



Anand Nagar, Krishnankoil - 626126, Srivilliputtur (via), Virudhunagar District, Tamilnadu.

**APPLICATION FOR ADMISSION TO Ph.D. PROGRAMMES**

Date of Application:15-12-2020

Department	MANAGEMENT STUDIES	Application No.	202020107
Area of Research	HR	Research Mode	PART TIME

**Name** :B.SUTHA  
**Date of Birth / Age** :30-06-1996 / 24 Years  
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<b>Father's/Husband's Name</b>	C.BALA SUBIRAMANIAN	<b>Father's/Husband's Occupation</b>	SECURITY
<b>Family Income</b>	150000	<b>Residential Type</b>	RURAL
<b>Birth Place</b>	TIRUNELVELI	<b>Mother Tongue</b>	TAMIL
<b>Religion</b>	HINDU	<b>Martial Status</b>	SINGLE
<b>Aadhaar No.</b>	4340 1595 9656	<b>PAN No.</b>	JAAPS6859K
<b>Physically Challenged</b>	NO	<b>Type of Disability</b>	-
<b>Address for Communication:</b> 1/5 ELIL NAGAR KALAPAKKULAM TENKASI DISTRICT TAMILNADU INDIA Pin-627756		<b>Permenant Address:</b> 1/5 ELIL NAGAR KALAPAKKULAM TENKASI DISTRICT TAMILNADU INDIA Pin-627756	

Qualification						
Degree	Discipline	College/university	Year Passed	AVG/CGPA	Class	Mode
SSLC	SACRED HEART HR.SEC SCHOOL	STATE BOARD	2011	60	FIRST	REGULAR
HSC	SACRED HEART HR.SEC SCHOOL	STATE BOARD	2013	60	FIRST	REGULAR
BBA	T.D.M.N.S.COLLEGE	MS UNIVERSITY	2016	60	SECOND	REGULAR
MBA	PSR ENGINEERING NEEDING COLLEGE	ANNA UNIVERSITY	2018	90	FIRST	REGULAR

Experience				
Organization	Designation	Experience From	Experience TO	Work Nature
ASHOKA TEXTILE	HR	2018-10-01	2019-07-30	HANDLE EMPLOYEE RELATIONS, PAYROLL, BENEFITS, AND TRAINING.

SVCET	ASSISTANT PROFESSOR	2019-08-07	2020-12-15	TEACHING A REQUISITE NUMBER OF CLASSES, PROVIDING GUIDANCE AND SUPERVISION TO GRADUATE STUDENTS, PARTICIPATING IN DEPARTMENTAL MEETINGS, AND PROVIDING ACADEMIC SUPPORT TO PROFESSORS AND OTHER FACULTY MEMBERS
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Payment Details				
Transaction ID	Reference	Date of transaction	Amount	Status
202020107_201224154615	VHD49590743255	24-12-2020	600	SUCCESS

# **Ph.D. Research Proposal**

**Doctoral Program in Information Science and Technology**

**HUMAN RESOURCE**

**A Study Of Job Satisfaction & Motivation Of Employees And Its Effect On Economic Growth Of Colleges In Tirunelveli District With Reference To Two Factor Theory**

**B.SUTHA**

**suthasubiramanian@gmail.com**

## **Abstract**

Job satisfaction refers to one's feelings towards one's job. If the employees expectations are fulfilled (or) the employees get higher than what he / she feels satisfied. If the job satisfaction increases organization commitment will increased. This results in the higher productivity. The main objectives of this paper are to assess the job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction of employees. In this study, 125 no's of respondents have been taken as sample. Percentage analysis, weighted average, chi-square have been incorporated for research analysis. The study helped in revealing the level of satisfaction of employees with reference to the various factors provided in the organization. This study clearly shows that employees under organization are more or less satisfied with the job. The organization should consider on the salary, relationship of employees and supervisors, grievance handling and give more opportunity for the new employees.

