

**“IMPACT OF QUALITY OF WORK LIFE ON JOB
SATISFACTION OF EMPLOYEES AT VEDANTA LTD”**

A case study on “Vedanta ltd in Bhemasamudra branch”

A

Project Report

Submitted to Davanagere University,
Davanagere, For the award of the degree of

MASTER OF COMMERCE

BY

NARESH S B

Reg. No: MC192709

Under the Guidance of

Mr. KARTHIK N.M. M.com,

Faculty Member

DAVANAGERE



UNIVERSITY

Department of Commerce,

A.R.M First Grade College & PG Centre, Davanagere.

2020-21

Mr. KARTHIK N.M.
M.Com.
Faculty Member,
Department of Commerce,

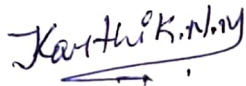


A.R.M F.G.C & PG
Centre, S N Layout,
Davanagere-04

GUIDE CERTIFICATE

This is to certify that the Project entitled "A Case Study On The Impact Of Quality Of Work Life On Job Satisfaction Of Employees At Vedanta Ltd Bhemasamudra". Submitted by NARESH S.B. (Reg.No :-MC192709) for the award of the degree of Master of Commerce to the Davanagere University, A.R.M First Grade college and PG Centre, Davanagere. Represents his independent work carried out by him in the Department of Commerce, under my Guidance and supervision.

Date: 25/9/21
Place: Davanagere


Mr. KARTHIK N.M.
Faculty Member
A.R.M F.G.C and PG Centre
Davanagere

Ms. TRIVENI C.D.
M.Com.
Head of the Department,
Department of Commerce,

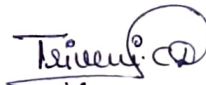


A.R.M F.G.C & PG
Centre, S N Layout,
Davanagere-04

HOD CERTIFICATE

*This is to certify that, **NARESH S.B.** Bearing Reg. No :- **MC192709**, is a bonafide student of **A.R.M First Grade College and PG Centre, Davanagere** for the academic year 2020-21. He has satisfactorily completed this Project entitled “ **A Case Study On The Impact Of Work Life On Job Satisfaction Of Employees At Vedanta Ltd**” is prepared and submitted by him in partial Fulfillment of the requirement for the award of **Master of Commerce**. Under guidance of **KARTHIK N.M.***

Date: 05/9/21
Place: Davanagere


Ms. Triveni C.D.
Head of the Department
A.R.M F.G.C and PG
Centre

Prof. D.H.Pyati
M.A.
Principal,



A.R.M F.G.C & PG
Centre, S N Layout,
Davanagere-04

COLLEGE CERTIFICATE

This is to certify that the Project entitled "A Case Study On The Impact of Quality Of Work Job Satisfaction Of Employees At Vedanta LTD Bhemasamudra". Submitted by NARESH S.B. (Reg.No :- MC192709) for the award of the degree of Master of Commerce to the Davanagere University, Davanagere, represents his independent work carried out by him in the Department of Commerce, under the Guidance and supervision of the Mr. KARTHIK N.M. Faculty Member, Department of Commerce, A.R.M First Grade College and P.G. Centre, Davangere.

Date: 25/9/21
Place: Davanagere

Principal

Prof. D.H.Pyati

A.R.M F.G.C and PG Centre
Davanagere-577004



CERTIFICATE

This is to certify that Mr. NARESH S.B. Reg.NO-MC192709 IV Semester student of M.Com in A.R.M First Grade College and PG Centre Davanagere, Davanagere University. has successfully completed project on “**A CASE STUDY OF QUALITY OF WORK LIFE ON JOB SATISFACTION OF EMPLOYEES AT VEDANTA LTD**” **Bhemasamudra** with our organization.

During this project period Mr. NARESH S.B. has exhibited a high level of interest and full dedication.

We wish him all the best in is future.

For Vedanta Limited

R. Pothilingam

Head Office (Bengaluru - Karnataka)



DECLARATION

NARESH S.B.

Reg No.:- MC192709

IV Semester M.Com,

Department of commerce

A.R.M First Grade College and PG

Centre. Davanagere- 577004

I hereby declare that this project report entitled as "A Case Study On The Impact Of Quality Of Work Life On Job Satisfaction Of Employees At Vedanta LTD Bhemasamudra". It has been prepared by me as part of my academics during the IV Semester of M.Com. For the partial fulfillment of degree of Master of Commerce, of Davanagere University, Davanagere. Under the guidance of Mr. KARTHIK N.M. Faculty Member, Department of Commerce, A.R.M First Grade College and P.G Centre, Davanagere.

To the best of my knowledge and belief the matter presented in this report has not been submitted earlier for the award of any degree to any university. This report is prepared by me on my own efforts.

Place: Davanagere

Date: 05/9/21


NARESH S.B.

