A SYNOPSIS
On the Topic
A STUDY ON EMPLOYEE JOB SATISFACTION AND
EMPLOYEE ENGAGEMENT AT I NUBE SOFTWARE
SOLUTION PVT LTD

By
DIMPLE N Y
1CR18MBA12
MBA 4th Semester

Submitted to VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
in partial fulfillment of the requirements for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION

Under the Guidance of

INTERNAL GUIDE   EXTERNAL GUIDE
Prof.Snadeep Kumar   **Ms. Anusha S**
Associate Professor/Head of   H R Manager
dept   I Nube software solution
CMRIT.   Pvt. Ltd

DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION
C M R INSTITUTE OF TECHNOLOGY
#132, AECS Layout, ITPL Main Road, Kundalahalli,
BENGALURU-560037
June 2020

INTRODUCTION

Employees are more loyal and productive when they are satisfied Hunter &Tietyen, (1997), and these satisfied employees affect the customer satisfaction and organizational productivity, Porterfield, (1999). There is no limit for the employees to reach the full satisfaction and it may vary from employee to employee. Sometimes they need to change their behavior in order to execute their duties more effectively to gain greater job satisfaction, Miller, (2006). Having good relationship with the colleagues, high salary, good working conditions, training and education opportunities, career developments or any other benefits may be related with the increasing of employee satisfaction "Employee satisfaction is the terminology used to describe whether employees are happy, contended and fulfilling their desires and needs at work. Many measures support that employee satisfaction is a factor in employee motivation, employee goal achievement and positive employee morale in the work place. "Susan M. Health field (About.Com). Cranny, Smith & stone (1992) defined ES as the combination of affective reactions to the differential preceptions of what he/she wants to receive compared with he/she actually receives. According to Moyes, Shao & Newsome (2008) the employee satisfaction may be described as how pleased an employee is with his or her position of employment. As Spector (1997) defined job satisfaction as all the feelings that given individual has about his/her job and its various aspects. Employee satisfaction is a comprehensive term that comprises job satisfaction of employees and their satisfaction overall with companies" policies, company environment etc.

OBJECTIVES

The main objectives are:

- To study employee job satisfaction
- To study employee engagement at I-nube software solutions pvt ltd
- To examine the problems related to employee engagement and job satisfaction.
- To suggest suitable measures to overcome the problems of employee job satisfaction and employee engagement.

REVIEW OF LITERATURE

i. Saari, L. M., & Judge, T. A., 2004

Employee satisfaction is the character pride as a master person, that is, the individual affects his frame of mind. Business endeavor along with its working element is the abstract assessment, staff cross the more practical characteristics and any expectation of the opening between the cost got after the social affair paying little heed to whether or no longer all pieces of work mindsets and energetic responses. It involves crafted by the level of authoritative duty and work inspiration is intently related.

ii. Kular et al ,2008

Why worker Engagement is significance and interest? labourer commitment has end up being an intently referenced point in most recent years be that as it may, there is still equivocalness inside the instructive writing with respect to how specialist commitment can be invigorated by the executives. There has been impressive leisure activity in representative commitment, anyway this has been joined with a respectable course of action of

misinterpretation. As per Kular et all, this misguided judgment may be most of the way attributed to reality that there's no finished definition, realizing responsibility being operationalised and thus evaluated in various ways. From a HR point of view today, commitment is being an imperative consideration on account of the intense money related atmosphere, organizations now more noteworthy than any time in recent memory are making sense of to rebuild and resize, which has finished in organizations exploring new strategies to keep up and blast commitment. Firms battle to enroll and show their aptitudes, so they need to do their quality to hold of it. Associations need to strike the correct solidness among encouraging and improving specialist commitment levels while on the equivalent time now not trading off their focused job.

iii. De Vita, 2007

The association among the mentalities and conduct of workers and the connection to the association posterior line was first effectively shown 19 years back by utilizing US retail manager Sears. Singes supported specialist commitment as the "laborer customer income chain". The results which Sears accomplished from this activity had been noteworthy. In a year, Sears changedits greatest hardship making 4 division from a $3bn misfortune to the affiliation straightforwardly into a $752m bargains making division. In view of the tremendous effect specialist commitment had on Sears, HR consultancy companies began to work with foundations to grow measurements so as to evaluate laborer frames of mind and conduct and there following impact on shopper fulfillment and authoritative by and large execution. In accordance with Jim Crawly, a standard at HR studies and consultancy company Towers Perrin, "even as previously everybody would naturally have said there may be a hyperlink between individuals being agreeably organized toward an undertaking and the probability of that affiliation being viable, by and by there's verification to show it".

iv. Brannigan&Zwerman, 2001

The recorded background of undertaking satisfaction stems returned to the mid 1990's with the condition point on errand engage. This perspective communicates that please is constrained by using without question qualities of the errand condition itself. This view has been accessible in the composition for the reason that first research with the guide of Hauser,

Taylor and the varying exercises on the contrasting endeavors on the Western electric greenery in Hawthorne . Those investigation watch the likelihood that once a positive course of action of task conditions are accessible a without question dimension of activity pride will seek after. The Hawthrone mulls over are seen as the most fundamental research of the human components of business relations in the mid twentieth century. They have been done at the Bell phone Western electric controlled collecting plant in Chicago beginning in 1924 through the mid 1920's staff chairmen pushed investigations to discover the outcomes of different conditions of work on soul and gainfulness today, reference to the "Hawthorne sway" demonstrates a circumstance in which the methodology of preliminary conditions proposed torecognize prominent components of direct has the aftereffect of changing over the lead it's miles planned to choose. The fundamental Hawthorne influence implied the clarification that the benefit of the authorities improved amid that time with every variety in the working conditions displayed by using the preliminaries genuinely communicated while people see that their direct is being watched they change how they act. The improvement of the Hawthrone looks at also shows the start of finished mind science, as we most likely am mindful it today. these early research mark thebeginning of focuses on system pride regarding ergonomics, plan and productiveness.

v. Rode, J.C,2004

Employee satisfaction is expressly test with the fulfillment that got from the individual as a specialist person. One fundamental research finding is that development satisfaction is connected with nearnesseuphoria . This association is equivalent, which infers individuals that are content with their lives will when all is said in done be content with their occupations negative behavior pattern visa. In any case, a couple of research have contended this thought activity amuse isn't in every case widely identified with ways of life charm in light of their variable comprehensive of non working delight and center self-assessments are mulled over. Association part to its running element is the intellectual assessment. staff overcome the more down to earth esteems and hope of the separation among the characteristics got after the social event whether or no longer all pieces of work dispositions

are energetic responses. This includes the volume of firm commitment and related influential diversions.

vi. Wegge, et al, 2007

Examine confirms the life of a robust connection among task pleasure and process involvement. In employees with low task pleasure the effect of task involvement on absence conduct is lots more mentioned than in employees with excessive job pride. worker's degrees of satisfaction with co-employees, activity, obligation, and task protection, loyalty to the employer a number of the health factors that have an impact on an employee's absence behavior, pressure appears to be the most critical one.A specialist who's missing from works of art is deliberately or unknowingly communicating negative connection to the organization. In any case, representatives who are outstandingly happy with their occupations or unequivocally committed to the association will stay away from withdrawal practices and keep up suffered connection to work.The way worker's feels and thought that their employments being favored are exceptionally parts basic in expressions of workers process fulfillments turnover and non-appearance.

vii. Mount and Johnson,2006

Process satisfaction in the end appears at well known components of pride employees from their working in absolutely task pride is that one of the maximum typically studied organizational variables which have been widely studied in organizational conduct and organizational psychology . Considering the fact that activity satisfaction can be a crucial pointer of how work powers feel about their occupations and a forecaster of work practices including authoritative citizenship, non-appearance, and turnover. Employee satisfaction shows the quantity of agreement among ones expectation of the process and the rewards that the process offers in view that process satisfaction involves expectation, it's miles exceptionally related with mental context and motivation. The organizational dedication is a form of motivation which facilitates anperson to have the sensation that the nature of the job and the job surroundings is pleasant, which, in flip, have an effect on ones feeling on the job. Pleasure arises from complex set of situations, inside the equal manner that the motivation

does. Since the dedication is an critical a part of the incentive it is pretty herbal that it's miles appreciably correlated with job satisfaction.

viii. Ozdevecioglu, 2003

Personnel are extra unswerving and productive when they are happy , and those satisfied personnel have an effect on the consumer delight and organizational productivity . Worker fulfillment is characterized as the blend of emotional responses to the differential view of what he/she needs to get as contrasted and what he/she obviously gets. Accordingly, the organizations should attempt and convey the specialist anticipation so one can technique the worker fulfillment. essentially, enthusiastic kingdom of the staff may likewise affect their joy. This powers the supervisors to make and support the ideal running conditions inside the organizations. One the elective hand, the worker enchant is one of the essentials of authoritative citizenship direct. this is, the pleasantly fulfilled representatives will artistic creations all the more eagerly and this adds to the viability in their associations.

ix. Miller, 2006

There's no limitation for the representatives to achieve the all out pride and it can run from laborer to worker. some of the time they need to exchange their practices on the off chance that you need to execute their duties more noteworthy accurately to increase more prominent undertaking fulfillment. Having genuine associations with the partners, high profit, right working circumstances, tutoring and training openings, calling advancements or each different advantages might be connected with the developing of worker fulfillment. when examining the laborer enchant, it should be perceived that; - a representative might be progressively fulfilled by methods for a satisfying thing, while the other specialist might be less happy with a similar thing. because of this, concentrating the worker pride from a major edge might behigher. that implies the total of every single satisfying element makes that representative's fulfillment degree.

x. Moyes, Shao, & Newsome, 2008

As a standard definition, the worker fulfillment might be characterized as how satisfied a representative is alongside his or her capacity of business. To inquire about what

the representatives are happy through and estimating the worker delight inside the spot of business is imperative to the accomplishment and expands the gainfulness of the business for having upper hand. thusly, picking up information of the worker joy as far as different components and, on various zones (comprehensive of assembling industry, transporter venture or, etc) will build the writing and add to associations.

xi. Bakotic and Babic,2013

Employment fulfillment is an unpredictable idea that is affected by numerous components. The point of this diary paper is to dissect the effect of working conditions to work fulfillment. For that reason the experimental research has been directed in 2012 out of one Croatian shipbuilding organization. The exploration results demonstrate no measurably critical difference in general work accomplishment between specialists who work beneath troublesome working state(at the office) and the individuals who work in typical working state(in the organization); laborers who work in ordinary working conditions are more happy with their working state than laborers who perform under troublesome working conditions; on accordance of specialists who work under troublesome working state, the working state are critical factor of their extensive employment fulfillment.

xii. Paul E. and Spector, 2011

Condenses the discoveries concerning how individuals feel towards work, including social and sexual orientation contrasts in employment fulfillment and individual and authoritative causes;andpotential results of occupation fulfillment and disappointment. He furnishes with a terse review of the application, evaluation, causes and outcomes of occupation fulfillment.

xiii. Sophie Rowan,2008

This examination uncovers how to make a more joyful work life, without evolving profession. Creator gives useful and reasonable direction on how one can accomplish ideal employment fulfillment and defeat the obstructions that make such a significant number of us miserable at work.

xiv. Robert M. and Hochheiser,1998

Reassessed the significance of the work environment and proposed a straightforward recipe for success.Forget the possibility that diligent work alone prompts achievement and rather center around building great connections. He states that the most ideal approach to succeed at work is to comprehend what is expected to help the personalities of supervisors, friends and subordinates. Exact appraisal of those requirements would then be able to be by implication related with one's very own objectives and misused to make substantive work environment gains. Techniques for deciding needs are given for an assortment of circumstances, and systems are offered to help make a portion of the most exceedingly bad work circumstances in any event imperceptibly better through systems administration and self-awareness.

xv. Jason Scott ,2009

Presents a scholastic contention for building a representative focused culture. They likewise inspected a true contextual investigation of an organization that has encountered the monetary advantages of this work on, making it liberally certain that cutting edge organizations can't manage the cost of not to make worker fulfillment a best need.

xvi. Jane and Boucher ,2004

Offers functional guidance for improving both your frame of mind about your activityand the activity itself. She tells specialists the best way to adapt to keeping their occupations in this troublesome economy.

xvii. Kaliski, 2007

Employment fulfillment is a specialists feeling of performance and performance at work. It is ordinarily observed to be clearly associated with efficiency just as to singular thriving. Occupation fulfillment derives doing a duty one appreciates, doing it well and being remunerated for one''s undertakings. Employment fulfillment further recommends excitement and joy with one''s work. Work satisfaction is the key fixing that prompts acknowledgment,salary, progression, and the achievement of different targets that lead to a supposition of fulfillment.

xviii. Joanna Penn ,2008

Instructs how to improve your situation in your present work, increasing more from your activity, finding progressively about yourself and what it is you would be upbeat doing, stress the executives and individuals the executives.

xix. EvrenEsen , 2007

Analyzed as far as industry and staff measure just as representative age and sex in excess of 20 markers of employment fulfillment including professional success openings, benefits, the adaptability to adjust life and work, and pay.

xx. Chris Stride, Toby D. Wall, Nick Catley ,2008

Displayed broadly utilized estimation sizes of Job Satisfaction, Mental Health, workrelated Well being and Organizational Commitment, alongside convention information for correlation. The convention information depends on an example of just about 60,000 respondents from 115 distinct associations over a wide range of ventures and occupations. Data is given by word related gathering, and is additionally separated by age and sexual orientation.

ACTIVITY CHART

Sl. No.	Activity	Activity Details	Duration
1	**Activity-1**	Understanding Structure, Culture and functions of the organization.	Week-1 [3nd Jan 2020to 9th Jan 2020]
2	**Activity-2**	identification of business problem from the Industry from the literature study.	Week-2 [10th Jan 2020 to 16th Jan 2020]
3	**Activity-3**	Discussion with the guide for finalization of research design and instrument and presenting the same to the guide.	Week-3 [17th Jan 2020 to 23rd Jan 2020]
4	**Activity-4**	Collection of data, editing of the collected data, coding, tabulating and presenting to the guide for suggestions for analysis.	Week-4 [24th Jan 2020 to 30th Jan 2020]
5	**Activity-5**	Analysis and finalization of report and making presentation to the guide	Week-5 [31st Jan 2020 to 6th Feb 2020]
6	**Activity-6**	Submission of final Report to the University before one week of the commencement of theory examination	Week-5 [7th Feb 2020 to 15th Feb 2020]

DIMPLE N Y

Name and Signature of the Student

CERTIFICATE

This is to certify that **Ms Dimple n y** bearing USN **1CR18MBA12** is a bonafide student of Master of Business Administration course of the Institute (2018-20 Batch), affiliated to Visvesvaraya Technological University, Belagavi. Project report on **A Study on Employee job satisfaction and Employee engagement** is prepared by her under the guidance of **Prof .Sandeep kumar** in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi in Karnataka.

Signature of Internal Guide   Signature of HOD

Signature of Principal

Viva-voce Examination:

Signature of Internal Examiner with date:…………………………………………………….

Name, Designation & affiliation:……………………………………………………………….

Signature of External Examiner with date:……………………………………………………

Name, Designation & affiliation:………………………………………………………………

iNube
Software Solutions Pvt. Ltd.

TO WHOMSOVER IT MAY CONCERN

This is certify that **DIMPLE N Y** a student of **CMR INSTITUTE OF TECHNOLOGY**, bearing Reg No: **ICRI8MBA12** successfully completed her internship from **02 JANUARY 2020 till 16 FEBRUARY 2020** at i-Nube software solutions pvt ltd., The internship report is entitled as "A study on employee job satisfaction and employee engagement at i-Nube software solutions private limited" under the guidance of **Ms Anusha S – Human resource.**

We wish him all the best for future endeavors.

