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# A Study on Employee Satisfaction with Reference To L.G Electronics Private limited Hyderabad

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**ABSTRACT:** Employee satisfaction at LG Electronics Private Limited in Hyderabad isn't readily available. However, employee satisfaction in such companies typically revolves around several key factors. These include work environment quality, opportunities for career growth, compensation and benefits packages, management effectiveness, and the overall organizational culture. Regular employee surveys, feedback mechanisms during performance reviews, and retention rates are often used to gauge satisfaction levels. Companies fostering work-life balance, supporting professional development, and maintaining positive company culture tend to have higher employee satisfaction. For the most current insights, reviewing company publications, employee reviews on platforms like Glassdoor, and direct interactions with current or former employees would provide a clearer picture.

**KEY WORDS:** Artificial Intelligence (AI), Virtual Assessments, Technological Advancements, Bias Reduction, Remote Work

## I. INTRODUCTION

Employee satisfaction is the terminology used to describe whether employees are happy and contented and fulfilling their desires and needs at work. Many measures purport that employee satisfaction is a factor in employee motivation, employee goal achievement, and positive employee morale in the workplace. Factors contributing to employee satisfaction include treating employees with respect, providing regular employee recognition, empowering employees, offering above industry-average benefits and compensation, providing employee perks and company activities and positive management within a success framework of goals, measurements, and expectations. Employee satisfaction is often measured by anonymous employee satisfaction surveys administered periodically that gauge employee satisfaction. Employee satisfaction is looked at in areas such as Management, Understanding of mission and vision, Empowerment, Teamwork, Communication, and Co-worker interaction.

**1.1 NEED OF THE STUDY :** Employee satisfaction has become a very important determinant of a company's productivity. Employees are demanding more and more from their organization in exchange for their service. Employee turnover is very high in most industries, and retaining good talented employees has become a tedious task for even the best companies across the world today. Every company is faced with the challenge of understanding what drives employees most. Satisfied employees not only remain with the company but are more productive. They are also loyal and are most likely to recommend their company's products and services whenever and wherever possible. They would also help the company to attract the best talent for future recruitment.

### 1.2 SCOPE OF THE STUDY

A detailed scope of study on employee satisfaction at LG Electronics would involve a systematic and comprehensive approach to understanding the factors that contribute to employee contentment and engagement within the organization. Here's a paragraph outlining the key elements of such a study. "The scope of this study on employee satisfaction at LG Electronics encompasses a multifaceted investigation aimed at uncovering the drivers, impacts, and nuances of employee satisfaction within the company

### 1.3 OBJECTIVE OF THE STUDY

The study has the following objectives:

- 1.To understand the employee satisfaction.
- 2.To identify the important factors which contribute towards employee satisfaction.

- 3.To understand the relationship within the organization.
- 4.To learn the practical aspects of the business.
- 5.To find whether there is scope for improvement within the organization.
- 6.To determine the workers participation in decision making.

## II. REVIEW OF LITERATURE

**1.Gupta & Joshi (2008)** concluded in their study that Employee Satisfaction is an important technique used to motivate the employees to work harder. It had often said that, "A HAPPY EMPLOYEE IS A PRODUCTIVE EMPLOYEYEE ."Employee Satisfaction is very important because most of the people spend a major of their life at their work place.

**2.Khan (2006)** reveals in his study has Hopsack brought Employee Satisfaction to limelight. He observed Employee Satisfaction in the combination of psychological & environmental circumstances that cause person to fully say, "I am satisfied with my job"

**3 Rao (2005)**, reveal in his study that Employee Satisfaction refer to person feelings of satisfaction on the job, which acts as a motivation to work. It is not the self-satisfaction, happiness or self-contentment but the satisfaction of the job.

**4 Okere & MT Yuda (2017)** research outcomes indicated that a lack of resources, too much crowd of courses and indiscipline amid pupils were severe sources of disappointment amid teachers. Other causes of job dissatisfaction amid teachers are management consequences. All these factors create disengagement among teachers and filled negativity in their job.

**5.Troesh& Bauer (2017)** investigated job satisfaction and stress in second career teachers compared to first career teachers and the role of self-efficacy in this context. Results showed that second career teachers are highly filled with satisfaction with their occupation than first career teachers. Tarikh et al. (2016) analysed the data and results showed that workplace satisfaction, organization commitment and organizational nationality behaviour statistically important and optimistic relationship.

