

# A Study on Employee Job Satisfaction at Big Bazar Bidar

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**Abstract**— Employee job satisfaction is termed as extent of partiality or hating their jobs employee satisfaction is one of the main aspects of the organization which helps in growing the efficiency of the employees. If the employees are satisfied by their job then only they can work with full efforts. Job satisfaction is the height of gratification employees feel about their job, which can shape their performance. Management have to conduct the surveys frequently to know the level of employee job satisfaction. Every time when the management conduct the survey the question should be different from previous one so that the employees will answer correctly and truthfully. To know the job satisfaction in Big Bazaar, to know what employees feels about the organization, to know their working condition, to know their satisfaction level towards the salary, to know the culture and work environment of the organization.

**Keywords:** Job Satisfaction, Pay, Benefits, Big Bazar

## I. INTRODUCTION

The topic selected for the study is “EMPLOYEE JOB SATISFACTION” in Big Bazaar. The reading was conceded to discover the intensity of the employees’ job satisfaction level in the organization. The need of the study was to know employee job satisfaction and employee coordination in the organization. The scope of the study was that the satisfaction of employees helps in the growth of the organization and helps employees to generate new and unique ideas which helps to increase employee productivity. The project entitled a study on EMPLOYEE JOB SATISFACTION in Big Bazaar is mainly carried out of recognize the job satisfaction of the workers in Big Bazaar, Bidar.

## II. LITERATURE REVIEW

- 1) According to Dessler (1980) inspiration least difficult & most complex administrations employment. Then straightforward ground individual fundamentally propelled drive to keep way which wills quick prices.
- 2) As indicated by Jerris (1999) Considerable research has been directed in regards to the Definition of inspiration. The measured effort those will put work Depends how much they think satisfaction need be fulfill.
- 3) As indicated by Young (2001) proposes inspirations can characterize assortments of course, party upon inquires. Asked somebody’s city, "It’s what drives us" or "it's what influences us to do the things we do."
- 4) As indicated by Bruces&Pepitones (1999) proposed an intriguing viewpoint like indicate which director lingo inspires representative. Supervisors can now force worker are spurred.
- 5) Lockley (2012) present prepares & an improvement program that adequately adds to individuals & specialist growth public a new successful member of staff idea scheme.

### A. Objectives of the Study:

- To see the near Of employee job satisfaction in Big Bazaar Bidar.
- To know what the employees feel about working in big bazar bidar.
- To know the co-ordination level among the co-employees.
- To know the supportive nature of their co-workers
- To know their satisfaction level towards the salary.
- To know their working condition of the employees.

## III. METHODOLOGY ADOPT

### A. Sampling Method:

Sampling method is a very important part of the research process. Sampling is method of choosing unit from a resident of concern.

The research approach: Survey method

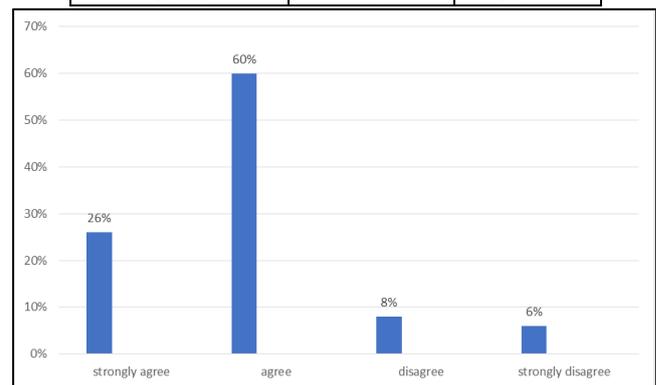
The research instruments: The instruments used for the research are questionnaire.

The respondents: The employees of Big Bazar Bidar

### B. Analysis and Interpretation:

Whether you refer your friends that this is a good to work?

Particulars	Respondents	Percentage
Strongly agree	13	26%
Agree	30	60%
Disagree	04	08%
Strongly disagree	03	06%
Total	50	100%

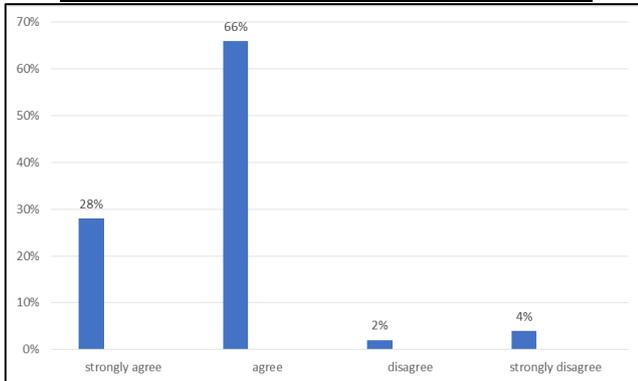


### C. Analysis and Interpretation

From above table 26% of employees are strongly agreed to refer their friends that the organization is good to work of big bazaar and 60% of workers are agree, 8% of workers are disagree and 6% workers are strongly disagree. From the above graph is found that around 60% of employees are agreed to refer their friends that the organization is good to work of big bazaar.

Does organization provides you safe and healthy environment?

