

SUMMER PROJECT REPORT

**“A Study on level of Job Satisfaction with reference to
Spacewood Furnishers Pvt Ltd, Nagpur.”**

Submitted to:

Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur

Submitted by:

Ms. Aditi Fulare

Company Guide:

Mr. Vivek Deshpande

Faculty Guide:

Dr. Geeta Naidu Maam

Department of Management Sciences and Research, G.S. College of
Commerce & Economics, Nagpur NAAC Accredited “A” Grade
Institution



Academic Year 2020-21



CERTIFICATE

This is to certify that the investigation described in this report titled **“A Study on Level of Job Satisfaction with reference to Spacewood Furnishers Pvt. Ltd, Nagpur”**, has been carried out by Ms. Aditi Fulare during the summer internship project. The study was done in the organisation, **Link Enterprises**, in partial fulfillment of the requirement for the degree of Master of Business Administration of **R. T. M. Nagpur University, Nagpur**.

This work is the own work of the candidate, complete in all respects and is of sufficiently high standard to warrant its submission to the said degree. The assistance and resources used for this work are duly acknowledged.

Dr. Ashwini Purohit

(Director)

CERTIFICATE

**(Attach a PHOTOCOPY of a certificate issued by the
company)**



Ref: No.SFPL/NGP/TA/07-2020/1025

Date: 18.09.2020

"TO WHOMSEVER IT MAY CONCERN"

This is to certify that **Ms. Aditi Rambhauji Fulare** has undergone through internship study in **Human Resources (HR) Department**, Of this organization for the period of **04-Aug-2020 to 18-sept-2020**.

During this period his overall conduct was found excellent.

We wish him all success in his future endeavor.

Yours faithfully,

For Spacewood Furnishers Pvt. Ltd.,



Spacewood Furnishers Pvt.Ltd, E: info@spacewood.in, www.spacewood.in

Regd. Office: MIDC, Hingna Road, Nagpur – 440016 (India), T: +91 7104235968, CIN: U36100MH1996P

ACKNOWLEDGEMENT

It is a matter of pride and privilege for me to have done a summer internship project in “**Spacewood Furniture Pvt. Ltd.**” and I am sincerely thankful to them for providing this opportunity to me.

I am thankful to “**Mr. / Ms. Company Official’s Name**” for guiding me through this project and continuously encouraging me. It would not have been possible to complete this project without his / her support.

I am also thankful to all the faculty members of Department of Management Sciences and Research, G S College of Commerce and Economics, Nagpur and particularly my mentor “**Dr. Ashwini Purohit**” for helping me during the project.

Finally, I am grateful to my family and friends for their unending support.

(Name and Signature of the Student)

Index (Table of Contents)

Sr. No.	Particulars	Page No.
1	Introduction	
2	Company profile	
3	Terminologies	
4	Objective of study	
5	Scope of study	
6	Need of study	
7	Contribution during SIP	
8	Limitations	
9	Research methodology	
10	Findings	
11	Conclusion	
12	Suggestion	
13	Bibliography	

(If a specific project was allotted to you then you need to prepare the following: 1. Title of the project allotted, 2. Objectives of the project, 3. Research methodology adopted – Sampling method and sample size, data collection tools used, etc. 3. Analysis and interpretation of the data collected)

B) FINDINGS AND SUGGESTIONS

C) CONCLUSION

Appendix

Bibliography

Introduction

Job Satisfaction:

Job satisfaction is an attitude which results from balancing & summation of many specific likes and dislikes experienced in connection with the job- their evaluation may rest largely upon one's success or failure in the achievement of personal objective and upon perceived combination of the job and combination towards these ends. According to pestonejee, Job satisfaction can be taken as a summation of employee's feelings in four important areas. These are:

- 1.Job-nature of work (dull, dangerous, interesting), hours of work, fellow workers, opportunities on the job for promotion and advancement (prospects), overtime regulations, interest in work, physical environment, and machines and tools.
2. Management- supervisory treatment , participation, rewards and punishments, praises and blames, leaves policy and favoritism.
- 3.Social relations- friends and associates, neighbors, attitudes towards people in community, participation in social activity sociability and caste barrier.
- 4.Personal adjustment-health and emotionality.

