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CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	MANAGERIAL STUDY OF JOB SATISFACTION & MOTIVATION IN PRIVATE COLLAGES OF BHOPAL <i>Dr. PAVAN MISHRA & PRAGATI CHOUDHARY</i>	1
2.	MARKETING STRATEGY OF AMAZON IN SELLING ELECTRONIC PRODUCTS <i>FALAK NAZ & Dr. N. K. SHRIVASTAVA</i>	4
3.	A STUDY ON CUSTOMER PERCEPTION TOWARDS THE QUALITY OF SERVICES RENDERED BY THE HDFC BANK IN ERODE TOWN <i>Dr. N.DEEPA & V.SATHYA</i>	6
4.	A STUDY ON IMPLEMENTATION, CONCOMITANT AND DENOUEMENT OF THE MAHARASHTRA REAL ESTATE REGULATORY AUTHORITY (MAHARERA) ON MUMBAIKAR <i>Dr. BHARGAV S. JOSHI</i>	12
5.	LUCKNOW ORGANIZED RETAIL - STILL IN PHASE OF STRUGGLE <i>FAISAL ULLAH KHAN</i>	14
	REQUEST FOR FEEDBACK & DISCLAIMER	20

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STUDY OF JOB SATISFACTION & MOTIVATION IN PRIVATE COLLAGES OF BHOPAL

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ABSTRACT

Economic development in India is increasing. Education system contributes to economic development. In higher education field India has made a remarkable progress. Private collages play important role in generating education to each level of society, so there working must be taken into consideration. Human are working in institution /. Competent people provide for services. The people become human resource only when they are competent to perform organizational activities. Job satisfaction is basically individual satisfaction with his job. In this basically quality of working life and individual satisfaction derived from job he is doing. Is observed working condition superior support is taken while observing job satisfaction. Motivation definition is once motives for doing particular work, that may be financial or nonfinancial form of benefits received by an employee Abraham H. Maslow has given the needs hierarchy system which is a commonly used differentiating human motive. The objective of this paper to ascertain the level of satisfaction of among the employees of private sector of education of Madhya Pradesh based on Maslow model that is to examine level of satisfaction on motivation theory on employees in private institution of Bhopal.

KEYWORDS

job-satisfaction, motivation, career-development, private institution.

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INTRODUCTION

Higher education is al final stage of formal learning that comes secondary education. And it is given by various university collages, iit, vocational schools, trade schools, professional certificates in Madhya Pradesh under higher education 2central universities, 16 state universities 3 deemed universities 1 private university2 institutes of national importance, including an IIT and an NIT. The state also has an IIM and an IISER. The research paper study covers Bhopal. Primary data is collected by emerging private institutions establish in Bhopal.

REVIEW OF LITERATURE

Poonam Ganu (2011) believes that in motivation of employee is challenges in employee management organization should know person inner felling that is organization is dealing not with machine only but Human Being so they have should be careful. Different Employee have different beliefs, preference, attitude, values, background & Thinking so organization must have understood that there is a diversify work force. Motivated work force is required for organization as Motivated employee changes behavior in rapidly changing Working environment motivated employee is more productive. Management support must be provided to employee more of committed people in each management level I with help the industry to stabilize growth and add value to economic growth.

O Venilgopalan (2007) suggested motivation gives best out of employee. Achievement of satisfied labor is possible only through gratification of needs. In time of globalization motivation is impactful management technique to achieve survival & ensure growth

Vinod Kumar Tiwari (2015) Explained that it is an increasing demand of clear and responsible system in government administration. Motivation among government official is critical. National public information system must be widened & strengthen E-governance & Digitalization should be introduced. Training orientation programmed must be given properly. Proper incentive rewards should be paid to government employees

Michal Kristine (2010) states that Most of the important in organization is motivation. Motivation system of organization should be like that employee is efficiently motivated. Reward system, appreciation, and safety, positive working improvement should be introduced in organization to reach to desired goal.