For iNube software solutions private limited,

Authorized Signatory

<u>CERTIFICATE</u>

This is to certify that **Ms Dimple N Y** bearing USN **1CR18MBA12** has done project work in our company for six weeks duration from 02/01/2020 to 16/02/2020. The project report on **" THE STUDY ON EMPLOYEE JOB SATISFACTION AND EMPLOYEE ENGAGEMENT"** is prepared by her under the guidance of **Ms Anusha S** Designation in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi in Karnataka.

Ms Anusha S…………………………….

HR Manager

<u>DECLARATION</u>

I, Ms Dimple N Y hereby declare that the Project report entitled "**A study on Employee job satisfaction and employee engagement**" prepared by me under the guidance of Prof. Sandeep Kumar faculty of MBA Department, CMR Institute of Technology and external assistance by Ms Anusha s HR Manager at i-nube software solution private limited.   I also declare that this project work is towards the partial fulfillment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi. I have undergone a summer project for a period of six weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted to any other University/Institution for the award of any degree/diploma.

Place: **Ms .Dimple N Y**

Date: **USN:1CR18MBA12**

ACKNOWLEDGEMENT

I have been fortunate enough to get good timely advice and support from a host of people to whom I shall remain grateful.

I take this opportunity to express my heartfelt thanks to **Dr. Sanjay Jain,** Principal, CMR Institute of Technology, Bangalore, for his support and cooperation to undertake and complete the project work.

I am extremely thankful to **Prof. Sandeep Kumar,** Head of the Department of Management Studies and Research, CMR Institute of Technology, Bangalore, for his advice and support throughout the completion of the project work.

It gives me immense pleasure to record my thanks to my Internal Guide, **Prof .Sandeep Kumar** ,CMR Institute of Technology, Bangalore, for her valuable guidance and untiring support and cooperation in completing the project work.

I acknowledge the insights provided by my External Guide **Ms Anusha S,HR Manager,** at I Nube software solution pvt ltd which helped me to a great extent in completion of the project work.

And finally, there is deepest of thanks for the patience and cooperation of the family and friends, without whom the endeavour would not have been possible.

 Ms Dimple N Y

1CR18MBA12

TABLE OF CONTENTS

LIST OF TABLES

LIST OF CHARTS

EXECUTIVE SUMMARY

Job satisfaction is one of the most searched variables in the area of work psychology and it maintains the corporation with many factors along with the characteristics of management to the layout of the activity. The enhancement within the job satisfaction can be carried out through the factors which motivate just like the planning of work, making it thrilling and via doing the creative work. The opinion of the staff and the employees is equally essential in the factors like choice making and solving the troubles. A lot of these elements will enhance activity delight within the group of workers and employees and additionally alongside that they may as a part of the business enterprise. I-Nube Software Solutions is an Indian Software Company involved in software program publishing, consultancy and supply. Software publishing includes manufacturing, deliver and documentation of ready-made (non- customized) software program, operating systems software, business & different applications software, laptop games software program for all systems. The project on "A STUDY ON EMPLOYEE JOB SATISFACTION AND EMPLOYEE ENGAGMENT AT I-NUBE SOFTWARE SOLUTIONS PRIVATE LIMITED" was conducted with a view to find how efficient the practices of employee job satisfaction and job engagement are done. How appreciably the elements will have an effect and influence the employee job satisfaction. The objectives executed take a look at are to know the implementation of job engagement practices, to become aware of factors influencing them, to locate the troubles referring to employee job satisfaction and to signify suitable measures. Analysis of the data is done using the statistical tool Single factor ANOVA. By carrying out the analysis it can be inferred that most of the employee are satisfied with the current practices but little development and modification are required to be able to make it effective.

CHAPTER 1

INTRODUCTION

Employees are more loyal and productive when they are satisfied Hunter &Tietyen, (1997), and these satisfied employees affect the customer satisfaction and organizational productivity, Porterfield, (1999). There is no limit for the employees to reach the full satisfaction and it may vary from employee to employee. Sometimes they need to change their behavior in order to execute their duties more effectively to gain greater job satisfaction, Miller, (2006). Having good relationship with the colleagues, high salary, good working conditions, training and education opportunities, career developments or any other benefits may be related with the increasing of employee satisfaction "Employee satisfaction is the terminology used to describe whether employees are happy, contended and fulfilling their desires and needs at work. Many measures support that employee satisfaction is a factor in employee motivation, employee goal achievement and positive employee morale in the work place. "Susan M. Health field (About.Com). Cranny, Smith & stone (1992) defined ES as the combination of affective reactions to the differential preceptions of what he/she wants to receive compared with he/she actually receives. According to Moyes, Shao & Newsome (2008) the employee satisfaction may be described as how pleased an employee is with his or her position of employment. As Spector (1997) defined job satisfaction as all the feelings that given individual has about his/her job and its various aspects. Employee satisfaction is a comprehensive term that comprises job satisfaction of employees and their satisfaction overall with companies" policies, company environment etc.

Industry profile

Software industry in India has huge development and financial approach has a significant modification in twentieth century. Remote direct ventures are expanded because of IT parts. Because of progression, enterprises were developed by which outside stores just as work as open doors have expanded. In underlying days, IT firms send out programming to different nations in light of the fact that here labor is broadly accessible with minimal effort. Indian programming to address the issues of global organizations accordingly they get a more extensive scope of programming advancement assignments. As the capability of the product business was recognized legislature of India grew rapid framework to satisfy the needs of outside customers. IT/ITES territory has ordered extraordinary increment throughout the decade, achieving famous position wherever in the universal and a notoriety for costincredible conveyance of administrations. IT organizations in India have set up more than 600 conveyance focus everywhere throughout the world. Each able insurance enterprise takes a holistic method to coping with risks in our present day life. It prevents organizations and those from the risk to deal with

unforeseeable events. The greater critical truth is that coverage industry is a provider sector that guarantees safety and secure trustworthiness to customers.

That's why it's of high importance for any coverage business to create an picture of adependable, obvious and strong business enterprise to deal with insurance software program development,answers, era and consulting gain a aggressive edge by mens of reworking and improving internet performance of insurance enterprise. Coverage companies are in search of effective strategies and equipment to stream line operational methods related to underwriting, insurance policy, claims and business communication. The trendy techonological merchandise of the IT region assist coverage organizations decorate purchaser and agent loyalty, facilitating cross promoting offerings and reducing charges from the previous year.

Company Profile

I-Nube software solutions private limited is a private incorporated on 16th August2010. It is groped as a Non-government agency and is inscribed at Registrar of groups,Bangalore. I- Nube software solutions is intricate in software program issuing, consultancy and supply. Software issuing includes manufacturing, documentation of non-customized software program, operating systems software, deliver business and different application software, laptop games software program. Consultancy consists of presenting the leading answer in the shape of custom software following the study of the customers needs and troubles. Custom programming program comprises of made to software reserve program essentially dependent on requests from exact clients furthermore, included are composing of software programming of any sort of directives of the clients; programming redesign, website page format.

Vision

iNube will strive for leadership to build value for employees, customer and the community, using innovative solutions and emerging technologies.

Mission

- iNube will value employees who have passion, positiveattitude, focused on takingchallenging roles and eager to work on emerging technologies
- iNube will build value for insurance customers who are desiring long term technology partners
- iNube will build value for local community

Core Values

The most basic main impetus of joy at work is the impression of fulfillment faculty could have around about their association. This sort of pride is most successfullynot figure out how to pay for. Be that as it may, the

advantages from putting resources connected to the organization's accomplishments and the five star of its administration and furthermore to other key variables like its subculture and shared qualities. Among others, shared thankfulness, energy about the undertaking completed, and being taken care of with value, are immediate individuals to an idealistic work environment.

Products

- **Avo :** A virtual office for Insurance Intermediaries.
- **Claimslive :** A cutting edge Technology Platform for compelling the board of Health Insurance Claims.
- **Insurance Customer Apps:** QR Code based natural versatile applications for our clients.
- **Common Platform for Investigation:** A typical stage for Life Claim Investigations crosswise over insurance agencies.
- **Insurance Mobile Apps :** B2B Mobile Apps planned to obtainproductivity to on field activities of Insurance companies, Claim Survey, Property Risk Survey, Fraud Investigations, Loss Assessment etc.
- **Sell Well:**An adaptable Mobility stage for Insurance Sales Management.
- **Agri Insurane Company:** A far reaching solitary framework for the administration of Agriculture Insurance LOB for Insurance organizations.

COMPETITORS

- **NTT DATA** : NTT DATA is an Innovation Partner with business tasks inexcess of 50 nations and areas, which underscore long haul duty and consolidate worldwide reach and nearby closeness to give highest quality level master administrations from counseling, framework improvement to big business IT re-appropriating.
- **NIIT TECHNOLOGIES** : is a leading global IT solutions agency, permitting its clients to transform at the intersect of unheard of domain know-how and rising technology to attain actual world enterprise impact. The organization specializes in three key verticals: Banking and economic services, coverage, journey and Transportation. This area power is combined with main-edge abilities in data & Analytic, Automation, Cloud, and virtual.
- **ZOLIPE**: company software program development company permitting digital Transformation via software program development and digital services.
- **ALLSTATE** :They play a strategic role with the aid of providing software program improvement offerings and enterprise manner outsourcing answers to help our US parent enterprise, the Allstate company.

SWOT analysis

Strength	i. Low-cost internship
	ii. Strong relationship with the supliers
	iii. Variety of products is increasing
	iv. Ease the work of insurance companies
	v. Corporate social concern
	vi. Bargaining power above suppliers
Weakness	i. Software products often shows security problems
	ii. Lack industrial partners
	iii. No strong brand name
Opportunities	i. Government's support in emerging local markets
	ii. More customers shifting to online applications usage
	iii. New way to encourage clients interests
Threats	i. Indirect contenders entering the business to show direct challenge
	ii. Competitor's selective online networking commitment
	iii. Unique application work by contender

Future Growth

This is particularly valid for best abilities. So as to do at their top notch level, capacities need to ceaselessly break down and advantage from inward calling potential outcomes that coordinate their dimension of desire. Workers inside an organization significantly advantage from on-going preparing and instructing creating representatives enables the best organizations to manufacture a maintainable upper hand after some time. By the by, preparing everyone or perhaps enabling representatives to set aside effort to take care of their self-improvement accompanies.

CHAPTER 2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

Theoritical Background

Employee job satisfaction and engagement are one of the motivational aspect of Human Resource Management. "Employee Job Satisfaction is the amount to which staff are happy or conent with their occupations and work environment". "Employee Engagement is the amount to which representatives experience enthusiastic about there are given to business undertaking and spot optional exertion into their work".

Employee job satisfaction and employee engagement are comparable ideas superficially and it covers the fundamental concerns and needs of representatives. Passion, dedication and most important, discretionary effort. Engaged employees are inspired to do additional than the stripped insignificant required with a reason to also protect their employments. By means of contrast, staff are essentially cheerful or content with their occupations and the status.

Job Satisfaction vs Employe Engagement

Employee Engagement and Employee satisfaction are comparative ideas superficially and it covers the essential corners and needs of representatives. Enthusiasm, duty and most vital, optional exertion. Drawn in workers are roused to do additional than the exposed negligible required with a reason to safeguard their occupations .By methods for differentiation, upbeat faculty are just cheerful or content with their employments and the status..

Respect, Praise and Appresiation

Representatives are additional fulfilled of their positions when they sense trustworthy and are applauded for a procedure pleasantly executed, notwithstanding assuming it's a simple thanks from an association chief. Bosses are frequently vocal while a laborer commits an error or something is needed of them anyway making a similar endeavor to salute or voice gratefulness will have a positive affect on specialist's pride.

Literature Review

i. Saari, L. M., & Judge, T. A., 2004

Employee satisfaction is the character pride as a master person, that is, the individual affects his frame of mind. Business endeavor along with its working element is the abstract assessment, staff cross the more practical characteristics and any expectation of the opening between the cost got after the social affair paying little heed to whether or no longer all pieces of work mindsets and energetic responses. It involves crafted by the level of authoritative duty and work inspiration is intently related.

ii. Kular et al ,2008

Why worker Engagement is significance and interest? labourer commitment has end up being an intently referenced point in most recent years be that as it may, there is still equivocalness inside the instructive writing with respect to how specialist commitment can be invigorated by the executives. There has been impressive leisure activity in representative commitment, anyway this has been joined with a respectable course of action of misinterpretation. As per Kular et all, this misguided judgment may be most of the way attributed to reality that there's no finished definition, realizing responsibility being operationalised and thus evaluated in various ways. From a HR point of view today, commitment is being an imperative consideration on account of the intense money related atmosphere, organizations now more noteworthy than any time in recent memory are making sense of to rebuild and resize, which has finished in organizations exploring new strategies to keep up and blast commitment. Firms battle to enroll and show their aptitudes, so they need to do their quality to hold of it. Associations need to strike the correct solidness among encouraging and improving specialist commitment levels while on the equivalent time now not trading off their focused job.

iii. De Vita, 2007

The association among the mentalities and conduct of workers and the connection to the association posterior line was first effectively shown 19 years back by utilizing US retail manager Sears. Singes supported specialist commitment as the "laborer customer income chain". The results which Sears accomplished from this activity had been noteworthy. In a year, Sears changedits greatest hardship making 4 division from a \$3bn misfortune to the affiliation straightforwardly into a \$752m bargains making division. In view of the tremendous effect specialist commitment had on Sears, HR consultancy companies began to work with foundations to grow measurements so as to evaluate laborer frames of mind and conduct and there following impact on shopper fulfillment and authoritative by and large execution. In accordance with Jim Crawly, a standard at HR studies and consultancy company Towers Perrin, "even as previously everybody would naturally have said there may be a hyperlink between individuals being agreeably organized
toward an undertaking and the probability of that affiliation being viable, by and by there's verification to show it".

iv. Brannigan&Zwerman, 2001

The recorded background of undertaking satisfaction stems returned to the mid 1990's with the condition point on errand engage. This perspective communicates that please is constrained by using without question

qualities of the errand condition itself. This view has been accessible in the composition for the reason that first research with the guide of Hauser, Taylor and the varying exercises on the contrasting endeavors on the Western electric greenery in Hawthorne . Those investigation watch the likelihood that once a positive course of action of task conditions are accessible a without question dimension of activity pride will seek after. The Hawthrone mulls over are seen as the most fundamental research of the human components of business relations in the mid twentieth century. They have been done at the Bell phone Western electric controlled collecting plant in Chicago beginning in 1924 through the mid 1920's staff chairmen pushed investigations to discover the outcomes of different conditions of work on soul and gainfulness today, reference to the "Hawthorne sway" demonstrates a circumstance in which the methodology of preliminary conditions proposed torecognize prominent components of direct has the aftereffect of changing over the lead it's miles planned to choose. The fundamental Hawthorne influence implied the clarification that the benefit of the authorities improved amid that time with every variety in the working conditions displayed by using the preliminaries genuinely communicated while people see that their direct is being watched they change how they act. The improvement of the Hawthrone looks at also shows the start of finished mind science, as we most likely am mindful it today. these early research mark thebeginning of focuses on system pride regarding ergonomics, plan and productiveness.

