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AN ANALYTICAL STUDY ON EMPLOYEE SATISFACTION OF RN TOOLS & MACHINERIES WITH SPECIAL REFERENCE THIRUBHUVANAM

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ABSTRACT

Employee satisfaction is crucial for improving productivity, retention, and workplace harmony, especially in manufacturing industries. This study, "An Analytical Study on Employee Satisfaction with Reference to RN Tools and Machineries, Thirubhuvanam," examines employee satisfaction levels and the factors influencing them. RN Tools and Machineries is a small-scale manufacturing unit producing agricultural and industrial machinery. The study evaluates key factors such as working environment, safety measures, machine conditions, supervision, workload, training, compensation, welfare facilities, and overall job satisfaction. Using a descriptive research design, primary data was collected from 120 employees through questionnaires, supported by secondary data from company records and literature. Statistical tools like percentage analysis, weighted average, satisfaction index, and Spearman's rank correlation were used. The findings indicate a high level of employee satisfaction across most factors, with a strong positive relationship between effective supervision and manageable workload. The study concludes that high employee satisfaction at RN Tools and Machineries enhances productivity, morale, and retention, and recommends continuous improvements in workload management and employee development programs.

Keywords: Employee Satisfaction[1], Human Resource Management[2], Working Environment[3], Safety Measures[4] ,Welfare Facilities[5], Supervision[6], Manufacturing Industry[7] , Productivity[8]