

"A STUDY ON JOB SATISFACTION, SUPERVISORY SUPPORT, TRAINING AND DEVELOPMENT ON ORGANIZATION COMMITMENT" AMONG THE EMPLOYEES IN DIFFERENT ORGANIZATIONS.

PROJECT REPORT

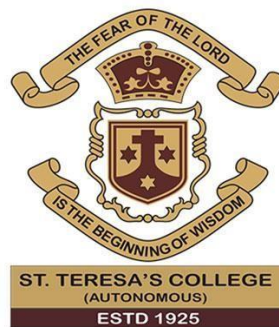
Submitted By:

K A AISWARIYA (REG NO: SB20BMS013)

Under the Guidance of:

Mrs. DR. ANU RAJ

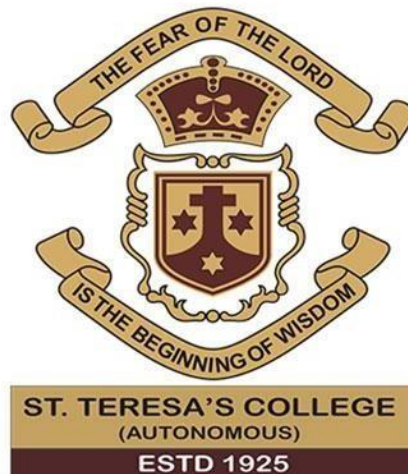
In partial fulfilment of the requirements for award of the degree of  
BACHELOR OF MANAGEMENT STUDIES (INTERNATIONAL BUSINESS)



ST. TERESA'S COLLEGE (AUTONOMOUS), ERNAKULAM  
COLLEGE WITH POTENTIAL FOR EXCELLENCE

Nationally Re-Accredited At 'A++' Level (Fourth Cycle)

MARCH 2023

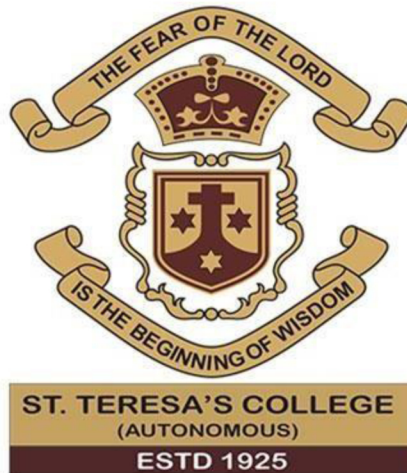


### CERTIFICATE

This is to certify that the project entitled "A Study on Job Satisfaction, Supervisory Support, Training and Development in Organization Commitment " among the employees in different organizations, has been successfully completed by Ms K A Aiswariya, Reg. No.SB20BMS013, in partial fulfilment of the requirements for the award of degree of Bachelor of Management Studies in International Business, under my guidance during the academic years 2020-2023

Date:

DR. ALPHONSA VIJAYA JOSEPH  
PRINCIPAL



CERTIFICATE

This is to certify that the project entitled "A Study on Job Satisfaction, Supervisory Support, Training and Development in Organization Commitment " among the employees in different organizations, has been successfully completed by Ms K A Aiswariya, Reg. No.SB20BMS013, in partial fulfilment of the requirements for the award of degree of Bachelor of Management Studies in International Business, under my guidance during the academic years 2020-2023

Date:



*Valuay*  
*[Signature]*  
*19/04/23*

DR. ANU RAJ  
INTERNAL FACULTY GUIDE

*[Signature]*

## DECLARATION

I, K A Aiswariya, Reg. No.SB20BMS013, hereby declare that this project work entitled "A Study on Job Satisfaction, Supervisory Support, Training and Development in Organization Commitment " among the employees in different organizations is my original work.

I further declare that this report is based on the information collected by me and has not previously been submitted to any other university or academic body.



K.A AISWARIYA  
REG.NO.SB20BMS013

Date:

## ACKNOWLEDGEMENT

I would like to place on Project Report my debt of gratitude to those who helped me in the preparation of this project.

I thank Dr Alphonsa Vijaya joseph, Principal and Dr. Sr. Vineetha, Director, St. Teresa's College Ernakulam for permitting me to take up this opportunity of doing an in-depth study on "Job Satisfaction, Supervisory Support, Training and Development in Organization" among the employees in different organizations.

I take this opportunity to express my deep sense of gratitude and whole hearted thanks to Mrs. Megha Mary Michael who is also the HOD of the department of Management Studies for guiding me in all stages of this project, without whom this project would have been a distant reality.

Last but not the least; I extend my heartfelt thanks to my family and friends for their valuable and proficient guidance and enormous support bestowed during the tenure of this exertion.

K A Aiswariya

## EXECUTIVE SUMMARY

The researcher is presenting this report on “A Study on Job Satisfaction, Supervisory Support, Training and Development in Organization Commitment” conducted among the employees in different organizations between the age group of 15-55 years old.

Factors like job satisfaction, supervisory support, training plays a really important role in development of organization.

The study is significant for the fact that this study will help the organization to understand the effectiveness of the training and development programme conducted by them for their employees.

Also, the study focuses to help the society by opening the employment and training opportunities in the industry. The study also helps the students by giving them a base for their further studies in the topic effectiveness of training and development. A careful analysis into the general training practices of the company will help them to ensure good training and development programme in the organization.

Organizational commitment is an important job-related outcome at the individual level that may have an impact on other job-related outcomes. Age, length of service, and gender are just a few examples of individual employee characteristics that may influence how dedicated they are to the company.

The work environment is another factor that affects organisational commitment. One of the typical work settings that may positively affect organisational commitment is ownership of a share of a corporation.

Job satisfaction is also one of the most important factors in the organization. If employees are satisfied with organization's policies, then they will stay for long time with the organization. So, the organizational commitment and job satisfaction are strong contributors in any organization & many a times success of the organization depends on these two factors

This research is then followed by a survey and data are tabulated based on adequate variables it can be said that there is a significant relationship between organizational commitment and by the relationship between the independent variable such as Job Satisfaction, Supervisory Support they are mainly Related.

The study is then concluded with some suggestions that can be used to overcome the problems and development of organization

## TABLE OF CONTENTS

<b>Chapter No.</b>	<b>Title</b>	<b>Page No.</b>
	<b>Acknowledgement</b>	v
	<b>Executive Summary</b>	vi
<b>One</b>	<b>Introduction</b>	1
	An Introduction to the Study	
	Statement of Problem	3
	Literature Review	3
	Significance of Study	3
	Scope of Study	4
	Research Objective	4
	Research Hypothesis	5
	Research Framework	5
	Research Methodology	5
	Nature and population	6
	Sampling and Sample Size	6
	Data Source and method of Collection	6
	Data Analysis and Interpretation	6
	Limitations of the Study	6

---

<b>Chapter No.</b>	<b>Title</b>	<b>Page No.</b>
<b>Two</b>	<b>Data analysis and interpretation</b>	
	Data analysis and interpretation	7-33
<b>Three</b>	<b>Summary of findings, suggestions and conclusion</b>	
	Summary of findings	35
	Suggestions and Conclusion	35-36
	Bibliography	37
	Annexure	38-40

---



## CHAPTER - 1

### **INTRODUCTION**

## **INTRODUCTION TO THE STUDY**

In this competitive world, training plays an important role in the competent and challenging format of business. Training is the nerve that suffices the need of Duent and smooth functioning of work which helps in enhancing the quality of work life of employees and organizational development too. Development is a process that leads to qualitative as well as quantitative advancements in the organization, especially at the managerial level; it is less considered with physical skills and is more concerned with knowledge, values, attitudes, and behaviour in addition to specific skills.

Hence, development can be said as a continuous process whereas training has specific areas and objectives. So, every organization needs to study the role, importance and advantages of training and its positive impact on development for the growth of the organization. Quality of work life is a process in which the organization recognizes their responsibility for excellence of organizational performance as well as employee skills. Training implies constructive development in such organizational motives for optimum enhancement of quality of work life of the employees. These types of training and development programs help in improving the employee behaviour and attitude towards the job and uplift their morale. Thus, employee training and development programs are important aspects which are needed to be studied and focused on.

