



“A STUDY OF EMPLOYEES SATISFACTION WITH SPECIAL REFERENCE TO DISTRICT RURAL DEVELOPMENT AGENCY (DRDA) AHMEDNAGAR (M.S.)”

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Abstract:

The main purpose of the research to study the satisfaction of employees working in District Rural Development Agency (DRDA). Ahmednagar The DRDA is one of the apex organizations of the government for implementation of rural development programmes and schemes in rural areas. The objectives of the study are focus on finding satisfaction of employees. Satisfaction helps to developing healthy, cordial and harmonious superior-subordinates relationship in organization. The research study reveals that the guide for formulating a suitable a training and development programmes for increase the effectiveness of work of employees in DRDA. The satisfaction of employees of DRDA reflects the overall performance of DRDA in implementation of rural development programmes and schemes in rural areas.

Key words: Satisfaction, Performance, DRDA, Rural development etc.

Introduction:

Employee's satisfaction can be measured in number of ways. It can be measured directly by asking questions to employees. Satisfaction of the employees is measured with help of Complaint and suggestions system employees' satisfaction surveys.

“Satisfaction level is the level of persons felt state resulting from comparing products perceived performance (or outcome) in relation to the person's expectation.

It is measured in terms of working environment atmosphere, infrastructural facilities, training and development programmes, job satisfaction, recognition and rewards etc. District Rural Development Agency (DRDA) is one of the agency of government which plays significant role in implementation of rural development schemes and programmes at rural areas. Implementation of the schemes for development it is necessary to that to increase the effectiveness of the work and performance of the employees.

Objectives of the Study: To study the demographical profile of the employees in DRDA.

Research Hypotheses :

Ha : The Employees are satisfied with working environment of DRDA.

1. To study the employees satisfaction with working environment of DRDA.

Scope and Importance:

There are a broad range of factors that can determine the level of satisfaction that your employees experience. One of the most important determinants of satisfaction is whether employees perceive that they are treated with respect.

Employees feel respected when they are recognized for their achievements and when their level of compensation matches their performance. Many companies that work to improve the satisfaction of their employees focus on workforce empowerment. Although it is necessary for management to make most decisions, employees will feel better about their job when they have an appropriate degree of autonomy.

Company activities, opportunities for advancement, and a positive approach to management are additional factors that can enhance satisfaction in the work environment.

Limitations: The research study is limited to DRDA of Ahmednagar district of Maharashtra state

Ho : The Employees are not satisfied with working environment of DRDA.

Research Design:

Types of Data : Primary data and Secondary data

Sources of Data :

Primary Source : Primary data is collected from employees of DRDA in Ahmednagar

Secondary Source : Secondary data is collected from Journal, Magazines, Newspapers, Reference books, text books and internet etc.

Data Collection Method : Survey Method

Research Instrument : Structured Questionnaire

Sampling Method : Census Method

Population : 30 (Finite Population)

Sample Size : 30

Statistical Tools :

which is collected with the help of the self-administered questionnaire. The graphs Pie Charts, bar dia. are drawn with the help of excel software.

Data Analysis and Interpretation:**Table No. I Demographical Profile:**

Q. No.	Particulars	No. of Respondents	Percentage	
1	Age:			
	i	18 Yrs. to 30 Yrs.	05	16.6%
	ii	30 Yrs. to 40 Yrs.	15	50%
	iii	40 Yrs., to 50 Yrs.	06	20%
	iv	50 Yrs. and above	04	13.3%
	Total	30	100	
Graphical Representation: Age				
<p>Legend: ■ 18 Yrs. to 30 Yrs. ■ 30 Yrs. to 40 Yrs. ■ 40 Yrs. to 50 Yrs. ■ 50 Yrs. and above</p>				
Interpretation:				
It is found that 50% of the respondents are come at 30 -40 years age group,20% respondents come at 40-50 years age group,16.6% respondents are come 18-30 years age group and 13.3% respondents are above 50 years age group.				
2	Gender:			
	i	Male	24	80%
	ii	Female	06	20%
		Total	30	100
Graphical Representation: Gender				
<p>Legend: ■ Male ■ Female</p>				
Interpretation:				
It is found that 80% respondents are male and 20% respondents are female.				

