

**Project Report On**

**“ A Study On Job Satisfaction And Its Impact On Employee Performance”**

**With Special Reference To  
Plant-Tech Industrial Services Ltd**

*Submitted by*

**MARINA REESHA FERNANDES**

**USN: 4LV17MBA22**

*Submitted to*



**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM**

*In partial fulfillment of the requirements for the award of the degree of*

**MASTER OF BUSINESS ADMINISTRATION**

*Under the guidance of*

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**ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY  
MIJAR, MOODBIDRI  
2017-2019**

## PLANT-TECH INDUSTRIAL SERVICES LTD.

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SPECIALISED MAINTENANCE SERVICES FOR REFINERIES, PETROCHEMICALS, FERTILIZERS, CHEMICAL, GAS, POWER, IRON AND STEEL PLANTS

Date: 18.02.2019

Ref : PTIS/HRD/62/2019

### Certificate

This is to certify that Ms. Marina Reesha Fernandes, (USN No: 4LV17MBA22) student of Alva's Institute of Engineering and Technology, Mijar, Mangalore pursuing her Second Year of Master of Business Administration Programme has successfully completed her Project work on the topic "Study on Job satisfaction and its Impact on Employee Performance" with special reference to Plant-Tech Industrial Services Ltd from January 3<sup>rd</sup> 2019 to February 16<sup>th</sup> 2019.

We wish her all the best and success in her future endeavours.

For PLANT-TECH INDUSTRIAL SERVICES LTD

HR OFFICER



\*Comprehensive catalyst handling and reactor maintenance services including under inert atmosphere \*Various other services in inert and toxic atmosphere \*Hot/wet tapping, line stopple, cold cutting, valve inserting and other allied services \*Super sucker vacuum truck services \*Column and tower maintenance services \*Chemical cleaning \*Construction and pre-commissioning services \*Plant shutdown/turnaround services: Heat exchanger bundle pulling, High pressure hydro blast cleaning, Mechanical maintenance, Bolt tensioning/torquing



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### Certificate

This is to certify that **Ms. MARINA REESHA FERNANDES** bearing **USN 4LV17MBA22** is a bonafide student of Master of Business Administration course of (2017-19) the Institute affiliated to Visvesvaraya Technological University, Belgaum.

The project report on “**A STUDY ON JOB SATISFACTION AND ITS IMPACT ON EMPLOYEE PERFORMANCE**” is prepared by her under the guidance of **Prof.Johnson Fernandes**, Assistant Professor, Department of Business Administration, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belgaum, Karnataka.

**Prof.Johnson Fernandes**  
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## **EXECUTIVE SUMMARY**

This project contains Introduction, Conceptual background and literature review, research design, data analysis and interpretation ,findings suggestions and conclusions, annexure and bibliography.

Report includes the information about job satisfaction and its impact on employee performance.

Job satisfaction is finding how well the job provides fulfillment of a needs or a want of an employee in the organization.

It shows various factors which affect the employees performance. The data used in the report are collected with the questionnaires which were distributed among employees at Plant-tech industrial services ltd.

Data from 100 respondents are collected and also by using secondary source of information. It deals with the factors of job satisfaction and increase in the job performance.