In the changing phase of the market, all organizations have several opportunities to grab and number of challenges to meet. Due to such environment, the dynamic organizations are smoothly surviving in the present competition. While facing these challenges, there is a great pressure of work on the shoulders of management. It is a responsibility of the management to make necessary changes at the workplace as per the requirement of the job. To survive in the competition and to meet the requirements, the management needs to change their policies, rules, and regulations. The organizations face a lot of pressure in the competence for a talented work force, for constantly improving the production methods, entrants of advanced technology and for the employees who are inclined to achieve work life balance. The success of any organization depends upon the quality of the work force, but in order to maintain the quality of the work force, many organizations come across a few obstacles. These obstacles include attraction of the qualitative workforce towards the organization, recruitment of intelligent, dynamic as well as enthusiastic people in the organization, motivation of current employees with different techniques and retention of the current workforce for maintaining the organizational status in the competitive market. For surviving the business and becoming a successful pillar in the market; training is a tool that can help in gaining competitive advantages. Training proves to be a parameter for enhancing the ability of the workforce for achieving the organizational objectives. Good training programs thus result in conquering of the essential goals for the business. Hence, training is significant for giving a dynamic approach to the organization. This dynamic approach is necessary because every organization that adopts a controlled way of functioning may not be able deliver consistent results but a dynamic and flexible organization may do so. Employees must acquire the necessary skill set to do their jobs satisfactorily for a business to operate effectively. Job satisfaction and obligations that advance knowledge or skills so that the employee is better prepared to perform his current job or to position him for a higher position with more responsibility. However, personal development is not a goal in and of itself. The development of the organisation must match with that of the person. The organization's survival and ability to change with the environment are the main concerns. Employee development and advancement must be viewed in the perspective of this transformation. Therefore, training may be summarised as the systematic

development of the information, abilities, and attitudes needed by employees to successfully complete a certain activity or job.

## **STATEMENT OF PROBLEM**

This study was conducted to find the effectiveness of training and development practices of different organisations. The present study attempts to focus on the level of training and development of the employees. Employees' level of job satisfaction indicates how they view their work. High job satisfaction denotes a close match between an employee's anticipated job benefits and what those benefits are. Managers are concerned about commitment because it has been identified as a major contributor to employee turnover. An organisational commitment to safety at all organisational levels is known as a safety culture.

The organization's commitment mainly benefits specific employees by helping to promote and achieve self-development and self-confidence, better decision-making, and effective problem-solving, as well as by assisting in helping an employee deal with stress, tension, frustration, and conflict. It also helps to increase job satisfaction. The study is focused on the Impact of the training, employee accessibility and to know how useful the training and development programme is for the employees of the organization.

## **LITERATURE REVIEW**

Oatey (1970): Training improves a person's skill at a task. Training helps in socially, intellectually, and mentally developing an employee, which is very essential in facilitating not only the level of productivity but also the development of personnel in any organization.

Yoder (1970): Training and development in today's employment setting is far more appropriate than training alone since human resources can exert their full potentials only when the learning process goes for beyond the simple routine.

Khan et al, Akthar (2014): The commitment is an internal state of a person's thoughts, desires, and actions that denotes a state of sincerity to do something. As a result, the link between organisations and people can be defined as organisational commitment. The idea of organisational commitment was developed through the efforts of several researchers. According to the level of a person's commitment, their psychosomatic attachment to an organisation determines how much affection they have for it.

Sabella & Analoui (2015): Examine the management approaches used in training and development in some nations, including Kuwait, Bahrain, Ireland, Iran, Palestine, and European nations. Most of the training and development strategies used in these nations concentrate on raising employees' levels of productivity in carrying out the responsibilities given to them by the company or institution.

## **SIGNIFICANCE OF THE STUDY**

- The study is significant for the fact that this study will help the organization to understand the effectiveness of the training and development program conducted by them to their employees. Also, the study focuses to help the society by opening up the employment and training opportunities in different organization.
- The study also helps the students by giving them a base for their further studies in the topic effectiveness of training and development. A careful analysis into the general training practices of the company will help them to ensure good training and development program in the organization.

## **SCOPE OF THE STUDY**

The study is conducted to know the level of knowledge and skills given to employees in the organization.

This will help the management to know the satisfaction level of employees and they can take measures to increase productivity. This study helps to know whether job satisfaction and the organizational commitment level of the employees' correlatedly effect on the achievement of the organizational goals and success of the company.

Commitment level helps in inculcating a sense of teamwork, team spirit, and inter-team collaborations. It helps in inculcating the zeal to learn within the employees.

Safety in the work place is another important feature of training that helps the employees and workers to avoid accidents and injuries in the work place.

Through the adequate satisfaction and commitment level of employees in the organization gets more effective decision-making and problem-solving which helps in understanding and carrying out organizational policies. Employees job satisfaction and organizational commitments help in developing leadership skills, motivation, loyalty, better attitudes, and other aspects that measures the success of the organizational aims and goals. The management practices also influence the degree of commitment of the employees to the organization.

## **OBJECTIVES OF THE STUDY**

To study how Training and Development programmes are undertaken in the organisation.

To study the effectiveness of training and development practices on employees in the organisation.

To measure the satisfaction level of both the male and female gender groups of employees regarding Training and development programmes.

## **RESEARCH HYPOTHESIS**

The hypothesis is formulated from the objective set for the study.

Ho: There is no significant relationship between Organization Commitment and job satisfaction intention towards different organization

Hi: There is a significant relationship between Organization Commitment and job satisfaction intention towards different organizations

Ho: There is no significant relationship between Organization Commitment and Supervisory Support.  
intention towards different organizations

H2: There is a significant relationship between Organization Commitment and supervisory support, intention towards different organizations

## RESEARCH FRAMEWORK

TRAINING  
AND DEVELOPMENT

JOB SATISFACTION

SUPERVISORY

SUPPORT



## METHODOLOGY

Research is defined as the manipulation of things, concepts, or symbol for the purpose of generalizing to correct extent or verify knowledge whether this knowledge helps in the creation of a theory or practice of an art.

Research methodology is a systematic method/process dealing with identifying problem, collecting of facts or data, analysing these data, and reaching at certain conclusion either in the form of solutions towards the problem concerned or certain generalization for some theoretical formulation. It also comprises of a few approaches and inter-related and frequently overlapping procedures and practices. Since there are many aspects of research methodology, the line of action must be chosen from a variety of alternatives. The choice of suitable method can be arrived at through assessment of objectives and comparisons of various alternatives.

## NATURE AND POPULATION

### Nature

Kind of research used is descriptive research. It is one of the types of the fundamental research, in which the topic is defined and samples will be representative of population.

### Population

The universe of research study is entitled "A Study on Job Satisfaction, Supervisory Support, Training and Development on Organization Commitment" among the employees in different organizations.

## **SAMPLING AND SAMPLE SIZE**

**Sampling method:** simple random method

**Sample size:** 111

## **DATA SOURCE AND METHOD OF COLLECTION**

(a) Primary Data: The primary data for the present study has been collected from the employees of different organizations

(b) Secondary Data: The secondary data was collected from their websites, internet, Govt. Reports, journals.

## **DATA ANALYSIS AND INTERPRETATION**

### **TOOLS FOR ANALYSIS**

The tools which I have used for the data analysis is:

(c) Percentage analysis-is used to find out the percentage of data 's collected.

### **SOFTWARE USED FOR ANALYSIS**

(a) SPSS (Statistical Package for Social Science)

(b) MS-Excel

### **LIMITATIONS OF STUDY**

Any research study will be restricted in scope by inherent limitations that are participated by the choice of the research design, sampling procedure and respondent selection. This study has the following limitations: -

1. During the training period although the management and plant personnel were very co-operative and extended their full support, yet there were following limitations associated with the study. Due to the busy schedule of the staffs, I found it difficult to collect data
2. The reliability of the study depends more on the correctness of the primary data obtained from the employees.
3. Time constrain, for whole study the time was limited due to other academic activities.
4. The study is limited to knowledge, capability and experience of the researcher on the subject.

5. The samples gave opinions differently at different times because of their psychological temperament. This influenced the research study.

## **CHAPTER TWO**

### **DATA ANALYSIS AND INTERPRETATION**

### 3.1 DEMOGRAPHIC CHARACTERISTICS

The demographic details of the respondents are given in table 3.1. The study was done on 110 employees in Kerala from the age group of 15 to 55. In it about 61.8% of male and 36% of women fell under the 15-25 age group. The 20 or below age group had 20.7% of respondents. The 20 to 30 age group had 37.8% and 30 to 40 age group had 34.2% of respondents and 40 or above age group had 7.2% of respondents. Majority of the employees and works are fairly satisfied with their present job.