v. Rode, J.C,2004

Employee satisfaction is expressly test with the fulfillment that got from the individual as a specialist person. One fundamental research finding is that development satisfaction is connected with nearnesseuphoria . This association is equivalent, which infers individuals that are content with their lives will when all is said in done be content with their occupations negative behavior pattern visa. In any case, a couple of research have contended this thought activity amuse isn't in every case widely identified with ways of life charm in light of their variable comprehensive of non working delight and center self-assessments are mulled over. Association part to its running element is the intellectual assessment. staff overcome the more down to earth esteems and hope of the separation among the characteristics got after the social event whether or no longer all pieces of work dispositions are energetic responses. This includes the volume of firm commitment and related influential diversions.

vi. Wegge, et al, 2007

Examine confirms the life of a robust connection among task pleasure and process involvement. In employees with low task pleasure the effect of task involvement on absence conduct is lots more mentioned than in employees with excessive job pride. worker's degrees of satisfaction with co-employees, activity, obligation, and task protection, loyalty to the employer a number of the health factors that have an impact on an employee's absence behavior, pressure appears to be the most critical one.A specialist who's missing from works of art is

deliberately or unknowingly communicating negative connection to the organization. In any case, representatives who are outstandingly happy with their occupations or unequivocally committed to the association will stay away from withdrawal practices and keep up suffered connection to work.The way worker's feels and thought that their employments being favored are exceptionally parts basic in expressions of workers process fulfillments turnover and non-appearance.

vii. Mount and Johnson,2006

Process satisfaction in the end appears at well known components of pride employees from their working in absolutely task pride is that one of the maximum typically studied organizational variables which have been widely studied in organizational conduct and organizational psychology . Considering the fact that activity satisfaction can be a crucial pointer of how work powers feel about their occupations and a forecaster of work practices including authoritative citizenship, non-appearance, and turnover. Employee satisfaction shows the quantity of agreement among ones expectation of the process and the rewards that the process offers in view that process satisfaction involves expectation, it's miles exceptionally related with mental context and motivation. The organizational dedication is a form of motivation which facilitates anperson to have the sensation that the nature of the job and the job surroundings is pleasant, which, in flip, have an effect on ones feeling on the job. Pleasure arises from complex set of situations, inside the equal manner that the motivation does. Since the dedication is an critical a part of the incentive it is pretty herbal that it's miles appreciably correlated with job satisfaction.

viii. Ozdevecioglu, 2003

Personnel are extra unswerving and productive when they are happy , and those satisfied personnel have an effect on the consumer delight and organizational productivity . Worker fulfillment is characterized as the blend of emotional responses to the differential view of what he/she needs to get as contrasted and what he/she obviously gets. Accordingly, the organizations should attempt and convey the specialist anticipation so one can technique the worker fulfillment. essentially, enthusiastic kingdom of the staff may likewise affect their joy. This powers the supervisors to make and support the ideal running conditions inside the organizations. One the elective hand, the worker enchant is one of the essentials of authoritative citizenship direct. this is, the pleasantly fulfilled representatives will artistic creations all the more eagerly and this adds to the viability in their associations.

ix. Miller, 2006

There's no limitation for the representatives to achieve the all out pride and it can run from laborer to worker. some of the time they need to exchange their practices on the off chance that you need to execute their duties more noteworthy accurately to increase more prominent undertaking fulfillment. Having genuine associations with the partners, high profit, right working circumstances, tutoring and training openings, calling

advancements or each different advantages might be connected with the developing of worker fulfillment. when examining the laborer enchant, it should be perceived that; - a representative might be progressively fulfilled by methods for a satisfying thing, while the other specialist might be less happy with a similar thing. because of this, concentrating the worker pride from a major edge might behigher. that implies the total of every single satisfying element makes that representative's fulfillment degree.

x. Moyes, Shao, & Newsome, 2008

As a standard definition, the worker fulfillment might be characterized as how satisfied a representative is alongside his or her capacity of business. To inquire about what the representatives are happy through and estimating the worker delight inside the spot of business is imperative to the accomplishment and expands the gainfulness of the business for having upper hand. thusly, picking up information of the worker joy as far as different components and, on various zones (comprehensive of assembling industry, transporter venture or, etc) will build the writing and add to associations.

xi. Bakotic and Babic,2013

Employment fulfillment is an unpredictable idea that is affected by numerous components. The point of this diary paper is to dissect the effect of working conditions to work fulfillment. For that reason the experimental research has been directed in 2012 out of one Croatian shipbuilding organization. The exploration results demonstrate no measurably critical difference in general work accomplishment between specialists who work beneath troublesome working state(at the office) and the individuals who work in typical working state(in the organization); laborers who work in ordinary working conditions are more happy with their working state than laborers who perform under troublesome working conditions; on accordance of specialists who work under troublesome working state, the working state are critical factor of their extensive employment fulfillment.

xii. Paul E. and Spector, 2011

Condenses the discoveries concerning how individuals feel towards work, including social and sexual orientation contrasts in employment fulfillment and individual and authoritative causes;andpotential results of occupation fulfillment and disappointment. He furnishes with a terse review of the application, evaluation, causes and outcomes of occupation fulfillment.

xiii. Sophie Rowan,2008

This examination uncovers how to make a more joyful work life, without evolving profession. Creator gives useful and reasonable direction on how one can accomplish ideal employment fulfillment and defeat the obstructions that make such a significant number of us miserable at work.

xiv. Robert M. and Hochheiser,1998

Reassessed the significance of the work environment and proposed a straightforward recipe for success.Forget the possibility that diligent work alone prompts achievement and rather center around building great connections. He states that the most ideal approach to succeed at work is to comprehend what is expected to help the personalities of supervisors, friends and subordinates. Exact appraisal of those requirements would then be able to be by implication related with one's very own objectives and misused to make substantive work environment gains. Techniques for deciding needs are given for an assortment of circumstances, and systems are offered to help make a portion of the most exceedingly bad work circumstances in any event imperceptibly better through systems administration and self-awareness.

xv. Jason Scott ,2009

Presents a scholastic contention for building a representative focused culture. They likewise inspected a true contextual investigation of an organization that has encountered the monetary advantages of this work on, making it liberally certain that cutting edge organizations can't manage the cost of not to make worker fulfillment a best need.

xvi. Jane and Boucher ,2004

Offers functional guidance for improving both your frame of mind about your activityand the activity itself. She tells specialists the best way to adapt to keeping their occupations in this troublesome economy.

xvii. Kaliski, 2007

Employment fulfillment is a specialists feeling of performance and performance at work. It is ordinarily observed to be clearly associated with efficiency just as to singular thriving. Occupation fulfillment derives doing a duty one appreciates, doing it well and being remunerated for one‟s undertakings. Employment fulfillment further recommends excitement and joy with one‟s work. Work satisfaction is the key fixing that prompts acknowledgment,salary, progression, and the achievement of different targets that lead to a supposition of fulfillment.

xviii. Joanna Penn ,2008

Instructs how to improve your situation in your present work, increasing more from your activity, finding progressively about yourself and what it is you would be upbeat doing, stress the executives and individuals the executives.

xix. EvrenEsen , 2007

Analyzed as far as industry and staff measure just as representative age and sex in excess of 20 markers of employment fulfillment including professional success
openings, benefits, the adaptability to adjust life and work, and pay.

xx. Chris Stride, Toby D. Wall, Nick Catley ,2008

Displayed broadly utilized estimation sizes of Job Satisfaction, Mental Health, workrelated Well being and Organizational Commitment, alongside convention information for correlation. The convention information depends on an example of just about 60,000 respondents from 115 distinct associations over a wide range of ventures and occupations. Data is given by word related gathering, and is additionally separated by age and sexual orientation.

CHAPTER 3
RESEARCH DESIGN

Statement of Problems

If employee job satisfaction and employee engagement is not there then it impacts on company performance and lack of coordination among the employees and poor working condition in the organization.Hence it is very essential to study about employee job satisfaction and employee engagement.

Objectives of the Study

- To study employee job satisfaction
- To study employee engagement at I-nube software solutions pvt ltd
- To examine the problems related to employee engagement and job satisfaction.
- To suggest suitable measures to overcome the problems of employee job satisfaction and employee engagement.

Scope of the Study

The study emphasis on understanding the employee satisfaction in I-nubeSoftware Solution, which covers the various aspects of Job Satisfaction and the preference level.

The project on an Employee Engagement requires a detailed view of an employee; this requires a change in the methodology of the research. The studyinvolves a live research of the employees in I-nube Software Solution. The population considered for this study consists of 100 employees who belong to I-nube Software Solution and the present study is confined to the employees of several departments of the company having more than 1 year of experience in I-nube Software Solution.

Research Methedology

The information required for the study is gathered from the employees of theI-nube Software Solution, through questionnaire

Data Collection Method

The facts gathered for the observe includes primary and secondary information.

a.**Primary Data**

The survey was managed to 100 representatives of I-Nube Software solutions.

b.Secondary Data

Secondary data for this investigation was gathered from the recently distributed records, examine reports, books references and sites.

Sampling Technique

Sampling Design: The sampling design utilized in this survey is non-probability sampling method considering the scope and size of the survey.

Sampling Size: The sample size consists of 100 respondents who are working in the company at various levels.

SAMPLING UNIT: I-NUBE SOFTWARE SOLUTIONS PRIVATE LIMITED

Departments covered during the questionnaire distribution are as follows,

Departments	NO. OF RESPONSES
Hr	10
Health	5
Support	30
Pre-scales	20
Delivery Sadish	35

Limitations of the Study

- The pattern size is confined to 100 employees only
- The study is exposed to the premise and biases of the respondents; accordingly a 100 % of precision can't be guaranteed
- The length of study turn out to be too short range of time, where the examination couldn't extend the inspect.
- The discoveries depend on the appropriate responses given by methods for the workers; as any errors or predisposition might be affect the legitimacy of the finding.

Character Scheme

- **Chapter1: Introduction**

  This chapter consist about the importance of employe job satisfaction and employe engagement

- **Chapter2: Company profile**

  This chapter consist of complete information about the company I-NUBE SOFTWARE SOLUTIONS PVT LTD

- **Chapter3: Research Methodology**

  It consist of the type of method used to conduct the study during the period of time

- **Chapter4: Data Analysis and Interpretation**

  This chapter contains the title of the table,datatable,analysis of the table and graphical representation on dissertation topic.

- **Chapter5: Findings,Conclusion and Suggestions**

  This chapter consist which identified and overall conclusion of the project

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

JOB APPRECIATION INSIDE THE ORGANIZATION

Table: Table showing job appreciation inside the organization

Particulars	Respondents	Percentage
Yes	80	80%
No	20	20%
Total	100	10%

Graph: Graph showing job appreciation inside the organization
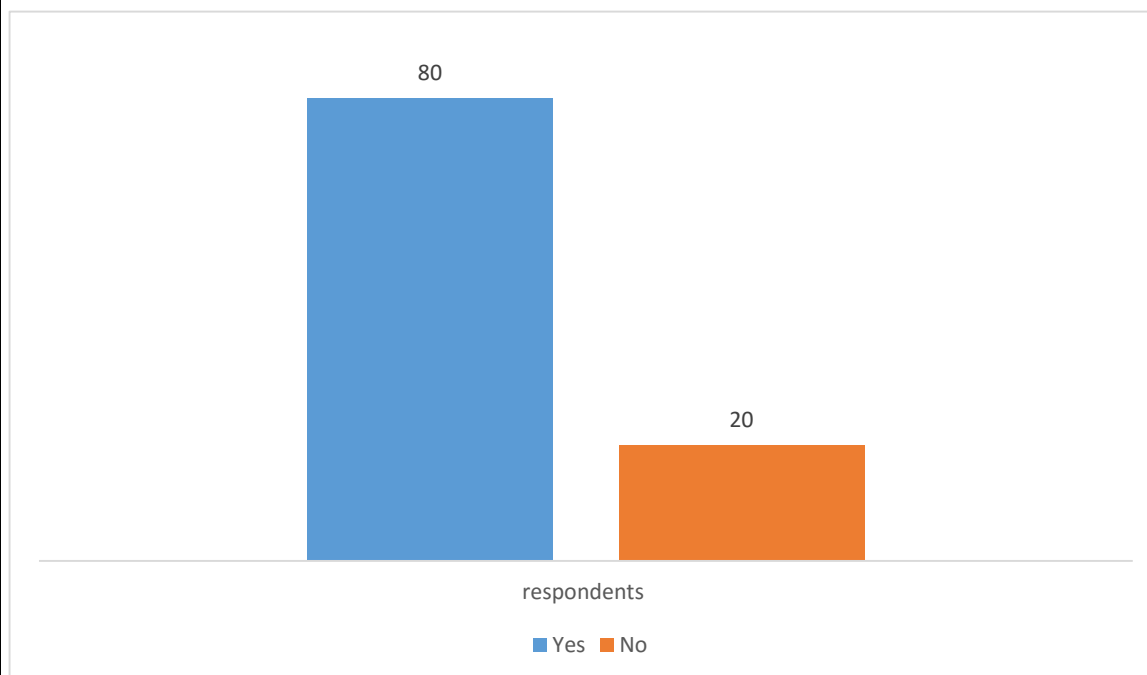
Interpretation : It is interpreted that out of 100 hedger 80% of examinee feel that their job is being appreciated inside the organization whereas 20% of examinee feel that their

job is not really being appreciated.

ORGANIZATION PROVIDING ALL THE RESOURCESAND FACILITIES NECESSARY FOR WORKING

Table: Table showing Organization providing all the resources and facilities necessary for working

