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A STUDY ON EMPLOYEE JOB SATISFACTION WITH SPECIAL REFERENCE TO SRILAKSHMI PLASTICS PRIVATE LIMITED, PONDICHERRY

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Abstract

Job satisfaction is a critical factor influencing employee performance, productivity, and overall organizational effectiveness. This study examines the levels and determinants of job satisfaction among employees at Sri Lakshmi Plastic Private Limited in Pondicherry using a descriptive research design. Primary data were collected from 100 employees through a structured questionnaire, while secondary data were obtained from company records, books, journals, and previous studies. The research focuses on key factors such as work environment, compensation, supervision, job security, growth opportunities, and welfare measures. Statistical tools including percentage analysis and correlation were used to analyze the data and identify relationships between job satisfaction and its determinants. The findings reveal that employees are generally satisfied with welfare measures such as drinking water, sanitation facilities, wage payment systems, training programs, and workplace safety, as well as their relationships with supervisors. However, concerns were noted regarding compensation and opportunities for career advancement. The study concludes by recommending improvements in organizational policies to enhance employee satisfaction, reduce turnover, and promote a positive work culture.

Keywords: *Employee performance*[1]*, Job satisfaction*[2]*, Employee Satisfaction*[3]*, work environment*[4]*, Workplace Safety*[5]*, Organizational Performance*[6]*, Sri Lakshmi Plastics Private Limited*[7]**.**