

## **A STUDY ON EMPLOYEE SATISFACTION OF PRS TYRE LTD WITH REFERENCE TO NAMAKKAL**

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**Abstract**—Employee satisfaction is a broad term used by the HR industry to describe how satisfied or content employees are with elements like their jobs, their employee experience, and the organizations they work. Employee attrition is one of the major problems faced by organizations. I don't think an individual who is treated well at the workplace, has ample opportunities to grow, is appreciated by his superiors, gets his salary on time ever thinks of changing his job. Retaining talented employees definitely gives your organization an edge over your competitors as they contribute more effectively than new joiners. Moreover, no new individual likes to join an organization which has a high employee attrition rate. Employees who are not satisfied with their jobs often badmouth their organization and also warn friends and acquaintances to join the same. The study is useful to find out the opinion of the workers about the employee satisfaction in PRS Tyre Ltd at Namakkal. The study will predict the need of the guidance for job satisfaction. Through the guidance we can improve the Firm. Research has given information about the employee satisfaction prevailing in the organization. Study will suggest some recommendations to improve the work environment, welfare measures and all other things in the working conditions.

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### **INTRODUCTION**

#### **Employee Satisfaction**

Employee satisfaction is a broad term used by the HR industry to describe how satisfied or content employees are with elements like their jobs, their employee experience, and the organizations they work.

Employee satisfaction is one key metric that can help determine the overall health of an organization, which is why many organizations employ regular surveys to measure employee satisfaction and track satisfaction trends over time. A high satisfaction level indicates that employees are happy with how their employer treats them

- It acts as a good indicator of the work culture of a company.
- A company with more satisfied employees is likely to work at its best capacity.
- There are a lot of factors that affect employee satisfaction, such as perks, flexibility, etc.
- A company must understand the needs of its employees and act accordingly. Although employee satisfaction doesn't guarantee improved performance, it is an essential part of the solution.

### **NEEDS OF THE STUDY**

Employee attrition is one of the major problems faced by organizations. I don't think an individual who is treated well at the workplace, has ample opportunities to grow, is appreciated by his superiors, gets his salary on time ever thinks of changing his job. Retaining talented employees definitely gives your organization an edge over your competitors as they contribute more effectively than new joiners. Moreover, no new individual likes to join an organization which has a high employee attrition rate. Employees who are not satisfied with their jobs often badmouth their organization and also warn friends and acquaintances to join the same.

## **OBJECTIVES OF THE STUDY**

### **Primary objectives:**

The study on employee's satisfaction towards PRS Tyre Ltd at Namakkal

### **Secondary objectives:**

- ❖ To study workers satisfaction with working hours and leave facility
- ❖ To evaluate the level of employee satisfaction among the workers.
- ❖ To arrive at suggestion and improvement regarding job satisfaction.
- ❖ To study the workers safety measures and work environment.
- ❖ To study the workers satisfaction level of welfare measure provided by the company.

## **SCOPE OF THE STUDY**

The study is useful to find out the opinion of the workers about the employee satisfaction in PRS Tyre Ltd at Namakkal. The study will predict the need of the guidance for job satisfaction. Through the guidance we can improve the Firm. Research has given information about the employee satisfaction prevailing in the organization. Study will suggest some recommendations to improve the work environment, welfare measures and all other things in the working conditions.

## **LIMITATIONS OF THE STUDY**

- ❖ The employees' attitude & opinion may change in future so relevance to the study can't be assured.
- ❖ Reliability of the study depends greatly on the reliability of information provided by the respondents.
- ❖ The personal basic of the respondents is another limiting factor.
- ❖ The result obtained from the analysis would not be applicable to similar organization in the industry.

## **REVIEW OF LITERATURE**

**Oana Adăscăliței (2022)** The article aims at analyzing a reference legal instrument for seafarers' rights – the Maritime Labour Convention, 2006. Created due to the lack of relevance of the body of international labor standards in the maritime sector, the Convention lays down in its regulations a firm set of principles and rights for an entire global industry. Maritime Labor Convention is intended to complement three key maritime conventions, SOLAS, MARPOL and STCW as well as to become the fourth pillar of an international regulatory regime for quality shipping. It is internationally unique in that it aims both to ensure decent working conditions on board and a fair framework for ship-owners operating ships under the flag of States that have ratified the Convention.

**Talan B. İşcan (2022)** Are productivity differences across producers in an industry a good indicator of allocate inefficiency? If so, what are the welfare consequences of reallocating labor from lesser to more productive producers? This paper addresses these questions in the context of factor specificity, which generates endogenous distribution of total factor productivity across producers and reallocation of labour across sectors, as well as within a sector. The paper builds a multi-sector, multi-region general equilibrium model with land as a region-specific factor, and calibrates it using state-level U.S. data from 1960 to 2004, a period with considerable reallocation of labour out of industry

## **RESEARCH METHODOLOGY**

**RESEARCH DESIGN:** It is the design of study connected with technique for collection of data and analysis of data in a manner that aims to have relevance purpose.

### **TYPE OF RESEARCH**

**Descriptive research:** Descriptive research designs include surveys and fault finding enquires of different kinds. It deals with the state of affairs and is an exposit-facto research.

### **SOURCE OF DATA**

**Primary Data:** Primary data is collected through a well-structured questionnaire. The data is collected by administering, the questionnaire to the consumer directly and collecting the information immediately.

**Secondary Data:** Data regarding company profile and product profile are collected from company records.

### **SAMPLING DESIGN**

**Types of sampling:** Stratified random sampling has been chosen for selecting samples for the study. The entire Namakkal was classified into different strata based on their geographical locations. Then from each stratum samples were selected in proportion to the size of the strata to make up a sample of 120.

**SAMPLE SIZE:** Sample size was chosen as 120, which is expected to reveal the exact facts regarding the perception of subscribers about the Tyre Industries

### **COLLECTION OF DATA**

Data collection through the questionnaire is quite popular. Pilot study has been conducted to find the effectiveness of the questionnaire. Then, the questionnaire has been revised. It is well designed and structured in order to enable collection of appropriate data. Revised questionnaire consists of closed ended, multiple choice, dichotomous/multiple rating scale questions.

**STATISTICAL TOOLS USED FOR ANALYSIS:** commonly used statistical tools for analysis of collected data are:

1. Percentage analysis
2. Chi Square analysis
3. Correlation analysis
4. ANOVA

### **SUGGESTIONS**

- Majority of the employees feel that their workload is heavy. So, the necessary steps to be taken to reduce the workload.
- The researcher wish to bring the following suggestion to the management of PRS Tyre at Namakkal
- The organization should improve the benefit and services provided to the employees interest would be stimulated.
- The company should plan out the welfare activities in an effective way to improve the organization image in the eyes of the public
- The organization should make all the employees aware of the rules and regulations of the company and industries should be provide safety measures to employees.

### **CONCLUSION**

Welfare facilities provided to the employees was found to be satisfactory. It has been found from the study that the worker had a positive attitude towards their job and management. The study conducted also revealed that a majority of the workers of Employee satisfaction of Tyre industries at Namakkal were satisfied with their job and work environment.

The relationship with the supervisors and the co-workers also provides conducive work environment for the workers. The study therefore highlights the various aspects on welfare facilities provided satisfaction for the employees. Finally the study has helpful to my knowledge about job satisfaction to the employees in Tyre industries.

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*A Study on Employee Satisfaction of PRS Tyre Ltd with reference to Namakkal*

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