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## **Chapter 1**

### **Introduction**

According to Nancy C. Morse (1997) "Satisfaction refers to the level of fulfillment of one's needs, wants and desire. Satisfaction depends basically upon what an individual wants from the world, and what he gets." Employee satisfaction is a measure of how happy workers are with their job and working environment. It is sure that there may be many factors affecting the organizational effectiveness and one of them is the employee satisfaction. Effective organizations should have a culture that encourages the employee satisfaction, Bhatti & Qureshi, (2007) Employees are more loyal and productive when they are satisfied Hunter & Tietjen, (1997), and these satisfied employees affect the customer satisfaction and organizational productivity, Potterfield, (1999). There is no limit for the employees to reach the full satisfaction and it may vary from employee to employee. Sometimes they need to change their behaviors in order to execute their duties more effectively to gain greater job satisfaction, Miller, (2006). Having good relationships with the colleagues, high salary, good working conditions, training and education opportunities, career developments or any other benefits may be related with the increasing of employee satisfaction „Employee satisfaction is the terminology used to describe whether employees are happy, contented and fulfilling their desires and needs at work. Many measures support that employee satisfaction is a factor in employee motivation, employee goal achievement and positive employee morale in the work place." Susan M. Heath field (About.Com). Cranny, Smith & Stone (1992) defined ES as the combination of affective reactions to the differential perceptions of what he/she wants to receive compared with he/she actually receives. According to Moyes, Shao & Newsome (2008) the employee satisfaction may be described as how pleased an employee is with his or her position of employment. As Spector (1997) defined job satisfaction as all the feelings that a given individual has about his/her job and its various aspects. Employee satisfaction is a comprehensive term that comprises job satisfaction of employees and their satisfaction overall with companies' policies, company environment etc..

## **Chapter 2**

### **Research Objectives and Approach**

- To make a comparative analysis of various variables responsible for the economic growth of colleges.
- To identify the new elements of job satisfaction contributing to economic growth of colleges.

- To empirically analyze the impact of motivational factors as given by Herzberg on Job satisfaction of college employees.
- To empirically analyze the impact of hygiene factors as given by Herzberg on Job satisfaction of college employees.

### **Chapter 3**

#### **DATA ANALYSIS AND DATA ANALYSIS AND INTERPRETATION**

The process which helps to determine the sense and meaning of the collected data and could be applied to the client's problem is termed as data analysis. This data becomes the records for group discussions, interviews, publications, reference material etc. After regular reference of the data and by exploring it again and again, patterns and insights significant to the research are sorted out to address the problem under study. Obtainable usable and useful information is the main aim of analyzing the collected data. Irrespective of the qualitative or quantitative nature of the data, the analysis helps in describing and summarizing the data, establishes relationships among variables, compare them, and understands the differences among variables and to predict the future outcomes Data is being analyzed using statistical software SPSS and Ms Excel.

Statistical technique used for data analysis was Correlation and Annova.

### **Chapter 4**

#### **Conclusions**

Rural area and urban area are two geographical regions that are characterized with many differences, like the economic factor, career opportunities, standard of living, cost of living, beliefs and assumptions, mindsets, motivation and satisfaction level. In today's time rural areas are also on the way of development. But still a lot of migration still happen from rural to urban due to factors like better standard of living, better scope for earnings, better working conditions at workplace, better remuneration, better exposure for developmental activities etc.

