfy the employees all needs to be taken and satisfied for better development of organization and employees.

CONCLUSION

BONN SCHTERING BIO SCIENCES employees are satisfied with good pay at the ex-motivating factor for work efficiency. employees are satisfied with salary at BONN SCHTERING BIO SCIENCES . Majority of employees are satisfied with promotion and transfer.

Employees feel that require housing accommodations more than transportation facilities. So BONN SCHTERING BIO SCIENCES can provide the housing accommodations for employees job satisfaction.

Finally I would lie to conclude that the employees of BONN SCHTERING BIO SCIENCES are satisfied with their work and organization.

Improving employees training bring along additional benefits such as a direct impact on increase on customers training and employees work training performances. Satisfied employees tend to add extra effort to job performance, then work harder and better. This chapter concludes the finding of the research process and discuss the practical implications of the research.

The study indicated that continuous Improvement positively influence employees training. There are several previous researches indicated the similar relationship (Sauer 2009: Norlina and Muhammad, 2006: Ying 2000: Clar- 1996: Limon, 1993).

It is recommended that the organisation should emphasize the continuous improvement practices to enhance the employees job satisfaction.

Satisfaction Butler (1996) found that companies that used continuous improvement practices achieved improvements in training and development, attendance, turnover, safety and health. When fully implemented, continuous improvement brings benefits to organisation in terms of quality, productivity, and employee development (Lawlet et 1995).



**A STUDY ON CUSTOMER SATISFACTION IN
PONLAIT, PUDUCHERRY**

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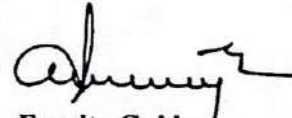


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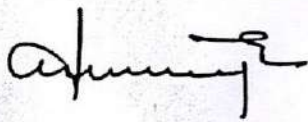

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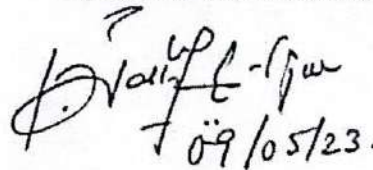
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- Due to lack of availability many customers not aware of all varieties of Ponlait ice cream.
- By displaying ice cream varieties list and by make all Ponlait ice cream varieties available in all milk Parlours Ponlait can overcome this issue.
- By increasing Parlour size and keeping Parlour environment clean Ponlait can increase the satisfaction level of its customers.
- Only 15% of respondents buying all categories of Ponlait milk by-products. Providing discounts and other offers will increase the percentage of respondents buying all categories of Ponlait milk by-products.
- By improving package Ponlait can eliminate leakages/damages in Ponlait milk byproducts.
- Many respondents not satisfied with the price of Ponlait milk by-product so Ponlait has to reduce the price up to some extent.

CONCLUSION

The study about the customer satisfaction will really have an impact towards identifying the areas in which the management should be concentrated. From the overall study on the level of customer satisfaction with respect to Ponlait, it is understood that many of the customers are expecting a reduction in price and improvement in package. Most of the customers are satisfied with the quality and freshness of the products. To improve the sales, effective advertisement should be use.



John

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**A STUDY ON CUSTOMER SATISFACTION
IN PONLAIT MILK AND ITS BY - PRODUCT
IN PUDUCHERRY
PROJECT REPORT**

SUBMITTED BY

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CHAPTER VII

CONCLUSION

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