



A Study On Relationship Between Organisational Climate And Job Satisfacation With Special Refrence To Annai Thread Tools

***Mr.K.Murugan , **Dr.T.Velnampy , ***Mr.Lakshmi Narayanan.M.J ,
****D.Hemamalini**

*Assistant Professor, Sri Sairam Engineering College, Chennai

**Senior Professor, University of Jaffna, Sri lanka

***Executive Director, Build HR, Management Consultant Pvt Ltd

****Student, Sri Sairam Institute of Management Studies

ABSTRACT

The employees in the organisation are influenced by the organizational climate in either way on behavioural aspect at **ANNAI THREAD TOOLS**. The main objective is to find how the climate of an organisation creates the relationship between organisational climate and job satisfaction. The research design used in the study is descriptive research design. Data collected from 120 employees from different departments in the organization by the survey method through questionnaire and with close ended questions. The primary data was obtained through questionnaire and secondary data from the company records and through internet. The purpose of the study is to provide the accurate assessment of the existing organisational climate and job satisfaction from the employees point of view and also assess their behaviour with the respect to the existing organisational climate and job satisfaction.

Keyword: Employees, Organization, Job satisfaction

INTRODUCTION OF THE STUDY

The productivity of employees is determined by an in ordinate level, on the environment in which they work. Work environment involves all the aspects which act and react on the body and mind of an employee. Under organizational psychology, the physical ,mental and social environment where employees are working together and there work to be analysed for better effectiveness and increase productivity. The major purpose is to generate an environment which ensures the ultimate ease of effort and eliminates all the causes of frustration, anxiety and worry. If the environment is

congenial, fatigue, monotony and boredom are minimized and work performance can be maximised. Work has an economic aspect as well as mechanical aspect and it has also psychological aspect. Effective work environment encourage the happier employee with their job that ultimately influence the growth of an organisation as well as growth of an economic.

Employee satisfaction refers to a collection of positive and or negative feelings that an individual holds towards his or her job. Job satisfaction is a part of life satisfaction. It is the amount of pleasure or contentment associated with a job. Job satisfaction is an emotional response to a job. Job satisfaction is one of the most popular and widely researched topics in the field of organizational psychology (Spector; 1997).

Job satisfaction shows how much an employee likes his work as well as the level of his preoccupation with work. Generally it can started that job satisfaction is a sense of comfort and positive experience that an employee have related to his job.

NEED FOR THE STUDY

Obviously organisational climate and job satisfaction plays a role in organisations success. Without employee satisfaction towards their jobs none of the employee will perform well and it is very difficult to reach the goals and objectives. Hence Organisational climate and job satisfaction help to yield maximum performance from the employees. So the study is undertaken to measure satisfaction level of employees towards their jobs in Annai Thread tools.

SCOPE OF THE STUDY

The study is aim at finding out the current status of Organisational climate and job satisfaction of the employees in Annai Thread Tools. Most of the companies are not following the necessary status that ensures safety in work environment nowadays. The report attempts to address the various conditional factors that will affect the satisfaction level of an employee in an organisation. This study summarizes some of the descriptive information as well as information from the historical record.

OBJECTIVES OF THE STUDY

Primary Objectives :

The primary objective of the study is to find out A study on relationship between organizational climate and job satisfaction

Secondary Objectives:

To Identify major areas of dissatisfaction and provide valuable suggestion.

REVIEW OF LITERATURE

Hameed and Amjad (2015) in a survey of 31 bank branches showed that comfortable and ergonomic office design motivates the employees and increased their performance substantially. Based on these findings and literature review, it was observed that most research on workplace environment and productivity have been concentrated on profit oriented organizations and not much focus have been placed on government organizations. It was against this background that this study sought to analyse the influence of workplace environment on employee's productivity in government organization.

