

THIRD/FINAL SUMMER INTERNSHIP PROJECT REPORT

ROLL NO. 2002 (ANITA OGANIA)



DIVISION: HUMAN RESOUCCE

COMPANY GUIDE: Ms. KAUSHANI MONDAL (HR MANAGER) AND Mr. SIDDHANT
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BATCH: 2020-2022

PROJECT REPORT ON
“LEVEL OF EMPLOYEE JOB SATISFACTION”
AT



Submitted by
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(HUMAN RESOURCE)
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DECLARATION

I, the under signed *Anita Oganía*, the student of M.B.A. Part II of Goa Business School, Goa University, hereby declare that the project entitled ***“LEVEL OF EMPLOYEE JOB SATISFACTION AT BLITZJOBS”*** has been prepared by me towards partial fulfillment of the degree of Master of Business Administration under the guidance of *Ms. Kuashini Mondal (HR Manager) and Mr. Siddhant Patnaik (Assistant HR Manager)*.

This project is neither in full nor in part has previously formed the basis for the award of any other degree of either this University or any other University.

Date: 08th MAY 2022

Place: Goa University

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Roll No.: 2002

ACKNOWLEDGMENT

I take this opportunity to sincerely acknowledge and gratefully thank ***BLITZJOBS MANAGEMENT DEPARTMENT, STAFF*** and all those who helped me in providing necessary assistance valuable guidance and requisite information to complete my final internship.

I would like to thank ***Ms. Kaushani Mondal [HR MANAGER], Mr. Siddhant Patnaik [ASSISTANT HR MANAGER]***, guiding me and reviewing my report and motivating me for completing my final internship and allowing me to the project on ***Level of Employee Job Satisfaction in BLITZJOBS.***

Lastly I would like to specially thank internal faculty ***Ms. Dr. R Nirmala [Associate Professor]*** of Goa Business School, Goa University, Department of Management Studies Taleigao, Goa for being available for weekly mentoring & guiding me towards completion of the internship project on time.

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ABOUT BLITZ JOBS:

Blitz Jobs aims to place talented individuals with amazing jobs at lightning speed. "Blitz jobs has been established with a vision to provide best-in class workforce solutions to organizations, colleges and individuals alike. Blitz jobs is the ultimate solution for all the HR problems organizations face. We are 100% committed to providing our clients with top notch solutions that leave them satisfied and accelerate their growth. We have built our credibility by consistently performing well and have emerged as a service partner of choice with various organizations of repute like Peacock Solar and Daybest Technology.

We have a brilliant team of HR professionals and analysts. Our aim is to provide a significant competitive edge to our clients in a fast growing market like India."

Blitz Jobs office in India - Bengaluru, Karnataka

Company size – 51-200 employees and in LinkedIn 180 Includes members with current employer listed as Blitz Jobs, including part-time roles.

Headquarters - Bengaluru, Karnataka

Founded – 2020

Founder – Shweta Singh

Co-founder - Aniket Baheti and Ankita Jethalia

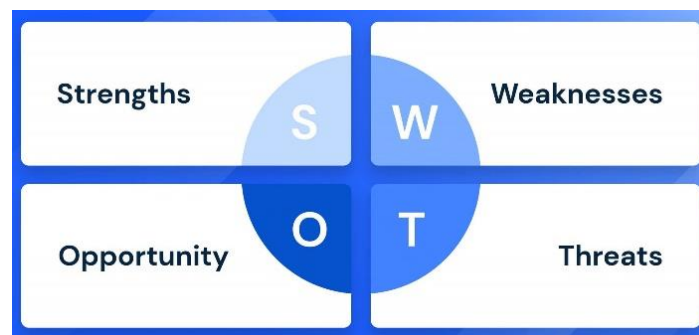
VISION: To provide best-in class workforce solutions to organizations.

MISSION: Empowering employment in India

COMPANY STUDY – VRIN ANALYSIS

BlitzJobs's Organizational Resources & Capabilities.					
Resource or Capability	V	R	I	O	Competitive Adv/Disadv
Moderate uniqueness of software technology in delivering the service to clients	Yes	No	No	No	Yes
Effective and efficient human resource development	Yes	Yes	No	No	Yes
Size of operation and BlitzJobs network	Yes	Yes	No	No	No
Economic of scale	Yes	Yes	No	No	Yes
Globally recognized brand	No	No	No	No	No
Third party delivering service	Yes	No	No	No	Yes

COMPANY ANALYSIS - SWOT ANALYSIS – BLITZJOBS



1) Strengths:

- BlitzJobs offers IT and Non IT consulting, implementation and integration services to industries from all walks of life.
- BlitzJobs has a strong team with enough experience, knowledge, education, network and skills) and complete each project on time for the clients.
- Good industrial relations and highly skilled workforce, which is receptive to absorb and adopt new technologies.

- Setting up of Simulated Training facilities.
- Also located in the best place such as Bangalore.

2) **Weaknesses:**

- BlitzJobs highly depends on their employees to complete client's requirements/work.
- BlitzJobs has a limited number of clients to serve but the clients requirement comes more in number and employees may not be sufficient to complete clients work.
- Efficiency may not be 100% due to limited resources (humane resources).
- BlitzJobs need to analyze their competitor's advantages and need to improve in that particular area.
- Geographical limitation for expansion at the present site.

3) **Opportunities:**

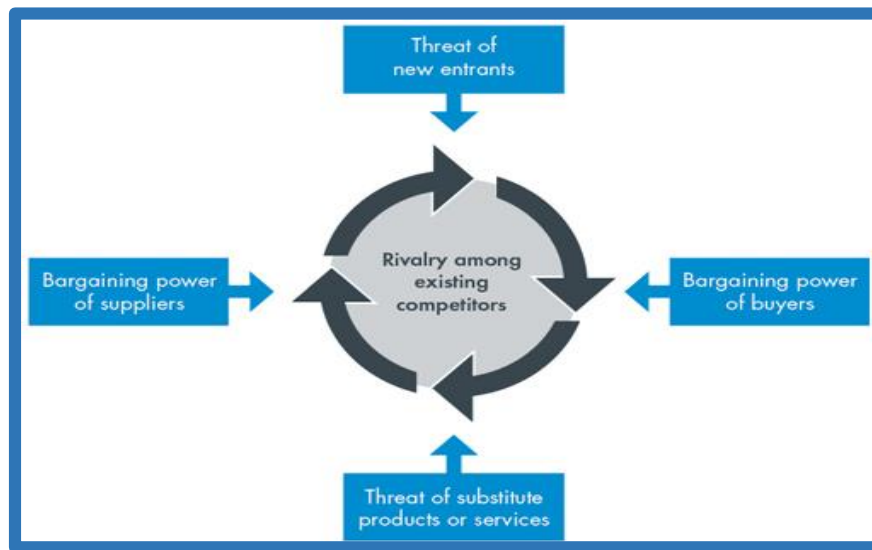
- Expand more branches at national level as well as international level.
- This service is not unique, but there are chances to increase their clients/customers.
- Opportunities to use more unique software and handle work of their clients, so clients get service on time.
- Opportunities to work online mode and save their finance (furniture, computers, etc)
- Successful integration/consulting experience in delivering products/services.

4) **Threats:**

- Longer duration of rate of return (ROI).
- Increasing competition from the private sector in the future is one of the threats.
- Less Brand loyalty.
- BlitzJobs competitor's service may affect their business, by reverting their clients towards them.
- Prices offered by their competitors may threaten the BlitzJobs.
- Availability of limited human resources to meet the demands of the clients.

- BlitzJobs' top competitors include Aon Consulting, Atkins Global, BMC Software Consulting, Buck Consultants, Gallup Consulting, Mercer Consulting, PA Consulting Group etc. These are all big organizations in Bangalore. There are also small firms into consulting which do not include in the above mentioned.

