



RIL (E&P)/HR/18-19/063

CERTIFICATE

This is to certify that L.R. Sruthi jhansj rani pursuing MBA - HR from Avanthi Institute of Engineering and Technology , Tamaram has done a project work titled " MOTIVATION & SATISFACTION" in ' Reliance Industries'(E&P) during the period from 26.11.21 to 27.12.2021 as a partial fulfillment for the award of degree.

Her conduct during this period was GOOD

For RELIANCE INDUSTRIES LIMITED

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**A STUDY ON
MOTIVATION AND SATISFACTION**

With reference to

RELIANCE INDUSTRIES LTD

KAKINADA

**A Project Report Submitted to
Jawaharlal Nehru Technological University, Kakinada
In partial fulfillment for the Award of the Degree of**

MASTER OF BUSINESS ADMINISTRATION

Submitted By

LOKKOJU RAMYA SRUTHI JHANSI RANI

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Under the Guidance of

P.GANESH

Assistant Professor



AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY

(Approved by AICTE, Permanently Affiliated to JNT University Kakinada,

ACCREDITED BY NAAC and Recognized under 2(f) & 12 (b) by UGC, New Delhi)

Tamaram, Makavarapalem, Narsipatnam , Visakhapatnam.

(2020-2022)

MASTER OF BUSINESS ADMINISTRATION
AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY
NARSIPATNAM, VISAKHAPATNAM

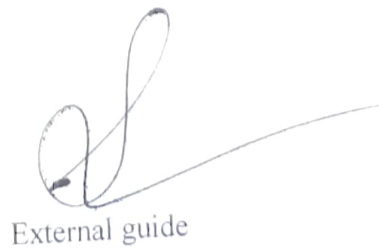


CERTIFICATE

This is to certify that the project " A study on the MOTIVATION AND STISFACTION " with reference to RELIANCE INDUSTRIES LTD,KAKINADA, has been carried out by L.RAMYA SRUTHI JHANSI RANI under my guidance ,and the project report has not been submitted to any other university or institution any time before .


Dr. LOVA

(HEAD OF THE DEPARTMAENT)


External guide



P.GANESH

Project guide

1.3 OBJECTIVES OF THE STUDY

To analyze the motivation system for further development of employees

- To know where the employee stand in so far as their performance is measured and to assist them with positive criticism and guidance for the purpose of development.
- To determine the career growth of employees.
- To know the level of satisfaction of both the executive and ministerial staff working at Reliance industries limited.
- To know the knowledge level of the employees.
- To provide suggestions if any, for more valuable performance by employee to achieve organizational goals.
- To know whether the management is involved in assessing the performance of the employee.

L. Krishna Veni
COORDINATOR

SUMMARY

From the findings, it can be concluded that motivation can be categorized in two types basing on whether the motivational states are internally or externally derived. These included intrinsic motivation and extrinsic motivation. It can also be concluded that there are two types of motivation tools an organization can use; the financial and the non-financial tools. It can also be said that though the non-financial tools such as reducing the workload, job security, acknowledgment are all good motivators, financial tools such as salary and performance related pay are better motivators. It can also be concluded the management of RINL is trying to motivate its employees though the tools it is using do not exactly match with the expectations of the employees.

About the factors that affect employee motivation, it can be concluded that motivation is the most important factor that organization should look upon. However, it can also be concluded that there are other factors that affect the level of employee motivation. These contain goal clarity, working environment, knowledge of the structure, use of modern technology, ability, training and experience. The research also concludes that there is a very strapping positive relationship between enthusiasm and employee productivity. However, it can also be concluded that the root cause of poor performance in RINL is not motivation in its self rather it is the tools of motivation used by the commission which are not what the workers want as motivators.

L. Krishna Veni
COORDINATOR