Particulars	Respondents	Percentage
Strongly agree	14	28%
Agree	33	66%
Disagree	01	02%
Strongly disagree	02	04%
Total	50	100%

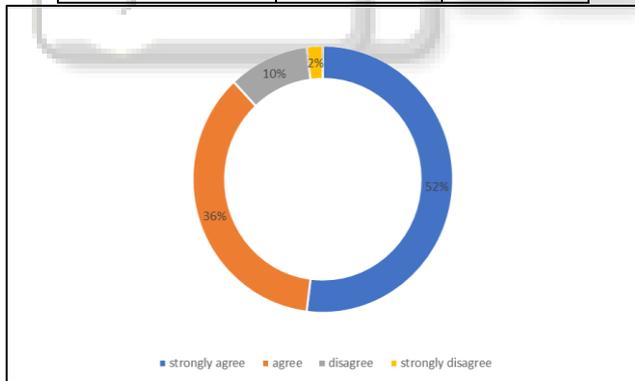


**D. Analysis and Interpretation:**

From above table 28% of workers are strongly agree with the organization provides you safe and healthy environment of big bazaar and 66% of workers are agree, 2% of disagree and 4% of are strongly disagree. From the above graph is found that around 66% of employees are agree with the organization provides you safe and healthy environment of big bazaar.

Is your supervisor motivate you to contribute your best?

Particulars	Respondents	Percentage
Strongly agree	26	52%
Agree	18	36%
Disagree	05	10%
Strongly disagree	01	02%
Total	50	100%



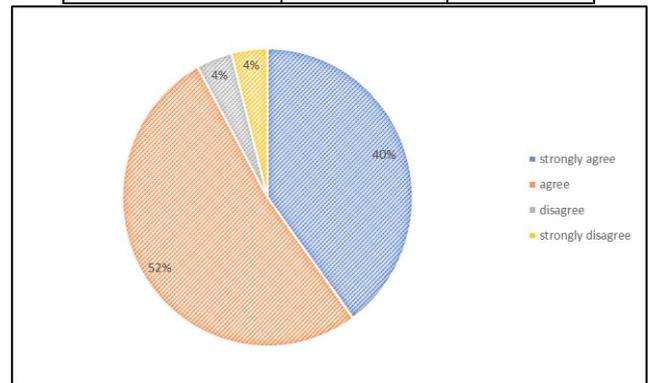
**E. Analysis and Interpretation:**

From above table 52% of workers are strongly agree with the supervisor motivate you to contribute their best of big bazaar and 36% of are agree, 10% of wo are disagree and 2% of respondents are strongly disagree. From the above pie chart it is found that around 52% of employees are strongly agree with supervisor motivate you to contribute their best of big bazaar.

Is Your supervisor treat you friendly?

Particulars	Respondents	Percentage
Strongly agree	20	40%
Agree	26	52%
Disagree	02	04%

Strongly disagree	02	04%
Total	50	100%

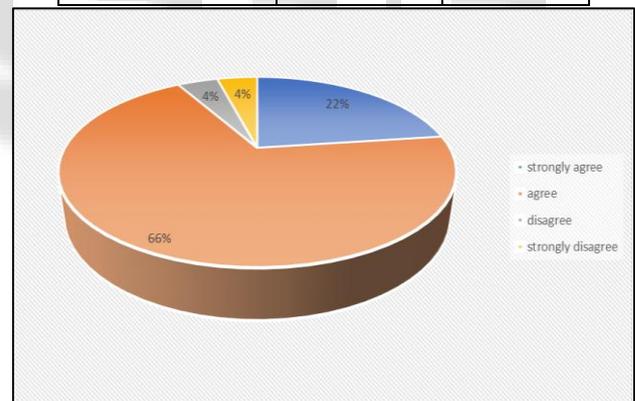


**F. Analysis and Interpretation:**

From above table 40% of workers are strongly agree with the supervisor treat them friendly of big bazaar and 52% of workers are agree, 4% of workers are disagree and 4% of workers are strongly disagree. From the above pie chart is found that around 52% of employees are agree with the supervisor treat them friendly of big bazaar.

The employee satisfaction towards working hours?

Particulars	Respondents	Percentage
Strongly agree	11	22%
Agree	33	66%
Disagree	06	12%
Strongly disagree	00	00%
Total	50	100%



**G. Analysis and Interpretation:**

From above table 22% of employees are strongly agree with the employee satisfaction towards working hours of big bazaar and 66% of workers are agree, 12% of workers are disagree and 0% of workers are strongly disagree. From the above graph is found that around 66% of employees are agree with the employee satisfaction towards working hours of big bazaar.

**IV. FINDING**

- Most of the employees have got job satisfaction.
- Most of the employees feel proud of working in this organization.
- Most of the employees feel that the supervisors are very helpful.

- Most of the employees feel that this is good and safe working place.
- Employees are happy with the culture of this organization.
- Most of the employees feels that this is a safe and healthy working environment.

Over all most of the employees are satisfied and happy with their involvement and recognition to their suggestion by the management.

#### V. CONCLUSION

- From the overall study I resolved that, employees involvement is one of the most important
- For the growth of the organization.
- In the big bazaar there is high involvement of employees in all aspects the employees feel proud to work in big bazaar employees are satisfied by the recognition of their work by the management.
- Overall record of the employees are pleased and happy with the employee involvement at BIG BAZAAR BIDAR.

#### VI. SUGGESTION

- Co-ordination among the co-employees should be improved.
- Some of the employees feels that they have not been recognized so that they should be recognized by the management.
- Should bring the cordial working relationship in the organization.
- Management should discuss about the problems faced by the organization to take new ideas from them.

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#### *Book Name*

- [4] PARTICIPATE MANAGEMENT AND JOB SATISFACTION BY KIM SOONHEE.
- [5] REAL HAPPINESS AT WORK; SHARON SALZBERG.
- [6] Company Journal, Manuel's, Magazines etc.
- [7] Structured questionnaire filled by 50 respondent.
  - Personnel meeting with employees.
  - Interviews etc.