OBJECTIVES OF STUDY

1. To make a theoretical analysis of motivation.
2. To study the relevance of the application of Maslow model and ascertain the level of satisfaction among the employees of private collages in Bhopal
3. To draw inferences based on the analysis and give appropriate suggestion.

METHODOLOGY OF STUDY

The research design adopted for the study is descriptive in nature. The study covers area of Bhopal. Primary data is collected by personal administered questionnaire which is collected by 50 respondents in emerging private institutions. Secondary data is collected by different sources like books, published research articles, journals and web sites.

ANALYSIS AND RESULT**ARE YOU GETTING SUFFICIENT SALARY PACKAGE FOR YOUR JOB DETERMINE THE LEVEL OF SATISFACTION?**

40% of the workforce in private collages were not certain regarding their salary packages as similarity was seen in satisfaction and dissatisfaction level of employee as they were 20% and 10% who are receiving good salary package were satisfied and similar percentage was gain in extremely dissatisfied as they were getting bad salary package.

TABLE 1

Extremely Satisfied	5	10%
Satisfied	10	20%
Not Certain	20	40%
Dissatisfied	10	20%
Extremely Dissatisfied	5	10%

WHAT IS YOUR LEVEL OF SATISFACTION WITH RESPECT TO THE PAY REVISIONS ADOPTED BY YOUR ORGANIZATION?

Pay revision adopted by private colleges are of extremely satisfied for employee as 40% employee reacted on same 20% were felling satisfied and not certain as they were thinking of its actual applicability due to its un-applicability 10% were dissatisfied and extremely dissatisfied.

TABLE 2

Extremely Satisfied	20	40%
Satisfied	10	20%
Not Certain	10	20%
Dissatisfied	5	10%
Extremely Dissatisfied	5	10%

YOUR OPINION ABOUT THE SAFETY MEASURES INCORPORATED IN THE ORGANIZATION ARE BEST

Safety measures incorporated in collages were extremely satisfying to its staff as 36% were extremely satisfying and 30% were satisfied as in opposition only 2% felt that it was extremely dissatisfying 5% were dissatisfied 10% were not certain regarding safety measure relating to collages.

TABLE 3

Extremely Satisfied	18	36%
Satisfied	15	30%
Not Certain	10	20%
Dissatisfied	5	10%
Extremely Dissatisfied	2	4%

YOUR LEVEL OF SATISFACTION WITH REGARD TO JOB SECURITY IN YOUR ORGANISATION

Job security is the most dissatisfying factor in private collages as 60% and 8% of workforce is dissatisfied and extremely dissatisfied with secured jobs condition, on a great opposition only 2% were extremely satisfied, 10% were satisfied and 20% were not certain by security of their job.

TABLE 4

Extremely Satisfied	1	2%
Satisfied	5	10%
Not Certain	10	20%
Dissatisfied	30	60%
Extremely Dissatisfied	4	8%

HOW WOULD YOU RATE THE MECHANISMS FOR THE REDRESSAL OF EMPLOYEE GRIEVANCES IN YOUR ORGANISATION?

Employee grievance readdresses was again dissatisfied as 40% and 20% were extremely dissatisfied and dissatisfied and 10% were not certain only 10% was in extremely satisfied and satisfied with employee grievances.

TABLE 5

Extremely Satisfied	5	10%
Satisfied	5	10%
Not Certain	10	20%
Dissatisfied	10	20%
Extremely Dissatisfied	20	40%

INDICATE YOUR LEVEL OF SATISFACTION IN ACHIEVING CO-OPERATION FROM CO-WORKERS

In private collages employee were satisfied 60% and extremely satisfied 20% in terms of cooperation of workers 10% were not certain and 8% and 2% employee were not having a cooperative workforce.

TABLE 6

Extremely Satisfied	10	20%
Satisfied	30	60%
Not Certain	5	10%
Dissatisfied	4	8%
Extremely Dissatisfied	1	2%

HOW DO YOU FEEL ABOUT YOUR SUPERVISOR'S RECOGNITION OF YOUR PERFORMANCE?