Particulars	Respondents	Percentage

Yes	88	88%
No	12	12%
Total	100	100%

Graph: Graph showing organization providing of all the resources and facilities necessary for working
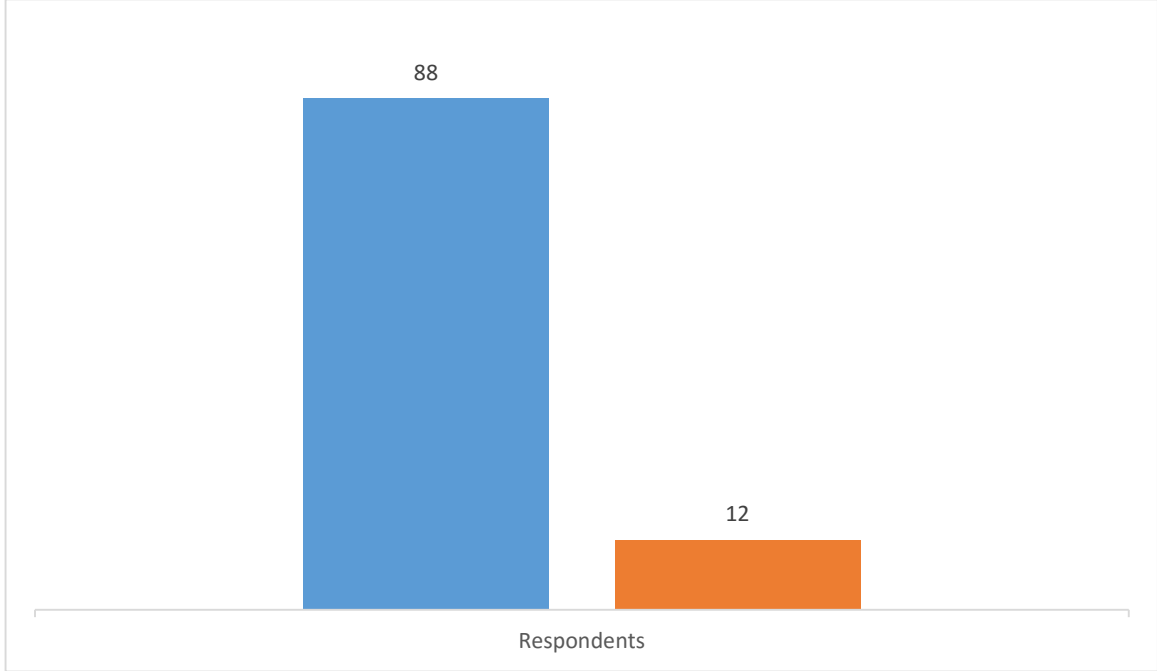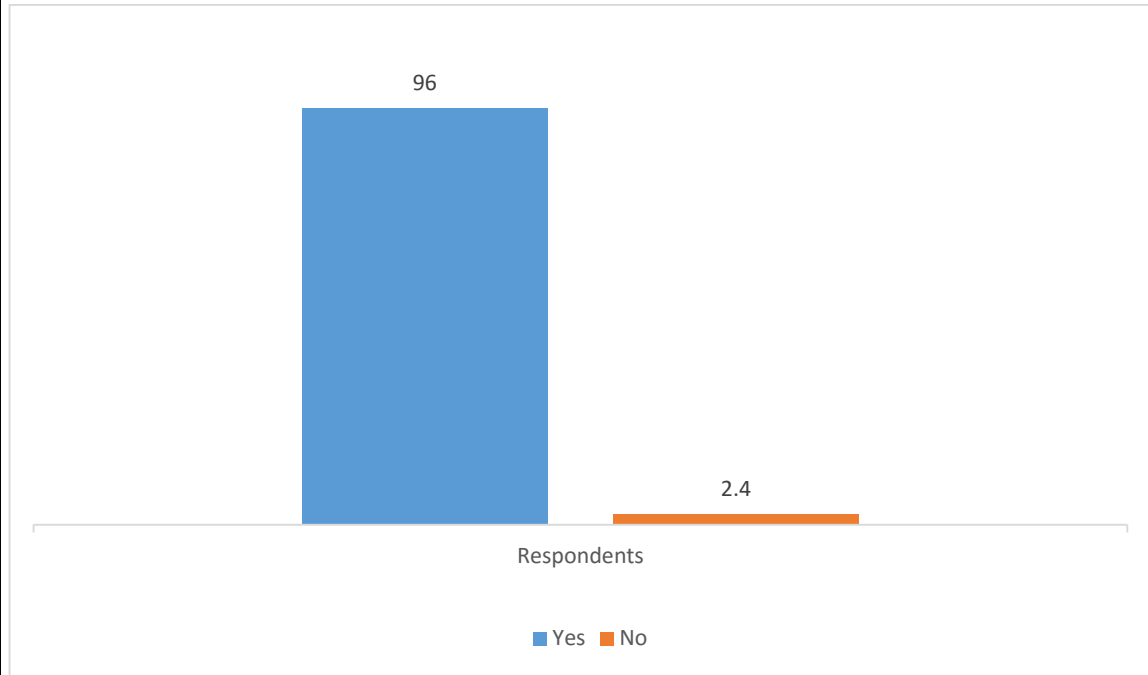

Interpretation : It can be analyzed that out of 100 respondents 88% of the respondents feel that they are being provided with all the resources and facilities necessary for work by the organization wherein the remaining 12% respondents is not likely to think of it the same way.

ORGANIZATION WORKING CONDITION IS GOOD AND SAFE

Table: Table showing Organization working condition

Particulars	Respondents	Percentage
Yes	96	96%
No	4	4%
Total	100	100%

**Graph: Graph showing organization working condition**

Interpretation: It can be analyzed that out of 100 respondents 96% of the respondents feel that organization working condition is good and safe wherein the remaining 4% respondents is not likely to think of it the same way.

SUPPORT AND TEAM WORK FROM THE OTHERDEPARTMENTS INSIDE THE ORGANIZATION

Table: Table showing the support and team work from the other departments inside the Organization

Particulars	Respondents	Percentage
Strongly Agree	40	40%
Agree	28	28%
Neutral	24	24%
Disagree	8	8%
Strongly Disagree	0	0%
Total	100	100%

Graph: Graph showing the support and team work from the other departments inside the Organization
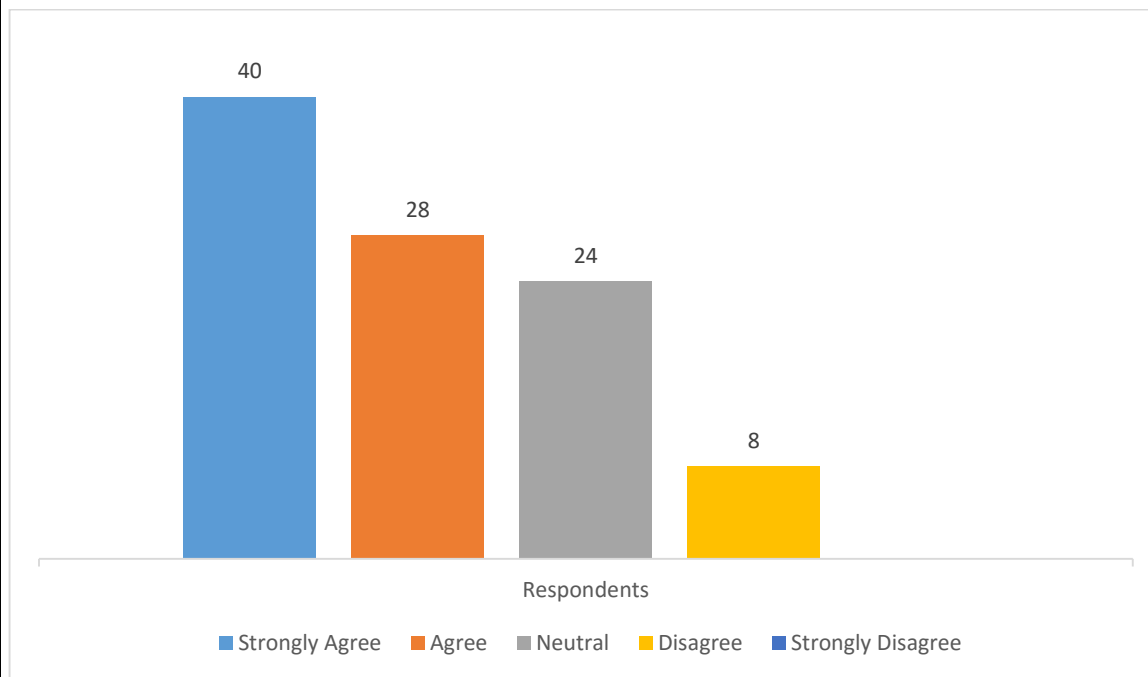

Interpretation : The table shows 40% of examinee strongly agree that they are getting allsupport, team work from other departments inside Organization whereas 28% agree to it,24% feel it neutral and 8% disagree to it.

ENCOURAGEMENT BY THE SENIOR FOR THEACHIEVEMENT OF EMPLOYEES THUS BY REDUCING THEFEAR OF FAILURE

Table: Table showing the encouragement by the senior for the achievement of employees thus by reducing the fear of failure

Particulars	Respondents	Percentage
Strongly Agree	32	32%
Agree	52	52%
Neutral	16	16%
disagree	0	0%
Strongly Disagree	0	0%
Total	100	100%

Graph: Graph showing the encouragement by the senior for theachievement of employees thus by reducing the fear of failure

Respondents
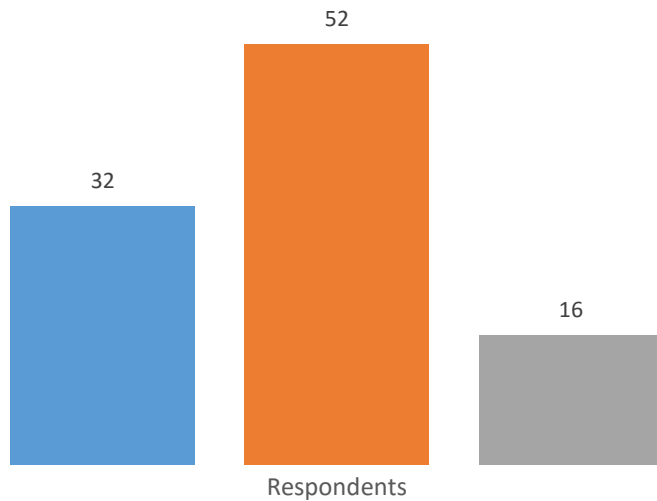
Interpretation: It can be interpreted most of the examinee accept that they are encouraged by the senior for the achievement thus by reducing the fear of failure.It can be seen 32% ofexaminee strongly agree that they are encouragedby the senior for the achievement thus by reducing the fear of failure whereas 52% agree to it, and 16% feel it neutral.

REWARDS ARE GIVEN FOR THE ACHIEVEMENT ANDHARDWORK

Table : Table showing rewards given for the achievement and hard work

Particulars	Respondents	Percentage
Yes	72	72%
No	28	28%
Total	100	100%

**Graph: Graph showing rewards given for the achievement andhard work**
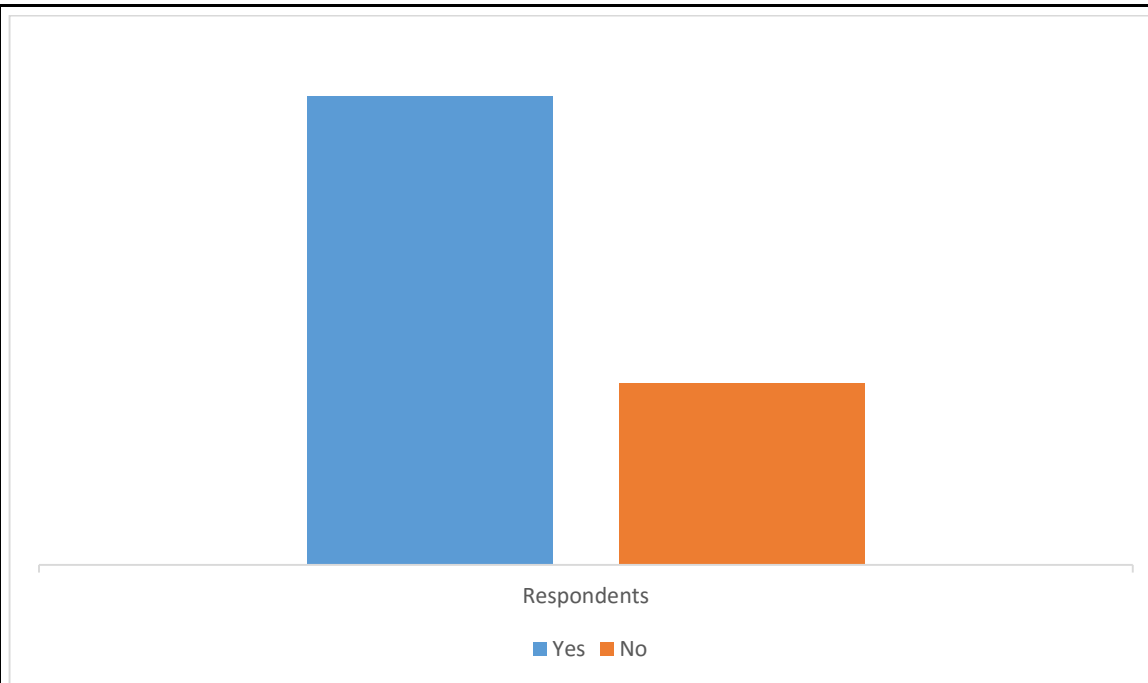
Interpretation: It can be interpreted that most of the examinee feel that rewardsare given for the achievement and hard work.**:** It can be analyzed that out of 100 examinee 72% of the examinee feelrewards are given for the achievement and hard work whereas 28% examinee is not likely to think of it the same way.

OPPORTUNITIES TO DO INNOVATIVE THINGS ATWORK

Table: Table showing Opportunities to do innovative things at work

Particulars	Respondents	Percentage
Strongly Agree	8	8%
Agree	52	52%
Neutral	28	28%
Disagree	12	12%
Strongly Agree	0	0%
Total	100	100%

**Graph: Graph showing Opportunities to do innovative things atwork**
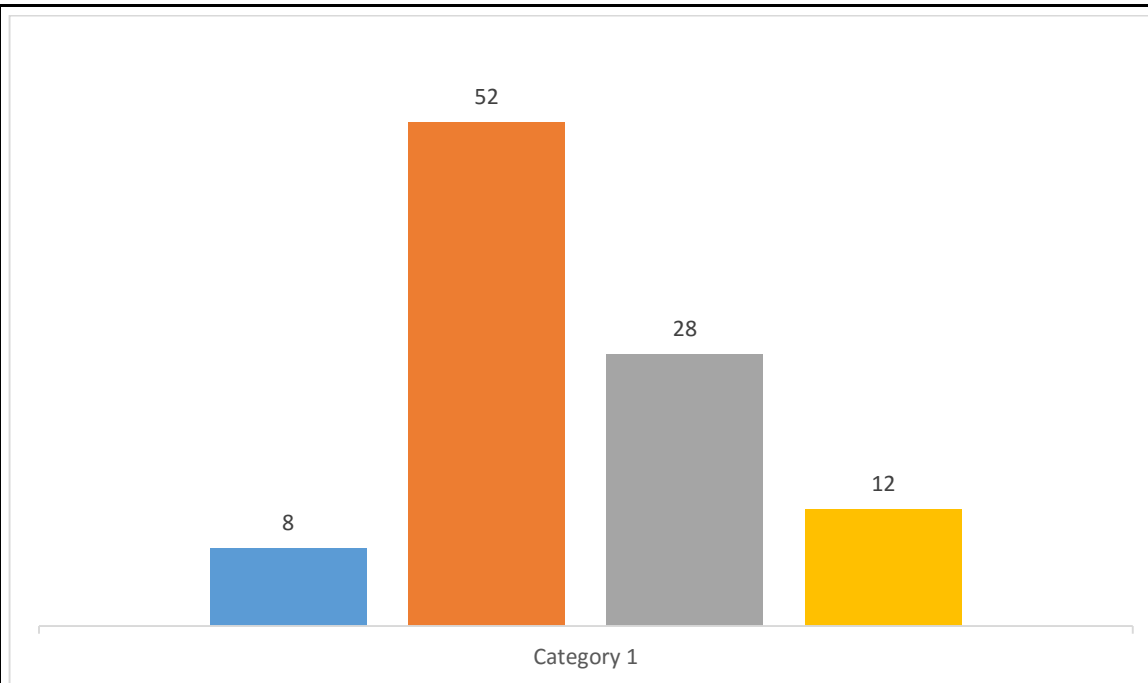
Interpretation: It can be analyzed that 8% of the examinee strongly agree that they have opportunities to do innovative things at work whereas 52% agree to it, 28% feel it neutral and 12% disagree to it.