Job satisfaction is an important indicator of how employees feel about their job and a predictor of work behavior such as organizational citizenship, Absenteeism, Turnover. Job satisfaction benefits the organization includes reduction in complaints and grievances ,absenteeism, turnover, and termination; as well as improved punctuality and worker morale. Job satisfaction is also linked with a healthier work force and has been found to be a good indicator of longevity.

CONCEPT OF JOB SATISFACTION

Different authors give various definitions of job satisfaction. Some of the are taken from the book of D.M. Pestonjee "Motivation and Job Satisfaction" which are given below:

Job satisfaction is defined as a pleasurable, emotional, state resulting from appraisal of one's job. An effective reaction to one's job.

Weiss

Job satisfaction is general attitude, which is the result of many specific attitudes in three areas namely: Specific job factors. Individual characteristics. Group relationship outside the job

Blum and Naylor

Job satisfaction is defined, as it is result of various attitudes the person hold towards the job, towards the related factors and towards the life in general.

Glimmer

Job satisfaction is defined as "any contribution, psychological, physical, and environmental circumstances that cause a person truthfully say, 'I am satisfied with my job.'" Job satisfaction is defined, as employee's judgment of how well his job on a whole is satisfying his various needs

Mr. Smith

Job satisfaction is defined as a pleasurable or positive state of mind resulting from appraisal of one's job or job experiences.

Locke

Company Profile

Spacewood Furniture Pvt. Ltd.

Spacewood is India's leading manufacturer of Modular Furniture for last 23 years.

- **Set up:** Established in 1996, played a key role in enhancing and enriching a lifestyle of dreams through evolving furniture concepts. The state – of – the – art factory spreads over 15 acres of land and is located in Nagpur, the logistics hub of India. Equipped with the most sophisticated European and Japanese technology and machines.
- **Vivek Deshpande** and **Kirti Joshi** Co-founders of Spacewood Furnishers Pvt. Ltd
- **Scale of work:** With a skilled man force of over 1000 people, we manufacture up to 10,000 kitchen cabinets, 36,000 bedroom sets, 2,500 customized wardrobes and 4000 complete kitchens every month.
- **Quality Assurance:** Maintain the highest quality standards which include certifications of ISO 9001, ISO 14001 – 2004, and ISO 18001 – 2007. Spacewood is the only manufacturer in India to have FIRA UK quality certification, and the first ever company to have received FDI from Japan.
- **Design Expertise:** A fleet of in-house designers from leading design schools across the globe roll out a whole range of products with international world class styling and finesse.
- **Pan India presence:** Spacewood family present nationally includes over 350 dealers, 17 company owned stores, a huge sales force and over 1 lakh satisfied customers.
- Perfect combination of quality, expertise and experience. Use the best of raw materials and apply engineered solutions and processes to produce durable, premium stylish and comfortable solutions with immaculate finishing.

B. PRODUCTS

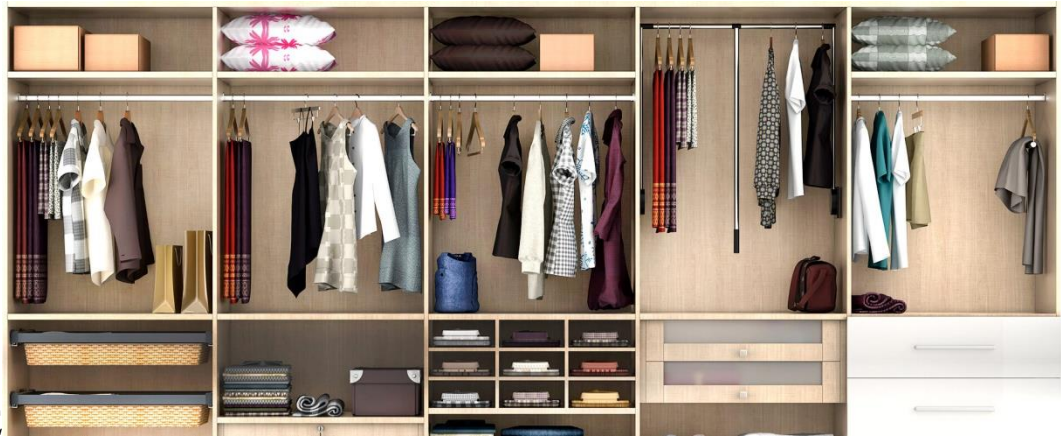
- KITCHEN
- WARDROBE
- HOME FURNITURE
- OFFICE SOLUTIONS
- DOORS
- FULL HOME SOLUTIONS