Mike (2015) physical environment affect how employees in an organization interact, perform tasks, and are led. Physical environment as an aspect of the work environment have directly affected the human sense and subtly changed interpersonal interactions and thus productivity. This is so because the characteristics of a room or a place of meeting for a group have consequences regarding productivity and satisfaction level. The workplace environment is the most critical factor in keeping an employee satisfied in today's business world. Today's workplace is different, diverse, and constantly changing. The typical employer employee relationship of old has been turned upside down. Workers are living in a growing economy and have almost limitless job opportunities. The combination of factors has created an environment where the business needs its employees more than the employees need the business.

Gardon (2016) in his research on the Job satisfaction of the workers of industrial concern and human needs industries found that if person,,s individual needs are satisfied then their job satisfaction increases; thereby reflecting a positive relation with the job satisfaction.

Bidwel and Charles (2016) studied on the Job satisfaction and school management and concluded that effective education is necessary to develop good image of the school and that teachers,,Job satisfaction increased by perfect management

Rajgopal (2017) in his study explored the relationship between satisfaction and productivity of textile mills workers belonging to high and low productive mills. Six mills, three high and three low (Productivity was indexed in terms of operative hours per unit of Production four the past three years) were chosen for the study. 75 workers each from high Productive and low Productive mills were chosen for the study. They were asked to indicate their degree of satisfaction/dissatisfaction on a 5-point scale ranging from extreme satisfaction to extreme dissatisfaction on thirty items representing seven aspect of work (i.e., salary, job, management, working condition, welfare facilities, coworkers, and union management relations). The results highlighted that high productive mill workers were significantly more satisfied with five of the seven aspect excluding job and co-workers

Lodahl & Kejner (2017) found in a study that Job satisfaction is affected by meaningfulness of work and adequacy of supervision

4480 | Mr.K.Murugan A Study On Relationship Between Organisational Climate And Job Satisfacation With Special Refrence To Annai Thread Tools

Kapoor and Rao (2017) had examined the age and attitude towards officers in understanding the Job satisfaction of 146 female employees. His research highlighted that female employee and married female employee having more than twenty five years of age always oppose against injustice and struggle against management too

Sinha and Singh (2017) studied the relationship between job satisfaction and absenteeism. A random sample was selected from various departments of Tisco, Jamshedpur. The sample consisted of high and low absentee workers. Respondents consisted of 50 each from both the categories. Job satisfaction questionnaire consisted of items of four components of job satisfaction namely nature of work, wages and security, supervisors and supervision and company,,s overall personnel policy. It was found that low absentees were significantly more satisfied with their job than high absentees.

Sinha and Sharma (2018),conducted a research on attitude and job satisfaction with the help of randomly selected 100 workers which were from a light engineering factory around Culcutta. It was found that job satisfaction was inversely related to favorable attitude towards the union. This implies, greater the job satisfaction, the less favorable was the attitude towards the union.

Prasad (2018) studied the personality and the relative elements of Job satisfaction namely age and experience. In his study he concluded that the age of professionals had no effect on job satisfaction, while job satisfaction increase with the frequencies of experience thereby showing significant relation with the Job satisfaction.

Another study by **Catillo & Cano (2019)** on the job satisfaction level among faculty members of colleges showed that if proper attention is given towards interpersonal relationships, recognition and supervision, the level of job satisfaction would rise.

RESEARCH METHODOLOGY

RESEARCH DESIGN:

In this study descriptive research design has been adopted. Descriptive survey method of research was used in executing the present study. Descriptive method of investigation to study describes and interpret what exists at present, where survey studies are conducted to collect detailed descriptive, existing phenomena with the intend of employee data to justify current conditions and practices or to make more intelligent plan for improving them. The objective of this method are not only to analyze, interpret and report the stands of an institute, but also to determine the adequacy of status by comparing it with the established standard. Some surveys are confined together all these types of information's (1)date concerning existing status (2)comparison of existing status with established status and standards and (3)means of improving the existing status while other method are limited to one or two of these types. This method of research is most authentic and most widely used research

method in descriptive investigation is of the immense value in solving the problem in the pertaining field.

SAMPLING TECHNIQUE:

The sample size selected for the study in 120 employees from ANNAI THREAD TOOLS” Convenience sampling method was used.

METHODS OF DATA COLLECTION:

Generally there are two types of data collection method.