PORTER'S FIVE FORCES ANALYSIS



1) Barriers to New Entrants/Threat of New Entrants:

- The barrier for new entrants is high due to the many support schemes offered by the government to new enterprises.
- The Barrier for New Entrants depend on the economics of scale, capital Investment, and government policies and product differentiation. Therefore it is high.
- As we know that there are a number of companies which are newly starting, so competition is coming from small sizes of the companies. So there's nothing preventing serious players from entering the industry.
- There are many companies already existing, some are listed below and there are more chances to enter more new companies. So entry barriers are high.

Example: Aon Consulting, Atkins Global, BMC Software Consulting, Buck Consultants, Gallup Consulting, Mercer Consulting, PA Consulting Group etc.

2) Bargaining Power of the buyer:

- Buyer's power is high due to the large number of small sized companies/industries providing similar services. The price is similar in most of the companies, so the bargaining power of the buyers is high.
- The buyers are more price sensitive in choosing the service provider.
- Buyer has high power as they have the option to shift to different companies, due to the similar cost that is offered by other service providers.
- Some of the companies are, Aon Consulting, Atkins Global, BMC Software Consulting, Buck Consultants, Gallup Consulting, Mercer Consulting, PA Consulting Group etc.
- The buyer has plenty of options to choose when looking for the consulting services. So the bargaining power of buyers is high.

3) Bargaining Power of the supplier:

- Suppliers barely make a big difference to companies involved in providing service and consulting service to the clients, especially to the dominating consulting companies. While it may affect to a large extent, small players who are struggling to establish themselves within the industry.
- Suppliers provide a number of services in the same industry. The bargaining power can be summarized as Number of the suppliers is high, Price factor of the suppliers is medium/low, Profit of the supplier is high, switching cost of the supplier is low, and Operating cost is high.

Overall bargaining power of suppliers is low.

4) Rivalry among existing competitors:

- Rivalry exists in every field and it is part of the day to day businesses. It is sometimes bad because companies have to share hard earned profits with competitors and sometimes goods

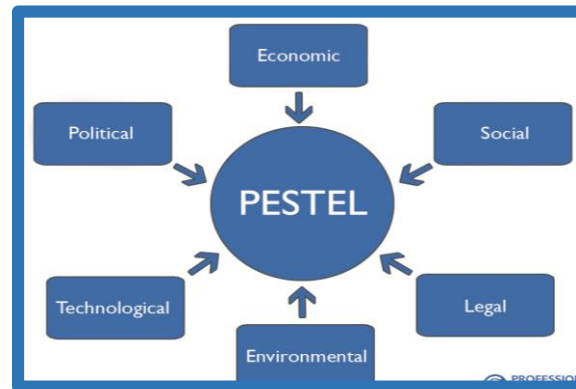
because it gives opportunities to one company to stand in line with another in terms of quality of service, business strategy, job satisfaction etc.

- The competitive rivalry can be summarized as, Number of competitors is high, Industry growth is high, so the chance of exit from the industry is less, and Competitor's move to new customer is also high. Overall competition in the industry is high.
- There are many companies in India as well as internationally which provide similar services, such as HR consulting services.
- Some of the example of company's competitors are as followed:
- Aon Consulting, Atkins Global, BMC Software Consulting, Buck Consultants, Gallup Consulting, Mercer Consulting, PA Consulting Group etc.

5) Threat of Substitutes:

- Threat of substitutes are **high**, as there are many companies which provide similar service in India and internationally
- Substitution threat is the result of change in buyer behavior towards competitors or against the company. Substitution may also result due to change in quality of service. It may affect the company to a certain extent as they have to start a new search of clients, establish strong relations and educate them on company policies and systems.
- In case due to the delay of service or quality of service become poor, then the clients will switch on to the new substitutes. If the clients get similar service from other competitors at a moderate rate. **Overall threat of substitutes is high.**

PESTEL ANALYSIS



1) ECONOMIC FACTORS:

Economic factors also affect the consulting industry as it take into the consideration. Factors such as economic growth, exchange rates, inflation rates, interest rates, disposable income of consumers and unemployment rates. The purchasing power of the consumer in the market for also affect the industry. The employment rate and the unemployment rate in the economy also affect the industry. If income in the hand of clients is less than demand for the consulting service will be less, as per capita income also affects the consulting industry. Change in economic conditions at domestic or at international level largely affects the functioning of every industry; following are some of the economic factors which may affect consulting industry. Rate of inflation reflects changes in demand and supply conditions in the economy. Inflation management therefore involves controlling demand and supply factors by various monetary and fiscal measures respectively.

2) SOCIO-CULTURAL FACTORS:

This factor greatly affects the consulting industry as people is also one of the factors for creating demand in the market. This includes population trends such as the population growth rate, income distribution, career attitudes, safety emphasis, health consciousness, lifestyle attitudes and cultural barriers. These factors are especially important for marketers when targeting certain customers. To help build up a strong industrial base through development of ancillaries. Encourage Scheduled Caste/Tribe persons by giving them preference in employment in the company and in the promotion of SC/ST employees as specified by the Government. Consulting industry brings not huge but small amount of revenues to countries and directly influences the welfare of the people by affecting the GDP. To reinforce Government's efforts in promoting social justice to the people at large by

formulating corporate policies on employment, welfare, workers' participation, consistent with the Government's policies is important.

3) **TECHNOLOGICAL FACTORS:**

Technologies significantly affect human's ability to control and adapt to their natural environments. Consulting industry is also dependent on technology which helps in providing service to their clients, processing of clients data in a respective software, increasing output, better delivery and communication, savings time and controlling costs. Technology improvement has changed the way people were traditionally working with more ease, flexibility and efficiency. Technology also helps the consultancy company to provide faster service to the clients.

4) **POLITICAL FACTORS:**

These factors are all about how and to what degree a government intervenes in the industry. The factors such as government policy, political stability or instability, corruption, foreign trade policy, tax policy, labor law, environmental law and trade restrictions. Every business/company has to follow government policy, tax system etc. BlitzJobs needs to issue all required documents and certificates to operate its business national as well as international level. Policy of the government keeps on changing which every company has to follow. Even to operate its business at international level it needs to follow foreign rule and regulation.

5) **LEGAL FACTORS:**

In this factor there are a number of laws that the industry needs to follow to produce/deliver that products/services in the country. Specific laws such as discrimination laws, employment laws, copyright and patent laws, and health and safety laws etc. It is clear that industry needs to know different laws which they need to follow to operate the sector successfully and ethically.

Few Acts that come under Blitzjobs:

Companies Act, 2013, Employees Provident Funds and Miscellaneous Provisions Act, 1952, Payment of Gratuity Act, 1972, Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act was passed in 2013, Maternity Benefit (Amendment) Act, 2017

PROJECT QUESTION

WHAT IS THE LEVEL OF EMPLOYEE JOB SATISFACTION AT BLITZJOBS?

10. ANNEXURE

Draft

Survey Questionnaire

Name: _____

Emp.No.: _____

- a) All Questions are mandatory. Please reply to all questions.
- b) Please rate the below questions on a scale of 1 to 5 with (1) indicating that you “strongly agree” with the given point and (5) indicating that you “strongly disagree” with the given points.

You can put your rating beside each question.

SL.NO.	QUESTION	1	2	3	4	5
1.	I am satisfied with my achievements on my job					
2.	I have been amply recognized for my job achievement					
3.	My job provides me sufficient opportunities for growth and advancement					
4.	I am being suitably compensated in terms of pay and allowances for my job performance					
5.	My job provides me sufficient opportunity for learning and development					
6.	I like my job because it provides me job security.					
7.	Employees are encouraged to work due to the high safety standards in the Company.					
8.	My job in the company makes me motivated to come to work.					
9.	I like my job because it has a very good conducive work environment					

10.	My company does not provide necessary resources For doing my job successfully.					
11.	My company provides better facilities as compared to other similar companies.					
12.	My casual leave and restricted holiday normally lapses at the end of the calendar leave.					
13.	I normally bring in creativity and innovation to my day to day job.					
14.	My peers and juniors provide support for accomplishment of my job.					
15.	My seniors support me in execution of my job and respect my job performance.					
16.	I am able to maintain a reasonable balance between work and personal life					
17.	I enjoy taking up additional responsibilities along with my designated work.					
18.	Being able to complete all pending jobs on any particular day makes me feel very accomplished.					
19.	I feel responsible personally for any lapses that occur in the execution of my job.					
20.	My bosses and peers take the ownership and credit for the positive results and the good work that I do.					
21.	The company adopts and promotes equal distribution of work among peers of a particular trade/ section.					
22.	I am satisfied with sanitation, cleanliness and hygiene within and around work area					
23.	The company has a very good reward and recognition scheme for the outstanding performers.					
24.	I am motivated to work due to the excellent grievance redressal policy of the company.					
25.	I would like to work in my current job till my retirement from my company.					

