



## CERTIFICATE

This is to certify the project work entitled  
“JOB SATISFACTION”

Is done by

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As a part of their Curriculum in the Department of Commerce

**IDEAL DEGREE COLLEGE FOR WOMENS**

**HYDERABAD – 500007**

This work has been carried out under my guidance

*B. Madhusudhan*

PRINCIPAL: **B.MADHUSUDHAN**



*[Signature]*

External **EXAMINER**

*[Signature]*

MENTOR: **Ms. S. BHAGYA LAXMI**

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## ANNEXURE -1

### **DECLARATION**

I here by declare that the project entitled “**JOB SATISFACTION**” is an original work done by me and has been submitted to the Department of Commerce, Osmania University, Hyderabad in partial fulfilment for the award of the Degree of Bachelor of Commerce (Computer Applications).

This report has not been submitted anywhere else for award of any other degree or diploma or certificate.

Name and address of the student

**BONKURU AKHILA**

*B. Akhila*

**Signature of the student**

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## ABSTRACT

Employee Job Satisfaction remains one of the most relevant and significant topics in international Human Resource Management (HRM). The most common explanation for such a significance is that excellent retention management has become a major source of competitive advantage in the modern and rapidly globalizing business world.

It just simply costs too much money to replace even one valuable employee. Hence, the main task of retention management is twofold. Besides applying the correct motivation techniques to retain its top talent and maintain a competitive advantage, the organization also has to reduce the replacement cost and especially its 'soft' component (the cost of losing employees' experience, professional expertise, key customer relationships, etc.) if or when an employee does decide to leave.

Most of the academic literature on retention deals with general and unspecific preventive strategies pertaining mainly to industrial companies. This paper concentrates particularly on the retention techniques designed to project the important tacit knowledge in Professional Services Firms (PSFs) which would help them reduce their overall replacement costs and increase their competitiveness in the market place.

QUESTIONNAIRE

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## CONCLUSION

- Both the internal and external faculty should handle the training sessions so that it provides more comfort and also the knowledge of both the internal and external environment.
- The modern methods of job training should be used to have an competitive edge in the market place.
- In above analysis I can observe that of the total 25% workers strongly agreed the above statement that the Quality of Work Life can be made through proper analyzation of the work they do.
- In the above analysis I can observe that of the total 22% workers strongly agreed the above statement that the Equity can be made through proper analyzation of the work they do.