DEMOGRAPHIC	GROUP	PERCENTAGE
AGE	20 or below	20.7
	20-30	37.8
	30-40	34.2
	40 and above	7.2
GENDER	MALE	61.8
	FEMALE	36.0
	PREFER NOT TO SAY	2.7



### 3.1 DATA ANALYSYS

#### 1. AGE OF THE RESPONDENTS:

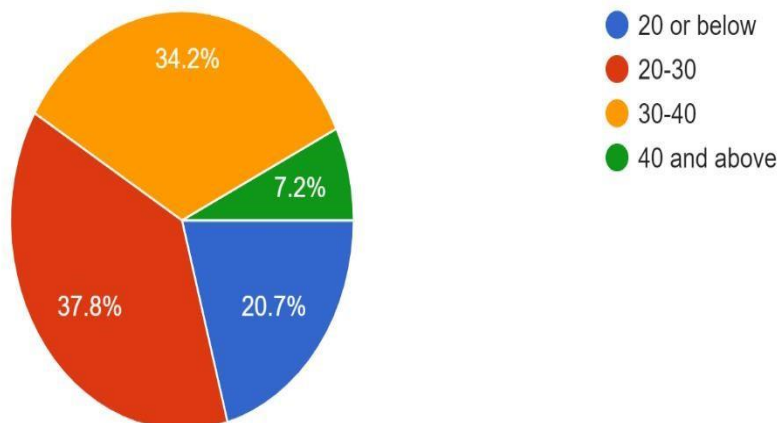
TABLE 1.1 AGE

	Frequency	Percent	Valid Percent	Cumulative Percent
	23	20.7	20.7	20.7
20 or below	42	37.8	37.8	58.6
20-30	38	34.2	34.2	92.8
30-40	8	7.2	7.2	100.0
40 and above				
Valid Total	111	100.0	100.0	

FIGURE: 1.1

What is your age?

111 responses



#### INTERPRETATION:

FROM THE ABOVE TABLE 1.1 IT IS INTERPRETED THAT THERE ARE 37.8 % ARE UNDER 20-30 AGE GROUP

THE 30-40 AGE GROUP HAD 34.2 % OF RESPONDENTS

THE 20.7 % ARE UNDER 20 OR BELOW AGE GROUP

THE 40 AND ABOVE AGE GROUP HAD 7.2 % OF RESPONDENTS

## 2. GENDER OF RESPODENTS:

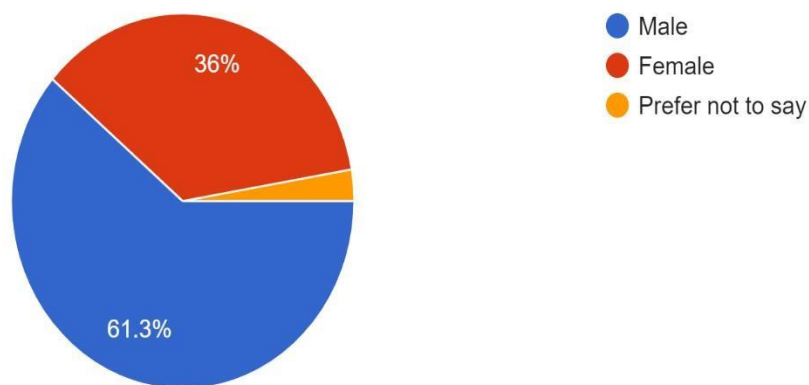
**TABLE 2.1 GENDER**

	Frequency	Percent	Valid Percent	Cumulative Percent
Male	68	61.3	61.3	61.3
Female	40	36.0	36.0	97.3
Prefer not to say	3	2.7	2.7	100.0
Valid Total	111	100.0	100.0	

FIGURE: 2.1

What is your gender?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 2.1 IT IS INTERPRETED THAT THERE ARE 61.3% ARE UNDER MALE GROUP

THE FEMALE GROUP HAD 36% OF RESPONDENTS

THE 2.7 % ARE UNDER PREFER NOT TO SAY GROUP OF RESPONDENTS

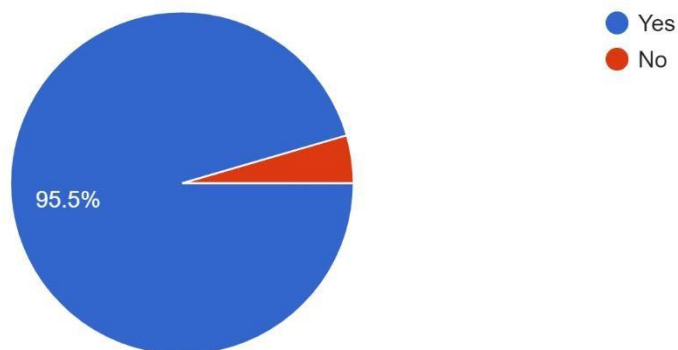
### 3.DO YOU FIND YOUR WORK MEANINGFUL

**TABLE: 3.1 WORK MEANINGFUL**

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	106	95.5	95.5	95.5
No	5	4.5	4.5	100.0
Valid Total	111	100.0	100.0	

FIGURE 3.1

Do you find your work meaningful?  
111 responses



**INTERPRETATION:**

FROM THE ABOVE TABLE 3.1 IT IS INTERPRETED THAT THERE ARE 95.5% OF RESPONDENTS FIND THE WORK MEANINGFUL

THE 4.5 % OF RESPONDENTS FIND THE WORK NOT MEANINGFUL

#### 4. HAVE YOU ATTENDED ANY TRAINING PROGRAMS

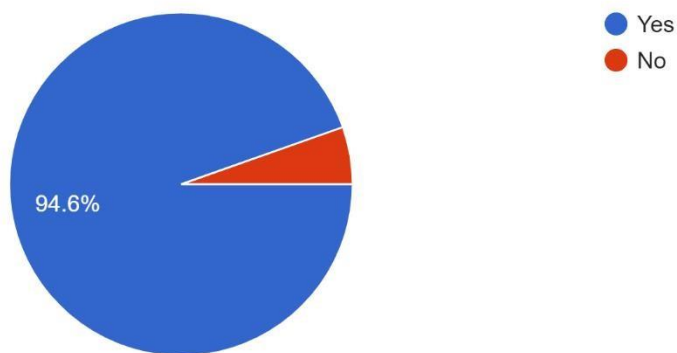
**TABLE 4.1 ATTENDED ANY TRAINING PROGRAMS**

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	105	94.6	94.6	94.6
No	6	5.4	5.4	100.0
Valid Total	111	100.0	100.0	

FIGURE 4.1

Have you attended any training programs?

111 responses



**INTERPRETATION:**

FROM THE ABOVE TABLE 4.1 IT IS INTERPRETED THAT THERE ARE 94.6 % ARE UNDER YES  
THE 5.4% OF RESPONDENTS ARE UNDER NO

## 5. HOW MANY TRAINING SESSIONS HAVE YOU ATTENDED

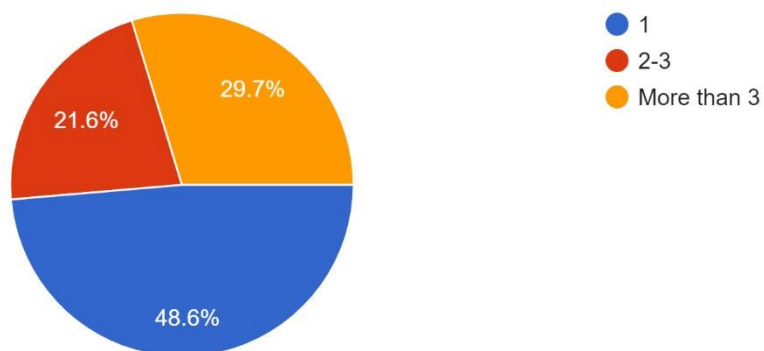
**TABLE 5.1 NO OF TRAINING SESSIONS ATTENDED**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	54	48.6	48.6	48.6
2-3	24	21.6	21.6	70.3
More than 3	33	29.7	29.7	100.0
Valid Total	111	100.0	100.0	