PROJECT METHODOLOGY

The main objective of the research was to find the satisfaction level of employees in the organization. Employee satisfaction is essential to the success of any business. The important factors that are to be considered in the job satisfaction of employees are salary, promotion, working condition, etc.

The study was conducted using a quantitative research approach. Quantitative methods allow you to test a hypothesis by systematically collecting and analyzing data. This study is Exploratory and Analytical in nature. Exploratory research is carried out when a topic needs to be understood in depth, especially if it hasn't been done before.

This research is conducted in order to determine the nature of the problem and helps the researcher to develop a better understanding of the problem. Such kind of research will enable a researcher to set a strong foundation for exploring his ideas. Analytical research is a specific type of research that involves critical thinking skills and the evaluation of facts and information relative to the research being conducted.

A structured questionnaire was prepared as a research instrument tool to collect the data from the respondents. This method consisted of preparing detailed questions covering the employee satisfaction standards in the company.

Convenience sampling method was adopted based on the employee's availability and willingness to take part. A sample size of 50 respondents was chosen and the data was collected based on the same.

The data was analyzed using Likert scale method to identify the attitude of people towards the given stimulus objects by asking them the extent to which they strongly agree or strongly disagree with them.

Use of basic arithmetic mean and mode methods was applied in the research. Some amount of charts/graphs has been used in order to present the summarized figures which have been received from the survey.

PROJECT DESIGN:

Job satisfaction among employees is an important aspect of achieving desired productivity targets and remaining sustainable. Organizations need to nurture both the extrinsic and intrinsic factors, which are responsible for developing and maintaining a positive effect on the level of job satisfaction among employees. A study on 'Employee Job Satisfaction' was carried out in BlitzJobs to know the satisfaction level of the employees.

The primary data was collected by means of a questionnaire.

A structured questionnaire was prepared and the same was circulated among 50 employees based on the availability and willingness to take part.

The study is exploratory and analytical in nature which helps us to study in-depth about the factors which influence the job satisfaction level among the employees.

Convenience sampling technique was used to select the respondents.

The data will be analyzed with the help of MS Excel. Likert scale method was used for the study. Use of basic arithmetic mean and mode methods was adopted in the study.

PROJECT OBJECTIVES:

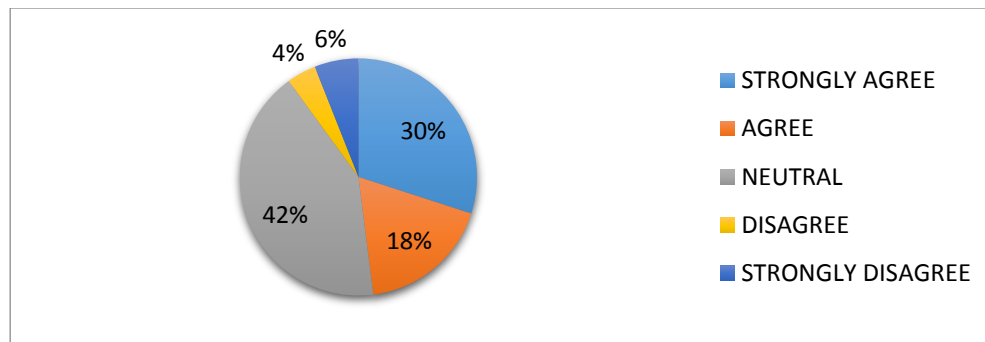
Job satisfaction plays a main role in organization success, without employee satisfaction towards their job none of the employees will perform well and it is very difficult to reach the organizational goals and objectives, hence job satisfaction helps to yield maximum output or performance from the employees. The objectives of the study are:

- The study aims to understand the job satisfaction of the employee in BlitzJobs.
- To identify the various factors which improve the satisfaction level of employees.
- To identify sufficient job opportunities for growth and advancement.
- To understand the perception of employees with regards to their job security.
- To study the motivational factors of the employees.

DATA ANALYSIS AND FINDING

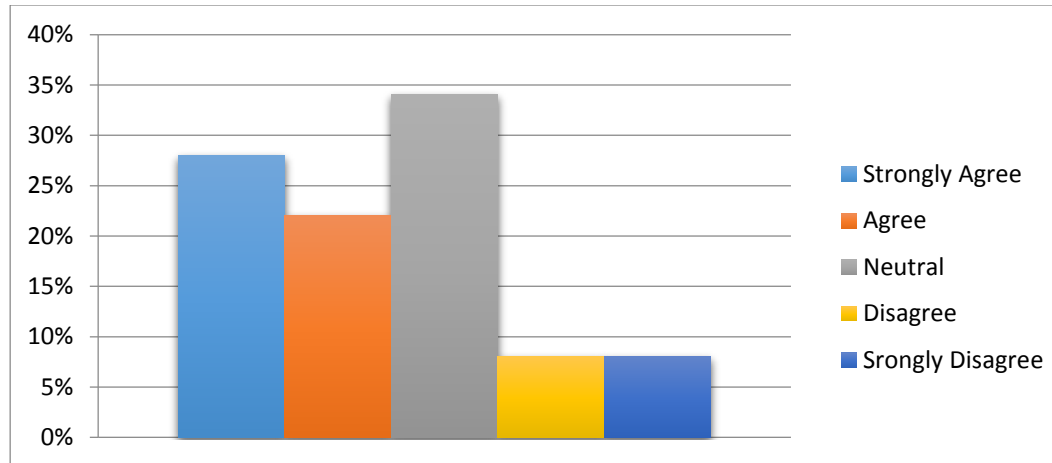
The most important part of any research report is the collection of data and its analysis. However relevant the questionnaire may be, if the data analysis is faulty, it will lead to wrong finding and fail to meet the purpose of the research. Hence, special care has been taken for data analysis. Accordingly, each and every question of the questionnaire served to the sample has been individually analyzed and presented in graphical form to understand the response better and come to the most relevant and appropriate conclusion. The details of the response are as under:

Q1. In response to the first question i.e. “I am satisfied with my achievement on my job”, the responses received are presented in the pie chart below.



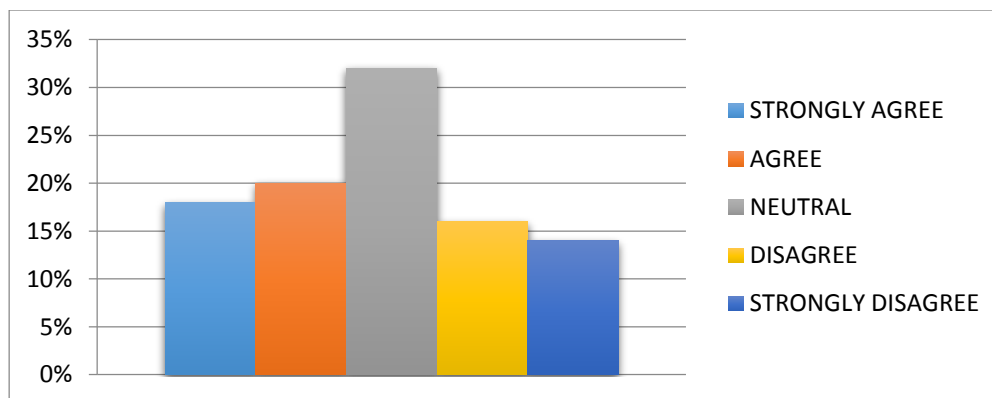
- As we can see in the above chart, 42% participants have taken a neutral stand.
- On the other hand, 30% and 18% have indicated that they “strongly agreed” and “agreed” respectively. This shows that people are somewhat satisfied with their job.
- Whereas 4% and 6% of the participants have indicated that they “disagreed” and “strongly disagreed” with their job achievement.

