

Project Report on
A study on Employee job satisfaction with special reference to
Big basket(Innovative retail concept Pvt Ltd.), Bangalore.

BY

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4AL18MBA45

Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM



In partial fulfillment of the Requirements for the award of Degree in

Master of Business Administration

Under the guidance of

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TO WHOM SO EVER IT MAY CONCERN

This is to certify that NANDISH.N with the USN No. 4AL18MBA45 studying 2nd year MBA in Alva's Institute of Engineering and Technology, Moodbidri, has successfully completed the project work **"STUDY ON EMPLOYEE JOB SATISFACTION"** from 1/Jan/2020 to 15/Feb/ 2020 at Innovative retail Concepts PVT LTD (Big basket) under the guidance of Mr. YASHVANTH KUMAR K T HR DEPUTY Manager.

We found her sincere in her efforts to study and learn various aspects related to her project work.

We wish her success in her future endeavors.



Authorized signature.

HR Deputy Manager



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CERTIFICATE

This is to certify that, **NANDISH N** bearing **USN 4AL18MBA45**, is a bonafide student of PG Department of Business Administration of Alva's Institute of Engineering and Technology, Mijar, affiliated to Visvesvaraya Technological University, Belagavi. The project report titled "**A STUDY ON EMPLOYEE JOB SATISFACTION WITH SPECIAL REFERENCE TO BIG BASKET (INNOVATIVE RETAIL CONCEPT PVT LTD.), BANGALORE**", is prepared by him under the guidance of Johnson Fernandes, Assistant Professor, PG 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, Belagavi, Karnataka.


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DECLARATION

I, **Nandish N** hereby declare that the Project report entitled "**A Study on Employee job satisfaction with special reference to Big basket(Innovative retail concept pvt ltd.)**", prepared by me under the guidance of asst. prof **Johnson Fernandes P G** Department of Business Administration, Alva's Institute of Engineering and Technology and external assistance by Mr Yashwanth Kumar K T HR Deputy manager.

I also declare that this Project work is towards the partial fulfillment of the University regulations for the award of Degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum. I have undergone a summer project for a period of Six weeks. I further declare that this Project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University/Institute.

Place: Mijar, moodbidre

Date: 24/june/2020

Nandish N.
(4AL18MBA45)

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I wish to thank all the people who have helped me to work on my project. I finally thank my family and friends for their constant support and guidance.

NANDISH N

Place: Mijar.

4AL18MBA45

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EXECUTIVE SUMMARY

I have undertaken my project on the topic Employee job satisfaction with special reference to Big Basket, Bangalore. Big basket is India's largest online foodstuff grocery with over 18000 + yield and over 1000+ brands in catalog. This project includes industry and company profile, conceptual background of the study, literature review, research design, analysis and interpretation of the data collected, study findings, suggestions given to the organisation and conclusion.

The main intention of this study was to understand employee job satisfaction level in the organisation and the factors which contribute to employee job satisfaction. In each every organisation employee job satisfaction plays an important role. Highly satisfied employees will be able to generate better results to the organisation and they can be retained easily.

Study indicates that employees are satisfied to a certain extent with the extrinsic and intrinsic job satisfaction factors included by the organisation. Organisation has taken many measures to improve employee job satisfaction. Interview done with employees indicates that organisation has salary increment half yearly based on their performance. This indicates that organisation concentrate more on employee job satisfaction.

The practical experience gained during my project in Big Basket helped me to understand the intricacies involved in the satisfaction of the employees in the company and the factors that contribute to the overall succession and the retention of key employees in the company.