CREATION OF OPEN AND COMFORTABLE WORK ENVIRONMENT BY THE MANAGEMENT

Table: Table showcasing creation of open and comfortable work environment by the management

Particulars	Respondents	Percentage
Strongly Agree	28	28%
Agree	48	48%
Neutral	24	24%
Disagree	0	0%
Strongly Disagree	0	0%
Total	100	100%

Graph: Graph showing creation of open and comfortable work environment by the management
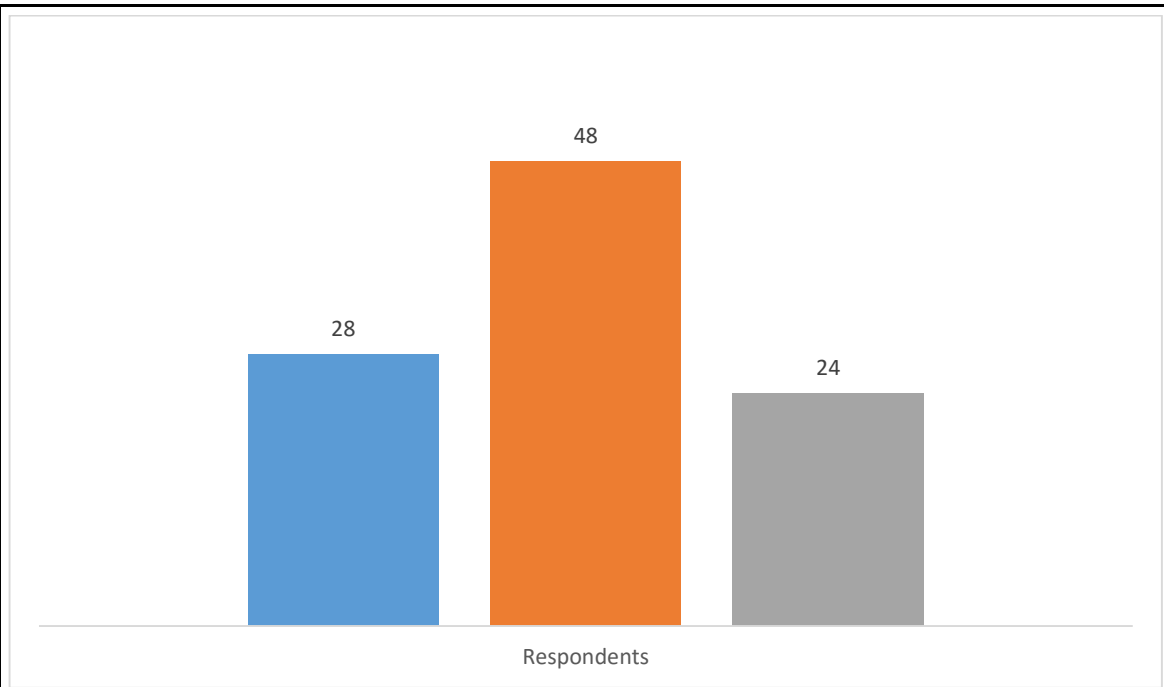
Interpretation: It can be interpreted that most of the examinee agree they are

provided with open and comfortable work environment by the management.

It can be analyzed 28% of the examinee strongly agree that they areprovided open and comfortable work environment by the management whereas 48% agree to it and 24% feel it neutral.

COMPENSATION SATISFACTORILY REVIEWED FROMTIME TO TIME

Table: Table showing compensation satisfactorily reviewed from time to time

Particulars	Respondents	Percentage
Strongly Agree	12	12%
Agree	36	36%
Neutral	32	32%
Disagree	16	16%
Strongly Disagree	4	4%
Total	100	100%

Graph: Graph showing compensation satisfactorily reviewedfrom time to time
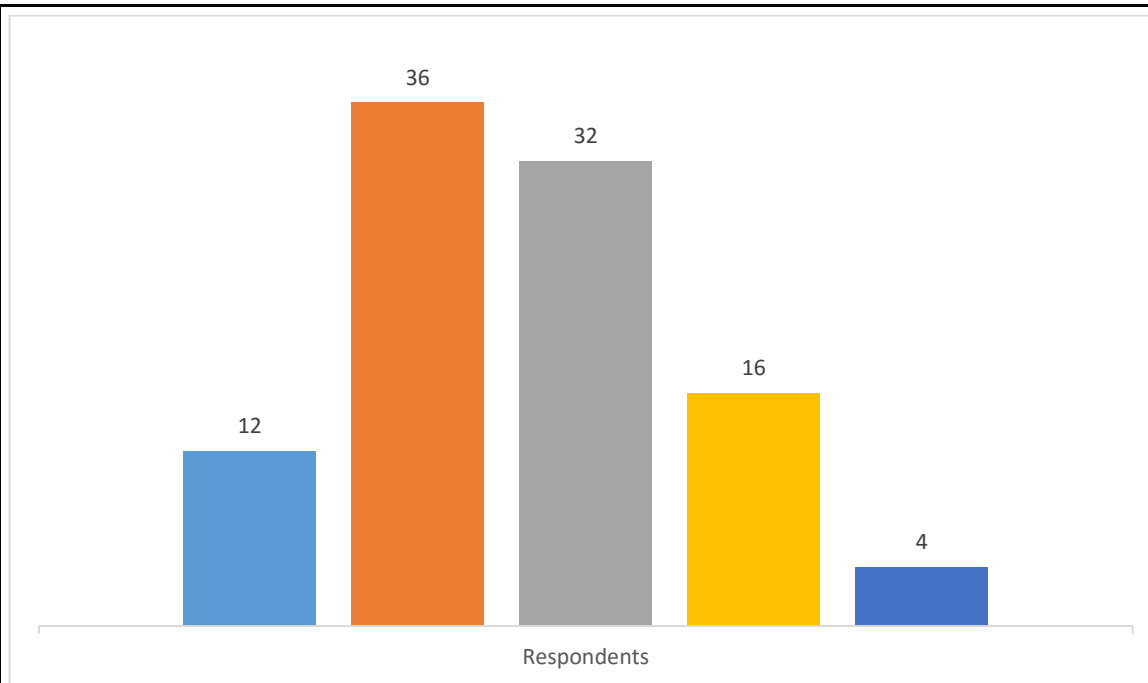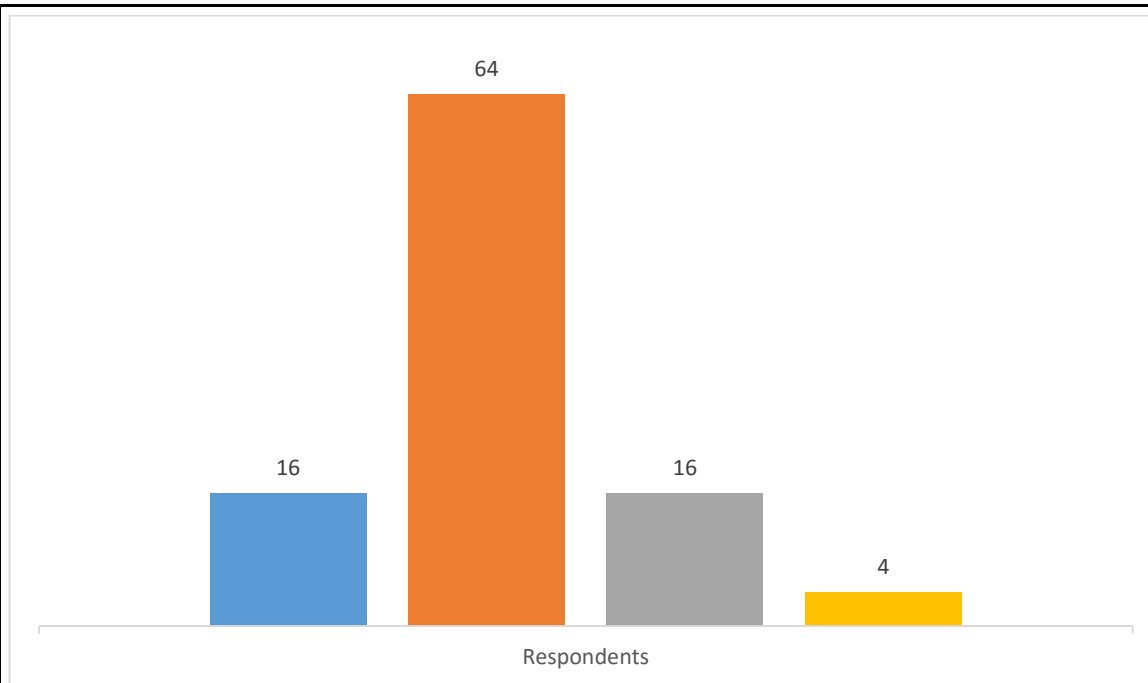
Interpretation : It can be examined 12% of the examinee strongly agree thatcompensation is satisfactorily reviewed from time to time whereas 36% agree to it and 32% feel it neutral 16% disagree and 4% strongly disagree to it.

THE OBJECTIVE OR PURPOSE OF THE COMPANYMAKES ME FEEL MY WORK IS IMPORTANT

Table: Table showing the objective or purpose of the company makes me feel my work is important

Particulars	Respondents	Percentage
Strongly Agree	16	16%
Agree	64	64%
Neutral	16	16%
Disagree	4	4%
Strongly Agree	0	0%
Total	100	100%

Graph: Graph showing the mission or purpose of the companymakes me feel my work is important.
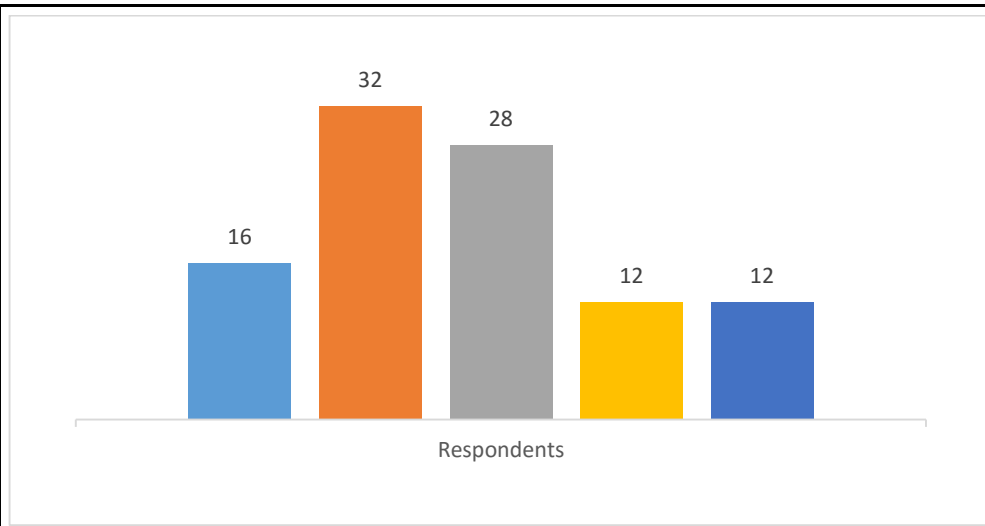
25

Interpretation: It can be interpreted that most of examinee agree that the objectiveor purpose of the company makes them feel their work is important**.**Table analyses 16% of examinee strongly agree that the objective or purpose of the company makes them feel their work is important whereas 64% agree to it and 16% feel it neutral and 4% disagree to it.

COMPANY MAKES EFFORT TO IDENTIFY EMPLOYEESSTRENGTHS AND WEAKNESS

Table: Table showing the company makes effort to identify employees strengths and weakness

Particulars	Respondents	Percentage
Strongly Agree	16	16%
Agree	32	32%
Neutral	28	28%
Disagree	12	12%
Strongly Disagree	12	12%
Total	100	100%

Graph: Graph showing the company makes effort to identifyEmployees strengths and weakness
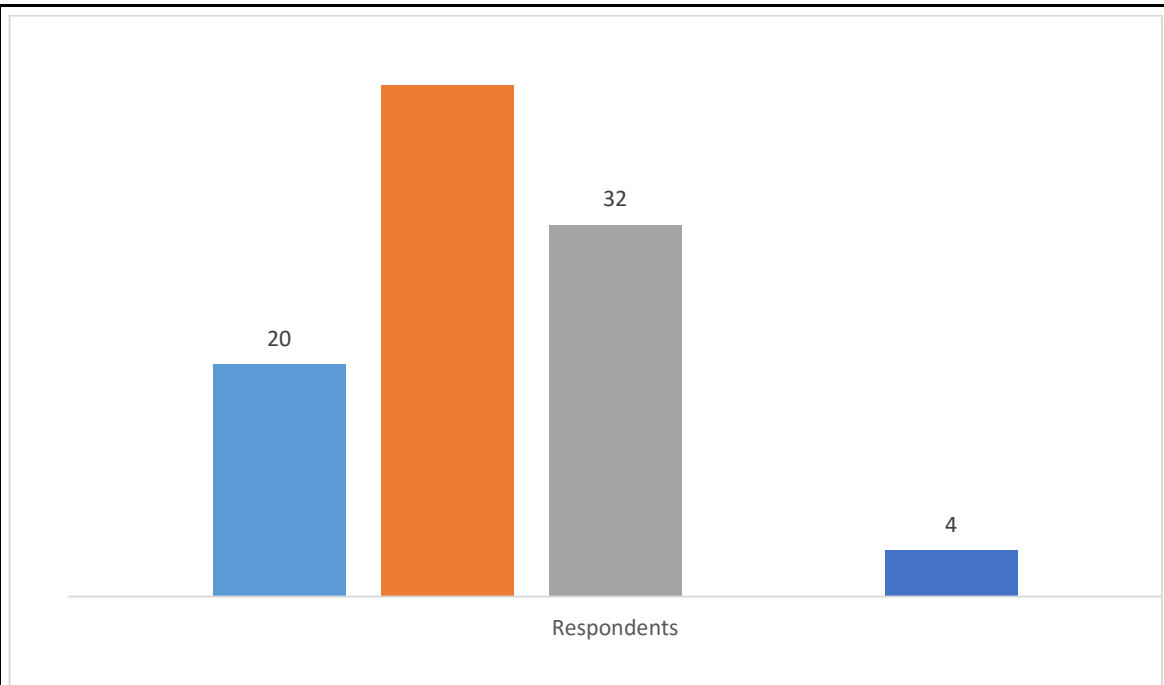
Interpretation: Table analyses 16% of examinee strongly agree that the objective or purpose of the company makes them feel their work is important whereas 64% agree to it and 16% feel it neutral and 4% disagree to it.

THE ORGANIZATION VIEW ITS EMPLOYEES AS ASSETS

Table: Table showing the organization view its employees as assets

Particulars	Respondents	Percentage
Strongly Agree	20	20%
Agree	44	44%
Neutral	32	32%
Disagree	0	0%
Strongly Disagree	4	4%
Total	100	100%

**Graph: Graph showing the organization view its employees asassets**

Interpretation: It can be analysed 20% of examinee strongly agree that the organizationview its employees as assets whereas 44% agree to it and 32% feel it neutral and 4% strongly disagree to it.

TABLE SHOWING THE PREFERRED LEVEL OFEMPLOYEE ENGEGEMENT AND SATISFACTION OPINION

Table: Table showing Preferred level of employee engagement and satisfaction opinion

Particulars	Respondents	Percentage
Teamwork	28	28%
Involvement of people with other competencies in your work	8	8%
Company regularly conducts employee engagement activities	20	20%
Appreciation from Team Leader	0	0%
All the above	44	44%
total	100	100%

Graph: Graph showing Preferred level of employee engagementand satisfaction opinion

Bar chart with values: Team Work = 28, Involvement Of People With ther Competencies In Your Work = 8, Company Regularly Conducts Employee Emgagment Activities = 20, Appreciation From Team Leader = 0, All the above = 44. X-axis label: Respondents.