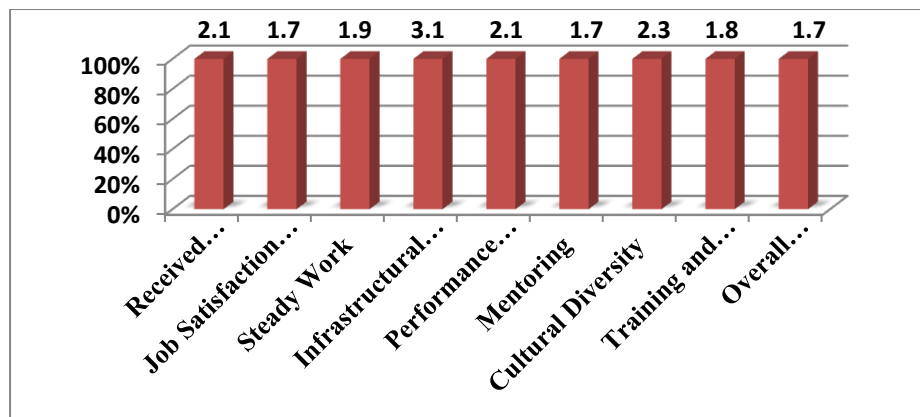
3	Education:			
	i	Up to HSC	06	20%
	ii	Graduation	16	53.3%
	iii	Post-Graduation	08	26.6%
		Total	30	100
Graphical Representation: Education				
<p>A 3D pie chart illustrating the distribution of education levels among respondents. The chart is divided into three segments: a red segment representing 'Graduation' at 53.30%, a green segment representing 'Post-Graduation' at 26.60%, and a blue segment representing 'Up to HSC' at 20%. A legend below the chart identifies the colors: blue for 'Up to HSC', red for 'Graduation', and green for 'Post-Graduation'.</p>				
Interpretation:				
It is observed that 53.30% respondents are post graduate, 26.60% respondents are graduate std. and 20% respondents are studied up to HSC.				
4	Designation:			
	i	Project Director	01	
	ii	Deputy Engineer	01	
	iii	Assistant Administrative Officer	03	
	iv	Accountants Officer	01	
	v	Engineer	02	
	vi	Junior Engineer	01	
	vii	Development Officer-Statistics	01	
	viii	Assistant Accountant	02	
	ix	Office Superintendent	01	
	x	Assistant	06	
	xi	Social Promoter	01	
	xii	Accountant	01	
	xiii	Computer Data Entry Operator	01	
	xiv	Clerk	03	
	xv	Peon	05	
	Total	30		

Table No.2 Employee Satisfaction:

Rate the following 1-5 scale. (1 Extremely Satisfied, 2 Satisfied, 3 Neutral, 4 Dissatisfied, 5 Extremely Dissatisfied)

Q.No.	Questions	(1)	(2)	(3)	(4)	(5)	Weighted Mean
6	Received Rewards and Recognition	05	15	10	-	-	2.1
7	Job Satisfaction and Motivation	11	16	03	-	-	1.7
8	Steady Work	09	15	06	-	-	1.9
9	Infrastructural Facilities	06	04	03	13	04	3.1
10	Performance Appraisal Method	08	16	03	01	02	2.1
11	Mentoring	13	11	06	-	-	1.7
12	Cultural Diversity	07	13	05	03	02	2.3
13	Training and Development	12	14	05	-	--	1.8
14	Overall Satisfaction on Work Atmosphere	10	18	02	-	-	1.7

Graphical Representation: Employee Satisfaction



Interpretation:

1. It is observed that 3.1 respondents are satisfied on infrastructural facilities provided by the DRDA. While, 2.3% respondents are satisfied on cultural diversity DRDA.
2. It is found that 2.1% respondents are satisfied on rewards and recognition received from the DRDA and performance appraisal method implemented by the DRDA.
3. It is found that 1.9% respondents are satisfied on steady work at office and 1.8% respondents are satisfied on training and development programme of DRDA.
4. It is found that 1.7% respondents are satisfied on mentoring, job satisfaction and motivation and overall satisfaction on work atmosphere.

Findings

1. It is found that most of the respondents (50%) are come at 30 -40 years age group and very few respondents (13.3%) are above 50 years age group.
2. It is found that most of the respondents are male (80%) and 20% respondents are female.
3. It is observed that 53.30% respondents are post graduate, 26.60% respondents are graduate std. and 20% respondents are up to HSC.
4. It is observed that 3.1 respondents are satisfied on infrastructural facilities provided by the DRDA. While, 2.3% respondents are satisfied on cultural diversity DRDA.
5. It is found that 2.1% respondents are satisfied on rewards and recognition received from the DRDA and performance appraisal method implemented by the DRDA.
6. It is found that 1.9% respondents are satisfied on steady work at office and 1.8% respondents are satisfied on training and development programme of DRDA.
7. It is found that 1.7% respondents are

satisfied on mentoring, job satisfaction and motivation and overall satisfaction on work atmosphere.

Findings on Hypotheses Testing:

The formulated hypotheses (Ha) The Employees are satisfied with working environment of DRDA is accepted;

Hence alternate hypotheses (Ha) is accepted.

Conclusions:

The employee's satisfaction in development of DRDA reviews the workload, career goals, and overall comfort in the role. Satisfaction is one of a routine task and it gives opportunity where employees can learn which areas to improve on, clear all your constraints, and ask for recommendations for development in the DRDA. We hope this research paper will help to Government as well DRDA to formulating policies and guiding various schemes and programmes for rural development.

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