Job satisfaction and motivation level of employees is affected by a number of factors. Job satisfaction could be a signal of how employees feel about their job which is reflected in their work conduct. It is extremely important for any employee to have an elevated level of satisfaction in his/her job because a satisfied employee in any organization impacts its growth and is an important factor in determining the profit levels of the organization The main reason to undertake this study was to study the impact of motivational and hygiene factors on the satisfaction level of employees working in two differently developed geographically areas. Also to understand the effect of employee satisfaction and motivation on the growth of the colleges

was an important aim of the researcher. Growth of the college in terms of increase in the number of admissions, number of courses offered, number of qualified faculties, number of branches and fees structure. Ordinarily it is concurred that job satisfaction includes the disposition of feelings and emotions something like a job, and how these state of mind, feelings and affections affect the job and the individual's life. There are many meanings attached to the term job satisfaction. Keeping this in mind many researchers have proposed different hypotheses of job satisfaction. These hypotheses have been created, then either backed or denied or opposed by others in the field of work cause and behavioral exploration. Satisfaction is a mental variable. It can't be seen and can't be quantified. But its statement in human brain is reasonable..

### **References**

1. Agarwal S.. & Bhardwaj P. (2011), Five Essential Ingredients for Service Excellence: A Lesson to learn to Indian Organisations, *International Journal of Research in Commerce & Management*, 2(1), 94-96.
2. Ahasan H, Sabbir R., Mehdi H (2011), Factors influencing Employee performance in the organization: An exploratory study of private organization in Bangladesh, *International Journal of contemporary Business studies*, 2 (2), 25-39.
3. Alharbi Mohammad Awadh & Wan Khairuzzaman Wan Ismail (2012), The Impact of Personality Traits and Employee work related attitudes on Employee Performance with the moderating effect of Organizational Culture : The case of Saudi Arabia, *Asian Journal of Business and Management Science*, 1 (10), 108-127.
4. Amune, Bosede J. (2013), Job Motivation as a Predictor of Job Satisfaction among Professional and non - Professional Library staff in Ambrose Alli University, Ekpoma, *International Journal Innovative Research & Development*, 2(5), 1477-1497.
5. Arthy P T. Vasuki R. & Sudha S. (2015), A Study and Job Satisfaction among the Teachers working in the Middle Schools, *International Journal of Law, Education, Social and Sports, Studies*, 2 (52), 16-20.
6. AYDOGDU S & ASIKGIL B (2011), An empirical study of relationship among job satisfaction, organizational commitment and turnover intention, *International Review of management & marketing*, 1(3),43-53.

7. Azman I., Amy Y., & Nek Kamal.Y (2009), Relationship between Occupational Stress and Job Satisfaction : An Empirical Study in Malaysia, The Romanian Economic Journal, 4(34), 3-29.

# Anna University



Reg.No. 1622043/RG



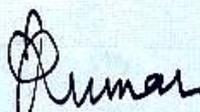
The Syndicate of the Anna University hereby makes known that **SUTHA B** has been admitted to the **DEGREE OF MASTER OF BUSINESS ADMINISTRATION** under the Faculty of Management Sciences, having completed the prescribed programme of study through **P.S.R. ENGINEERING COLLEGE, SIVAKASI** an autonomous college affiliated to this University and having been certified by the duly appointed examiners to be qualified to receive the same, and has been placed in **FIRST CLASS** at the Examination held in **APRIL 2018**.

Given under the Seal of the University



Chennai 600 025  
India  
December 2018  
P/HR/63100041

  
Controller of Examinations

  
Registrar

  
Vice-Chancellor



# P.S.R. ENGINEERING COLLEGE

(An Autonomous Institution, Approved by AICTE & Affiliated to Anna University, Chennai)  
SIVAKASI - 626 140