**6.Spencer & Byrne (2016)** suggested that senior level managers are having high job satisfaction than junior level managers. Darra et al. (2016) suggested that amid sales people with lower workplace satisfaction, organizational work embeddedness is optimistically connected with organizational deviance, interpersonal deviance and customer direct deviance. Nevertheless, amid salespeople with higher job satisfaction, job embeddedness is negatively connected with

## III. RESEARCH METHODOLOGY

The basic principle in the research has been adopted in the overall methodology. The following methodology has been used for meeting the requirements,

### 3.1 Sources of data:

#### Primary Data:

Primary methods are those methods that provide firsthand information. The methods followed were questionnaire method.

**Secondary data:** The secondary data collection method includes: HR department, HR Journals, Text books.

### 3.2 Sample Technique: Convenience Sampling Method

### 3.3 Sample Size: 100

### 3.4 LIMITATIONS OF THE STUDY

- Managers could get lost in data.
- Inaction could destroy credibility.
  - Employees may not reveal innermost feelings.
- To general in scope to affect individuals.

- Due to lack of time and resources, the study was confined to LG ELECTRONICS in Hyderabad and on a small sample of 100 employees.
- Due to the limitation of the time that is only 45 days, the research could not be made more detailed.

IV. DATA ANALYSIS AND INTERPRETATION

4.1 Education Level a) Degree [ ] d) PG [ ] c)Others[ ]

TABLE 1: EDUCATION LEVEL

| Scale  | No of Respondents | Percentage |
|--------|-------------------|------------|
| Degree | 35                | 35%        |
| PG     | 45                | 45%        |
| Others | 20                | 20%        |

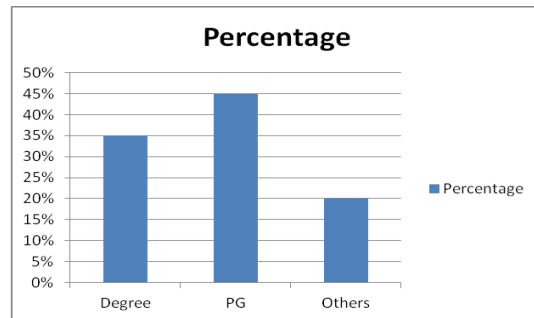


FIGURE 1:

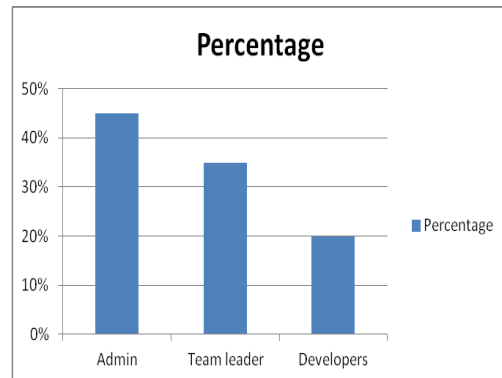
INTERPRETATION:

The table shows that 35% of the respondents' educational level is degree, 45% of the respondents' educational level is PG and remaining 20% of the respondents have other educational qualifications

4.2 Working Level: a)Admin [ ] b) Team Leader [ ] c) Developer [ ]

TABLE 2: WORKING LEVEL

| Scale       | No. of Respondents | Percentage |
|-------------|--------------------|------------|
| Admin       | 45                 | 45%        |
| Team leader | 35                 | 35%        |
| Developers  | 20                 | 20%        |

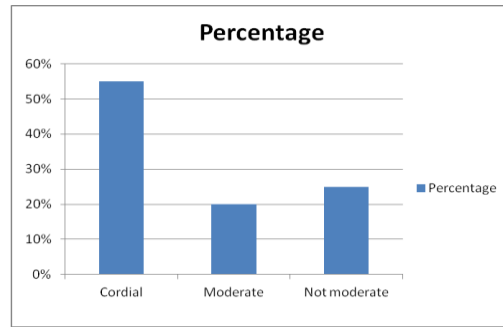


INTERPRETATION: The table shows that the 45% of the respondents' working level is admin, 35% of the respondents are team leaders and remaining 20% of the respondents are developers.

