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A STUDY ON JOB SATISFACTION AND ITS IMPACT ON EMPLOYEE ENGAGEMENT AT ARCOT MANI MARK FOODS PRIVATE LIMITED

M MOHAMED SHAMEER[1]
Student, Department of Management , Annai College Arts and Science kovilacheri ,India

Dr. K. SENTHILKUMAR[2]
Associate Professor, Department of Management, Annai College of Arts and science kovilacheri ,India.

K .VIMALANATHAN[3]
Research Scholar, Department of Management, Annai College of Arts and science kovilacheri ,India

TASNEEM[4]
Assistant Professor, Department of Management, Annai College of Arts and science kovilacheri ,India.

Abstract

This study examines the level of job satisfaction and its impact on employee engagement at Arcot Mani Mark Foods Private Limited, Ranipet. In modern organizations, employees play a crucial role in achieving organizational goals and maintaining productivity. The study focuses on understanding the factors influencing job satisfaction such as salary, work environment, recognition, training, and supervisor support. A descriptive research design was adopted and primary data were collected through a structured questionnaire from 100 employees using simple random sampling. The collected data were analyzed using statistical tools such as percentage analysis, weighted average method, ranking technique, and Karl Pearson correlation. The findings reveal that salary and work environment are the most influential factors affecting employee satisfaction. The study also indicates a strong positive relationship between work environment and employee engagement. Improving employee satisfaction through better HR policies, recognition systems, and training programs can significantly enhance productivity and organizational performance.

Keywords

Job Satisfaction [1], Employee Engagement [2], Work Environment [3], Motivation [4], HR Practices [5], Productivity [6], Organizational Performance.[7]ssssssssssss