SPACEWOOD KITCHENS ASSURE



Wide range of products and services to cater to the varied requirements of their customers. The staff at this establishment are courteous and prompt at providing any assistance. They readily answer any queries or questions that you may have. Pay for the product or service with ease by using any of the available modes of payment, such as Cash, Master Card, Visa Card, Debit Cards, Credit Card, Card On Delivery. This establishment is functional from 10:00 - 21:00.

intelligent space management flawless finishing smooth effortless functioning customized solutions durability & quality experience of experts up to 10 years warranty*



WARDROBE

Product Description

Our clients can avail from us a quality range of Bedroom Wardrobes, which is manufactured using premium grade material. We offer these wardrobes in a variety of sizes, designs and colors in order to suit clients' varied needs. These bedroom wardrobes are very stylish and have the ability to give an elegant look to home or hotel bedrooms. smart storage solutions customized size & internals over 100 finishes to choose from flawless finishing quick turnaround of 21 days up to 10 years warranty* durability & quality

Spacewood home furniture assures:



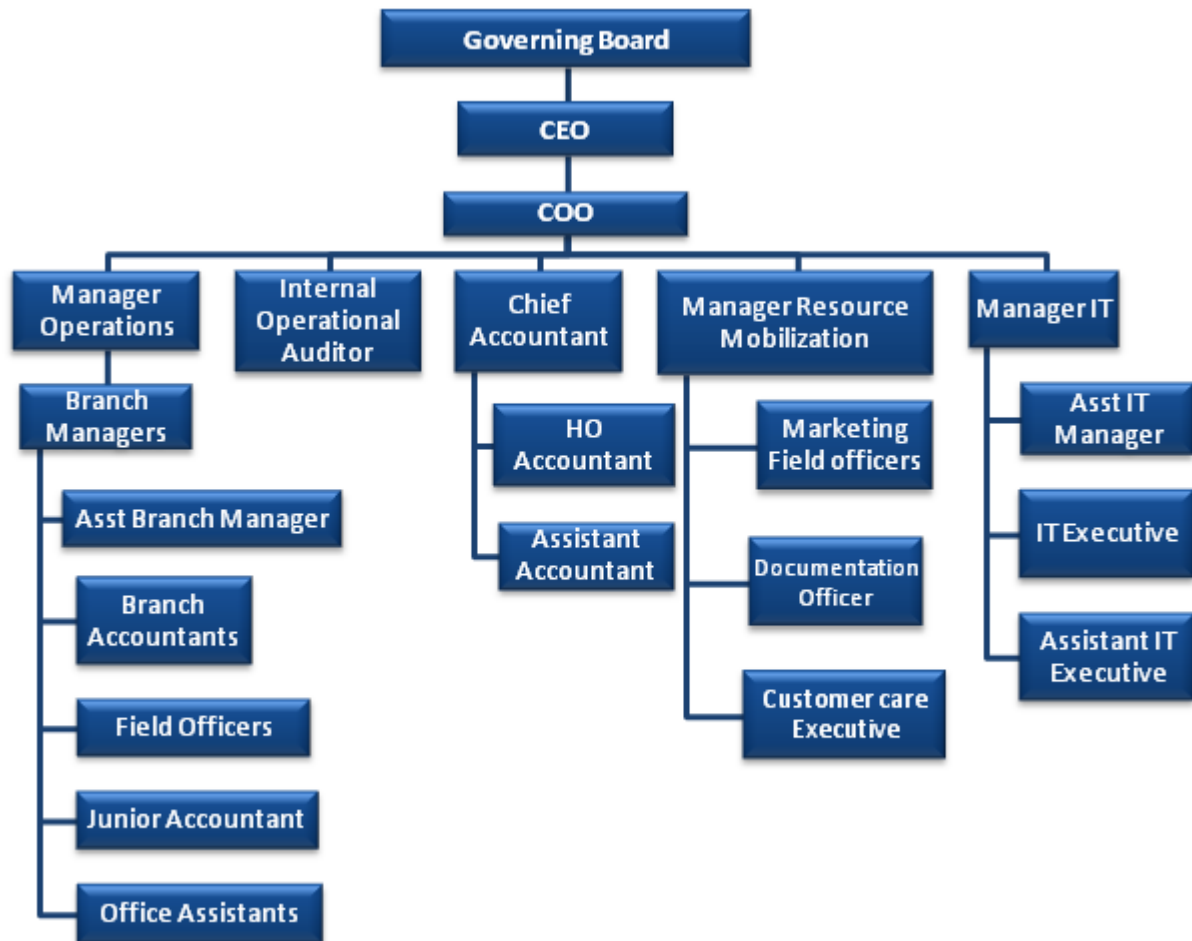
For decorating your home, you can select from a variety of elegantly crafted wooden almirahs, center tables, cotta beds, dining tables, diwan-cum-beds, foam diwans, sofa sets and dining tables. smart storage solutions trendy design and flawless solution smooth effortless functioning durability and stability over 25 options to choose from upto 3 years warranty* durability & quality