4.3 Relationship with Supervisor :a)Admin [ ] b) Team Leader [ ] c) Developers [ ]

TABLE 3: RELATIONSHIP WITH SUPERVISOR

| Scale        | No. of Respondents | Percentage |
|--------------|--------------------|------------|
| Cordial      | 55                 | 55%        |
| Moderate     | 20                 | 20%        |
| Not moderate | 25                 | 25%        |



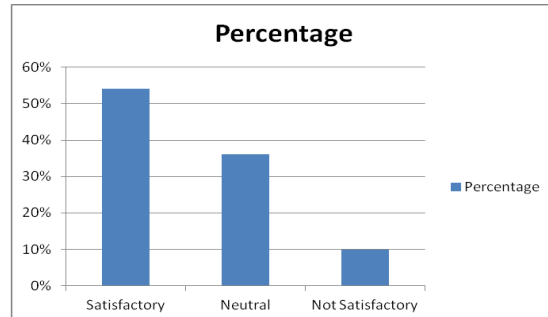
INTERPRETATI: The table shows that 55% of the respondents have cordial relationship with the supervisors, 20% of the respondents have moderate relationship and remaining 25% of the respondents do not have a cordial relationship.

4.4 Satisfaction on Target Related Incentives

(a) Satisfactory [ ] (b) Neutral [ ](c) Not Satisfactory[ ]

TABLE 4: SATISFACTION ON TARGET RELATED INCENTIVES

| Scale            | No. of Respondents | Percentage |
|------------------|--------------------|------------|
| Satisfactory     | 54                 | 54%        |
| Neutral          | 36                 | 36%        |
| Not Satisfactory | 10                 | 10%        |

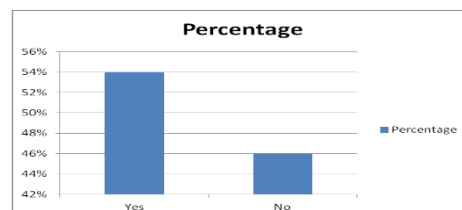


INTERPRETATION: The table indicates the respondents’ satisfaction on target related incentives. The above table shows that 54% of the respondents are satisfactory with the incentives, 36% of the respondents are neutral and remaining 10% of the respondents are not satisfied with the incentives.

4.5 Grievance handling system (a) Yes [ ] (b) No [ ]

TABLE 5: GRIEVANCE HANDLING SYSTEM

| Scale | No. of Respondents | Percentage |
|-------|--------------------|------------|
| Yes   | 54                 | 54%        |
| No    | 46                 | 46%        |



INTERPRETATION:

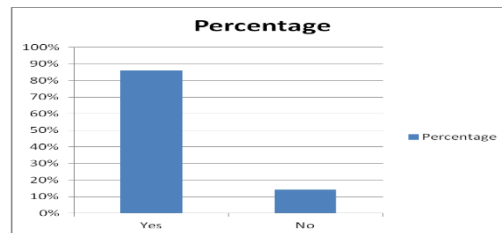
This table indicates the response of the respondents regarding grievance handling system. From the table, 54% of the respondents have said that there is a grievance handling system and 46% of the respondents have said ‘No’

4.6 Responsibility for Job

(a) Yes  (b) No

TABLE 6: RESPONSIBILITY FOR JOB

| Scale | No. of Respondents | Percentage |
|-------|--------------------|------------|
| Yes   | 86                 | 86%        |
| No    | 14                 | 14%        |



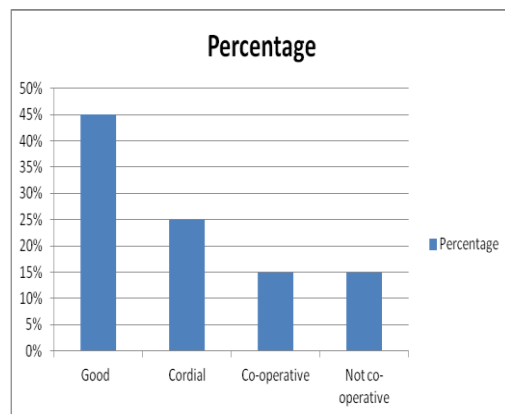
INTERPRETATION: This table indicates the respondents' responsibility for job. The above table shows that 86% of the respondents have said 'Yes' and 14% of the respondents have said 'No'.