FIGURE 5.1

How many training sessions have you attended?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 5.1 IT IS INTERPRETED THAT THERE ARE 48.6 % ARE UNDER 1 TRAINING SESSION ATTENDED

THE 2-3 TRAINING SESSIONS ATTENDED ARE UNDER 21.6 % OF RESPONDENTS

THE 29.7% ARE UNDER MORE THAN 3 TRAINING SESSIONS ATTENDED

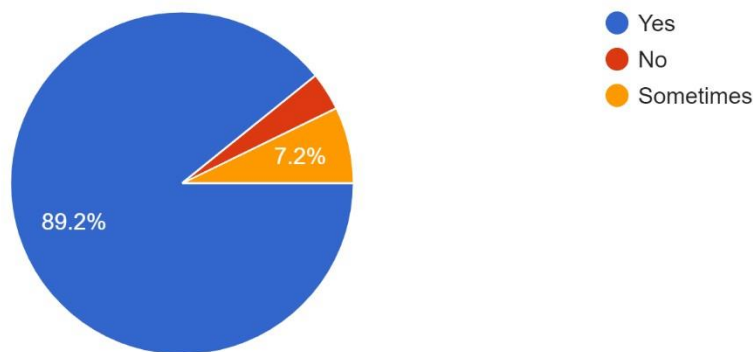
## 6. DO YOU THINK TRAINING PROGRAMS ARE COMPULSORY FOR THE EMPLOYEES

**TABLE 6.1 TRAINING PROGRAMS COMPULSORY**

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	99	89.2	89.2	89.2
No	4	3.6	3.6	92.8
Sometimes	8	7.2	7.2	100.0
Valid Total	111	100.0	100.0	

FIGURE 6.1

Do you think training programs are compulsory for the employees?  
111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 6.1 IT IS INTERPRETED THAT THERE ARE 89.2 % ARE UNDER YES  
THE 3.6 % OF RESPONDENTS ARE UNDER NO  
THE 7.2% ARE UNDER SOMETIMES

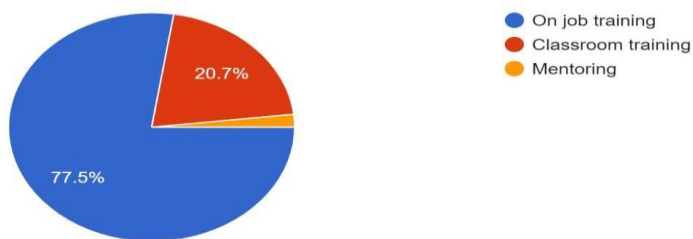
## 7. WHICH ARE THE TRAINING METHODS UNDERTAKEN BY YOU IN THE ORGANIZATION

**TABLE 7.1 TRAINING METHODS UNDERTAKEN**

	Frequency	Percent	Valid Percent	Cumulative Percent
On job training	86	77.5	77.5	77.5
Classroom training	23	20.7	20.7	98.2
Mentoring	2	1.8	1.8	100.0
Valid Total	111	100.0	100.0	

FIGURE 7.1

Which are the training methods undertaken by you in the organization?  
111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 7.1 IT IS INTERPRETED THAT THERE ARE 77.5 % ARE UNDER ON JOB TRAINING

THE CLASSROOM TRAINING HAD 20.7 % OF RESPONDENTS

THE 1.8 % ARE UNDER MENTORING

## 8. WHO IS GIVEN PRIORITY FOR TRAINING IN YOUR ORGANIZATION

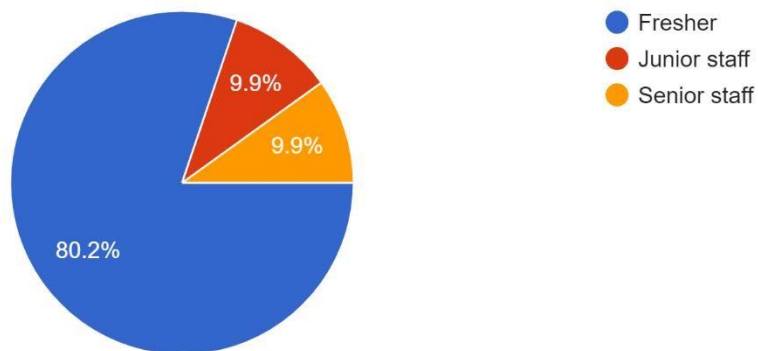
**TABLE 8.1 GIVEN PRIORITY FOR TRAINING**

	Frequency	Percent	Valid Percent	Cumulative Percent
Fresher	89	80.2	80.2	80.2
Junior staff	11	9.9	9.9	90.1
Senior staff	11	9.9	9.9	100.0
Valid Total	111	100.0	100.0	

FIGURE 8.1

Who is given priority for training in your organization?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 8.1 IT IS INTERPRETED THAT THERE ARE 80.2% ARE UNDER FRESHER

THE JUNIOR STAFF HAD 9.9 % OF RESPONDENTS

THE 9.9 % ARE UNDER SENIOR STAFF



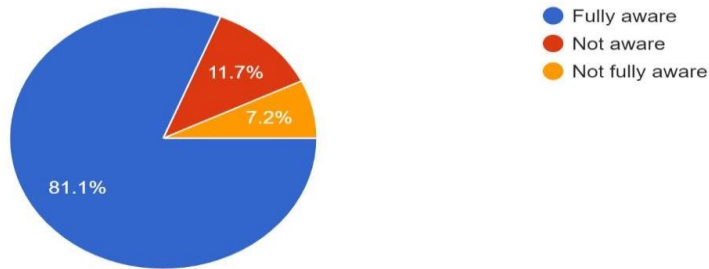
## 9. IS YOUR MANAGEMENT AWARE OF YOUR INFIRMITY

**TABLE 9.1 AWARE OF YOUR INFIRMITY**

	Frequency	Percent	Valid Percent	Cumulative Percent
Fully aware	90	81.1	81.1	81.1
Not aware	13	11.7	11.7	92.8
Not fully aware	8	7.2	7.2	100.0
Valid Total	111	100.0	100.0	

FIGURE 9.1

Is your management aware of your infirmity?  
111 responses



### INTERPRETATION:

FROM THE ABOVE TABLE 9.1 IT IS INTERPRETED THAT THERE ARE 81.1 % ARE UNDER FULLY AWARE

THE NOT AWARE GROUP HAD 11.7 % OF RESPONDENTS

THE 7.2 % ARE UNDER NOT FULLY AWARE

## 10. HOW SATISFIED ARE YOU WITH THE MANAGEMENT SUPPORT

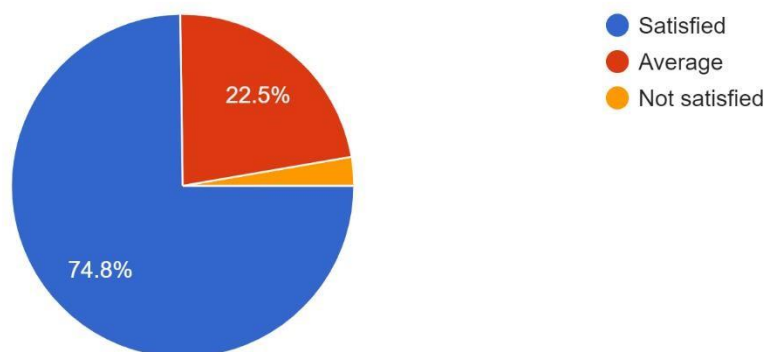
**TABLE 10.1 SATISFIED WITH MANAGEMENT SUPPORT**

	Frequency	Percent	Valid Percent	Cumulative Percent
Satisfied	86	77.5	77.5	77.5
Average	25	22.5	22.5	100.0
Valid Total	111	100.0	100.0	

FIGURE 10.1

How satisfied are you with the management's support?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 10.1 IT IS INTERPRETED THAT THERE ARE 74.8% ARE UNDER SATISFIED  
 THE AVERAGE GROUP HAD 22.5 % OF RESPONDENTS  
 THE 2.7 % ARE UNDER NOT SATISFIED