## PG DEGREE EXAMINATIONS

### CONSOLIDATED STATEMENT OF GRADES

SI. No. : PSRPG 000131



NAME OF THE CANDIDATE		SUTHA B		DATE OF BIRTH		30-06-1996		
REGISTER NUMBER		1622043		GENDER		FEMALE		
MODE		FULL TIME		REGULATIONS		2016		
PROGRAMME & BRANCH		MBA - Master of Business Administration		MONTH & YEAR OF LAST APPEARANCE		APR 2018		
SEM. NO.	COURSE CODE	COURSE TITLE	CREDITS	LETTER GRADE	GRADE POINT	MONTH & YEAR OF PASSING		
1	163BA11	Principles of Management	3	B+	7	DEC 2016		
1	163BA12	Business Statistics and Probability	4	A	8	DEC 2016		
1	163BA13	Managerial Economics	3	B+	7	DEC 2016		
1	163BA14	Organizational Behaviour	3	B+	7	DEC 2016		
1	163BA15	Accounting for Management	4	B+	7	DEC 2016		
1	163BA16	Legal Aspects of Business	3	A	8	DEC 2016		
1	163BA17	Business Application Software – I	2	A+	9	DEC 2016		
1	163BA18	Seminar - I Executive Communication	1	A+	9	DEC 2016		
2	163BA21	Operations Management	3	A+	9	MAY 2017		
2	163BA22	Financial Management	3	A	8	MAY 2017		
2	163BA23	Marketing Management	3	A+	9	MAY 2017		
2	163BA24	Human Resource Management	3	B	6	MAY 2017		
2	163BA25	Management Information Systems	3	A	8	MAY 2017		
2	163BA26	Applied Operations Research for Management	4	A	8	MAY 2017		
2	163BA27	Business Research Methods Laboratory	2	O	10	MAY 2017		
2	163BA28	Seminar II - Business Environment	1	A+	9	MAY 2017		
3	163BAH4	Labour Legislations	3	A	8	OCT 2017		
3	163BAH5	Strategic Human Resource Management and Development	3	A	8	OCT 2017		
3	163BAO3	Advanced Industrial Psychology	3	A	8	OCT 2017		
3	163BAM1	Retail Management	3	B+	7	OCT 2017		
3	163BAM2	Services Marketing	3	B+	7	OCT 2017		
3	163BAM3	Consumer Behaviour	3	B+	7	OCT 2017		
3	163BA31	Summer Project Work	4	A	8	OCT 2017		
3	163BA32	Seminar III – Total Quality Management	1	A	8	OCT 2017		
4	163BA41	International Business Management	3	B+	7	APR 2018		
4	163BA42	Strategic Management	3	A	8	APR 2018		
4	163BA43	Project Work	16	A	8	APR 2018		
*** End of Statement ***								
Cumulative Grade Point Average: 7.86								
Classification: FIRST CLASS								

Medium of instruction: English

Sivakasi - 626140  
Date: 22-DEC-2020

SIGNATURE OF THE STUDENT

CONTROLLER OF EXAMINATIONS



# ANNA UNIVERSITY

CHENNAI - 600 025

## PROVISIONAL CERTIFICATE

Folio No. : 1123450

*This is to certify that the undermentioned candidate has qualified for the award of Degree through:*

P.S.R.ENGINEERING COLLEGE, SIVAKASI

*an autonomous college affiliated to Anna University as detailed below :*

Name : SUTHA B

Register No. : 1622043

Degree : M.B.A.

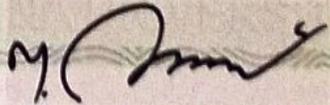
Branch/  
Specialization : MASTER OF BUSINESS ADMINISTRATION

Month & Year of  
Passing : APRIL 2018

Classification : FIRST CLASS



Chennai - 600 025.  
Date : 03-AUG-18

  
Controller of Examinations

i/c

ANNEXURE-I

CERTIFICATE FROM THE ORGANISATION WHERE THE CANDIDATE IS EMPLOYED

Certified that Mr./Ms./Mrs. B. SUTHA is employed as ASSISTANT PROFESSOR (Designation) in the DEPARTMENT OF MANAGENT STUDIES (Department/Division Name) of S VEERASAMY CHETTIAR ENGINEERING & TECHNOLOGY. (Institution/Industry Name).

We have no objection in forwarding his/her application for the Ph.D. Research Programme.

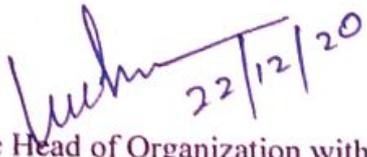
FOR FULL TIME:

The candidate will be sanctioned leave for the duration of the research programme and will be relieved from duty from \_\_\_\_\_ to \_\_\_\_\_ to undertake the full time research work in the University.