Q2. In response to the second question i.e. “I have been amply recognized for my job achievement”. The responses received are presented in graphical form as under:



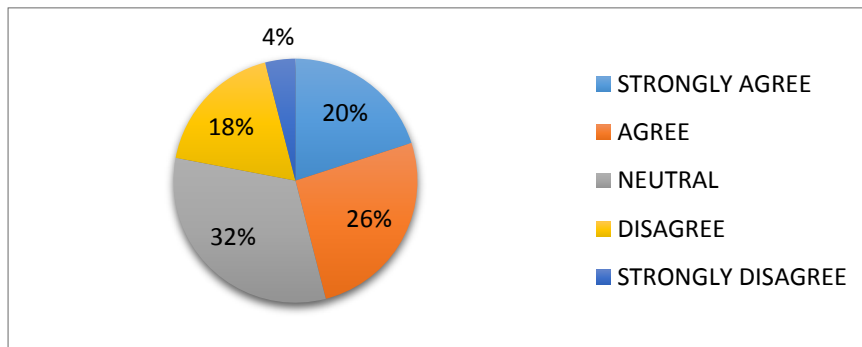
- The above graph shows that 34% of the participants gave a neutral response.
- Whereas, 28% and 23% “strongly agreed” and “agreed” that they are amply recognized for their job achievements.
- On the other hand, an equal number of the participants chose between “disagreed” and “strongly disagreed” respectively.

Q3. In response to the third question i.e. “My job provides me sufficient opportunities for growth and advancement”. The responses received are presented in the bar graph below.



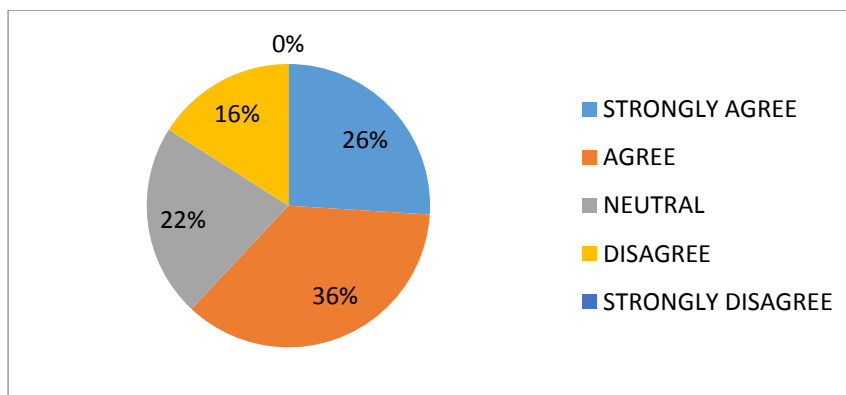
- As we can see in the above graph, 32% of the participants gave a neutral response.
- On the other hand, 18% and 20% “strongly agreed” and “agreed” that their job provides sufficient opportunities for growth and advancement.
- Whereas 15% and 14% of the participants “disagreed” and “strongly disagreed” respectively.

Q4. In response to the fourth question i.e. “I am being suitably compensated in terms of pay and allowances for my job performance”. The responses received are presented in the pie chart below.



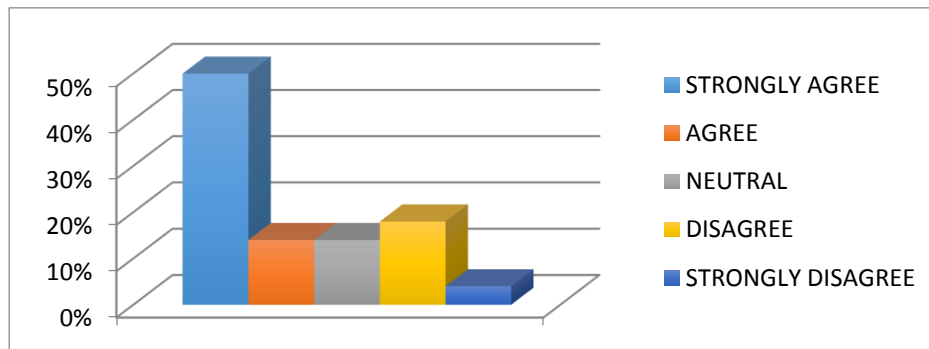
- The above graph shows that, 32% of the participants gave a neutral response.
- Whereas, 20% and 26% “strongly agreed” and “agreed” that they are suitably compensated in terms of pay and allowances for their job performance.
- On the other hand, 18% and 4% of the participants “disagreed” and “strongly disagreed” respectively.

Q5. In response to the fifth question i.e. “My job provides me sufficient opportunity for learning and development”. The responses received are presented in the pie chart below.



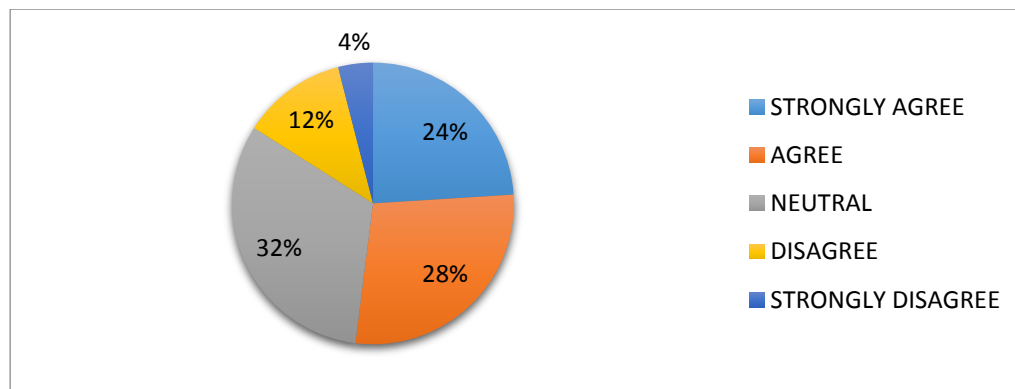
- As we can see in the above graph, 22% of the participants gave a neutral response.
- Whereas, 26% and 36% “strongly agreed” and “agreed” that their job provides sufficient opportunity for learning and development.
- On the other hand, 16% of the participants “disagreed” respectively.

Q6. In response to the sixth question i.e “I like my job because it provides me job security”. The responses received are presented in the bar graph below.



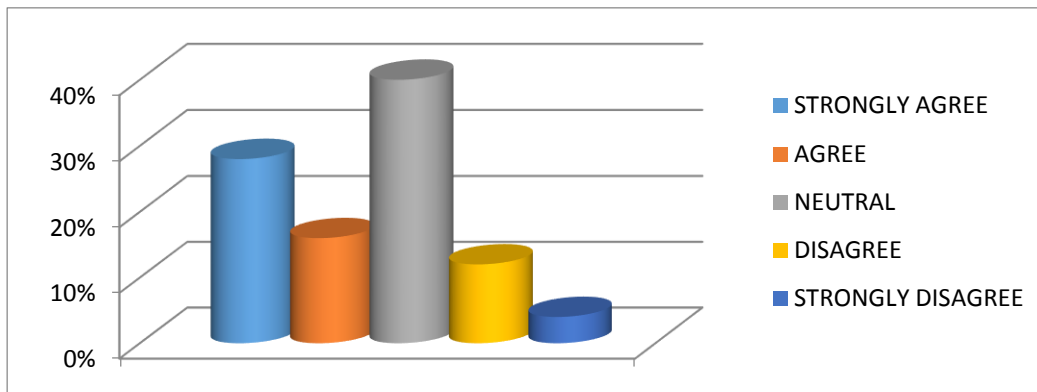
- As we can see in the above graph, 10% of the participants gave a neutral response.
- 45% and 10% “strongly agreed” and “agreed” that they like their job because it provides them job security.
- On the other hand, 16% of the participants “disagreed” respectively.