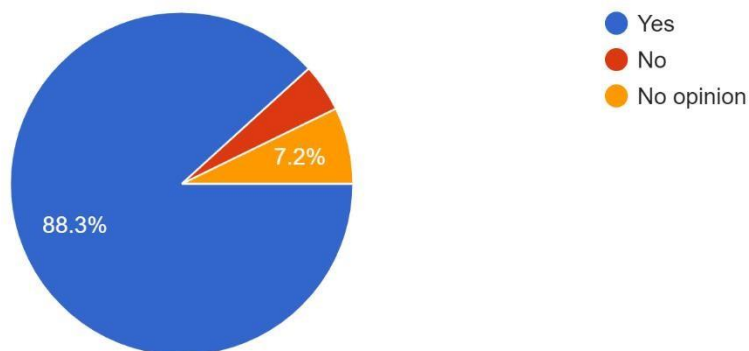
## 11. DO THE TRAINING PROGRAMS HAVE LONG-TERM BENEFITS

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	98	88.3	88.3	88.3
No	5	4.5	4.5	92.8
No opinion	8	7.2	7.2	100.0
Valid Total	111	100.0	100.0	

FIGURE 11.1

Do the training programs have long-term benefits?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 11.1 IT IS INTERPRETED THAT THERE ARE 88.3 % ARE UNDER YES

THE NO GROUP HAD 4.5 % OF RESPONDENTS

THE 7.2 % ARE UNDER NO OPINION GROUP

## 12. DOES YOUR ORGANIZATION PRIORITIZE PROPER INDUCTION TRAINING FOR NEW EMPLOYEES

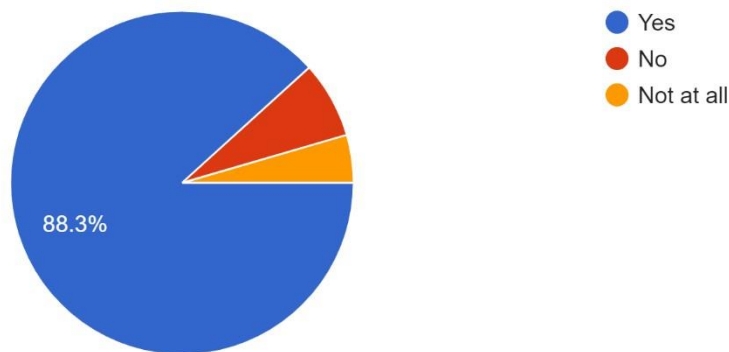
**TABLE 10.1 INDUCTION\_TRAINING\_FOR\_NEW\_EMPLOYEES**

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	98	88.3	88.3	88.3
No	8	7.2	7.2	95.5
Not at all	5	4.5	4.5	100.0
Valid Total	111	100.0	100.0	

FIGURE 12.1

Does your organization prioritize proper induction training for new employees?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 12.1 IT IS INTERPRETED THAT THERE ARE 88.3 % ARE UNDER YES

THE NO GROUP HAD 7.2 % OF RESPONDENTS

THE 4.5 % ARE UNDER NOT AT ALL

### 13.DOES YOUR COMPANY ACKNOWLEDGE AND VALUE YOUR CONTRIBUTIONS

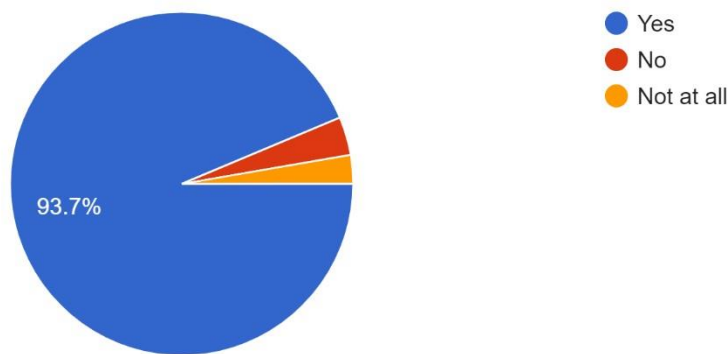
**TABLE 13.1 ACKNOWLEDGE AND VALUE YOUR CONTRIBUTIONS**

	Frequency	Percent	Valid Percent	Cumulative Percent
yes	104	93.7	93.7	93.7
No	4	3.6	3.6	97.3
Not at all	3	2.7	2.7	100.0
Valid Total	111	100.0	100.0	

FIGURE 13.1

Does your company acknowledge and value your contributions?

111 responses



**INTERPRETATION:**

FROM THE ABOVE TABLE 13.1 IT IS INTERPRETED THAT THERE ARE 93.7 % ARE UNDER YES

THE NO GROUP HAD 3.6 % OF RESPONDENTS

THE 2.7 % ARE UNDER NOT AT ALL

14.ARE YOUR JOB RESPOSIBILITIES CLEARLY DEFINED TO YOUR UNDERSTANDING

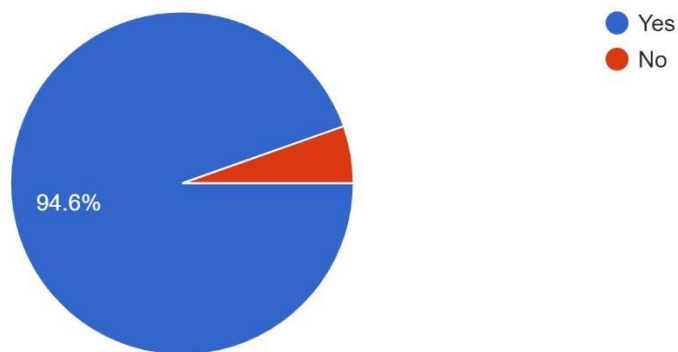
TABLE 14.1 JOB\_RESPONSIBILITIES\_CLEARLY\_DEFINED

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	105	94.6	94.6	94.6
No	6	5.4	5.4	100.0
Valid Total	111	100.0	100.0	

FIGURE 14.1

Are your job responsibilities clearly defined to your understanding?

111 responses



**INTERPRETATION:**

FROM THE ABOVE TABLE 14.1 IT IS INTERPRETED THAT THERE ARE 94.6% ARE UNDER YES THE NO GROUP HAD 5.4 % OF RESPONDENTS

15.ARE, YOU SATISFIED WITH THE INFORMATION PROVIDED BY THE TRAINER DURING TRAINING SESSIONS

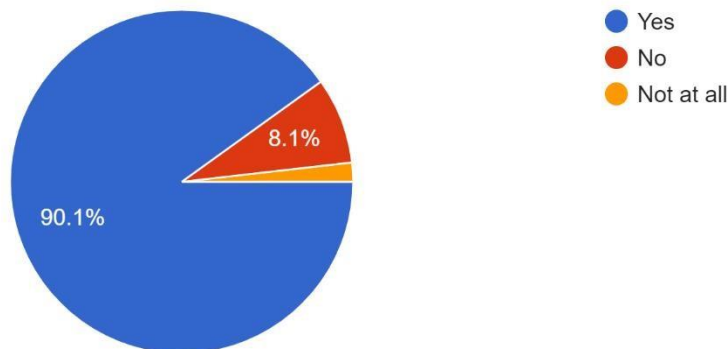
	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	100	90.1	90.1	90.1
No	9	8.1	8.1	98.2
Not at all	2	1.8	1.8	100.0
Valid Total	111	100.0	100.0	

TABLE 15.1 SATISFIED WITH NFORMATION PROVIDED BY TRAINER

FIGURE 15.1

Are you satisfied with the information provided by the trainer during training sessions?