1. Primary data

PRIMARY DATA:

For this study primary data collective methods is taken. Primary data is collected based on questionnaire. Primary data is type of information that is obtained from first-hand sources means of surveys. Observation or experimentation. It is data that has not been previously published and is derived from a new or original research study and collected at the source such as.

NULL HYPOTHESIS:

When a hypothesis is stated negatively. It is called null hypothesis (i.e) it states that , no different exist between the parameter and statistics being compared . It is usually denoted as Ho.

ALTERNATIVE HYPOTHESIS

It is a hypothesis that describes the researcher prediction that there exists a relationship between two variables or it is the opposite of null hypothesis. It is usually denoted as H1.

FACTORS IDENTIFIED:

The respondents to various aspects related to employee competency development were subjected to factor analysis by principle components using SPSS. The primary goal was to obtain factor each of which would explain competency development on motivation of employees among employee in information technology sector. The following statistics were generated and used for the purpose of this study:

- CHI-SQUARE TEST
- MANN-WHITNEY U-TEST
- FISHER EXACT TEST

CHI – SQUARE TEST:

Chi – square test is based on chi square distribution and as a parametric test is

used for comparing the observed value with that the expected value of sample variance to a

theoretical population variance. X²- statistic is useful for comparison of observed frequencies

with theoretical frequencies and to draw decision whether there is any significant difference

between these two sets.

MANN-WHITNEY U-TEST:

The Mann–Whitney U test is a nonparametric test of the null hypothesis that, for randomly selected values X and Y from two populations, the probability of X being greater than Y is equal to the probability of Y being greater than X.

FISHER EXACT TEST

The Fisher Exact test is generally used in one tailed tests. However, it can also be used as a two tailed test as well. It is sometimes called a Fisher Irwin test. It is given this name because it was developed at the same time by Fisher, Irwin and Yates in 1930. In SPSS, the Fisher Exact test is computed in addition to the chi square test for a 2X2 table when the table consists of a cell where the expected number of frequencies is fewer than 5.

There are certain terminologies that help in understanding the theory of Fisher Exact test.

The Fisher Exact test uses the following formula:

$$p = \frac{(a + b)!(c + d)!(a + c)!(b + d)!}{a!b!c!d!N!}$$

In this formula, the 'a,' 'b,' 'c' and 'd' are the individual frequencies of the 2X2 contingency table, and 'N' is the total frequency.

Baah and Amoako (2011) described that the motivational factors (the nature of work, the sense of achievement

f

rom their work, the recognition, the responsibility that is granted to them, and opportunities for personal growth and

advancement) helps employees to find their worth with respect to value given to them by organization. Further, this

can

increase motivational level of employees which will ultimately raise internal happiness of employees and that the internal happiness will cause satisfaction. Hygiene factor can only cause external happiness but they are not

po

werful enough to convert dissatisfaction into satisfaction but still its presence is too much important. According to

th

em the Herzberg Two Factor Theory, both Hygiene and Motivation factors are linked with each other, as Hygiene

f

actors move employee from Job dissatisfaction to No Job dissatisfaction, whereas motivation factors moves

employees from no job dissatisfaction to job satisfaction (Herzberg et al., 1959).

Baah and Amoako (2011) described that the motivational factors (the nature of work, the sense of achievement

f

rom their work, the recognition, the responsibility that is granted to them, and opportunities for personal growth and

advancement) helps employees to find their worth with respect to value given to them by organization. Further, this

can

increase motivational level of employees which will ultimately raise internal happiness of employees and that

the internal happiness will cause satisfaction. Hygiene factor can only cause external happiness but they are not

po

werful enough to convert dissatisfaction into satisfaction but still its presence is too much important. According to

th

em the Herzberg Two Factor Theory, both Hygiene and Motivation factors are linked with each other, as Hygiene

f

actors move employee from Job dissatisfaction to No Job dissatisfaction, whereas motivation factors moves

employees from no job dissatisfaction to job satisfaction (Herzberg et al., 1959).