(Reg No:- MC192709)

INDEX

<i>CHAPETERS</i>	<i>CONTENTS</i>	<i>PAGE NO.</i>
<i>1</i>	<i>Introduction</i>	<i>1-8</i>
<i>2</i>	<i>Employee Job Satisfaction Towards Vedanta LTD</i>	<i>9-13</i>
<i>3</i>	<i>Background Study Of The Company</i>	<i>14-27</i>
<i>4</i>	<i>Company Profile</i>	<i>28-37</i>
<i>5</i>	<i>Data Analysis And Interpretation</i>	<i>38-57</i>
<i>6</i>	<i>Findings, Suggestions, Conclusion</i>	<i>58-60</i>
	<i>Annexure</i>	
	<i>Bibliography</i>	
	<i>Questionnaire</i>	

List of Tables

TABLE NO.	PARTICULARS	PAGE NO.
5.1	Employees Satisfied with working condition provide by company.	38
5.2	The place where employees work, employees treated with respect.	39
5.3	Employees are proud to be working with employer.	40
5.4	There is harmonious relationship with colleagues in the company.	41
5.5	Employees get adequate and fair compensation for the work do.	42
5.6	Employees job requires that employees keep learning new things.	43
5.7	Employees feel of comfortable and satisfied with their job.	44
5.8	Workers need strong trade unions to protect their interest.	45
5.9	Employees satisfied with their working hour of the organization.	46

5.10	Employees make effort to democratize the work place.	47
5.11	Condition on employee job allow them to be about as productive as they could be.	48
5.12	The organization responds to employees need positivity.	49
5.13	The work is having a balance role in one's life considering the must of leisure.	50
5.14	Employees are able to satisfy they individual needs over their experience in the company.	51
5.15	The employees satisfied canteen facility provided by company.	52
5.16	The employees fulfilled medical services provided by organization.	53
5.17	Policies of the organization in the tune with the social integration.	54
5.18	Human self-respect and growth are promoted in the company.	55
5.19	Superiors encourage participation in decision making.	56
5.20	Maximum of the events at the work are challenging and interesting.	57

List of Graphs

GRAPH NO.	PARTICULARS	PAGE NO.
5.1	Employees Satisfied with working condition provide by company.	38
5.2	The place where employees work, employees treated with respect.	39
5.3	Employees are proud to be working with employer.	40
5.4	There is harmonious relationship with colleagues in the company.	41
5.5	Employees get adequate and fair compensation for the work do.	42
5.6	Employees job requires that employees keep learning new things.	43
5.7	Employees feel of comfortable and satisfied with their job.	44
5.8	Workers need strong trade unions to protect their interest.	45
5.9	Employees satisfied with their working hour of the organization.	46

5.10	Employees make effort to democratize the work place.	47
5.11	Condition on employee job allow them to be about as productive as they could be.	48
5.12	The organization responds to employees need positivity.	49
5.13	The work is having a balance role in one's life considering the must of leisure.	50
5.14	Employees are able to satisfy they individual needs over their experience in the company.	51
5.15	The employees satisfied canteen facility provided by company.	52
5.16	The employees fulfilled medical services provided by organization.	53
5.17	Policies of the organization in the tune with the social integration.	54
5.18	Human self-respect and growth are promoted in the company.	55
5.19	Superiors encourage participation in decision making.	56
5.20	Maximum of the events at the work are challenging and interesting.	57

CHAPTER-1

INTRODUCTION

1.1 INTRODUCTION

An organization success is depends on how efficiently and effectively utilizes the available resources. It is very important to carry out the business of the firm effectively this can only be possible when there is strong management function with management participation this helps in smooth running of the business. For every when employees are motivated to work hard then the company can reach its destination and can earn more profit.

So, here tried to find out the “Impact of Quality of work life on job satisfaction of employees” in VEDANTA LIMITED. Branch : Bhemasamudra, Chitradurga (Talluk, Dist)

The main objective of the study is it enables peoples at all levels to actively take part in shaping the organizational environment and also to make up the quality of work life secure and healthy working conditions, update human capacities, chance for continue development.

TOPIC CHOSEN:

“A STUDY ON THE IMPACT OF QUALITY OF WORK LIFE ON JOB
SATISFACTION OF EMPLOYEES AT VEDANTA LIMITED”

Branch : Bhemasamudra, Chitradurga (Talluk, Dist)

The above topic is chosen on the insistence of VEDANTA LIMITED.

6.3 CONCLUSION

It is concluded that the study has important influence on health and safe working condition and employees fulfilled with the work life balance & mutual trust in Vedanta limited. Motivated employees helps in decision making and helps in building good relationship with their colleagues.

To retain or to reduce the rate of employee's turnover, organization should manage the stress level and provide proper work life to employees. Organization should focus on workers happiness and also the position of sound life of workers.

When the quality of work life is high then the level of job fulfilment will also be high. Both are proportional to each other.