FOR PART TIME:

The candidate will be permitted to undertake part time study in the University/College and will be allowed to be present for discussions with the supervisor, attending course works, conduct of experiments and participations in seminars and related presentations. Further the required facilities at our organization will also be provided to the candidate for doing research.

Date: 22/12/2020

  
Signature of the Head of Organization with office seal

आयकर विभाग  
INCOME TAX DEPARTMENT



भारत सरकार  
GOVT. OF INDIA



स्थायी लेखा संख्या कार्ड  
Permanent Account Number Card

JAAPS6856K

नाम/ Name  
SUTHA B

पिता का नाम/ Father's Name  
BALASUBIRAMANIAN

जन्म की तारीख/ Date of Birth  
30/06/1996

*BOS*  
हस्ताक्षर/ Signature

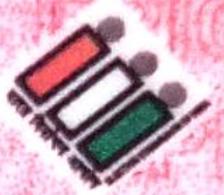


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இந்திய தேர்தல் ஆணையம்

Election Commission of India



வாக்காளர் புகைப்பட அடையாள அட்டை ELECTOR PHOTO IDENTITY CARD



WUJ0988717



வாக்காளரின்: சூதா

பெயர்

Electors Name

SUTHA

உறவினரின்:

பெயர்

Relation's Name

பால சுப்பிரமணி

BALASYBIRAMANI

भारत निर्वाचन आयोग

R.Dis... 36/9 2012

GOP-374 2-7 51 503 Cps --13-06-2011 (Acer 1)

Dated 6.12.2012

MBC



மாவட்டக் குறியீடு எண்  
District Code 18

வட்டக் குறியீடு எண்  
Taluk Code 09

கிராமக் குறியீடு எண்  
Village Code 003

சான்றிதழ் எண் :  
Certificate No

6729057

### வகுப்புச் சான்றிதழ் COMMUNITY CERTIFICATE

திருமெல்வேலி மாவட்டம் கிராமநாயகம் வட்டம்  
பண்டிச்சேரி கிராமம்/நகரம் திரு/திருமதி/செல்வன்/செல்வி  
கி.சி. தகப்பனார்/கணவர் பெயர்  
யானகய்யாபுரணியன் / கிந்தியெண்ணிலை  
வகுப்பைச் சார்ந்தவர்.

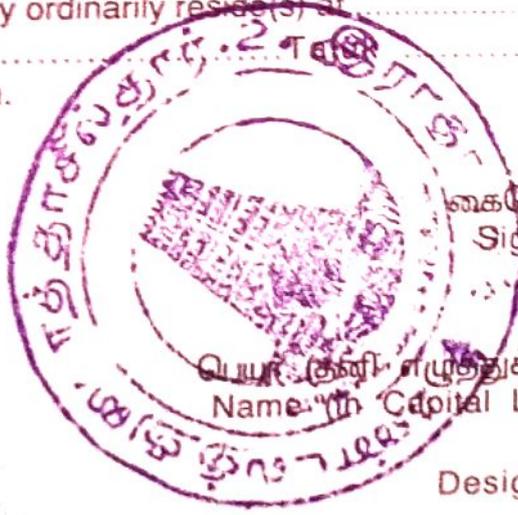
ஆக ஆணை நுலை எண் 28, பிற்பட்ட மற்றும் மிகவும் பிற்பட்ட பிரிவின் நலத் துறை, நாள் 19-7-1994 வரிசை எண் 36 படி மிகவும் பிற்பட்ட பிரிவினரைச் சார்ந்தவர் எனச் சான்றளிக்கப்படுகிறது.

