

A Study on Job Satisfaction and Its Impact on Employee Performance with Special Reference to Intechzia Pvt. Ltd. Nagpur

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Abstract: Both job performance and job satisfaction are critical factors for employers and employees. When a person gets enough satisfaction from his work, he will do it as needed. Job performance is how well or poorly an employee actually performs their duties. This study examines the impact of job satisfaction on employee performance in workplaces. The study attempted to define the terms "job performance" and "job satisfaction" and look at the effects of each. 150 Intexia Pvt. Ltd. employees completed an online survey to collect primary data. According to the findings, most of the employees are happy with their jobs. The results also revealed that leadership, productivity, compensation and motivation are critical factors in ensuring job satisfaction among employees. Employees who are satisfied with their jobs are more likely to be successful. To maintain the efficiency of an organization by keeping their employees continuously engaged and motivated, employee job satisfaction is crucial. Management is also challenged by environmental challenges, rising healthcare costs and the diverse needs of workers. This can be avoided by creating a work climate that encourages exceptional performance in the workplace while maintaining employee job happiness and achieving work-life balance. To maintain the efficiency of an organization by keeping their employees continuously engaged and motivated, employee job satisfaction is crucial. Management is also challenged by environmental challenges, rising healthcare costs and the diverse needs of workers. This can be avoided by creating an environment at work that encourages individuals to work hard and maintains employee job satisfaction..

Keywords: Job performance; Job Satisfaction; Employee performance; Impact on Employee performance at Intechzia

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