

A STUDY ON JOB SATISFACTION AT L&T INFO TECH, CHENNAI

Naveenkumar.C

Final Year MBA Student, Gnanamani College of Technology, Namakkal

Abstract—*The present world is fast changing and there are lots of pressures and demands at work. These pressures at work lead to physical disorders. Stress refers to individual's reaction to a disturbing factor in the environment. It is an adaptive response to certain external factor or situation or what can be called environmental stimuli as reflected in an opportunity, constraint, or demand the outcome of which is uncertain but important. The main purpose of stress management is to manage and reduce the stress through suitable coping up techniques. This study would management as well as the employees to identify the factors causing stress and coping strategies to be followed. Stress management refers to the wide spectrum of techniques and psychotherapies aimed at controlling Stress management refers to the usage of various techniques to control a person's stress level, especially chronic stress, to enhance smooth functioning of the person. Stress causes numerous physical and mental symptoms based on each individual's situation in life. These include physical health decline, depression etc., Stress management is one of the keys to a happy and successful life in modern society.*

INTRODUCTION

In western countries HRM had its primitive beginning in 1930s. Not much thought was given on this subject in particular and no written records or documents interesting to note HRM concepts was available, in ancient philosophies of Greek, Indian and Chinese. This is not to suggest that industrial establishment and factories system, as it is known today, existed in ancient Greece, India or china. The philosophy of managing human being, as a concept was found developed in ancient literatures in general and in Indian philosophy in particular.

STATEMENT OF PROBLEM:

Human resource has gained a wide acceptance in the industry. The objective of the study was to assess employee satisfaction. This has led to the need for more experienced and skillful employee where to be trained to meet the organization requirement.

People in an organization are the most productive resource and also the most expensive organization spends on this resource in order to extract the best contribution out of them. A small judgment error in rectifying a non-retainable employee could lead to decal losses in terms of time and money spend on his training and job socialization as also initial losses in terms of job held up due to vacancy in position and other related job being postponed in today's fast pace corporate world, time management being important, such errors are not called for therefore more stress is laid on efficient, effective and potential worker for the organization corporate world today recruits people directly and prudently rather simply hire and fire people.

The mobilization of money, the construction of factory building, the purchase and installation of machines and procurement of materials are the initial measures taken by a management in the establishment of a company. The recruitment and selection of people to man and machines and auxiliary services form a part of these initial measures.

Without people to man and plant, the collection of physical resources by itself will not serve only purpose. The hiring of men and women required is more important than the marshaling of physical resources in the establishment of the company and the attainment of its objectives. Note that the hiring of people is confirmed to the initial stages in the formation of an enterprise. The employment is continuous one and it ends only when the enterprise ceases to exist.

More important, an enterprise grows and diversifies, and so there is great need for men and women. Recruitment and selection, therefore becomes a specialized function and is disclosed by the personnel department. In act, employments are one of the foremost functions of the human resource development.

Therefore, it is necessary to know about the employment function i.e., recruitment, selection, interviews, placing and orientation of personnel's. HR is the major inputs for any organization to achieve its objectives. Therefore it's important for any organization to spend time and money till the right personnel are found.

FIELD OF STUDY: This project work was carried out at Larsen & Toubro InfoTech Ltd, LTI. Chennai.

RESEARCH SAMPLES: IT industry plays a very important role in the economy. The sample was therefore chosen as it portrays the needs of the researchers.

Research provides an insight into any study to basically evaluate and judge the data or to find the solution to any given problem. A sample is representative of a group or population that identifies itself as part of it. The sample chosen for this report is Larsen & Toubro InfoTech Ltd, Chennai.

OBJECTIVES OF THE STUDY: Background Verification & analysis are one of the major Human Resource Management functions that help managers to keep the skilled members in the organization.

DATA COLLECTION: The data collected contains primary data and secondary data. The primary data has been collected mainly by interviewing and also observation and audit. Secondary data has been obtained from published journals, company brochures, books, internet, etc.

LIMITATIONS OF THE STUDY:

1. As the project is prepared for academic purpose only, it suffers from the limitations of time and money, due to which analytical study into all the strategies adopted by the organization was not possible.
2. The study was completed within a short span of time that was available.
3. The report also suffers from the limitations of exhaustiveness as far as the information is concerned.
4. All this study is limited to Larsen & Toubro InfoTech Ltd, Chennai only.

FINDINGS

The data collected and analyzed and general observation has proven that Larsen & Toubro InfoTech Ltd (LTI) has done a remarkable job in its Human resource development.

THE MAIN FINDINGS ARE AS FOLLOWS:

1. Each and every employee is well prepared to meet today's challenges.
2. The Employees Recruited through the employee screening programs are well documented as the company requires various types of personnel to meet the job related programmer's behavioral programs and Quality related programs.
3. The Management most of the times responds to the agencies to conduct survey on employee Background screening.
4. Employee Screening program not only provides the Family Background of the personal to be recruited But also provides information's on latest strengths and changes such as convergence concepts scenario in the coming years.
5. Employee screening programs also lay more emphasis in finding out a professional who has got the knowledge of problem solving skills.
6. The organization must give encouragement in career planning of employee with a view to attain organizational Goals.
7. Employment screening programs in a nutshell provides the overall satisfaction for both the employees and Management.
8. There are employees in all experience level in the organization.
9. The internal department of core competencies and continuous process improvements has made Larsen & Toubro InfoTech Ltd (LTI), one of the most exciting IT staffing companies to work for.
10. The management is showing their full efforts for the growth of Larsen & Toubro InfoTech Ltd (LTI).
11. The company is having skilled employees who can give prime solutions to the clients more effectively.

12. The management is showing their individual attention to each and every employees for their betterment and to groom their skills.

SUGGESTIONS & RECOMMENDATIONS

1. Create awareness about Clients requirements among the employees by maintaining high level of motivation and focus.
2. Design an effective system & Agency for conducting Employee Background checks.
3. More attention is to be paid on the feedback as it gives necessary inputs for the improvements in the future.
4. Quantify the performance off the employee so recruited.
5. Increase the competence levels among the employees by giving suitable Training and Development Program.
6. Identify the competencies and behavior pattern to be developed in each individual by way of performance Appraisals and ratings indicating the level of individual is above expectation or according to the expectation or below the expectation.
7. Provide training to the employees so that they will get better knowledge, skills, Morale and attitude.
8. Convert Larsen & Toubro InfoTech Ltd (LTI). Into a 'learning and development organization' to make it a "GLOBAL PLAYER AND LEADER".
9. Minimize Unnecessary Utilization of Lightings, Air Conditioner, and Lifts &Items at which in turn help in cost reduction.
10. Maintaining Harmonious relationship with Employees and Management.

BIBLIOGRAPHY

Psychology, The study of human behaviour, B.K. Mishra, 2011.

Human resource Management, the Fifth edition.

Organisation theory structure design and change, Sixth edition.

T.N. Srivastava and Shailaja Rego , Statistics for Management ,Tata Mc Grawhill.

Uma sekaran and Roger Bougie, Research methods for business, Fifth edition.