4.7 Relationship with Co-workers

(a) Good  (b) Cordial  (c) Co-operative  (d) Not Co-operative

TABLE 7: RELATIONSHIP WITH CO-WORKERS

| Scale            | No. of Respondents | Percentage |
|------------------|--------------------|------------|
| Good             | 45                 | 45%        |
| Cordial          | 25                 | 25%        |
| Co-operative     | 15                 | 15%        |
| Not co-operative | 15                 | 15%        |



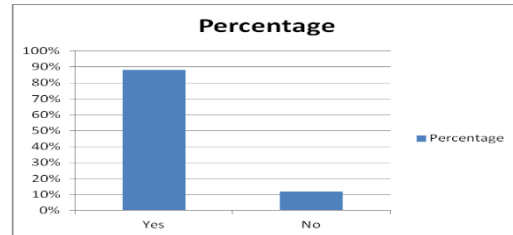
INTERPRETATION: This table indicates the respondents' co-works. The above table shows that 45% of the respondents have said 'good', 25% of the respondents have said 'cordial', 15% of the respondents have said 'co-operative', 15% of the respondents have said 'not co-operative'.

#### 4.8 Accident Compensation Paid

(a) Yes  (b) No

TABLE 8: ACCIDENT COMPENSATION PAID

| Scale | No. of Respondents | Percentage |
|-------|--------------------|------------|
| Yes   | 88                 | 88%        |
| No    | 12                 | 12%        |



**INTERPRETATION:** This table indicates the respondents accident compensation paid. The above table shows that 88% of the respondents have said 'yes', 12% of the respondents have said 'No'

#### 4.9 Welfare Measures Available

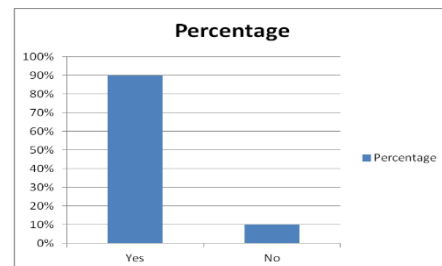
(a) Yes  (b) No

If yes are you satisfied with it?

(a) Satisfied  (b) Not Satisfien

TABLE 9: WELFARE MEASURES AVAILABLE

| Scale | No. of Respondents | Percentage |
|-------|--------------------|------------|
| Yes   | 90                 | 90%        |
| No    | 10                 | 10%        |



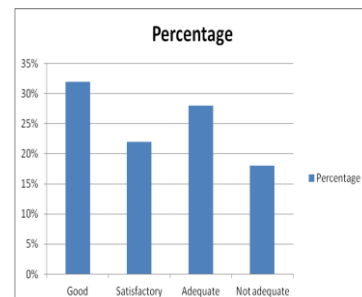
**INTERPRETATION:** This table indicates the respondents' welfare measures available. The above table shows that 90% of the respondents have said 'yes', 10% of the respondents have said 'No'.

#### 4.10 Pay Package

(a) Good  (b) Satisfactory  (c) Adequate  (d) Not Adequate

TABLE 10: PAY PACKAGE

| Scale        | No. of Respondents | Percentage |
|--------------|--------------------|------------|
| Good         | 32                 | 32%        |
| Satisfactory | 22                 | 22%        |
| Adequate     | 28                 | 28%        |



|              |    |     |
|--------------|----|-----|
| Not adequate | 18 | 18% |
|--------------|----|-----|

**INTERPRETATION:** This table indicates the respondents pay package. The above table shows that 32% of the respondents have good, 22% of the respondents have satisfactory, 28% of the respondents have adequate, 18% of the respondents have not adequate

**4.11 Participation in Decision Making**

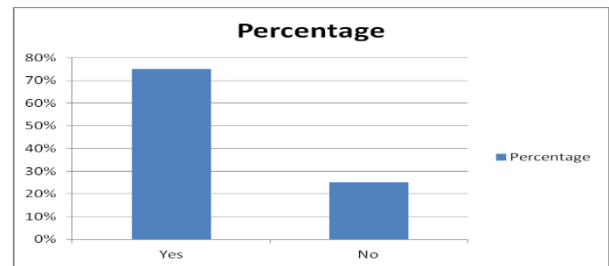
(a) Yes [ ] (b) No [ ]

If yes to what extent your opinion is considered.