Q7. In response to the seventh question i.e “Employees are encouraged to work due to the high safety standards in the Company”. The responses received are presented in the pie chart below.



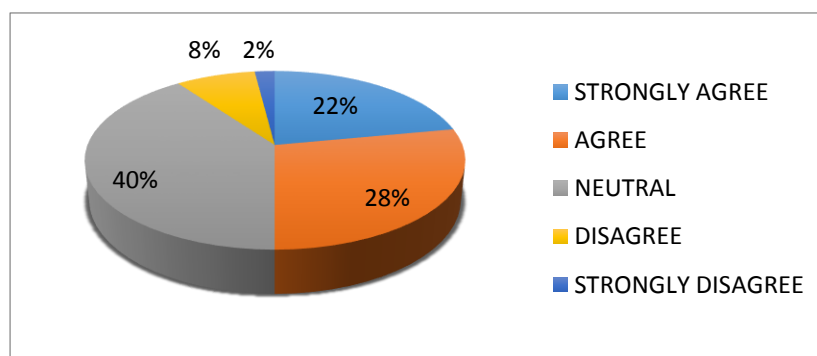
- As we can see in the above pie chart, 32% of the participants gave a neutral response.
- Whereas, 24% and 28% “strongly agreed” and “agreed” that they are encouraged to work due to high safety standards in the company.
- On the other hand, 12% and 4% of the participants “disagreed” and “strongly disagreed” respectively.

Q8. In response to the eighth question i.e. “My job in the company makes me motivated to come to work.” The responses received are presented in the graph below.



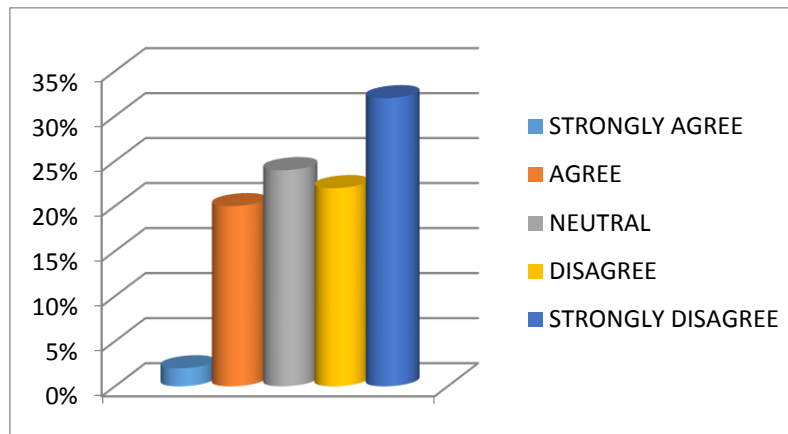
- As we can see in the above graph, 35% of the participants gave a neutral response.
- On the other hand, 25% and 10% “strongly agreed” and “agreed” that their job motivates them to come to work .
- Whereas, 9% of the participants “disagreed” respectively.

Q9. In response to the ninth question i.e. “I like my job because it has a very good conducive work environment”, the responses received are presented in the graph below:



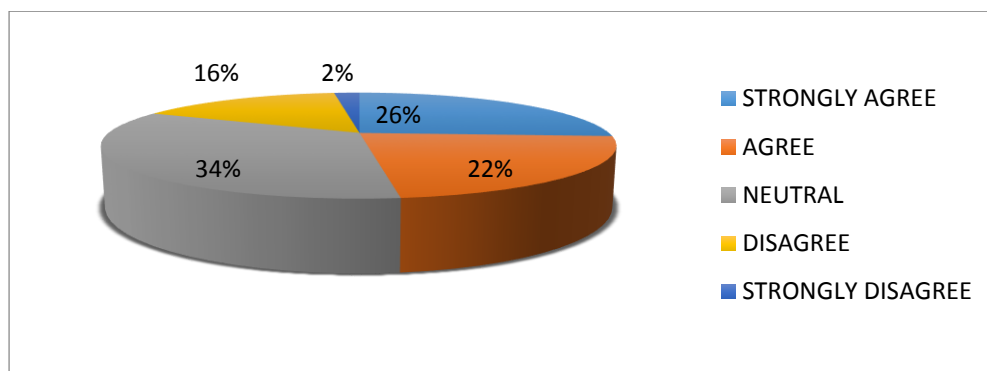
- As we can see in the above graph, 40% of the participants gave a neutral responses.
- On the other hand, 22% and 28% “strongly agreed” and “agreed” that they like their job because it has a very good conducive work environment.
- Whereas, 8% and 2% of the participants “disagreed” and “strongly disagreed” respectively.

Q10. In response to the tenth question i.e. “My company does not provide necessary resources for doing my job successfully”. The responses received are presented in the graph below.



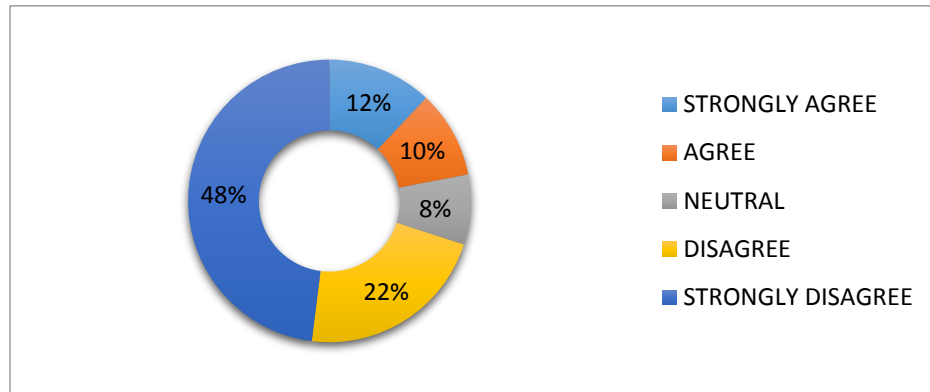
- As we can see in the above graph, 23% of the participants gave a neutral response.
- On the other hand, 18% “agreed” that their company does not provide necessary resources for doing their job successfully.
- Whereas, 20% and 30% of the participants “disagreed” and “strongly disagreed” respectively.

Q11. In response to the eleventh question i.e. the company provides better facilities as compared to other similar companies”. The responses received are presented in the pie chart below.



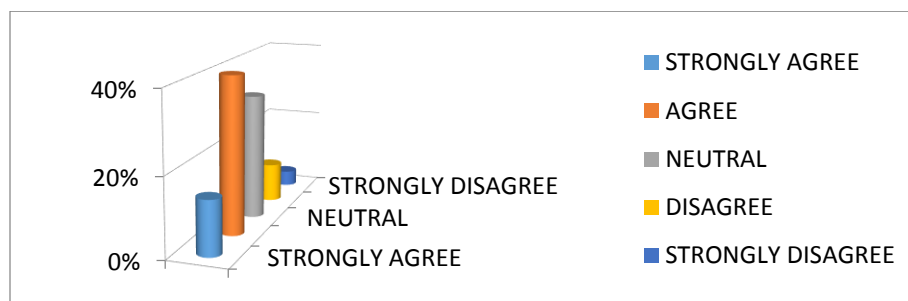
- The above pie chart indicates that, 34% of the participants gave a neutral response.
- On the other hand, 26% and 22% “strongly agreed” and “agree” that their company provides better facilities than other similar companies.
- Whereas, 16% and 2% of the participants “disagreed” and “strongly disagreed” respectively.

Q12. In response to the twelfth question i.e. “My casual leave and restricted holiday normally lapses at the end of the calendar leave”. The responses received are presented in the pie chart below.