111 responses



**INTERPRETATION:**

FROM THE ABOVE TABLE 15.1 IT IS INTERPRETED THAT THERE ARE 90.1 % ARE UNDER YES

THE NO GROUP HAD 8.1% OF RESPONDENTS

THE 1.8 % ARE UNDER NOT AT ALL

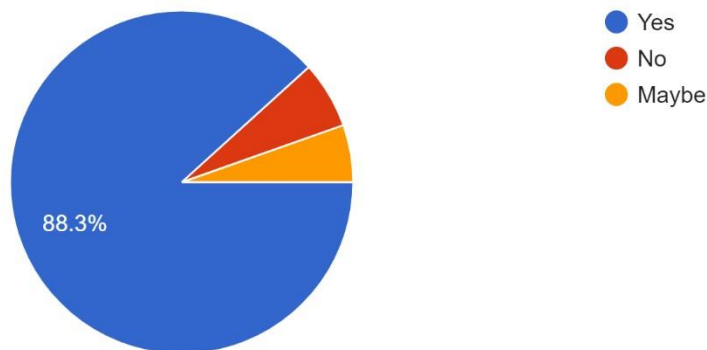
16.DO YOU GET ENOUGH TIME TO CLEAR YOUR DOUBTS REGARDING TOPICS DISCUSSED IN TRAINING SESSIONS

TABLE 16.1 CLEAR DOUBTS DURING SESSIONS

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	98		88.3	88.3
No	7	88.3	6.3	94.6
Maybe	6	6.3	5.4	100.0
Valid Total	111	5.4 100.0	100.0	

FIGURE 16.1

Do you get enough time to clear your doubts regarding topics discussed in training sessions?  
111 responses



**INTERPRETATION:**

FROM THE ABOVE TABLE 16.1 IT IS INTERPRETED THAT THERE ARE 88.3 % ARE UNDER YES  
THE NO GROUP HAD 6.3 % OF RESPONDENTS  
THE 5.4% ARE UNDER MAY BE



## 17.HOW LONG DOES IT TAKES TO IMPLEMENT THE TRAINING PROCESS

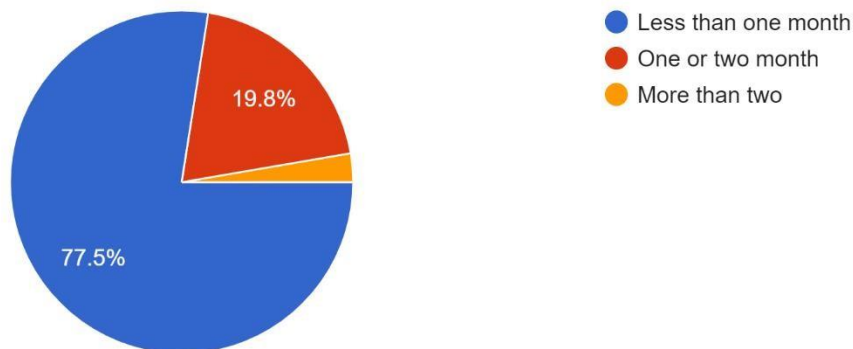
**TABLE 17.1 TIME TAKE TO IMPLEMENT TRAINING**

	Frequency	Percent	Valid Percent	Cumulative Percent
Less than one month	86	77.5	77.5	77.5
One or two months	22	19.8	19.8	97.3
More than two	3	2.7	2.7	100.0
Valid Total	111	100.0	100.0	

FIGURE 17.1

How long does it take to implement the training process?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 17.1 IT IS INTERPRETED THAT THERE ARE 77.5 % ARE UNDER LESS THAN 1 MONTH

THE ONE OR TWO MONTHS HAD 19.6 % OF RESPONDENTS

THE 2.7 % ARE UNDER MORE THAN TWO

## 18. DOES YOUR ORGANIZATION’S TRAINING HELP YOU IN ACQUIRING THE NECESSARY KNOWLEDGE AND TECHNICAL SKILLS

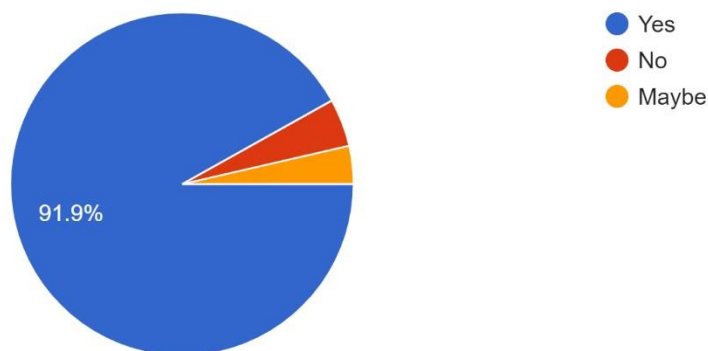
**TABLE 18.1 TRAINING HELP ACQUIRING KNOWLEDGE TECHNICAL SKILLS**

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	102		91.9	91.9
No	5	91.9	4.5	96.4
Maybe	4	4.5	3.6	100.0
Valid Total	111	3.6 100.0	100.0	

FIGURE 18.1

Does your organization's training help you in acquiring the necessary knowledge and technical skills?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 18.1 IT IS INTERPRETED THAT THERE ARE 91,9 % ARE UNDER YES  
 THE NO GROUP HAD 4.5% OF RESPONDENTS  
 THE 3.6 % ARE UNDER MAY BE

## 19. IS YOUR ORGANIZATION’S TRAINING SUFFICIENT IN DEVELOPING YOUR INTERPERSONAL SKILLS

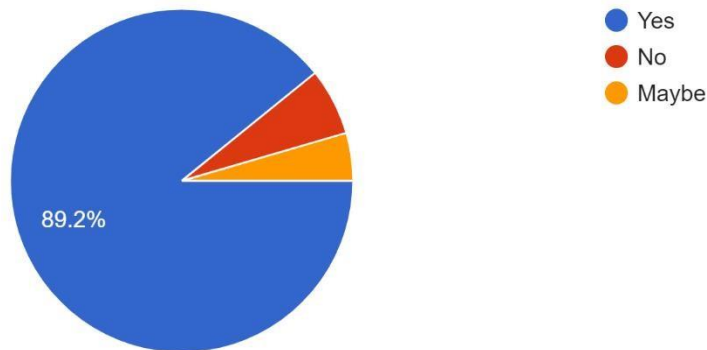
**TABLE 19.1 TRAINING\_NEED\_TO\_DEVELOP\_INTERPERSONAL\_SKILLS**

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	99		89.2	89.2
No	7	89.2	6.3	95.5
Maybe	5	6.3	4.5	100.0
Valid Total	111	4.5 100.0	100.0	

FIGURE 19.1

Is your organization's training sufficient in developing your interpersonal skills?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 19.1 IT IS INTERPRETED THAT THERE ARE 89.2% ARE UNDER YES

THE NO GROUP HAD 6.3 % OF RESPONDENTS

THE 4.5 % ARE UNDER MAY BE

## 20. IS THE TRAINING WORKPLACE WELL-ORGANIZED

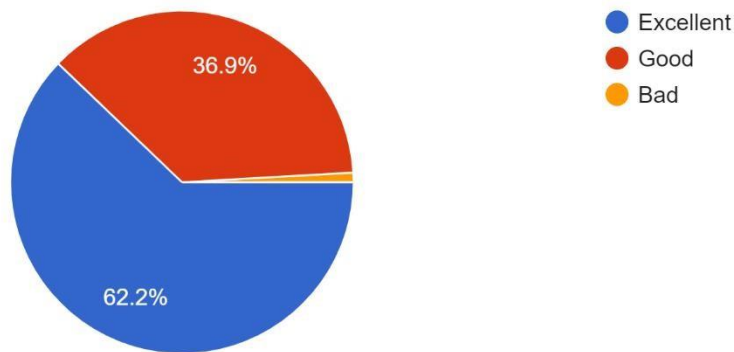
**TABLE 20.1 WORKPLACE WELL ORGANIZED**

	Frequency	Percent	Valid Percent	Cumulative Percent
Excellent	69		62.2	62.2
Good	41		36.9	99.1
Bad	1	62.2	.9	100.0
Valid Total	111	36.9	100.0	

FIGURE 20.1

Is the training workplace well-organized?