(a) Often [ ] (b) Sometimes [ ] (c) Not at all [ ]

**TABLE 11: PARTICIPATION IN DECISION MAKING**

| Scale | No. of Respondents | Percentage |
|-------|--------------------|------------|
| Yes   | 75                 | 75%        |
| No    | 25                 | 25%        |

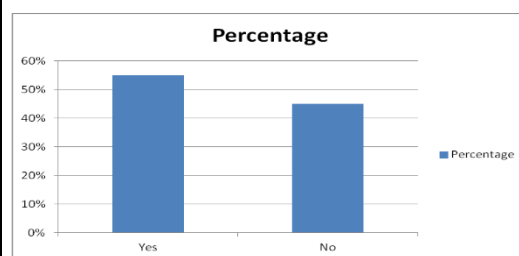


**INTERPRETATION:** This table indicates the respondents are you views in decision making. The above table shows that 75% of the respondents have said ‘Yes’, 25% of the respondents have said ‘No’.

**4.12 Employees Suggestion Scheme Available** (a) Yes [ ] (b) No [ ]

**TABLE 12: EMPLOYEES SUGGESTION SCHEME AVAILABLE**

| Scale | No. of Respondents | Percentage |
|-------|--------------------|------------|
| Yes   | 55                 | 55%        |
| No    | 45                 | 45%        |



**INTERPRETATION:** This table indicates the respondents’ employee’s suggestion scheme available. The above table shows that 55% of the respondents have said ‘yes’, 45% of the respondents have said ‘No’.

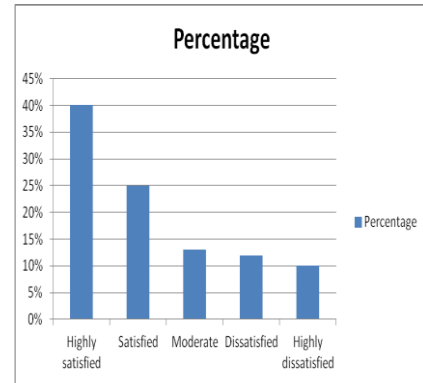


4.13 Level of Satisfaction on promotional Policy

- (a) Highly Satisfied [ ]
- (b) Satisfied [ ]
- (c) Moderate [ ]
- (d) Dissatisfied [ ]
- (e) Highly dissatisfied [ ]

TABLE 13: LEVEL OF SATISFACTION ON PROMOTIONAL POLICY

| Scale               | No. of Respondents | Percentage |
|---------------------|--------------------|------------|
| Highly satisfied    | 40                 | 40%        |
| Satisfied           | 25                 | 25%        |
| Moderate            | 13                 | 13%        |
| Dissatisfied        | 12                 | 12%        |
| Highly dissatisfied | 10                 | 10%        |



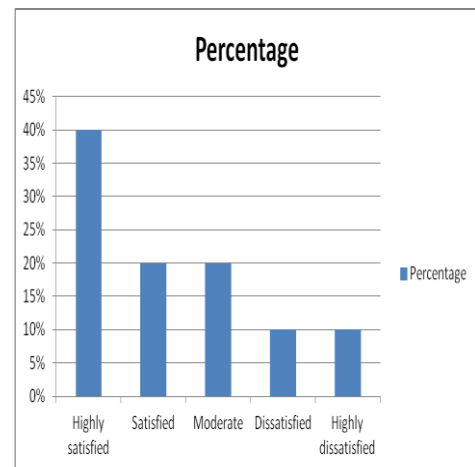
**INTERPRETATION:** This table indicates the respondents’ level of satisfaction on promotional policy. The above table shows that 40% of the respondents have said highly satisfied, 25% of the respondents have said satisfied, 13% of the respondents have said moderate, 12% of the respondents have said dissatisfied, 10% of the respondents have said highly dissatisfied