Legend:
- Team Work
- Involvement Of People With ther Competencies In Your Work
- Company Regularly Conducts Employee Emgagment Activities
- Appreciation From Team Leader
- All the above
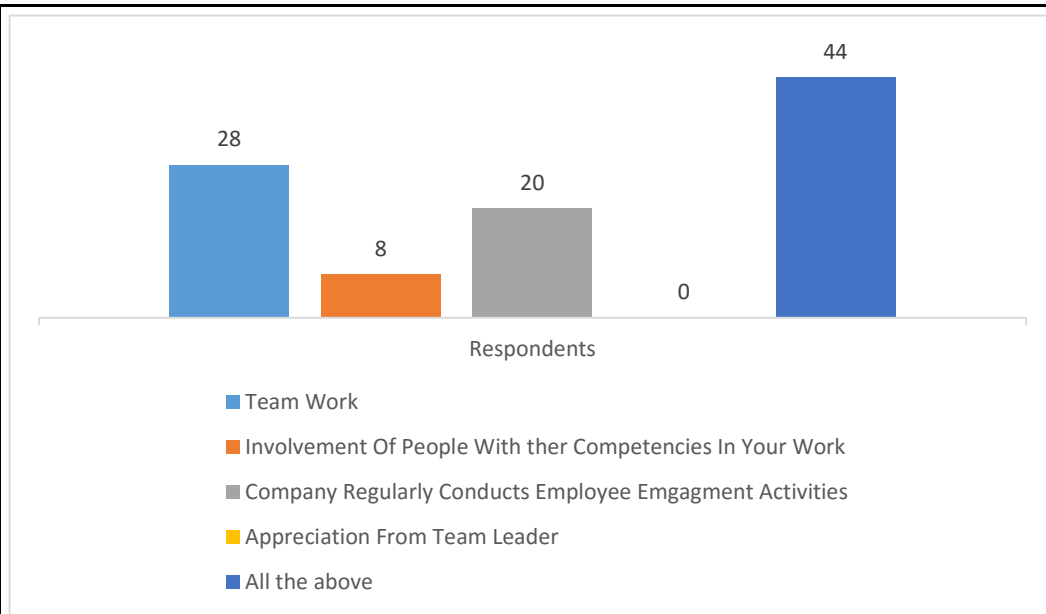
Interpretation: Table shows that 28% of the examinee feel preferred level of employeeengagement and satisfaction opinion is due to teamwork whereas 8% feel its due to the Involvement of people with other competencies in work, 20% feel company regularly conducts employee engagement activities and 44% feel it as all of the above.

THINKING OF LOOKING FOR A JOB IN OTHERCOMPANIES

Table: Table showing thinking of looking for a job in other companies

Particulars	Respondents	Percentage
Yes	22	22%
No	78	78%
Total	100	100%

**Graph: Graph showing thinking of looking for a job in othercompanies**
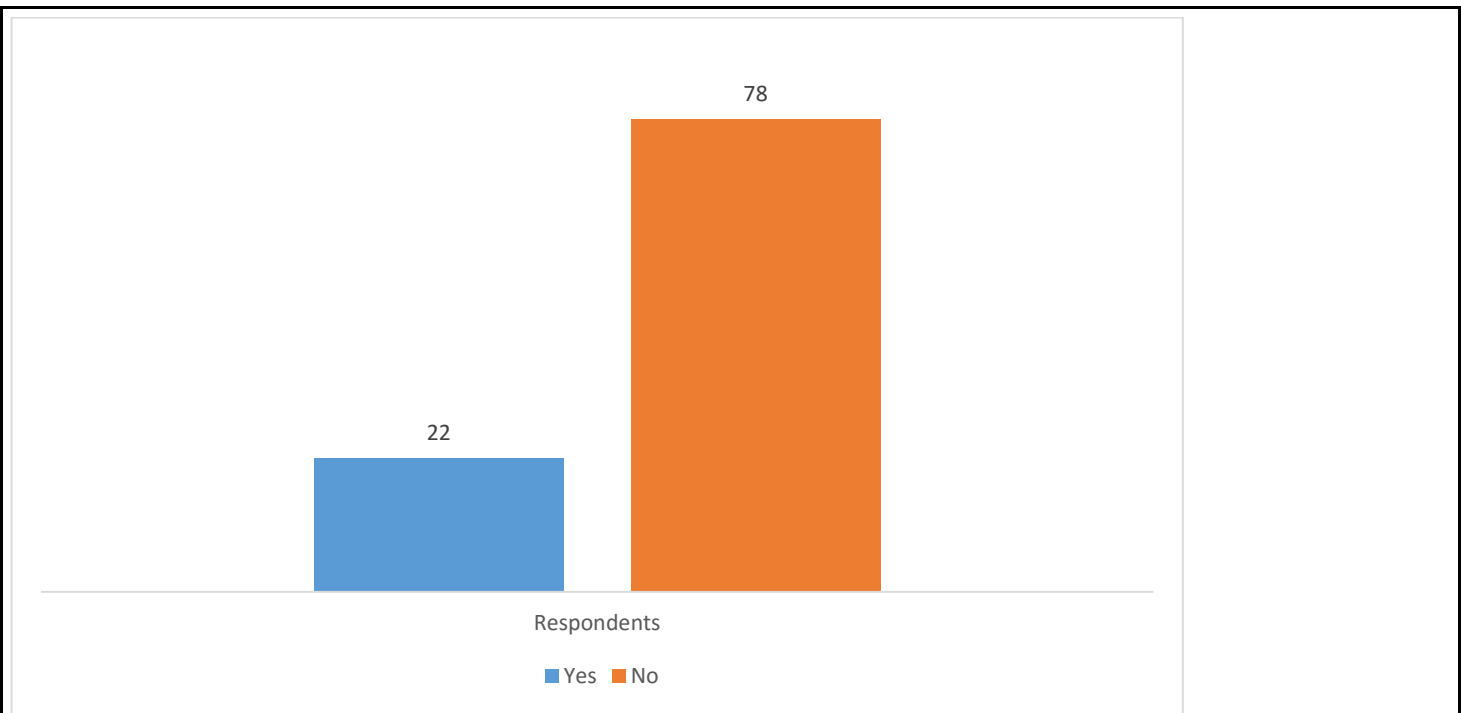
Interpretation: It can be inferred that most of the examinee are not thinking of looking for a job in other companies.It can be analyzed that out of 100 examinee 22% of the respondents feelthinking of looking for a job in other companies whereas 78% respondents are not thinking of looking for a job in other companies.

THERE IS A GOOD CAREER OPPORTUNITIES FOREMPLOYEES AT THIS COMPANY

Table: Table showing there is a good career opportunities for employees at this company

Particulars	Respondents	Pecentage
Yes	76	76%
No	24	24%
Total	100	100%

**Graph: Graph showing there is a good career opportunitiesfor employees at this company**
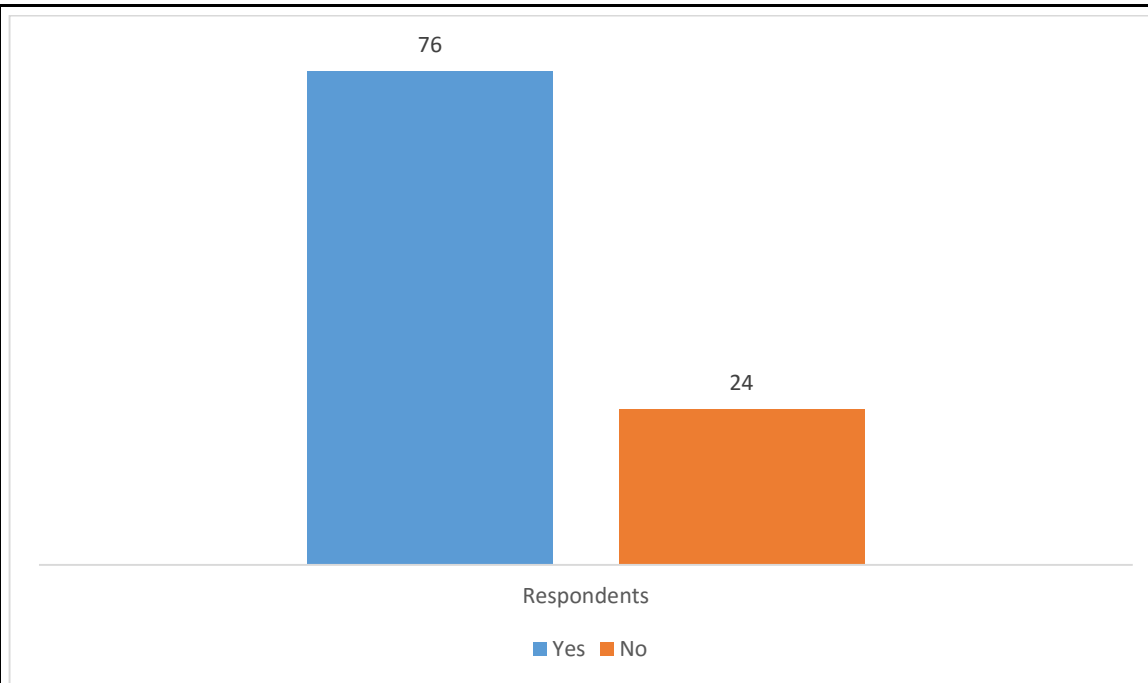
Interpretation: It can be interpreted that most of the examinee feel there is a goodcareer opportunities for employees at this company**.** It can be analyzed that out of 100 examinee 76% of the respondents feel that there is a good career opportunities for employees at this company whereas 24% do not think of it the same way.

EASY TO BECOME ABSORBED IN THE JOB

Table: Table showing easy to become absorbed in the job

Particulars	Respondents	Percentage
Strongly Agree	12	12%
Agree	48	48%
Neutral	28	28%
Disagree	8	8%
Strongly Disagree	4	4%
Total	100	100%

Graph: Graph showing easy to become absorbed in the job
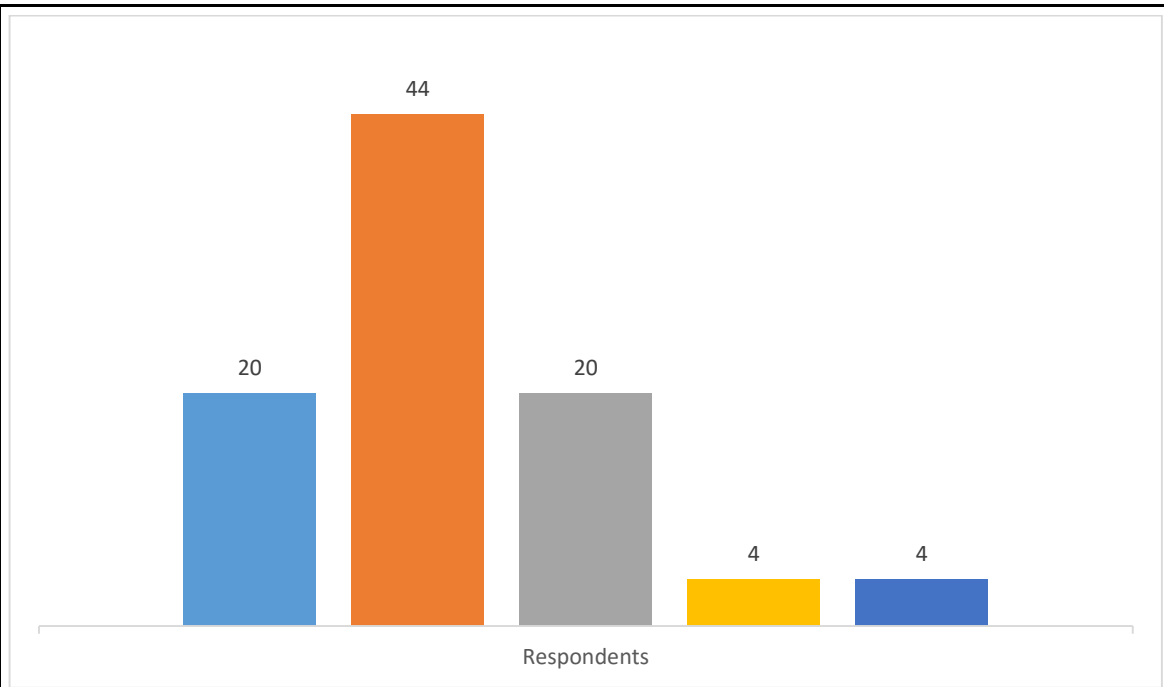
Respondents
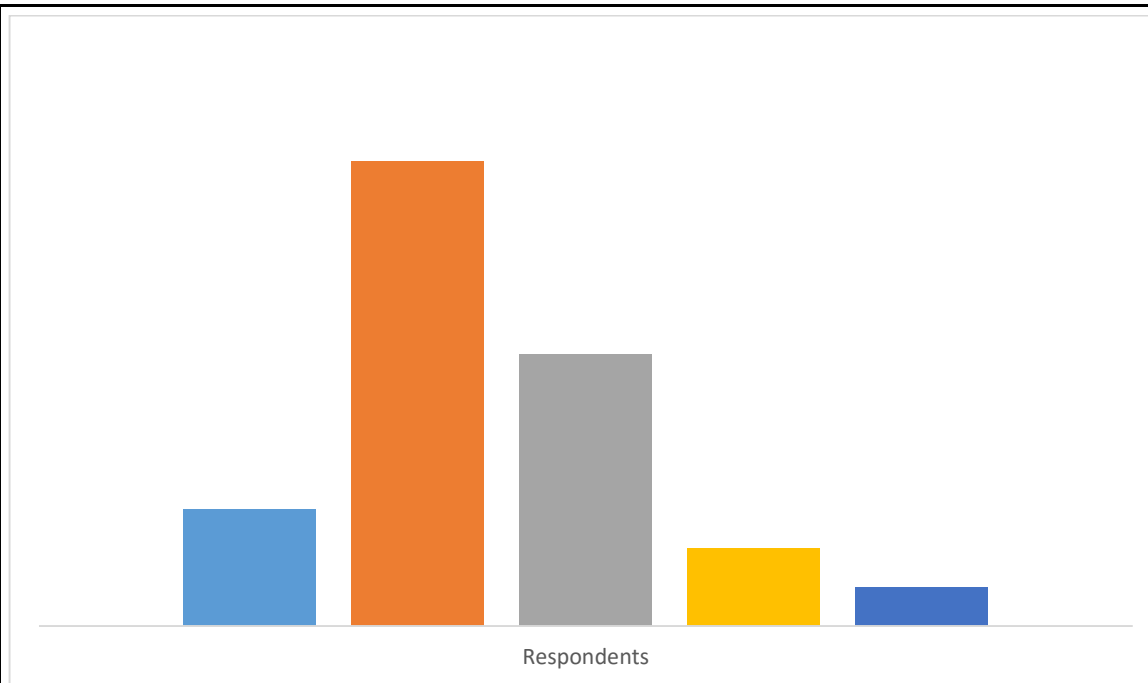
Interpretation: It can be interpreted most of the examinee agree that it is easy forthem to become absorbed in the job**.** It can be analysed that 12% of the examinee strongly agree that its easy tobecome absorbed in the job whereas 48% agree to it, 28% feel it neutral 8% disagree and 4% strongly disagree to it.

RECOMMEND COMPANY FOR OTHERS AS A GREATPLACE TO WORK

Table: Table showing recommend company for others as a great place to work

Particulars	Respondents	Percentage
Strongly Agree	28	28%
Agree	44	44%
Neutral	20	20%
Disagree	4	4%
Strongly Disagree	4	4%
Total	100	100%

**Graph: Graph showing recommend company for others as agreat place to work**

Interpretation: It can be interpreted most of the examinee agree to recommendcompany for others as a great place to work**.** It can be analysed that 28% of the examinee strongly agree that they willrecommend company for others as a great place to work whereas 44% agree to it, 20% feel it neutral 4% disagree and 4% strongly disagree to it.