Baah and Amoako (2011) described that the motivational factors (the nature of work, the sense of achievement

f

rom their work, the recognition, the responsibility that is granted to them, and opportunities for personal growth and

advancement) helps employees to find their worth with respect to value given to them by organization. Further, this can increase motivational level of employees which will ultimately raise internal happiness of employees and that the internal happiness will cause satisfaction. Hygiene factor can only cause external happiness but they are not powerful enough to convert dissatisfaction into satisfaction but still its presence is too much important. According to them the Herzberg Two Factor Theory, both Hygiene and Motivation factors are linked with each other, as Hygiene factors move employee from Job dissatisfaction to No Job dissatisfaction, whereas motivation factors moves employees from no job dissatisfaction to job satisfaction (Herzberg et al., 1959).

LIMITATION OF THE STUDY

- ❖ Some of respondents hesitate to give real opinion due to bias.
- ❖ On few occasion some hesitated and were unwilling to give the information as they were busy.
- ❖ Satisfaction level to environment factor may differ from person to person.

Baah and Amoako (2011) described that the motivational factors (the nature of work, the sense of achievement from their work, the recognition, the responsibility that is granted to them, and opportunities for personal growth and advancement) helps employees to find their worth with respect to value given to them by organization. Further, this can increase motivational level of employees which will ultimately raise internal happiness of employees and that the internal happiness will cause satisfaction. Hygiene factor can only cause external happiness but they are not powerful enough to convert dissatisfaction into satisfaction but still its presence is too much important. According to them the Herzberg Two Factor Theory, both Hygiene and Motivation factors are linked with each other, as Hygiene factors move employee from Job dissatisfaction to No Job dissatisfaction, whereas motivation factors moves employees from no job dissatisfaction to job satisfaction (Herzberg et al., 1959).

werful enough to convert dissatisfaction into satisfaction but still its presence is too much important. According to th
 em the Herzberg Two Factor Theory, both Hygiene and Motivation factors are linked with each other, as Hygiene f
 actors move employee from Job dissatisfaction to No Job dissatisfaction, whereas motivation factors moves employees from no job dissatisfaction to job satisfaction (Herzberg et al., 1959).

DATA ANALYSIS AND INTREPRETATION

ANALYSIS BETWEEN THE EXPERIENCE AND WORKING CONDITIONS OF EMPLOYEES USING CHI-SQUARE

HYPOTHESIS-1

H0:(NULL HYPOTHESIS): There is no significant association between the experience and working conditions of employees.

H1:(ALTERNATIVE HYPOTHESIS): There is significant association between the experience and working conditions of employees.

Experience * working Cross tabulation

Particulars		Working				Total
		Below 6 hours	6 Hours to 8 hours	8 to 10 hours	More than 10 hours	
Experience	Less than 5 years	11	14	10	5	40
	5 to 10 years	9	11	7	5	32
	10 to 15 years	12	11	10	15	48
Total		32	36	27	25	120

O	E	O-E	(O-E) ²	(O-E) ² ÷E
11	10.6	0.4	0.16	0.0150
14	12	2	4	0.3333
10	9	1	1	0.1111
5	8.3	3.3	10.89	1.3120
9	8.5	0.5	0.25	0.0294
11	9.6	1.4	1.96	0.2041
7	7.2	0.2	0.04	0.0055
5	6.6	1.6	2.56	0.3878
12	12.8	0.8	0.64	0.05
11	14.4	3.4	11.56	0.8027
10	10.8	0.8	0.64	0.0592
15	10	5	25	2.5
			Total	5.8101

FORMULA:

$$X^2 = \sum (O-E)^2 / E$$

CALCULATED VALUE= 5.8101

DEGREE OF FREEDOM=(r-1)(c-1)

$$=(3-1)(4-1)$$

$$=2, 3$$

Level of significant at 5%=7.815

INFERENCE:

From the above if show that the calculated chi-square value is less than the chi-square distribution table value. (H₀) Null Hypothesis is Accepted. Hence there is no significant difference between experience and working conditions of employees.

