

Introduction and background about the study

Employee satisfaction refers to the level of happiness and contentment employees feel towards their job and workplace. It is an important factor that influences how employees perform their duties and how committed they are to the organisation. When employees are satisfied, they tend to work with more interest, show positive behaviour, and contribute effectively to organisational goals. Employee satisfaction also helps create a healthy and supportive work environment. In any organisation, employees expect fair treatment, good working conditions, proper wages, job security, and recognition for their efforts. When these expectations are met, employees feel valued and motivated. On the other hand, dissatisfaction may arise due to heavy workload, lack of growth opportunities, poor communication, or unsupportive management. Such dissatisfaction can lead to absenteeism, low productivity, and high employee turnover.

Employee satisfaction is closely linked with organisational performance. Satisfied employees are more likely to stay with the organisation for a longer period and show loyalty towards their work. They also maintain better relationships with co-workers and management, which improves teamwork and coordination. Organisations that focus on employee satisfaction often experience better efficiency and reduced conflicts at the workplace. Understanding employee satisfaction helps management identify the strengths and weaknesses of the organisation's policies and practices. By studying employee opinions, organisations can improve welfare measures, working conditions, and motivation systems. Regular assessment of satisfaction levels also helps organisations adapt to changing employee needs and maintain a positive work culture.

The present study focuses on analysing the level of employee satisfaction at Parisons Group of Companies, Kozhikode. The study aims to understand employee opinions regarding their job, work environment, and organisational practices. The findings of the study will help the organisation identify areas that require improvement and take steps to enhance employee satisfaction and overall performance.

Need for the study

Employee satisfaction is important for maintaining a stable and productive workforce in any organisation. When employees are satisfied with their job, work environment, and organisational policies, they are more likely to perform their duties effectively and

remain committed to the organisation. However, changes in work pressure, expectations, and organisational practices can affect employee satisfaction over time. This study is needed to understand how employees feel about their job and workplace, and to identify the factors that contribute to their satisfaction or dissatisfaction. By analysing employee opinions, the organisation can recognise areas that need improvement and take suitable actions to create a better working environment, improve morale, and enhance overall organisational performance.

Research problem

Employees may not always feel equally satisfied with their job due to differences in work conditions, expectations, and organisational practices. Factors such as workload, salary, work environment, recognition, and growth opportunities can influence how employees feel about their job. When dissatisfaction exists, it may affect employee performance, commitment, and overall productivity. At the same time, management may not always be fully aware of the reasons behind employee satisfaction or dissatisfaction. The main problem of this study is to understand the level of employee satisfaction, identify the factors that influence employee feelings towards their job, and examine areas where improvements may be required to enhance employee satisfaction within the organisation.

Scope of the study

This study looks at various aspects related to employee satisfaction within the organisation, such as working conditions, job roles, salary, welfare facilities, and overall work environment. It focuses only on the employees working at Parisons Group of Companies, Kozhikode, and does not include employees from other organisations or locations. The study helps in understanding employee opinions and identifying areas where organisational practices can be improved to increase satisfaction and motivation among employees.

Objectives of the study

- To assess the overall level of employee satisfaction in Parisons Group of Company.

- To understand employee opinions about their job and work environment.
- To examine the factors that influence employee satisfaction.
- To identify areas where employees feel satisfied or dissatisfied.
- To suggest suitable measures for improving employee satisfaction and workplace conditions.

Limitations of the Study

- The study is confined to employees of Parisons Group of Companies, Kozhikode, and therefore the findings may not be applicable to other organisations.
- The responses collected are based on individual opinions of employees, which may differ according to personal experiences and expectations.
- The number of respondents included in the study is limited, which may not fully represent the views of all employees.
- The study was carried out within a limited time period, which restricted a more detailed analysis.

LIST OF CONTENTS

CHAPTER NO	CHAPTER NAME	PAGE NO
1	INTRODUCTION 1.1 Introduction and background about the study 1.2 Need for the study 1.3 Research problem 1.4 Scope of the study 1.5 Objectives of the study 1.6 Limitations of The Study 1.7 Research Methodology 1.8 Period of the Study	
2	REVIEW OF LITERATURE 2.1 Review of Literature 2.2 Theoretical Framework	
3	INDUSTRY PROFILE	
4	ORGANIZATIONAL PROFILE	
5	DATA ANALYSIS AND INTERPRETATIONS	
6	FINDINGS, SUGGESTIONS AND CONCLUSION 6.1 Findings 6.2 Suggestions 6.3 Conclusion	
	BIBLIOGRAPHY	
	APPENDIX	