FREEDOM TO CHOOSE HOW TO BEST PERFORM THEJOB

Table: Table showing freedom to choose how to best perform the job

Particulars	Respondents	Percentage
Strongly Agree	20	20%
Agree	44	44%
Neutral	20	20%
Disagree	8	8%
Strongly Disagree	8	8%
Total	100	100%

Graph: Graph showing freedom to choose how to best performthe job

33

Respondents
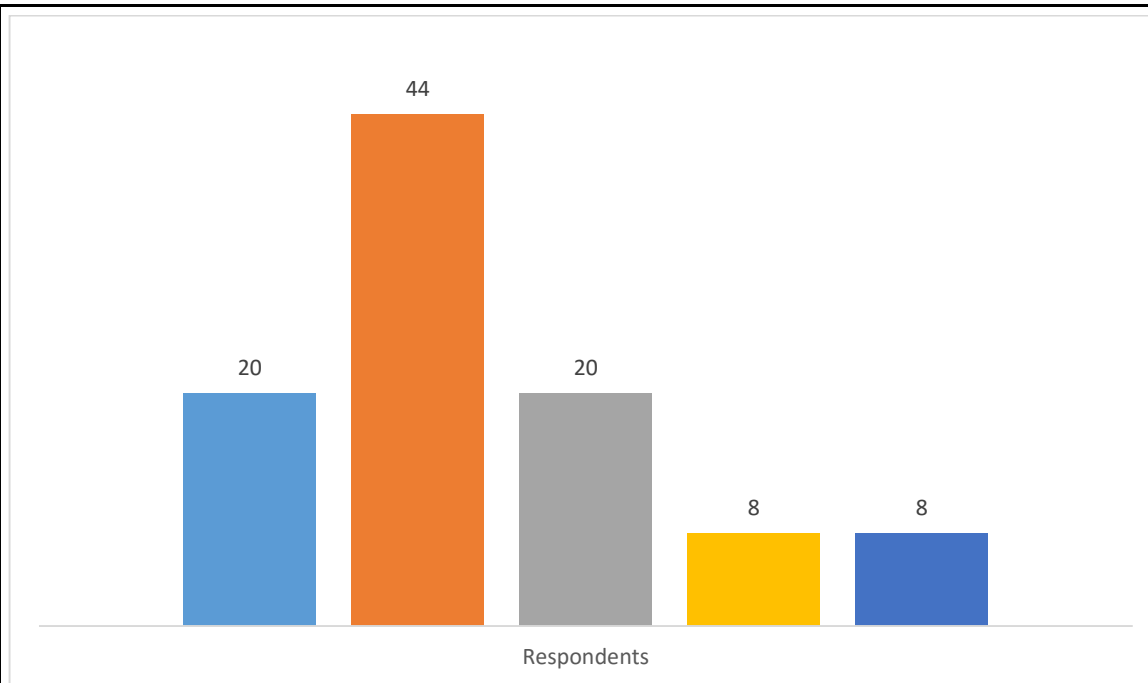
Interpretation: It can be interpreted most of the examinee agree to have freedomto choose how to best perform the job. Analysis shows 20% of the examinee strongly agree that they have freedom to choose how to best perform the job whereas 44% agree to it, 20% feel it neutral 8% disagree and 8% strongly disagree to it.

TIMELY FEEDBACK FROM YOUR PEERS

Table: Table showing timely feedback from your peers

| Particulars	Respondents	Percentage
Strongly Agree	8	8%
Agree	60	60%
Neutral	20	20%
Diagree	8	8%
Strongly Disagree	4	4%
Total	100	100%

Graph: Graph showing timely feedback from your peers
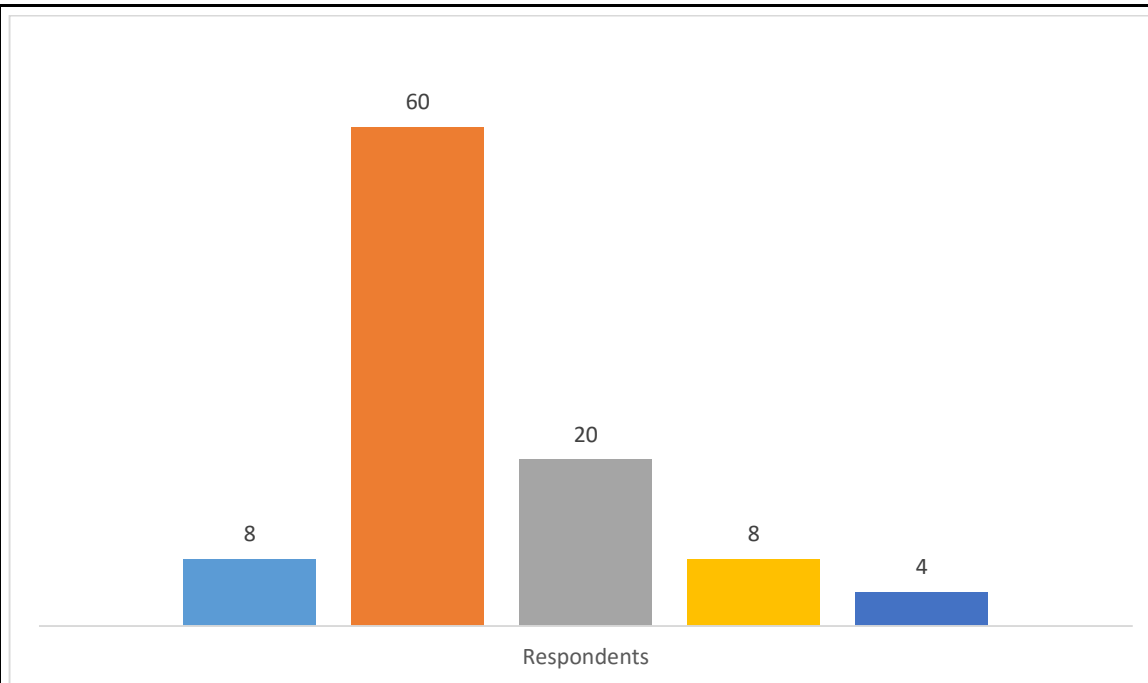
34

Interpretation: It can be interpreted most of the examinee agree to get timelyfeedback from their peers.Analysis expresses 8% of the respondents strongly agree that they gettimely feedback from their peers whereas 60% agree to it, 20% feel it neutral 8% disagree and 4% strongly disagree to it.

THE PERFORMANCE APPRAISAL PROCESS IS FAIR

Table: Table showing the performance appraisal process is fair

Particulars	Respondents	Percentage
Strongly Agree	28	28%
Agree	24	24%
Neutral	44	445
Disagree	2	2%
Strongly Disagree	2	2%
Total	100	100%

**Graph: Graph showing the performance appraisal process isfair**

35
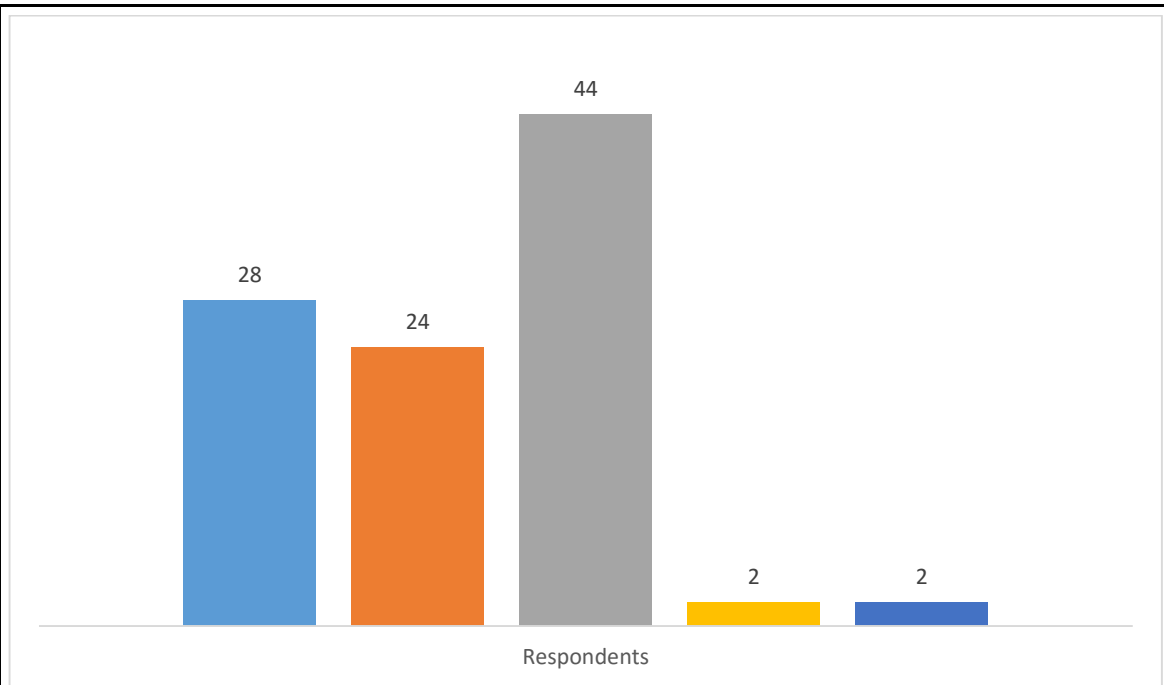
Interpretation: It can be inferred most of the examinee have neutral opinion about the performance appraisal process being fair. Analysis shows 28% of the examinee strongly agree that the performance appraisal process is fair whereas 24% agree to it, 44% feel it neutral 2% disagree and 2% strongly disagree to it.

PROVIDING THE PROPER GUIDANCE IF ANY NEW SYSTEM/TOOL/SOFTWARE IS PRESENTED

Table: Table showing providing the proper guidance if any new system/tool/software is presented

Particulars	Respondents	Percentage
Strongly Agree	16	16%
Agree	40	40%
Neutral	36	36%
Disagree	0	0%
Strongly Disagree	8	8%
Total	100	100%

Graph: Graph showing providing the right guidance if any new system/tool/software is introduced
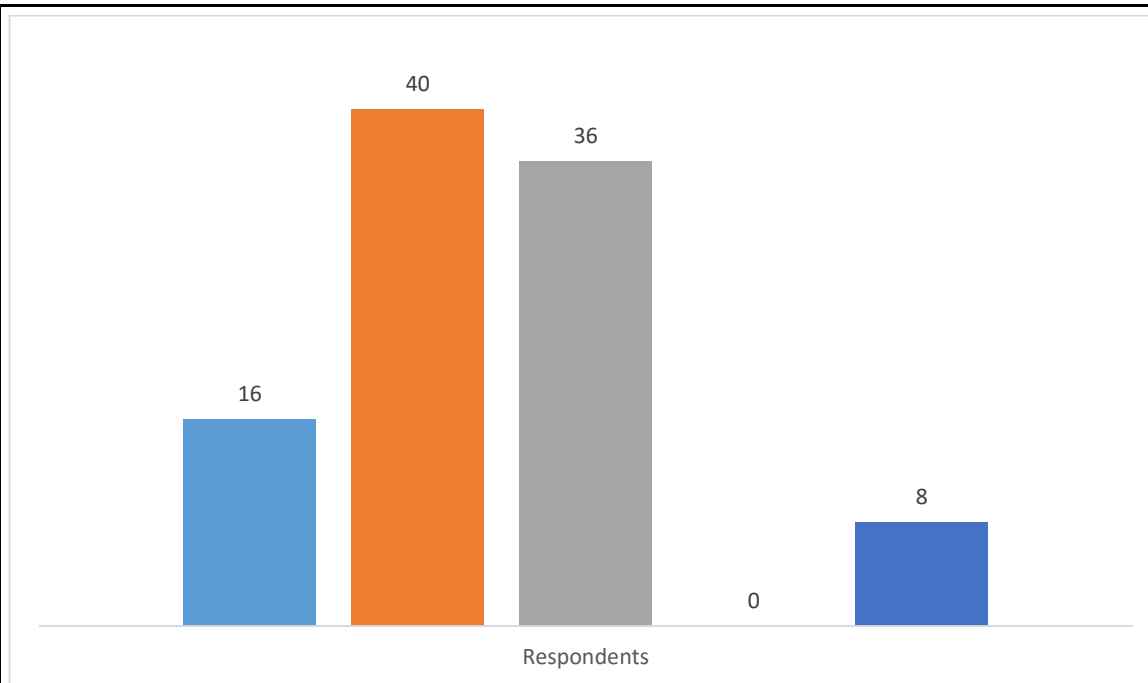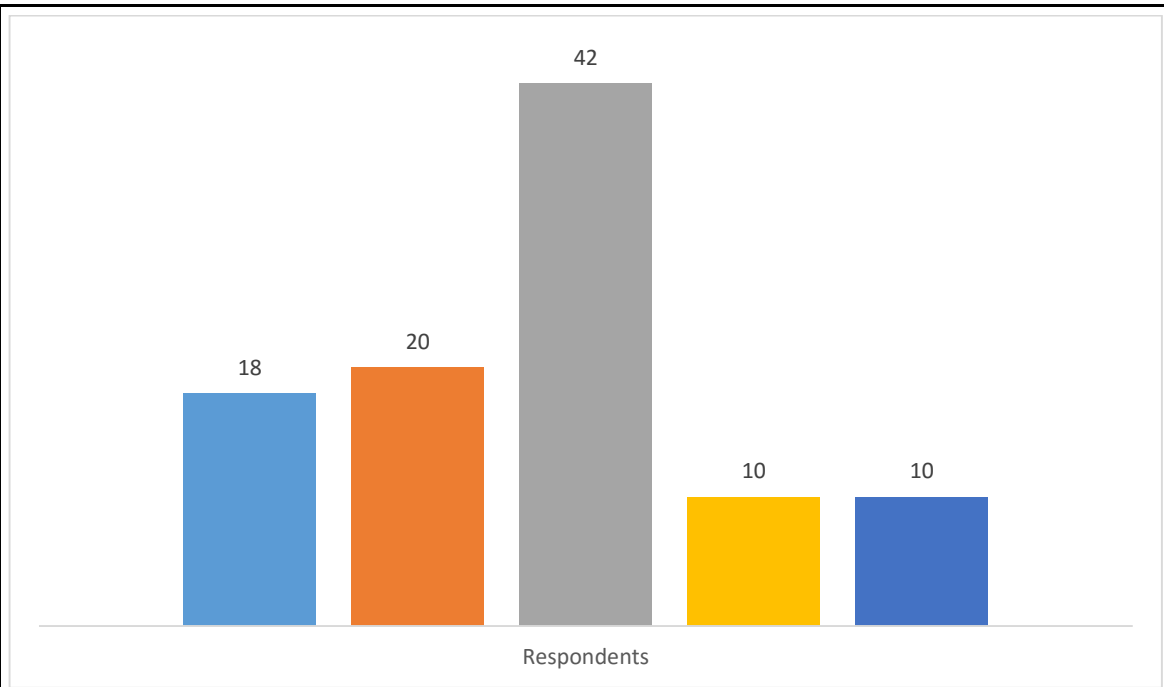
Interpretation: It can be inferred that most of the examinee agree to have being

provided with the right training if any new system/tool/software is introduced**.** Table shows that 16% of the examinee strongly agree that they are beingprovided with the proper guidance if any new system/tool/software is presented whereas 40% agree to it and 8% strongly disagree to it.

ABLE TO GIVE SUFFICIENT AMOUNT OF TIME TOFAMILY

Table: Table showing able to give su2ficient amount of time tofamily

Particulars	Respondents	Percentage
Strongly Agree	18	18%
Agree	20	20%
Neutral	42	42%
Disagree	10	10%
Strongly Disagree	10	10%
Total	100	100%

**Graph: Graph showing able to give fair amount of time tofamily**

Interpretation: It can be inferred most of the examinee have neutral opinion aboutthem being able to give fair amount of time to their family.Analysis showcases 18% of the examinee strongly agree that they areable to give sufficient amount of time to family whereas 20% agree to it, 42% feel it neutral 10% disagree and 10% strongly disagree to it.