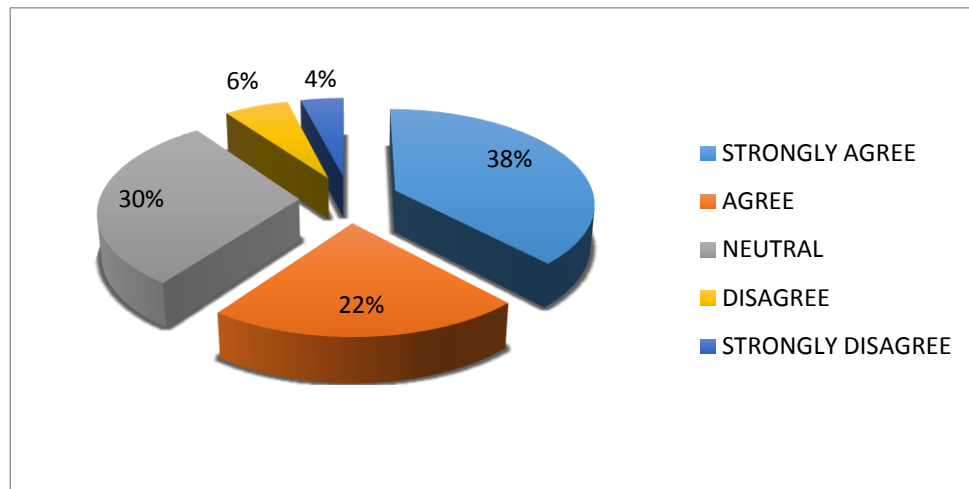
- The above chart indicates that, 8% of the participants gave a neutral response.
- On the other hand, 12% and 10% “strongly agreed” and “agree” that their casual leave and restricted holiday normally lapses at the end of the calendar leave.
- Whereas, 22% and 48% of the participants “disagreed” and “strongly disagreed” respectively.

Q13. . In response to the thirteen questions i.e. “I normally bring in creativity and innovation to my day to day job”. The responses received are presented in the pie chart below.



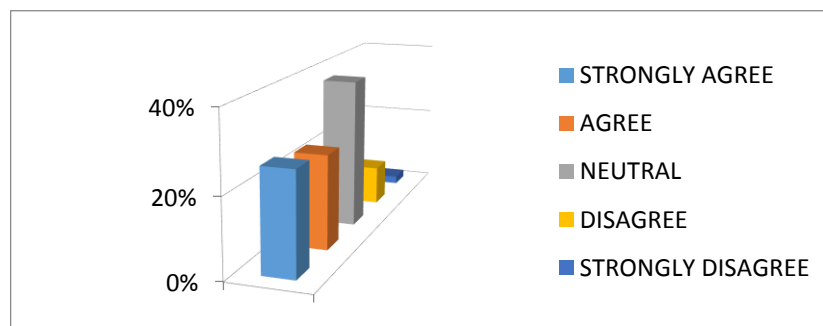
- The above graph shows that 29% of the participants gave a neutral response.
- On the other hand, 11% and 38% “strongly agree” and “agree” that they normally bring in creativity and innovation into their day to day job.
- Whereas, 10% and 8% of the participants “disagreed” and “strongly disagreed” respectively.

Q14. In response to the fourteen question i.e. “My peers and juniors provide support for the accomplishment of my job”. The responses received are presented in the pie chart below.



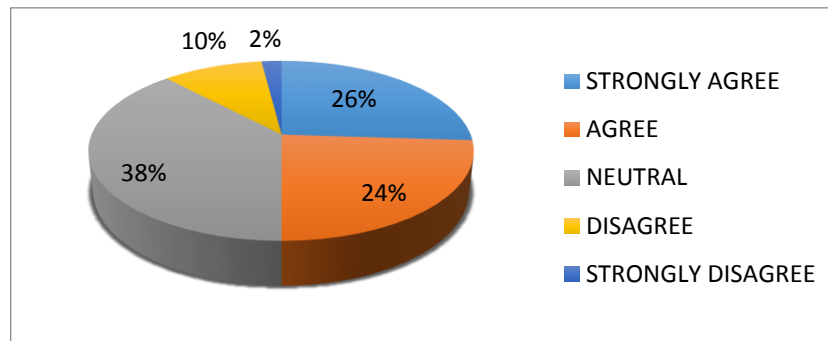
- The above pie chart shows that 30% of the participants gave a neutral response.
- Whereas, 38% and 22% “strongly agreed” and “agreed” that their peers and juniors provide support for accomplishment of the job.
- On the other hand, 6% and 4% of the participants “disagreed” and “strongly disagreed” respectively.

Q15. In response to the fifteen question i.e. “My seniors support me in the execution of my job and respect my job performance”. The responses received are presented in the bar graph below.



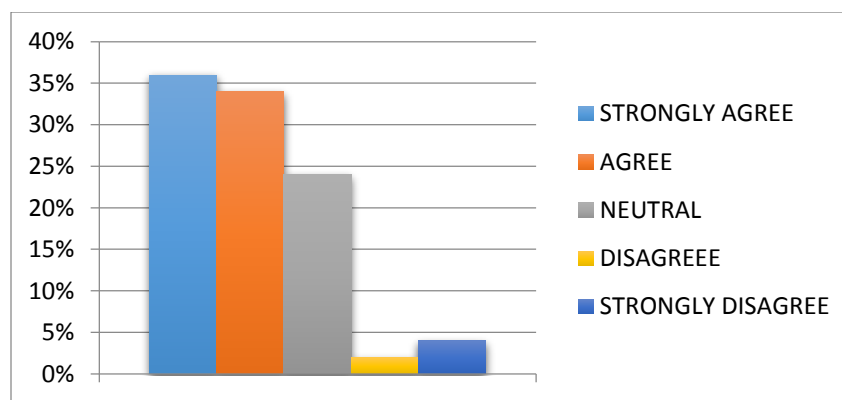
- The above graph indicates that, 35% of the participants gave a neutral response.
- On the other hand, 22% and 20% “strongly agreed” and “agreed” that their seniors support in execution and respect their job performance.
- Whereas, 10% of the participants “disagreed” respectively.

Q16. In response to the sixteenth question i.e. “I am able to maintain a reasonable balance between work and personal life”. The responses received are presented in the pie chart below.



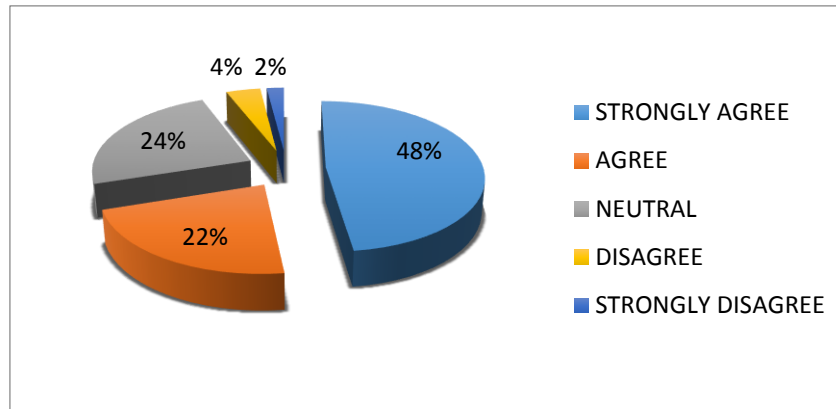
- The above pie chart indicates that, 38% of the participants gave a neutral response.
- 26% and 24% “strongly agreed” and “agreed” that they are able to maintain a reasonable balance between work and personal life.
- Whereas, 10% and 2% of the participants “disagreed” and “strongly disagreed” respectively.

Q17. In response to the seventeenth question i.e. “I enjoy taking up additional responsibilities along with my designated work”. The responses received are presented in the pie chart below.



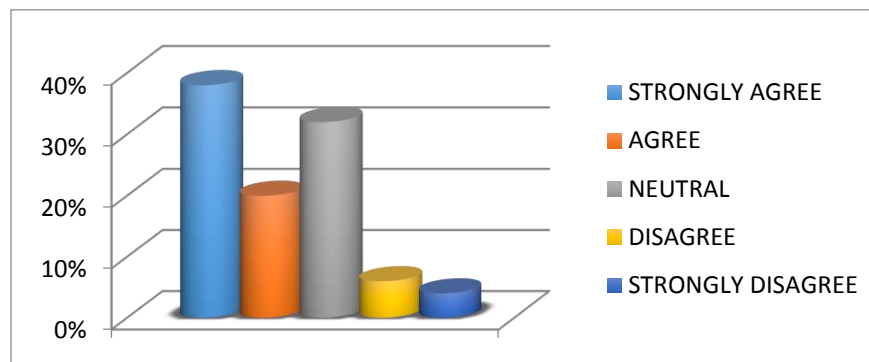
- The above graph shows that, 24% of the participants gave a neutral response.
- On the other hand, 36% and 29% “strongly agreed” and “agreed” that they enjoy taking additional responsibilities along with the designated work.
- Whereas, 2% and 4% of the participants “disagreed” and strongly disagreed respectively.