Spacewood office solutions assure:



Ergonomically designed elegant products aesthetic efficient workspaces international designs with indian utility wide range of solutions to choose from quick turnaround durability & quality experience of experts Spacewood India's leading premium brand and manufacturer of Modular-Furniture. Spacewood a one stop solution for home and office needs. And committed to continuously evolve by setting trends and landmarks in designs through our innovations.

Terminology



Objective

The main objectives of Present study aimed as:

- To know the satisfaction level of employee in Spacewood Furniture pvt. ltd.
- To identify the factors which influence the job satisfaction of employees.
- To identify the factor which improves the satisfaction level of employee?
- To know the employee satisfaction towards the facilities.
- To offer valuable suggestions to improve the satisfaction level of employee.

Scope & Need

The scope of the study is very vital. Not only the Human Resources department can use the facts and figures of the study but also the marketing and sales department can take benefits from the findings of the study.

Scope for the sales department

The sales department can have fairly good idea about their employees, that they are satisfied or not.

Scope for the marketing department

The marketing department can use the figures indicating that they are putting their efforts to plan their marketing strategies to achieve their targets or not.

Scope for personnel department

Some customers have the complaints or facing problems regarding the job. So the personnel department can use the information to make efforts to avoid such complaints.

Contribution during SIP

Sr.	Task	Duration	Week
1	Corporate Profile: Spacewood Furniture	1 th June - 7 th June	Week - 1
2	Introduction to Job Satisfaction	8 st June - 15 rd June	Week - 2
3	Objective & Purpose of Job Satisfaction	16 th June - 23 th June	Week - 3
8	Study of role of accepting authority	24 th June - 1 th July	Week - 4
9	The process of Job Analysis	2 th July - 8 th July	Week - 5
10	Final Process	8 July – 15 July	Week - 6

Limitation

The following are the limitation of the study

1. Short time period: The time period for carrying out the research was short as a result of which many facts have been left unexplored.
2. Lack of resources: Lack of time and other resources as it was not possible to conduct survey at large level.
3. Small no. of respondents: Only 50 employees have been chosen which is a small number, to represent whole of the population.

Research Methodology

METHODOLOGY

The main aim of the study is to know the financial performance of the Link Enterprises, Nagpur.

Research

Any efforts which are directed to study of strategy needed to identify the problems and selection of best solutions for better results are known as research.

Research Design

In view of the objects of the study listed above an exploratory research design has been adopted. Exploratory research is one which is largely interprets and already available information and it lays particular emphasis on analysis and interpretation of the existing and available information.

DRAFTING QUESTIONNAIRE

The questionnaire is considered as the most important thing in a survey operation. Hence it should be carefully constructed. Structured questionnaire consist of only fixed alternative questions. Such type of questionnaire is inexpensive to analysis and easy to administer. All questions are closed ended.

SAMPLING

It was divided into following parts:

Sampling universe

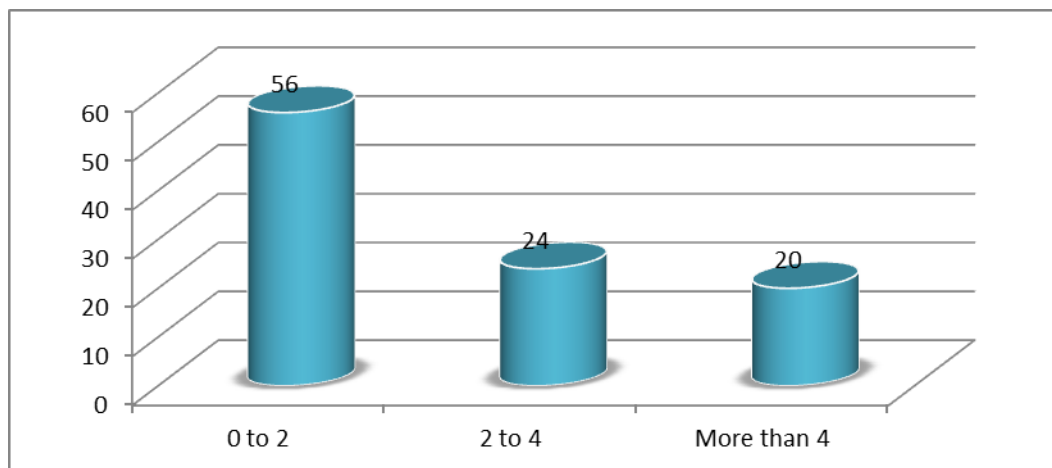
All the employees are the sampling universe for the research.

Sampling technique

Judgmental sampling Sample was taken on judgmental basis. The advantage of sampling are that it is much less costly, quicker and analysis will become easier. Sample size taken was **50** employees.

Q1. Since How Many Year have been working with Spacewood Furniture.

SRNO	PERTICULER	NO OF RESPONDENTS	PERCENTAGE
1	0 to 2	28	56
2	2 to 4	12	24
3	More than 4	10	20

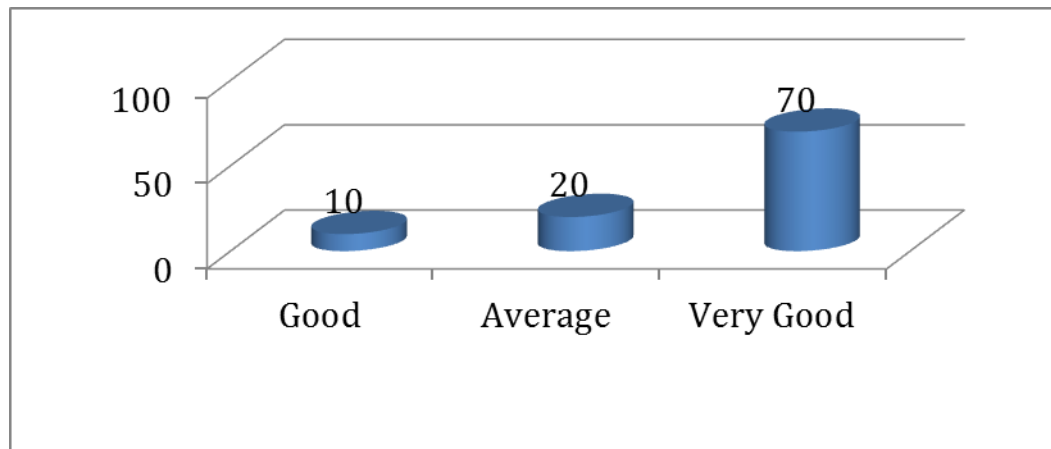


Interpretation:

This graph shows that 56% of employees are working in Spacewood Furniture from 0 to 2 year, 24% of employees are working in organization from 2 to 4 year, 20% are working in organization from more than 4 Year.

Q2. How is the Working Environment?

SRNO	PERTICULER	NO OF RESPONDENTS	PERCENTAGE
1	Good	5	10
2	Average	10	20
3	Very Good	35	70