THE MANAGER IS PROFESSIONAL AND CORDIALWHILE COMMUNICATING

Table: Table showing the manager is professional and cordial while communicating

Particulars	Respondents	Percentage
Strongly Agree	36	36%
Agree	48	48%
Neutral	16	16%
Disagree	0	0%
Strongly Disagree	0	0%
Total	100	100%

Graph: Graph showing the manager is professional and cordialwhile communicating
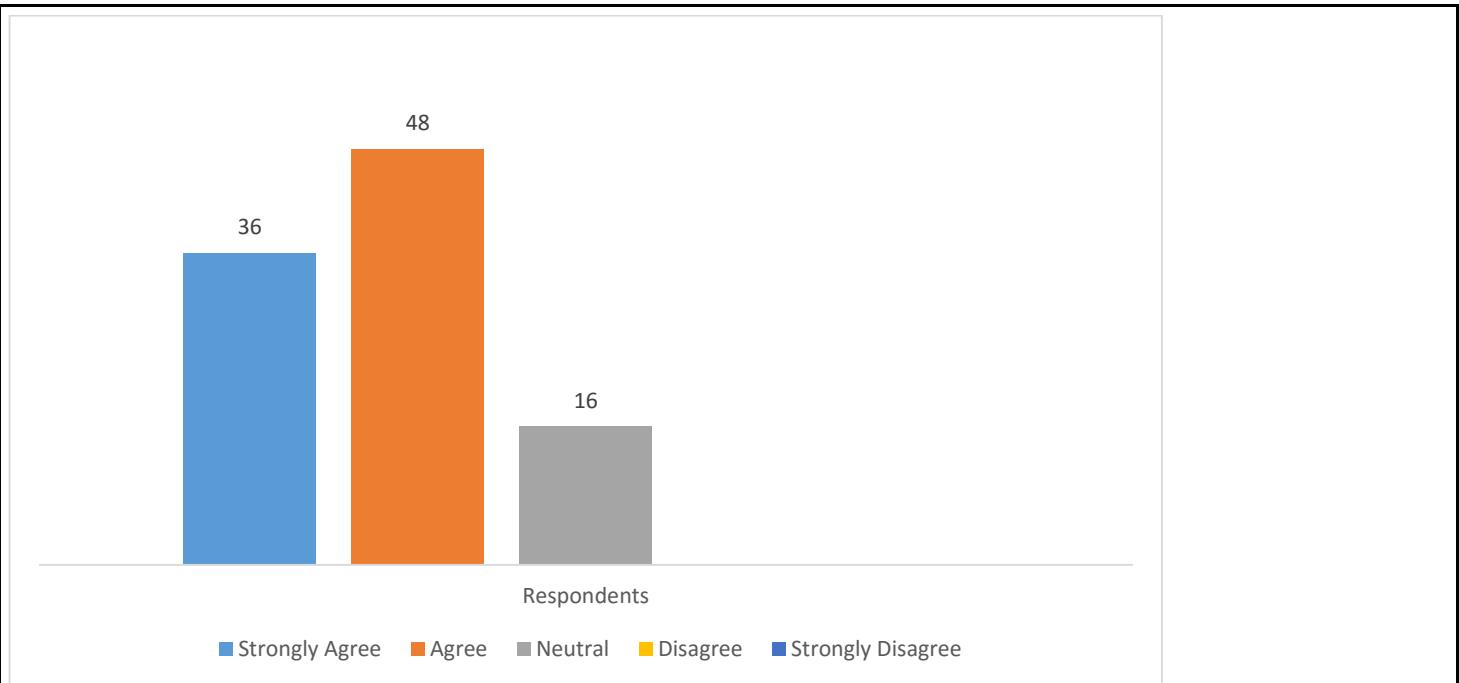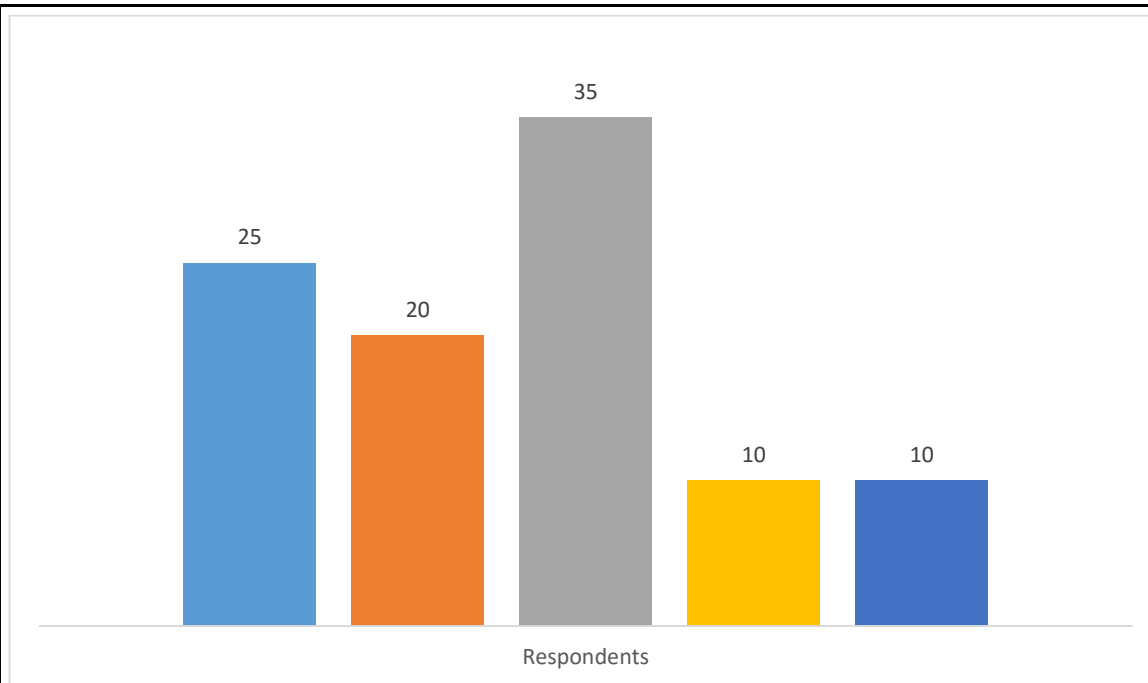
Interpretation: It can be inferred most of the examinee agree that the manager isprofessional and cordial while communicating**.** Analysis showcases 36% of the examinee strongly agree that the manageris professional and cordial while communicating whereas 48% agree to it and 16% feel it neutral.

Table: Table showing favouritism is not an issue in this organizatio

Particulars	Respondents	Percentage
Strongly Agree	25	25%
Agree	20	20%
Neutral	35	35%
Disagree	10	10%
Strongly Disagree	10	10%
Total	100	100%

**Graph: Graph showing favouritism is not an issue in thisOrganization**

Interpretation: It can be inferred most of the examinee have neutral opinion aboutfavouritism not being an issue in this organization**.** Analysis showcases 36% of the examinee strongly agree that the manageris professional and cordial while communicating whereas 48% agree to it and 16% feel it neutral.

COMMUNICATION IS A TWO WAY PROCESS IN THISORGANIZATION

Table: Table showing communication is a two way process in this organization

Particulars	Respondents	Percentage
Strongly Agree	44	44%
Agree	28	28%
Neutral	20	20%
Disagree	8	8%
Strongly Disagree	0	0%
Total	100	100%

Graph: **Graph showing communication is a two way process inthis organization**
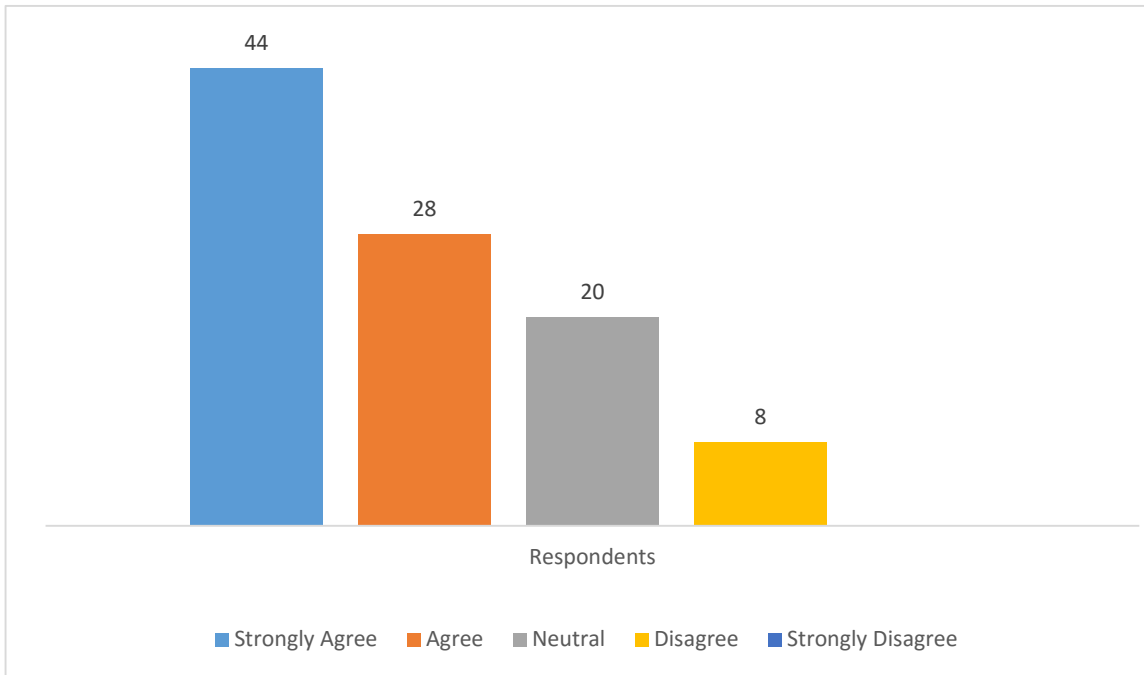
Interpretation: It can be inferred most of the examinee strongly agree thatcommunication is a two way process in this organization. Analysis showcases 44% of the examinee strongly agree thatcommunication is a two way process in this organization whereas 28% agree to it,20% feel it neutral and 8% disagree to it.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

Findings

1. The study interprets that the employees job is being appreciated inside theorganization.

2. There is adequate providence of all the resources and facilities necessary for work by the organization.

3. Organization working condition is good and safe.

4. Majority of the respondents feel they are getting all the support and team work from the other departments inside the Organization.

5. Majority of the respondents agree that they are encouraged by the senior for the achievement thus by reducing the fear of failure.

6. Majority of the respondents feel that rewards are given for the achievement and hard work.

7. Majority of the respondents agree that they have opportunities to do innovative things at work

8. Majority of the respondents agree that they are provided with open and comfortable work environment by the management

9. Majority of employees agree to compensation being satisfactorily reviewed from time to time

10. Majority of the employees agree that the objective of the company makes them feel their job is important

11. Majority of the employees agree that the company makes effort to identify employees strengths and weakness

12. Majority of employees agree that the organization view its employees as assets

13. Majority of the respondents feel that all the mentioned factors are responsible for preferred level of employee engagement and satisfaction opinion

14. Majority of the employees are not thinking of looking for a job in other companies

15. Majority of the employees feel there is a good career opportunities for employees at this company

16. Majority of the employees agree that it is easy for them to become absorbed in the job

17. Majority of the employees agree to recommend company for others as a good place to work

18. Majority of the employees agree to have freedom to choose how to best perform
the job

19. Majority of the respondents agree to get timely feedback from their peers

20. Majority of the respondents expressed their neutral thoughts about the performance appraisal process being fair

21. Majority of the respondents agree to have being provided with the right training if any new system/tool/software is introduced

42

22. Majority of the respondents have neutral thoughts about them giving fair amount of time to their family.

23. Majority of the respondents agree that the manager is professional and cordial while communicating

24. Majority of the respondents have neutral opinion about favouritism not being an issue in this organization

25. Majority of the respondents strongly agree that communication is a two way process in this organization.

Suggessions

1. Support and Team work from the other departments inside the Organization must be emphasized.

2. Encouragement by the senior for the achievement of employees must be done regularly thus by reducing their fear of failure

3. Rewards and recognition must be given for the achievement and hard work

4. Employees must be given the opportunities to do innovative things at work

5. Compensation must be satisfactorily reviewed from time to time

6. Company must make more efforts to identify employees strengths and weakness

7. Team Leaders must appreciate the work done by his colleague.

8. Employees must be given the freedom to choose how to best perform the job

9. Providence with the proper guidance if any new system/tool/software is presented the employees.

10. Favouritism should not be encouraged or followed in any ways in the organization.

11. Employees wishing to look for the other jobs must be communicated and theirdifficulties or problems within the organization must be known and solved for them if possible.

Conclusion

   This project report on "A STUDY ON EMPLOYEE JOB SATISFACTION AND EMPLOYEE ENGAGEMENT AT I-NUBE SOFTWARE SOLUTIONS PRIVATE LIMITED" was helpful to know about the different practices through which employee job satisfaction and employee engagement is being done in the company I-Nube software solutions.

This examine inferred that most of the personnel are satisfied with the existing practices but a bit improvement and changes are required as a way to make it effective.

Various factors which influence the employee satisfaction in the job and their engagement towards the job was known and measures through which employees could be encouraged was identified through this process.

Employee job satisfaction majorly depends on the working environment and fair policies of wages and rewards whereas employee job engagement depends upon the recognition, organizations approach and work involvement programs provided to the employees.

From the survey it can be concluded that I-Nube Software Solutions have to take over initiatives to carry out more powerful worker process satisfaction and engagement practices and ought to not forget all of the factors that might influence them. Worker job pleasure and engagement forms the basis of employee retention and enterprise boom is also majorly influenced with the aid of it.

BIBILIOGRAPHYS

Websites:

https://www.ambitionbox.com/

https://inubesolutions.com/about-us/

https://www.glassdoor.co.in/Reviews/Inube-Software-Solutions-Reviews-E682632.htm

https://www.glassdoor.co.in/Overview/Working-at-Inube-Software-Solutions-EI_IE682632.11,35.htm

https://www.indiamart.com/inube-software-solutions-pvt-ltd/

ANNEXTURE

"A STUDY ON EMPLOYEE JOB SATISFACTION AND EMPLOYEE ENGAGEMENT AT I-NUBE SOFTWARE SOLUTION PVT LTD"

I am DIMPLE N Y pursuing MBA program from Visvesvaraya Technological University. As a part of my project work, the current research is undertaken. I request you to kindly spare your precious time in filling this in filling this questionnaire. your information is valuable to us. I assure you your responses will be kept confidencial.

1. Gender?

- ☐   Male.   ☐Female.

2. Age?

- <25
- 25-30 years
- 31-40years
- >50.

3. Do you enjoy our company's culture?

  a) Yes   b) No

4. Do you feel connected to your coworkers?

  a) Yes.

  b) No.

5. How open to change are we as an organization?

  a) Supportive.

  b) Unsupportive.

6. Do your manager value your feedback?

  a) Yes.

  b) No.

7. Do you feel valued for your contributions?

a) Yes.

b) No.

8. Do your superiors communicate company news effectively and in a timely manner?

   a) Yes.

   b) No.

9. Does management seem invested in the success of the team?

   a) Yes.

   b) No.

10. How transparent do you feel the management is?

   a) Good.

   b) Not bad.

   c) bad.

11. Do you think that work is distributed evenly across your team?

   a) Yes.

   b) No.

12. Do you find your work meaningful?

   a) Yes.

   b) No.

13. Does our company offer adequate opportunities for promotion and career

   Development?

   a) Yes.

   b) No.

14. Do you feel as thought your job responsibilities are clearly defined?

   a) Yes.

   b) No.

15. Do you feel like your job utilizes your skills and abilities as much as it could?

    a) Yes.

    b) No.

16. Are you happy at work?

    a) Yes.

    b) No.