Q18. In response to the eighteenth question i.e. “Being able to complete all pending jobs on any particular day makes me feel very accomplished”. The responses received are presented in the pie chart below.



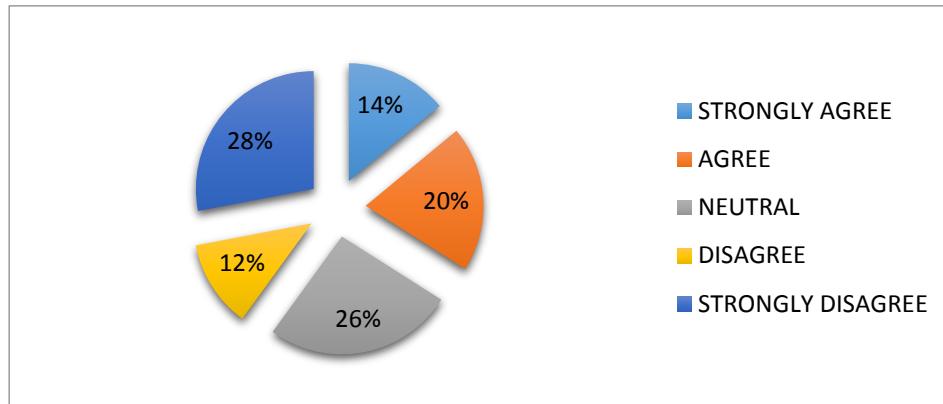
- The above pie charts shows that, 24% of the participants gave a neutral response.
- On the other hand, 48% and 22% “strongly agreed” and “agreed” that they are able to complete the pending jobs on any particular day makes them feel very accomplished.
- Whereas, 4% and 2% of the participants “disagreed” and “strongly disagreed” respectively.

Q19. In response to the nineteenth question i.e. “I feel responsible personally for any lapses that occur in the execution of my job”. The responses received are presented in the bar graph below.



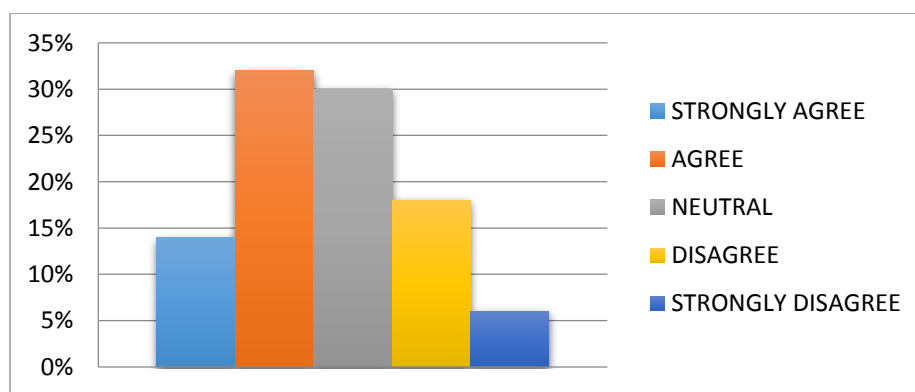
- The above graph shows that, 30% of the participants gave a neutral response.
- On the other hand, 35% and 15% “strongly agreed” and “agreed” that they feel responsible personally for any lapses that occur in the execution of the job.
- Whereas, 2% of the participants “disagreed” respectively.

Q20. In response to the twentieth question i.e. my boss and peers take the ownership and credit for the positive results and the good work that I do. The responses received are presented in the bar graph below.



- The above graph shows that, 26% of the participants gave a neutral response.
- On the other hand, 28% and 20% “strongly agreed” and “agreed” that their boss and peers take the ownership and credit for the positive results and the good work that they do.
- Whereas, 12% and 14% of the participants “disagreed” and “strongly disagreed respectively”.

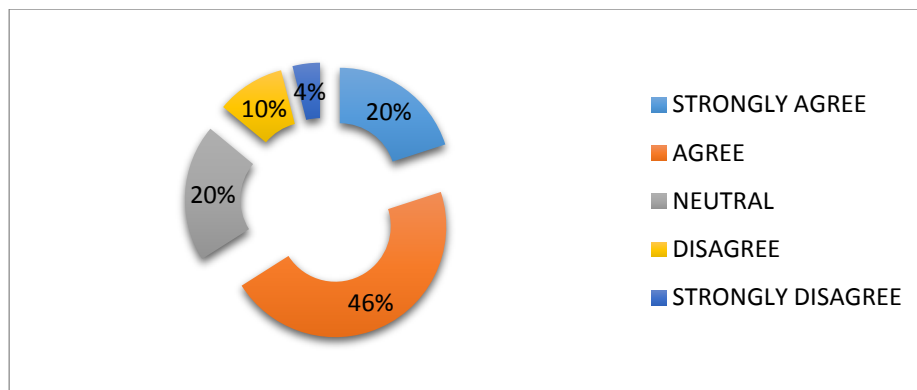
Q21. In response to the twenty first question i.e. “The Company adopts and promotes equal distribution of work among peers of a particular trade/ section”. The responses received are presented in the bar graph below.



- The above graph shows that, 30% of the participants gave a neutral response.

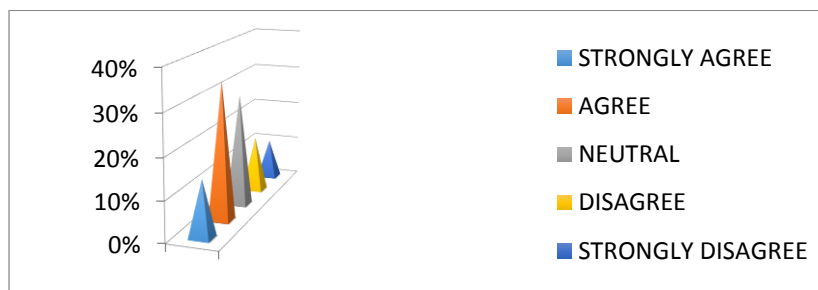
- On the other hand, 13% and 31% “strongly agreed” and “agreed” that the company adopts and promotes equal distribution of work among peers of a particular trade/ section.
- Whereas, 19% and 5% of the participants “disagreed” and “strongly disagreed respectively”.

Q22. In response to the twenty second question i.e. “I am satisfied with sanitation, cleanliness and hygiene within and around the work area”. The responses received are presented in the bar graph below.



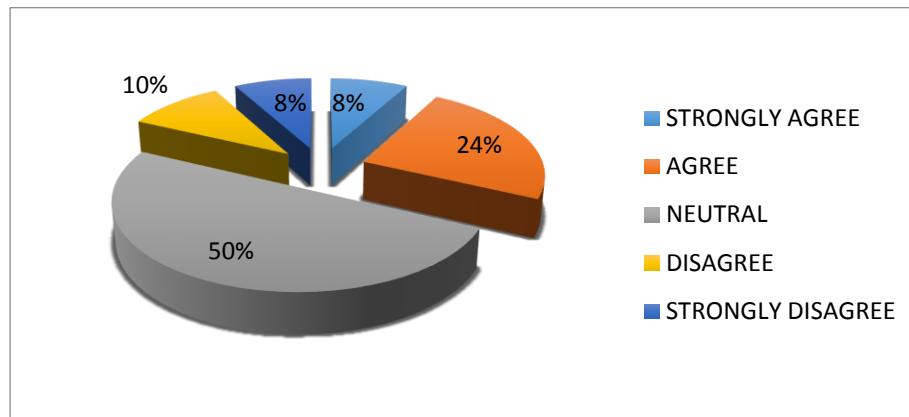
- The above graph shows that, 20% of the participants gave a neutral response.
- On the other hand, 20% and 46% “strongly agreed” and “agreed” that they are satisfied with sanitation, cleanliness and hygiene within and around work area.
- Whereas, 10% and 4% of the participants “disagreed” and “strongly disagreed respectively”.