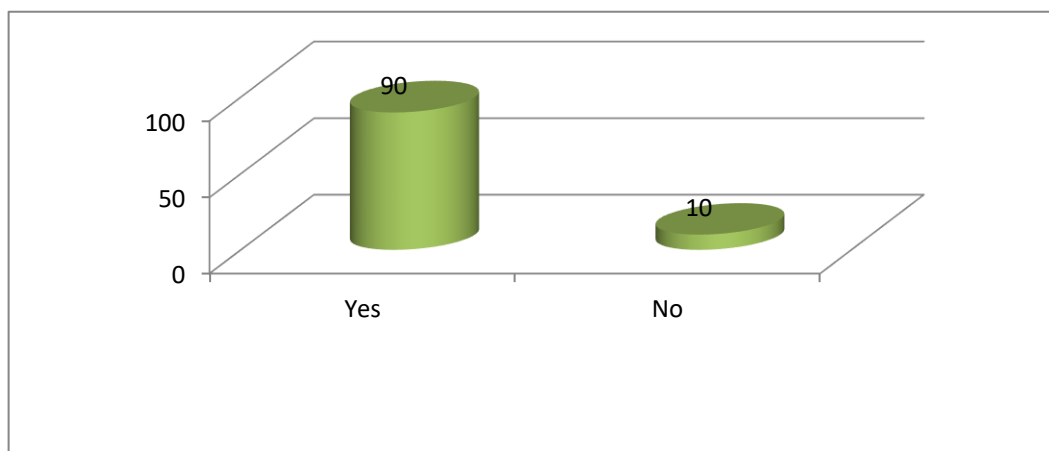


Interpretation:

This graph shows that 10% of employees are strongly agree about the Working Environments in Spacewood Furniture, 20% of employees are agree on the Working Environments in Spacewood Furniture, 70% employees are strongly agree about the Working Environments in Spacewood Furniture.

Q3. Do you think your work is according to your qualification and skills?

SRNO	PERTICULER	NO OF RESPONDENTS	PERCENTAGE
1	Yes	45	90
2	No	5	10

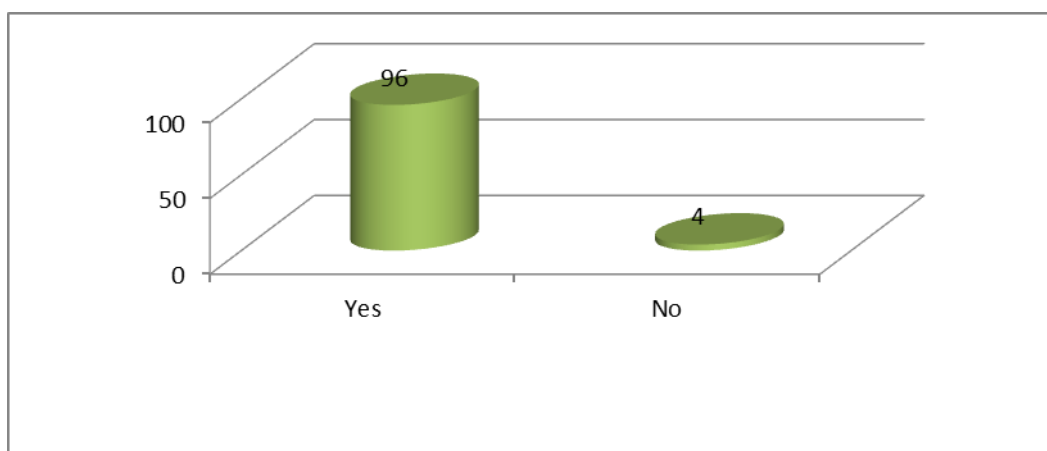


Interpretation:

This graph shows that 80% of employees are strongly agree about work according to their qualification and skill in Spacewood Furniture, and rest 20% of employees are strongly disagree.

Q4. Are you satisfied with the working hours of this organization?

SRNO	PERTICULER	NO OF RESPONDENTS	PERCENTAGE
1	Yes	48	96
2	No	2	4



Interpretation:

This graph shows that 96% of employees are strongly agree about Working hours in Spacewood Furniture and rest 4% of employees are strongly disagree in Spacewood Furniture.

Finding

- Employees are completely satisfied with their job although their salary is good enough.
- Employees are getting value to their work.
- Most of the employees think that the organization have fulfill their promises, what they do in beginning especially regarding Promotion.
- They not often feel overworked.

Conclusion

- Human Resource Management can also be performed by line managers.
- Human Resource Management is the organizational function that deals with issues related to people such as compensation, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, administration, and training

Suggestion

To increase the job satisfaction level of the employees the company should concentrate mainly on the incentive and reward structure rather than the motivational session.

- Ideal employees should concentrate on their job.
 - Educational qualification can be the factor of not an effective job.
 - Company should give promotion to those employees who deserves it.
-

Bibliography

REFERRED BOOKS

- Human Resource Management K.Ashwathappa(4th edition)
- Human Resource Management K.Ashwathappa (6th edition)
- Human Resource Management P.subba Rao.
- Human Resource Management V S P Rao

INTERNET SITE

- www.ercap.org
- www.wikipedia.com