111 responses



**INTERPRETATION:**

FROM THE ABOVE TABLE 20.1 IT IS INTERPRETED THAT THERE ARE 62.2% ARE UNDER EXCELLENT  
 THE GOOD GROUP HAD 36.9 % OF RESPONDENTS  
 THE 0.9 % ARE UNDER BAD

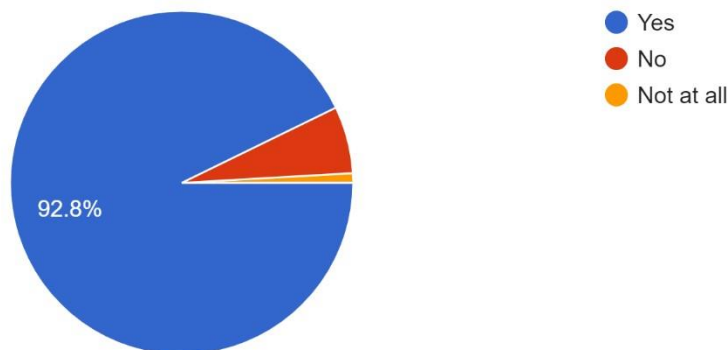
## 21. DOES YOUR COMPANY GIVE YOU THE NECESSARY TOOLS AND TECHNOLOGICAL RESOURCES TO DO YOUR JOB WELL

**TABLE 21.1 GIVE TECHNICAL RESOURCES TO DO JOB WELL**

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	103	92.8	92.8	92.8
No	7	6.3	6.3	99.1
Not at all	1	.9	.9	100.0
Valid Total	111	100.0	100.0	

**FIGURE 21.1**

Does your company give you the necessary tools and technological resources to do your job well?  
111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 21.1 IT IS INTERPRETED THAT THERE ARE 92.8 % ARE UNDER YES  
THE NO GROUP HAD 6.3 % OF RESPONDENTS  
THE 0.9 % ARE UNDER NOT AT ALL

## 22. WHAT ARE THE GENERAL COMPLAINTS ABOUT THE TRAINING SESSIONS

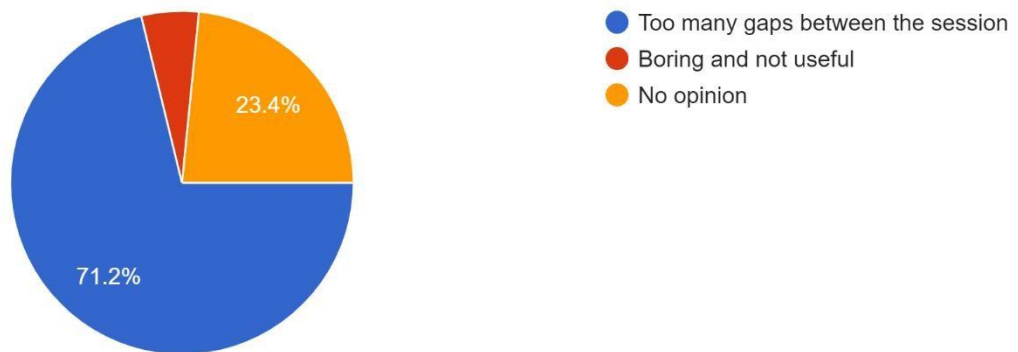
**TABLE 22.1 GENERAL COMPLAINTS ABOUT SESSIONS**

	Frequency	Percent	Valid Percent	Cumulative Percent
Too many gaps between the session	79	71.2	71.2	71.2
Boring and not useful	6	5.4	5.4	76.6
No opinion	26	23.4	23.4	100.0
Valid Total	111	100.0	100.0	

FIGURE 22.1

What are the general complaints about the training sessions?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 22.1 IT IS INTERPRETED THAT THERE ARE 71.2 % ARE UNDER TOO MANY GAPS BETWEEN THE SESSION

THE BORING AND NOT USEFUL GROUP HAD 5.4 % OF RESPONDENTS

THE 23.4% ARE UNDER NO OPINION

## 23. ARE YOU FULLY SATISFIED WITH THE QUALITY AND THE DURATION OF THE TRAINING PROGRAM

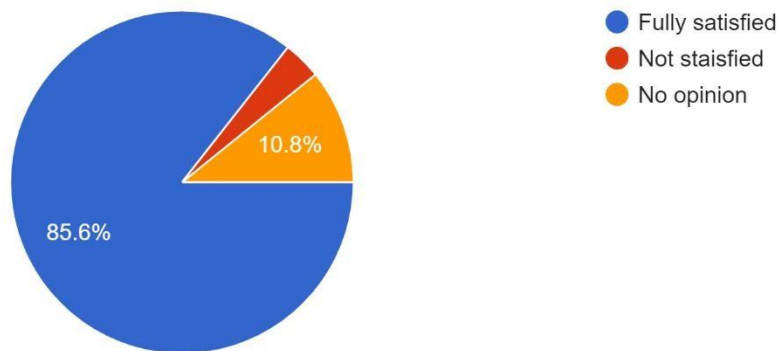
**TABLE 23.1 SATISFIED WITH QUALITY AND DURATION OF TRAINING**

	Frequency	Percent	Valid Percent	Cumulative Percent
Fully satisfied	95	85.6	85.6	85.6
Not satisfied	4	3.6	3.6	89.2
No opinion	12	10.8	10.8	100.0
Valid Total	111	100.0	100.0	

FIGURE 23.1

Are you fully satisfied with the quality and the duration of the training program?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 23.1 IT IS INTERPRETED THAT THERE ARE 85.6 % ARE UNDER FULLY SATISFIED

THE NOT SATISFIED GROUP HAD 3.6 % OF RESPONDENTS

THE 10.8 % ARE UNDER NO OPINION

## 24. DOES YOUR COMPANY OFFER ADEQUATE OPPORTUNITIES FOR PROMOTIONS AND CAREER DEVELOPMENT

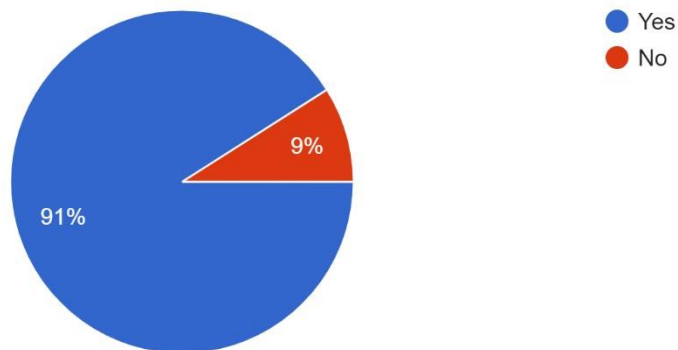
**TABLE 24.1 OFFER OPPORTUNITIES FOR CAREER DEVELOPMENT**

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	101	91.0	91.0	91.0
No	10	9.0	9.0	100.0
Valid Total	111	100.0	100.0	

FIGURE 24.1

Does your company offer adequate opportunities for promotions and career development?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 24.1 IT IS INTERPRETED THAT THERE ARE 91 % ARE UNDER YES THE NO GROUP HAD 9 % OF RESPONDENTS



## 25. DO YOU FIND YOUR COMPANY’S CULTURE ENJOYABLE

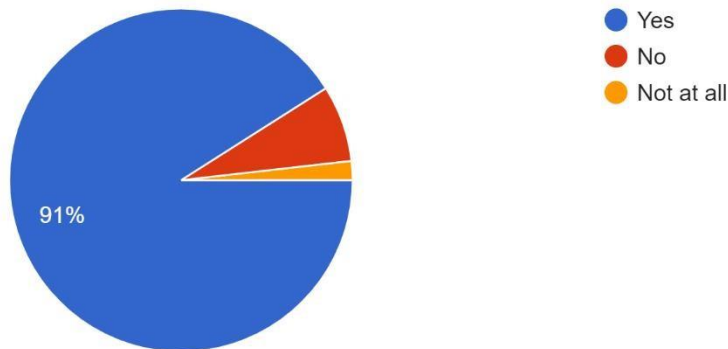
**TABLE 25.1 COMPANYS CULTURE ENJOYABLE**

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	101	91.0	91.0	91.0
No	8	7.2	7.2	98.2
Not at all	2	1.8	1.8	100.0
Valid Total	111	100.0	100.0	

FIGURE 25.1

Do you find your company's culture enjoyable?