Q23. In response to the twenty third question i.e. “The Company has a very good reward and recognition scheme for the outstanding performers”. The responses received are presented in the bar graph below.



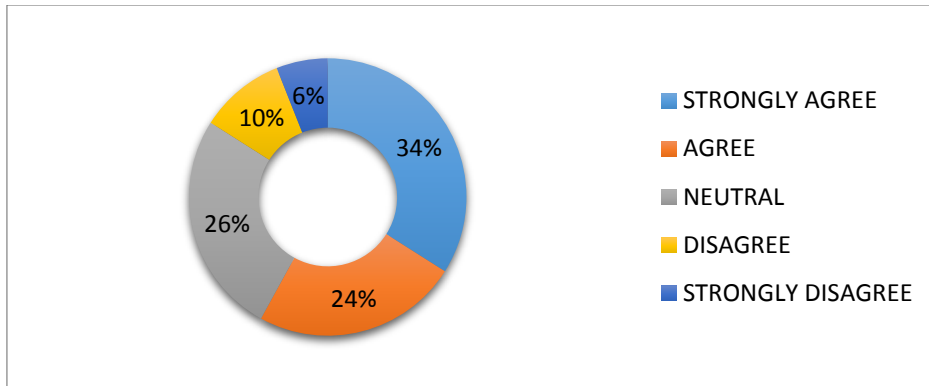
- The above graph indicates that, 25% of the participants gave a neutral response.
- On the other hand, 10% and 31% “strongly agreed” and “agreed” that the company has a very good reward and recognition scheme for the outstanding performers.
- Whereas, 10% and 8% of the participants “disagreed” and “strongly disagreed respectively”.

Q24. . In response to the twenty fourth question i.e. “I am motivated to work due to the excellent grievance redressal policy of the company”. The responses received are presented in the pie chart below.



- The above graph indicates that, 50% of the participants gave a neutral response.
- On the other hand, 8% and 24% “strongly agreed” and “agreed” that they are motivated to work due to the excellent grievance redressal policy in the company.
- Whereas, 10% and 8% of the participants “disagreed” and “strongly disagreed respectively”.

Q25. In response to the twenty fourth question i.e. “I would like to work in my current job till my retirement from my company”. The responses received are presented in the pie chart below.



- The above chart indicates that, 26% of the participants gave a neutral response.
- On the other hand, 24% and 34% “strongly agreed” and “agreed” that they like to work in their current job till the retirement from the company.
- Whereas, 10% and 6% of the participants “disagreed” and “strongly disagreed respectively”.

DATA FINDINGS

- Maximum numbers of the participants are highly satisfied as they received recognition for their job achievement.
- Majority of the employees are satisfied because they are compensated well in terms of pay and incentives for their job performance.
- Most of the employees are highly satisfied as their job provides sufficient opportunity for learning and development.
- Most of the employees are highly satisfied as their job provides them with job security.
- Majority of the employees are satisfied with their work as it has a very good conducive work environment.
- Most of the employees are satisfied as they can maintain a very good balance between their personal and professional life.
- Maximum number of the employees are satisfied as the company adopts and promotes equal distribution of work among peers of a particular trade.
- Employees are highly satisfied with sanitation, cleanliness and hygiene within and around the work area.
- Employees are highly motivated to work due to the excellent grievance redressal policy in the company.
- Employees are satisfied as their seniors support in execution and respect their job performance

RECOMMENDATIONS TO THE COMPANY

- The employees must be recognized by their potential or efforts that they put in the job.
- The company should adopt more employee engagement activities for its employees.
- The company should provide more training facilities to their existing employee, mostly weekly or alternative weeks.
- The company should employed feedback process every month to know employees' satisfaction and motivation level in their job.
- The feedback forms should be digitalized instead of given manually so as to make it standardized.
- The management should provide more opportunities to employees in order to participate in decision making thus making them feel more empowered.

CONCLUSION:

In my conclusion, I would like to conclude that HR is an essential business function and organizations achieve results through their people. BlitzJobs offer consulting services or hiring services to different organizations/clients.

BlitzJobs should try to improve its team knowledge by conducting more training sessions and providing or hiring good qualified resources for their clients work. The experience of an employee in a work environment is vital because it ultimately converts to the success of an organization.

This is the reason why organizations are investing in training, workspaces, and offering employee benefits to keep their employees motivated. BlitzJobs should try to improve their technology in which clients should be able to access information related to candidates.

The project titled “what is the Level of Employee Job Satisfaction at BlitzJobs”, was undertaken to find out the job satisfaction level of the employees in the organization. A satisfied employee is always important for an organization as he/she aims to deliver the best of their capability.

Every employee wants a strong career growth and work life balance at the workplace. If an employee feels happy with their company & work, they look to give back to the company with all their efforts.

The study helped in revealing that the employees are highly satisfied with reference to various factors provided in the organization such as pay and allowances, training program, reward and recognition, job security, working environment, safety and hygiene, support from the management, etc.

The study clearly shows that employees are highly satisfied with their job. Overall the employees of BlitzJobs are having a very high job satisfaction and hence they are working with great enthusiasm and zeal to achieve their organizational goals.

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LEARNINGS:

The learning's derived from the internship are as follows:

I joined BlitzJobs as a Human Resources Recruiter (IT and Non IT Recruiter) intern role. While the Main focus was on recruiting IT and Non IT candidates for full time with approx. Package of ...

First day - Induction.

Two days training.

Roles and Responsibility that I undertook in Blitzjobs was included:

- Human Resources Recruiter (IT and Non IT Recruiter).
- Handling full employment life cycle/end to end recruitment.
- Handling Clients/Vendor management: Daboya, Green Tech, Atom CTO, North 21, Gobob, and Keva, Digichief etc.
- On boarding candidates.
- Induction, attrition, exit formalities of the employees, sourcing talent pool for vendor.
- Handling Two Team member of HR Interns every day.
- Posting Jobs in Different Social Media LinkedIn, Normal Post, Job Post, (RemoteHub Group) Indeed.com. Hirist.com, WhatsApp Group, Telegram Group, etc.
- Screening Resume of the Candidates (cold calling, 10-20 Resume daily).
- Maintaining Candidates' Data.
- Analyzing Candidates Capabilities, Communication skill, knowledge about job profiles and also based on criteria.
- Scheduling 1st and 2nd Round of Interview with Sr. level Panels and also involved in the interview process.
- Sending Google Meet Link to Candidates.
- Updating the Interview Slot Weekly Basis/Weekly Maintenance of Interview Slot.
- Also used Google Drive to save resumes, google sheets, etc.

The Profiles That I hired in BlitzJobs are as followed:

- Java Full Stack Developer – Sr, level and Mid-level – Package: 25 LPA.
- Java Developer – Sr, level and Mid-level – Sr. level Package: 8 to 11 LPA, Mid-level package: 6 to 8 LPA.
- PHP Developer – Sr. and Jr.php developer – Package – 10 to 12 LPA, 7 – 9 LPA
- Dotnet developer – Package: 20 LPA.
- Android developer – Package: 7 to 9 LPA.
- Sr. Angular Developer – Package: 20 to 25 LPA
- Front End Developer – Package: 5 to 7 LPA.
- DevOps Engineer – Package: 8 to 11 LPA
- Business Development Officer – Package:3 to 4 LPA
- Copywriter – Package: 4.2 LPA.
- Motion Graphic Designer – Package: 3 LPA.
- Field Sales Officer – Package: 25000 or 3 LPA
- HR Trainee – with 12 months service agreement/bond, 1.5 to 2 Lakh monetary compensation to company.
- Business Analytics Trainee with 24 months service agreement/bond.