ANALYSIS BETWEEN THE EXPERIENCE AND PROMOTING OPPORTUNITY OF EMPLOYEES USING MANN-WHITNEY U TEST

HYPOTHESIS-2

H₀:(NULL HYPOTHESIS): There is no significant association between the experience and promoting opportunity of employees.

H₁:(ALTERNATIVE HYPOTHESIS): There is significant association between the experience and promoting opportunity of employees.

Experience * promotion Crosstabulation				
		Promotion		Total
		Yes	No	
Experience	Less than 5 years	21	22	43
	5 to 10 years	18	22	40
	10 to 15 years	17	20	37
Total		56	64	120

INFERENCE:

Since the P value is less than null hypothesis rejected. Hence there is significant association between the experience and promotion opportunity of employee.

ANALYSIS BETWEEN THE EXPERIENCE AND WORKING CONDITIONS OF EMPLOYEES USING FISHER EXACT TEST

HYPOTHESIS-3

H0:(NULL HYPOTHESIS): There is no significant association between the Gender and Salary Sufficient of employees.

H1:(ALTERNATIVE HYPOTHESIS): There is significant association between the Gender and Salary Sufficient of employees.

PARTICULARS	GENDER				
	Male	Female	Total		
SALARY SUFFICIENT	28	38	66		
<table border="1" style="margin-left: 20px;"> <tr> <td style="text-align: center;">YES</td> </tr> <tr> <td style="text-align: center;">NO</td> </tr> </table>	YES	NO			
YES					
NO					
	20	34	54		
Total	48	72	120		

Frequency data =

28 38 | 66

20 34 | 54

48 72 120

[### Fisher's exact test ###]

Ho (Null hypothesis) : There is no significant association between the Gender and Salary Sufficient of employees

Ha (Alternative hypo) : There is significant association between the Gender and Salary Sufficient of employees.

p = 0.578911 NS (2 tails)

--> Ho was not rejected.

INFERENCE:

Since the Ho was not rejected . Hence there is no significant association between the Gender and Salary Sufficient of employees

FINDINGS

- ❖ 47% of the respondents are temporary employees.
- ❖ 53% of the respondents are said that they are no promotion given by the company
- ❖ 33% of the respondents replied that there promotion are Increase in grade
- ❖ 52% of the respondents were permanent for after one year

- ❖ 42% of the respondents are less than 5 years of their experience in the company
- ❖ 33% of the respondents are 6-8 hours working time for a day
- ❖ 48% of the respondents are shift in the mode of work
- ❖ Most of the respondents are covered under the ESI scheme
- ❖ Most of the respondents are covered under the payment of gratuity
- ❖ Most of the respondents are covered under the payment of employee provident fund
- ❖ 68% of the respondents are covered under the payment of pension scheme
- ❖ 63% of the respondents are sufficient for their salary
- ❖ Most of the respondent prefers salary increment.
- ❖ 44% prefer medical facility and other also from their organization.
- ❖ 60% of the respondent agree that they are planning to switch over to other concern.
- ❖ There is no significant difference between experience and working conditions of employees.
- ❖ There is significant association between the experience and promotion opportunity of employee.
- ❖ There is significant association between the Gender and Salary Sufficient of employees.

SUGGESTIONS

The suggestion given below are based on the analysis and observation. It can taken into consideration to improve enhance job satisfaction of employees in Annai Thread Tools.

- ❖ Organisation divide the work equally for workload or else appoint more employees.
- ❖ The workload should be divided among the employees.
- ❖ Attitude towards the subordinate and colleagues should smooth and positive for effective results.
- ❖ Company should set up the grievance cell to solve the employee's problem.
- ❖ Counselling centre should be set up to solve the employee's problem
- ❖ Company should include the yoga, classes, gym, entertainment programmes in the recreational facilities

CONCLUSION

The entire project was planned with a view to study the level of "RELATIONSHIP BETWEEN ORGANIZATIONAL CLIMATE AND JOB SATISFACTION" with special reference to ANNAI THREAD TOOLS. Employees play a crucial role in any organisation as they have always contributed their share in the form of service for the betterment of

the organization. So, it is very important and the duty of the organization to provide welfare facilities to the employees. The research has proved that the motivation and job satisfaction is the key component for any organization. By this I conclude that the employee's job satisfaction level is very important and generally depends on facilities and leave packages are provided to the employees, it motivates them to work hard, resulting in better industrial relations between the employees and employer and increase job satisfaction.