This is to certify that ..... Son / Daughter of  
Thiru..... of .....  
Village / Town ..... Taluk .....  
District of the State of Tamil Nadu belongs to .....  
..... Community, which is recognised as a  
Most Backward Class as per Government Order (Ms.) No. 28, Backward  
Classes and Most Backward Classes Welfare, dated 19th July 1994  
vide Serial No.....

2. திரு / திருமதி / செல்வன் / செல்வி ..... கி.சி.  
என்பவரும் அவருடைய குடும்பத்தினரும் தமிழ்நாட்டின் .....  
மாவட்டத்தில் கிராமநாயகம் வட்டத்தில் .....  
கிராமத்தில் / நகரத்தில் வசித்து வருகிறார்கள் எனச் சான்றளிக்கப்படுகிறது.

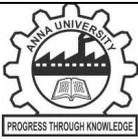
2. It is certified that Thiru/Tmt./Selvan/Selvi, ..... and  
his/her family ordinarily reside(s) at ..... Village/Town  
..... District of  
Tamil Nadu.

முத்திரை  
Seal.



கையொப்பம்  
Signature  
நாள் :  
Date  
பெயர் (தனி எழுத்துக்களில்)  
Name (in Capital Letters)  
பதவி :  
Designation

DEPUTY TAHSEELDAR  
KADAPURAI



# Controller of Examinations Anna University, Chennai Faculty Profile



Name of the Staff Member : SELVI. SUTHA B  
Father / Husband name : BALASUBIRAMANIAN C  
Name of the Institution : 9526-S.VEERASAMY CHETTIAR COLLEGE OF ENGINEERING AND TECHNOLOGY  
Present Designation : ASSISTANT PROFESSOR  
Name of the Department : MASTER OF BUSINESS ADMINISTRATION  
Gender : FEMALE  
Date of Birth : 30-06-1996  
Date of Joining Service : 01-10-2018  
Date of Joining Present Post : 07-08-2019  
Aadhar no. : -  
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TAMIL NADU,INDIA - 627756  
Residential Phone Number : -  
Mobile Number : 9952413107  
E-Mail Address : suthasubiramanian@gmail.com

## At the Time of Joining the Department

Qualification with Discipline / Specialization	Month and Year of Completion
No Record Found	
Other Details	
Details of Academic Specialisation	
No Record Found	

## Programmes offered by center for faculty development :

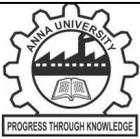
Training name(s)
Details of Technical papers published in Journals
No Record Found
Details of Text Books published as Main Author / Co-Author
No Record Found

## Other details :

## Employment History

Sno	Designation	Name of the college	From date	To Date
1	ASSISTANT PROFESSOR	9526-S.VEERASAMY CHETTIAR COLLEGE OF ENGINEERING AND TECHNOLOGY	07-08-2019	Till Date

Institution Experience				
Sno	Position Held	Name of the Industry and location	From date	To Date
1	HR	ASHOKA TEXTILE INDUSTRIES	01-10-2018	31-07-2019
Course Offered				
Theory Subjectes handled / handling details				



# Controller of Examinations Anna University, Chennai Faculty Profile

Sno	Branch	Course	No.of times offered	
1	M.B.A	INTEGRATED MARKETING COMMUNICATION	1	
2	M.B.A	MERCHANT BANKING AND FINANCIAL SERVICES	1	
3	M.B.A	STRATEGIC HUMAN RESOURCE MANAGEMENT	1	
4	M.B.A	LEGAL ASPECTS OF BUSINESS	1	
5	M.B.A	TOTAL QUALITY MANAGEMENT	1	
<b>Practical Subjectes handled / handling details</b>				
Sno	Branch	Course	No.of times offered	
No record found				
<b>Deputation details</b>				
<b>Theory Subjects for which posted</b>				
Sno	Acted as	Department	Institution attended	Offer
No record found				
<b>Practical Subjects for which posted</b>				
Sno	Acted as	Department	Institution attended	Offer
No record found				

Signature of the Faculty

Signature of the Principal