Supervisor recognition gained 40% on not certain as people were uncertain regarding their supervisor 16% and 24% were extremely satisfied by their supervisors and 18% and 2% were extremely dissatisfied.

TABLE 7

Extremely Satisfied	8	16%
Satisfied	12	24%
Not Certain	20	40%
Dissatisfied	9	18%
Extremely Dissatisfied	1	2%

EXPRESS YOUR VIEW WITH REGARD TO THE OPPORTUNITIES AVAILABLE FOR CAREER DEVELOPMENT

Opportunity for career development is available on organization as 10% and 40% were extremely satisfied and satisfied 20% were both not certain and dissatisfied and 10% were extremely dissatisfied.

TABLE 8

Extremely Satisfied	5	10%
Satisfied	20	40%
Not Certain	10	20%
Dissatisfied	10	20%
Extremely Dissatisfied	5	10%

WHAT IS YOUR PRESENT LEVEL OF SATISFACTION IN OFFERING THE BEST OF YOU?**TABLE 9**

Extremely Satisfied	4	8%
Satisfied	6	12%
Not Certain	30	60%
Dissatisfied	8	16%
Extremely Dissatisfied	2	4%

In Self-assessment employee were not certain as for 60% were uncertain and those who were earning good were extremely satisfied 8% and 26 % were satisfied 16% were dissatisfied and 4% were extremely dissatisfied in self-assessment.

AS AN EMPLOYEE WHAT IS YOUR LEVEL OF SATISFACTION IN ACHIEVING SELF-FULFILLMENT

Achieving self-fulfillment is important but is not certain for 70% extremely satisfied and satisfied workforce is 8% and 16% and 4% and 2% were dissatisfied and extremely dissatisfied.

TABLE 10

Extremely Satisfied	4	8%
Satisfied	8	16%
Not Certain	35	70%
Dissatisfied	2	4%
Extremely Dissatisfied	1	2%

CONCLUSION AND SUGGESTION

In private collages it was observed that **salary package** varies from person to person depending upon the educational level and bargaining capacity of an individual for his own persona. So basically proper and transparent criteria must be adopted at time of recruitment and selection in private collage fair and transparent working policy must be adopted by private collages.

On **Pay revision** adopted by private colleges applicability was seen the major issue respondents felt a little critical in answering question. fair and transparent system must be adopted in applicability of pay revision.

Safety measures were properly implemented in private collages and its applicability was in a proper manner as safe working environment creates positive working attitude in an employee. More safety is required in field of transportation services given to female employees.

Job security is the most dissatisfying factor in private collage as assurance of continuity of employment is important for motivated workforce contract of employment; collective bargaining agreement; terminations of employment must be correctly mentioned before final selection of employee.

Employee grievance is dissatisfaction of employee from company or management. Proper employment grievance management must be followed by collages. Acknowledging grievance timely, and quick application policy must be adopted by collages.

In private collages employee were satisfied in terms of **cooperation of workers** as positive work attitude of coworkers create positive working. As collaboration in working fulfills organizational goals. Team work should be dealt with in working environment brain storming sessions, comfortable work spaces, workshops, defining individual role in team should be followed in collages.

In collage management must ensure that **supervisor** should have proper communication channel for information sharing, proper relationship building, recognition of best employee is some strategy which can be used to increase productivity of worker through cooperation.

Career development is important for human development as advancement in individual career is important barrier in career development may be personal financial, mental, emotional, age etc., collage management structure should be framed in such a way that equal opportunity must be provided to every employee in view of career development

Self-assessment is very important for an individual as in this you yourself observe that this particular job suits my personality or not as career planning is unending lifetime journey. Self-awareness is required for self-assessment as in result we can see that maximum of population was not certain were not certain (60%) as understanding you is a biggest journey.

Achieving self-fulfillment is most important for an individual as it shows person is happy or not with his job and each and every factor relating to his job. Money does not give happiness it can give temporary happiness it is an as ultimate aim of life is to be happy and make others happy.

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