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JOB SATISFACTION OF EMPLOYEES: WITH SPECIAL REFERENCE TO NUMALIGARH REFINERY LIMITED, ASSAM

*Mrs. Rinki Das

ABSTRACT

Human Resource Development is a systematic process involving organized series of learning activities which aimed to produce behavioural changes in human beings so as to acquire a desired level of competence for present and future role. In this process of development it is very much important to focus on the workplace issues relating to superior-subordinate relationships, strong team work, professional wellbeing, employee motivation and job satisfaction. The present study is concentrated on the aspects of job satisfaction of employees. Satisfaction with the job improves integration among the employees working under the same roof, leading towards the organizational development. It refers to the extent to which an employee feels motivated, contented, and satisfied with his/her job. The study aimed to understand the factors affecting employee job satisfaction and to assess the satisfaction level of the employees working in Numaligarh Refinery Limited (NRL). A total of 211 respondents consisting of the non-executive category of employees, were considered for the study. The instrument of Job Satisfaction Survey with mean scores and standard deviations has been used to analyse the satisfaction level of the employees. The study brought out the facts that majority of the sample non-executive employees of NRL possess an ambivalent attitude towards the various factors of job satisfaction.

Keywords: Human Resource Development, Job Satisfaction, Numaligarh Refinery Limited.

INTRODUCTION

Human resources are the most significant and active factor of production. Other factors are inactive and are dependent on the utilization of the human resources. Development of human resources is the pre-requisite for the development of the organisation. The main aim of HRD is to bring about an all round development of the people, so that they can contribute their best and fullest to the organisation, society and nation. HRD is a systematic process involving organized series

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