

ABSTRACT

This study explores job satisfaction among employees, emphasizing how fulfilling employee expectations leads to increased job satisfaction, organizational commitment, and productivity. The main objectives include assessing job satisfaction, identifying its effectiveness, and understanding the personal and organizational factors influencing it. The study reveals that employees are generally satisfied with their jobs, but highlights areas for improvement, such as salary, employee-supervisor relationships, grievance handling, and providing more opportunities for new employees. A sample of 120 respondents was surveyed in Sri Krishna Pattern Engineering Works, and percentage analysis and chi-square methods were used for data evaluation. The findings suggest that addressing these factors can enhance employee satisfaction and overall organizational performance.