4.14 Level of Satisfaction on Job Security

- (a) Highly Satisfied [ ]
- (b) Satisfied [ ]
- (c) Modera[ ]
- (d) Dissatisfied [ ]
- (e) Highly dissatisfied [ ]

TABLE 14: LEVEL OF SATISFACTION ON JOB SECURITY

| Scale               | No. of Respondents | Percentage |
|---------------------|--------------------|------------|
| Highly satisfied    | 40                 | 40%        |
| Satisfied           | 20                 | 20%        |
| Moderate            | 20                 | 20%        |
| Dissatisfied        | 10                 | 10%        |
| Highly dissatisfied | 10                 | 10%        |

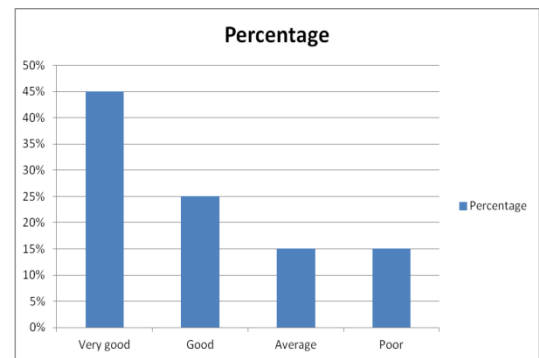


**INTERPRETATION:** This table indicates the respondents’ level of satisfaction on job security. The above tables’ shows that 40% of the respondents have said highly satisfied, 20% of the respondents have said satisfied, 20% of the respondents have said moderate, 10% of the respondents have said dissatisfied, 10% of the respondents have said highly dissatisfied.

4.15 Promotional Opportunities (a) Very Good [ ] (b) Good [ ] (c) Average [ ] (d) Poor [ ]

TABLE 15: PROMOTIONAL OPPORTUNITIES

| Scale     | No. of Respondents | Percentage |
|-----------|--------------------|------------|
| Very good | 45                 | 45%        |
| Good      | 25                 | 25%        |
| Average   | 15                 | 15%        |
| Poor      | 15                 | 15%        |

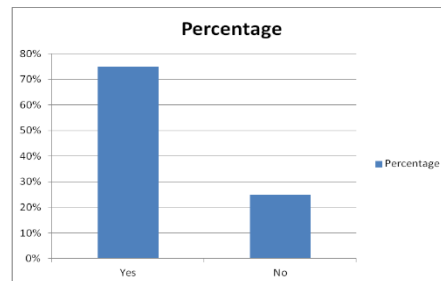


**INTERPRETATION:** This table indicates the respondents’ promotional opportunities. The above table shows that 45% of the respondents have said very good, 25% of the respondents have said good, 15% of the respondents have said average, 15% of the respondents have said poor.

4.16 Satisfaction with Working Hours :(a) Yes [ ] (b) [ ]

TABLE 16: SATISFACTION WITH WORKING HOURS

| Scale | No. of Respondents | Percentage |
|-------|--------------------|------------|
| Yes   | 75                 | 75%        |
| No    | 25                 | 25%        |



**INTERPRETATION:** This table indicates the respondents satisfied with working hours. The above table shows that 75% of the respondents have said ‘Yes’, 25% of the respondents have said ‘No’.

V. FINDINGS

- In this organization experience candidates are not given importance at one time of recruitments.
- The relationship between the employees and superiors is not good.
- The performance appraisal system is not effectively followed in the organization.
- The working condition in this organization is not standard.

5.1 SUGGESTIONS:

- Young energetic qualified and young energetic qualified and experienced people to be recruited for better quality.
- Organization should try to adopt certain measures to enhance the team spirit and co-ordination among employees.
- Employee’s performance should be appraisal from time to time so that organization can come to know about the efficiency of the organization.
- The working environment can be improved which helps to increase the efficiency of the workers.

## VI. CONCLUSION

This study helped the researcher and the management to identify The entire study started with a thorough knowledge about the employee Satisfaction of employees with respect to V Graph. Study was conducted to assess the feedback level in the firm using a self-administered questionnaire and statistical tools to analyse the responses. The study finally suggested certain solutions directly to the organisation and recommended to continue the employee Satisfaction followed as it was even recommended by the employees too. Apart from this the time spent provided good learning experience on low the complete employee Satisfaction is carried out in a corporate level company.

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