111 responses



### **INTERPRETATION:**

FROM THE ABOVE TABLE 25.1 IT IS INTERPRETED THAT THERE ARE 91 % ARE UNDER YES

THE NO GROUP HAD 7.2% OF RESPONDENTS

THE 1.8% ARE UNDER NOT AT ALL

## **CHAPTER – 4**

### **SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSIONS**

## **FINDINGS**

- among the total respondents, 61.3% are male and 36.0% are female
- half of the respondents belong to the age group of 20-30 and the least is above the 40 category 7.2%.
- the job opportunity to women employees and labors must increase.
- the success of the organization mainly depends on the organizational commitments and job satisfaction of all the employees and workers.
- there it must have to improve the compulsory health and safety training for the better and safe work environment.
- to develop a vital role in the area of active health and safety committee, mainly to ensure the well-being and health of the workers in seafood industry.
- majority of the employees and workers are fairly satisfied with their present job.
- the relationship between the supervisor and workers are mainly depended on their valuable opinions and understandings.
- to increase the better attachment of supervisory support to the workers of the organization and to maintain the values of the work environment.
  - radiational and the hazard issues are strongly communicated from the organization towards the workers.
- job satisfaction level and sustainable productivity of the organization must be maintained through proper benefits and betterments to the employees in the organization.
  - sustainable growth of the work-life balance of the employees and workers has been developed mainly through organizational commitment goals.
- most of the employees and workers are accepted to do the job assignments in order to keep the profit maximization and well-being of the company.
- most of the respondents agree that the organization conducting training programs frequently.
- it is understood that majority of the respondents were agree that the supervisory support must be maintained and compulsory for the employees and workers.
- employees and workers who has undergone valuable safety measures and policies which has been given by the company on-the job method

## **SUGGESTIONS**

- companies should adopt scientific safety measures for health-related measures for the employees and workers in the organization.

- adequate safety policies and skills must be practiced among the employees and workers for the better working environment in the company
- hr department should conduct seminars on some vital topics so that employees are always motivated and encouraged to work.
- the company must ask its employees to suggest types of trainings which they think is more helpful in achieving the organizational goals.
- ensure that there is a proper linkage among organizational, operational, and individual training needs.
- the companies must provide extra workshops and specific classes to the employees for maintaining the interest and commitment level of the work.
- extra benefits such as break periods or interval time must increase for the better relaxation of the employees when working in a processing environment.
- internal and external guidance based on management safety practices must be improves scientifically by the company
- supervisory supportive measures and to verify the communications are correctly understood among the employees and workers in the company.
- co-worker relationships and social interactions of the employees and workers must be supportive on the side supervisor.
- extra professional programs and workshop development programs have to be conducted for the better satisfaction and commitment of the employees to develop for the well-being of the organization

## CONCLUSION

the project entitled " job satisfaction and supervisory support training and development on organization commitment - a study conducted among the employees of different organization. through this study it reveals that all the employees are satisfied with the current job which has been assigned by the organization. most of the respondents rated as excellent and good towards the overall quality and other variables the organization helps the employees to develop their skills and ability to work. giving an adequate importance to the job satisfaction of employees by proper training, they can do the works as passionate and straight away. training involves the development of skills that are usually necessary to perform a specific job. its purpose is to achieve a change in the behavior of those trained and to enable them to do their jobs better. it makes newly appointed workers fully productive in the minimum time period. it is equally important for the old employees due to frequent changes in technology.

in this study most of the respondents says training helps to improve their skills and, training provided is good and both the genders are seemed to be satisfied working in the organization. so, it is found out that training and development program conducted in the organization helps them to improve their performance, enhance organizational effectiveness and it helps them to adapt to the changing work environment. training and development programs play a vital role in every organization. these

programs improve employee performance at workplace, it updates employee knowledge and enhances their personal skills and it helps in avoiding managerial obsolescence. with the use of these programs, it is easier for the management to evaluate the job performance and accordingly take decisions like employee promotion, rewards, compensations, welfare facilities etc. these training programs also help the managers in succession planning, employee retention and motivation. it creates efficient and effective employees in the organization.

i conclude that the organization commitment of the employees is highly effective and beneficial to the company in giving best contribution to their personal growth and development as well as to meet the organizational objectives and goals. the effective supervisory support system and management safety practices to the employees and workers which highly impact and help them to achieve better cooperation within the organization. organization commitment improves the quality of work life by creating an employee supportive workplace.

## **BIBLIOGRAPHY**

### ➤ Websites

- [https://www.researchgate.net/publication/271198677\\_Organizational\\_commitment\\_and\\_Job\\_Satisfaction\\_A\\_study\\_of\\_Manufacturing](https://www.researchgate.net/publication/271198677_Organizational_commitment_and_Job_Satisfaction_A_study_of_Manufacturing)
- [https://www.researchgate.net/publication/23182555\\_An\\_Analysis\\_of\\_the\\_Concept\\_of\\_Organizational\\_Commitment](https://www.researchgate.net/publication/23182555_An_Analysis_of_the_Concept_of_Organizational_Commitment)
- <https://www.indeed.com/career-advice/careerdevelopment/support-for-employees>
- [https://www.researchgate.net/publication/270949124\\_Organizational\\_Commitment\\_job\\_satisfaction\\_and\\_intention\\_to\\_stay\\_Literature\\_review](https://www.researchgate.net/publication/270949124_Organizational_Commitment_job_satisfaction_and_intention_to_stay_Literature_review)
- <https://www.bircujournal.com/index.php/birci/article/view/6291>
- [https://www.researchgate.net/publication/348322549\\_The\\_effects\\_of\\_unanswered\\_supervisor\\_support\\_on\\_employees\\_well-being\\_performance\\_and\\_relation](https://www.researchgate.net/publication/348322549_The_effects_of_unanswered_supervisor_support_on_employees_well-being_performance_and_relation)
- [https://www.academia.edu/8279846/A\\_Literature\\_Review\\_and\\_Reports\\_on\\_Training\\_and\\_Development](https://www.academia.edu/8279846/A_Literature_Review_and_Reports_on_Training_and_Development)
- [https://hrmars.com/papers\\_submitted/10024/review-ontraining-and-development-in-human-management.pdf](https://hrmars.com/papers_submitted/10024/review-ontraining-and-development-in-human-management.pdf)
- <https://www.emerald.com/insight/content/doi/10.1108/XJM09-2021-0247/full/html>
- <https://www.vectorsolutions.com/resources/blogs/safetymanagement-best-practices/>

### ➤ Journals

- Research paper by P. Nischitha, regarding Training and development
- Journals from Ministry of Commerce and Industry
- Journal of Human Resource and Sustainability Studies, 2015,

## **ANNEXURE**

### **QUESTIONNAIRE**

1. What is your age?

- a) 20 and below
- b) 20-30
- c) 30-40
- d) 40 and above

2. What is your gender?

- a) male
- b) female
- c) others

3. Do you find your work meaningful?

- a) yes
- b) no

4. Have you attended any training programs?

- a) yes
- b) no

5. How many training sessions have you attended?

- a) 2
- b) 2-3
- c) more than 3

6. Do you think training programs are compulsory for the employees?

- a) yes
- b) no
- c) sometimes

7. Which are the training methods undertaken by you in the organization?

- a) on job training
- b) classroom training
- c) mentoring
- d) other

8. To who is training prioritize in your organization?

- a) fresher
- b) junior staff
- c) senior staff

9. Is your management aware of your infirmity?

- a) fully aware

- b) not aware
- c) not fully aware

10. How satisfied are you with the management's support?

- a) satisfied
- b) average
- c) not satisfied

11. Do the training programs have long-term benefits?

- a) yes
- b) no
- c) no opinion

12. Does your organization prioritize proper induction training of new comers?

- a) yes
- b) no
- c) not at all

13. Does your company acknowledge and value your contributions?

- a) yes
- b) no
- c) not at all

14. Are your job responsibilities clearly defined to your understanding?

- a) yes
- b) no

15. Are you satisfied with the information provided by the trainer during the training sessions?

- a) satisfied
- b) average
- c) not satisfied

16. Did you get enough time to clear your doubts regarding the topic in the training session

- a) yes
- b) no
- c) not at all

17. How long does it take to implement the training process?

- a) less than one month
- b) one to 2 months
- c) more than 2

18. Does your organization's training help you in acquiring the necessary knowledge and technical skill?

- a) yes

- b) no
- c) not at all

19. Is your organization's training sufficient in developing your interpersonal skills?

- a) yes
- b) no
- c) not at all

20. Is the training workplace well-organized??

- a) excellent
- b) good
- c) bad

21. Does your company give you the tools and technologies you need to do your job well?

- a) yes
- b) no
- c) not at all

22. what are the general complaints about the training session?

- a) too many gaps between the session
- b) boring and not useful
- c) no opinion

23. Are you fully satisfied with the quality and the duration of the training programme?

- a) fully satisfied
- b) no opinion
- c) not satisfied

24. Does your company offer adequate opportunities for promotions and career development?

- a) yes
- b) no

25. Do you find your company's culture enjoyable?

- a) yes
- b) no
- c) not at all