BIBLIOGRAPHY

- Arvey, Richard D. et al. (1989), "Job Satisfaction: Environment and Genetic Components", *Journal of Applied Psychology*, 74(2): 187-192.
- Bhatt, D.J. (1997), "Job Stress, Job Involvement and Job Satisfaction of Teachers: A Correlational Study", *Indian Journal of Psychometry and Education*, 28(2):87-94.
- Demet, L. (2012). Impact of workplace quality on employee's productivity: A case study of a bank in turkey. *Journal of business, economic and finance year 2012 volume issue*.
- Dr.P.Venkatesh (2021). A Study on School Children's Perception Towards Frequency Of Visits And Selection Of Junk Food Retail Chain Store. *Natural Volatiles & Essential Oils*, ISSN: 2148-9637, Vol.8 (5), 8181-8190. (Scopus).
- Dr.P.Venkatesh (2021). A Study On Technical Analysis Of The Commodity Market With Special Reference To Gold And Silver. *Natural Volatiles & Essential Oils*, ISSN: 2148-9637, Vol.8 (4), 366-379. (Scopus).
- Dr.P.Venkatesh (2021). A Study on Technical Analysis Using Candlestick Pattern of Selected Large Cap Stocks Listed in National Stock Exchange (NSE), India with Reference to Steel Sector. *GSI Journals Serie B: Advancements in Business and Economics*, 3 (2), 62-71. DOI: 10.5281/zenodo.4972495
- Dr.P.Venkatesh (2021). A Study on the Weak Form Efficiency of Metals & Mining Sector in BSE. *Natural Volatiles & Essential Oils*, ISSN: 2148-9637, Vol.8 (4), 287-296. (Scopus).
- Dr.P.Venkatesh (2021). Study on Price Discovery of Selected Indian Agriculture Commodity with Special Reference to NCDEX. *International Journal of Advance and Innovative Research*, ISSN: 2394-7780, Vol.8 (3), 76-84.
- Ellickson, M.C., & Logsdon, K. (2002). Determinants of job satisfaction of municipal government employees [Electronic version]. *Public Personal Management*, Vol.31(3), 343-358.
- *European Journal of training and development studies -2017*
- Greenberg, J., & Baron, R.A. (1993). *Behaviour in organizations* (6th ed). Upper saddle River: prentice hall.
- *Impact of working environment on job satisfaction – October 2014*

- Impact of working environment on job satisfaction; article in theoretical and empirical research in urban management- august 2019
- Journal of Human Resource Management -2017
- Journal of resources development and management ISSN 2422-8397 vol. 23,2016
- Judge, T.A., & Church A. H. (2000). Job satisfaction: Research and practice, Journal of industrial and organizational psychology., p.166-198.
- KS Sathyanarayana, DK Maran (2011), Job Stress of Employees - International Journal of Management (IJM), Volume 2, Issue 2, PP:93-102.
- Mossamod,M,H. (2011). Factors Affecting employee job satisfaction of Pharmaceutical Sector., Australian Journal of Business and Management Research Vol.1 NO.9 P.113-123.
- PP Nandakumar, KM Kaliamoorthy (2009), An empirical study on the burnout of IT professionals employed for middle east countries - Buletinul Universitatii Petrol-Gaze din Ploiesti, Seria, Volume 61, Issue 4, PP:26-35.
- The impact of job satisfaction and work environment friendly on service innovation with mediator role of knowledge sharing in companies under supervision of parstousheh in gilán province -2016
- The Impact of working environment on job satisfaction – October 2014
- The impact of working environment towards employee job satisfaction -2014
- TK MilyVelayudhan, K Maran (2009), A study on Mapping Core Competencies and development of Employees for Excellence with reference to HCL Technologies - Journal Of Contemporary Research In Management, Volume 7, Issue 2, PP:11-23.
- Venkatesh.P (2013) “Viral Marketing of Digital Products Using Social Media” PEZZOTTAITE JOURNALS, ISSN: 2319-9016, online ISSN No: 2319-9024, Volume. 2, PP. 120-125.
- Venkatesh.P (2017) “A Descriptive Analysis of Short Term Solvency and Profitability of Selected Pharmaceutical Companies in India” Journal of Advance Research in Dynamical & Control Systems, ISSN: 1943- 023X, 07-Special issue on Management Studies.
- Venkatesh.P (2017) An Evaluation of Liquidity and Profitability of Selected Pharmaceutical Companies in India, Journal of Advanced Research in Dynamical & Control Systems ISSN: 1943-023X, 07-Special issue on Management Studies.
- Venkatesh.P (2018) “A Study On Customer Perception towards Mugi Ultra Liquid Detergent” International Journal of Mechanical and Production Engineering Research and Development (IJMPERD), ISSN (P): 2249- 6890; ISSN (E): 2249-8001 Vol. 8, Special Issue 3, PP: 978-984.

