

Employee Satisfaction – A Case Study of Private Sector Employees

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Abstract: *The study on employee satisfaction of private sector employees in Thrissur is an attempt to identify the various parameters affecting the employee satisfaction and to examine the affect of these parameters on employee satisfaction and also on the organization. The study highlight the fact that the level of satisfaction for employees was high for four parameters such as company and its policies, job security ,interpersonal relationships and peer group relation and good level of satisfaction for other 9 parameters. The analysis based on age group, experience and department shows that the variation with respect to the level of satisfaction is negligible. It could be further observed that employees are highly satisfied with the maintenance factors rather than motivational factors. According to Herzberg motivation theory the presence of maintenance factors did not significantly motivate them but the absence of such factors caused serious dissatisfaction. Motivational factors are directly related with the job. Their presence creates a highly motivating situation. So the company should give more focus towards motivational factors. This will ensure better work performance by the employees and also make them highly satisfied.*

Keywords: Employees, Satisfaction, Motivation, Job Security, Work, Maintenance

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