- Venkatesh.P (2018) "A Study on Impact of Profit, Earning Per Share And Dividend On Equity Performance On Select Steel Sector Using Discriminant Function Analysis" International Journal of Mechanical and Production Engineering Research and Development (IJMPERD),, ISSN (P): 2249-6890; ISSN (E): 2249- 8001 Vol. 8, Special Issue 3, PP: 998-1007
- Venkatesh.P (2018) "Saving Habit And Investment Preference Of Government School Teachers In Vellore District" International Journal of Mechanical and Production Engineering Research and Development (IJMPERD), ISSN (P): 2249-6890; ISSN (E): 2249-8001 Vol. 8, Special Issue 3, PP: 922-926.
- Venkatesh.P (2019) "A Research on Profitability and Dividend using ARIMA Model with reference to Steel Sector" International Journal of Innovative Technology and Exploring Engineering (IJITEE), ISSN: 2278-3075, Volume-9, Issue-1, November2019.
- Venkatesh.P (2019) "A Research on Supplier Performance with reference to Switching Technologies Gunther Limited" International Journal of Innovative Technology and Exploring Engineering(IJITEE), ISSN NO : 2278-3075, Volume 9, Issue-I, NOV/2019, Page No:5452-5455,
- Venkatesh.P (2019) "A Study On Job Satisfaction Of Employees With Reference To Titanium Equipment And Anode Manufacturing Company Ltd." Journal Of The Gujarat Research Society, ISSN: 0374-8588, Volume 21 Issue 17, December 2019, PP: 1569-1581.
- Venkatesh.P (2019) "A Study On Job Satisfaction Of Employees With Reference To Titanium Equipment And Anode Manufacturing Company Ltd." Journal Of The Gujarat Research Society, ISSN: 0374-8588, Volume 21 Issue 17, December 2019, PP: 1569-1581.
- Venkatesh.P (2019) "A Study On Recruitment And Selection Process With Reference To Allsec Technologies" Journal Of The Gujarat Research Society, ISSN: 0374-8588, Volume 21 Issue 17, December 2019, PP: 1582-1604.
- Venkatesh.P (2020), "A Study And Analysis On Impact Of Brand Equity With Reference To Air India", Studies In Indian Place Name, ISSN: 2394-3114, Vol 40 issue 40 (s1) March 2020, PP: 304
- Venkatesh.P (2020), "A Study On The Effectiveness Of Talent Acquisition With Reference To Pan Asia Resources", Studies In Indian Place Names ISSN: 2394-3114, Vol 40 issue 40 (s1) March 2020, PP: 317
- Venkatesh.P(2020) "A Study On Performance Analysis Of Selected Mutual Fund Schemes In India" Solid State Technology, ISSN NO : 0090-5674, Volume 63, Issue-2s, OCT/2020, Page No:1010-8
- Wanous, J.P. & Lawler, E.E. (1972). Measurement and Meaning of Job Satisfaction. Journal of Applied Psychology, pp. 95-105