



An Analytical Study of Employee Job Satisfaction and its Impact On Organizational Performance

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Abstract

Employee job satisfaction is a critical determinant of organizational effectiveness, productivity, and innovation. Organizations that fail to prioritize employee well-being often encounter internal inefficiencies, reduced performance, and an inability to sustain competitive advantage. This study aims to examine and analyze the level of job satisfaction among interns at Analytics Career Connect, with a focus on understanding the factors that influence their work experience and performance.

The research adopts a quantitative approach, utilizing structured questionnaires to collect data from interns across various domains. Key variables such as work environment, supervision, learning opportunities, organizational support, and work-life balance are evaluated to assess their impact on overall satisfaction levels. The findings of the study highlight the significance of a positive and supportive work environment in enhancing intern productivity, engagement, and skill development.

The study concludes that organizations must foster a conducive work culture and provide adequate support systems to maximize employee potential and achieve organizational goals. The insights derived from this research can assist organizations in improving internship programs and developing strategies to enhance employee satisfaction and retention.

Key Words:

Employee Job Satisfaction, Interns, Work Environment, Organizational Support, Productivity, Analytics Career Connect

supportive work environment where they can work freely and develop their skills.

Internships are an important stage for students and freshers as they provide practical experience and help them understand the work culture. The level of satisfaction during internships can influence their learning, performance, and future career decisions.

This study aims to understand and analyze the level of job satisfaction among interns at Analytics Career Connect. It also focuses on identifying the factors that affect their satisfaction and how the organization can improve the work environment for better performance.

I. INTRODUCTION

Employee job satisfaction is very important for the success of any organization. When employees are happy with their work, they perform better, feel motivated, and contribute more effectively to the organization's goals. On the other hand, if employees are not satisfied, it can lead to low productivity, poor performance, and lack of innovation.

Many organizations do not give enough importance to employee satisfaction, which creates problems in their daily operations. Employees are a key part of any business, and their performance directly affects the quality of work and overall growth of the organization. To perform well, employees need a positive and



II. RELATED WORK

Employee job satisfaction has been widely studied by researchers and is considered an important factor for organizational success. According to Frederick Herzberg, job satisfaction depends on two main factors: motivators (such as achievement, recognition, and growth) and hygiene factors (such as salary, working conditions, and company policies). His study shows that both sets of factors are necessary to keep employees satisfied and motivated.

Similarly, Abraham Maslow explained that employees have different levels of needs, ranging from basic needs like salary and job security to higher-level needs such as self-esteem and self-actualization. When these needs are fulfilled, employees are more likely to feel satisfied and perform better.

Research by Edwin Locke highlights that clear goals and feedback play a significant role in improving employee satisfaction and performance. Employees who understand their roles and receive proper guidance tend to be more engaged in their work.

Recent studies also emphasize the importance of a positive work environment, supportive management, and opportunities for learning and development in increasing job satisfaction. In the context of internships, research suggests that factors such as mentorship, practical exposure, and organizational support strongly influence intern satisfaction levels. Interns who receive proper training and guidance are more likely to develop skills and have a positive perception of the organization.

Overall, previous studies indicate that job satisfaction is influenced by multiple factors, including work environment, leadership, growth opportunities, and organizational support. These findings provide a strong foundation for analyzing the job satisfaction levels of interns at Analytics Career Connect.

III. RESEARCH GAP

Although employee job satisfaction has been widely studied, most existing research focuses on full-time employees rather than interns. Interns have different expectations, responsibilities, and experiences compared to permanent employees, yet their level of job satisfaction is often overlooked.

Previous studies have mainly emphasized general factors such as salary, job security, and long-term career growth. However, these factors may not fully apply to interns, who are more concerned with learning opportunities, mentorship, skill development, and practical exposure. There is limited research that specifically examines how these factors influence intern satisfaction.

Additionally, there is a lack of organization-specific studies that evaluate job satisfaction within internship programs. In particular, limited research has been

conducted on the job satisfaction of interns at Analytics Career Connect. This creates a gap in understanding how the organization's work environment, support system, and training opportunities impact intern performance and satisfaction.

Therefore, this study aims to fill this gap by focusing specifically on interns and analyzing the factors that affect their job satisfaction at Analytics Career Connect. The findings will help provide insights for improving internship experiences and enhancing overall organizational effectiveness.

IV. OBJECTIVE OF THE STUDY

The main objective of this study is to analyze the level of employee job satisfaction among interns at Analytics Career Connect.

To understand the overall level of job satisfaction among interns.

To identify the key factors that influence intern job satisfaction, such as work environment, mentorship, and learning opportunities.

To examine the relationship between job satisfaction and intern performance.

To evaluate the effectiveness of organizational support and training provided to interns.

To identify challenges faced by interns during their internship period.

To suggest improvements that can enhance intern satisfaction and productivity.

V. RESEARCH METHODOLOGY

This study is based on a quantitative research approach to analyze the level of job satisfaction among interns at Analytics Career Connect. The research focuses on collecting and analyzing numerical data to understand the factors influencing intern satisfaction.

Research Design:

A descriptive research design is used to describe the level of job satisfaction and identify the factors affecting it.

Data Collection Method:

Primary data is collected through a structured questionnaire. The questionnaire includes close-ended questions related to work environment, mentorship, learning opportunities, organizational support, and overall satisfaction.

Sampling Method:

A convenience sampling method is used to select respondents. The sample consists of interns currently working at Analytics Career Connect.

Sample Size:

The study includes responses from a selected number of interns (you can mention the exact number, e.g., 50 or 100, based on your data).



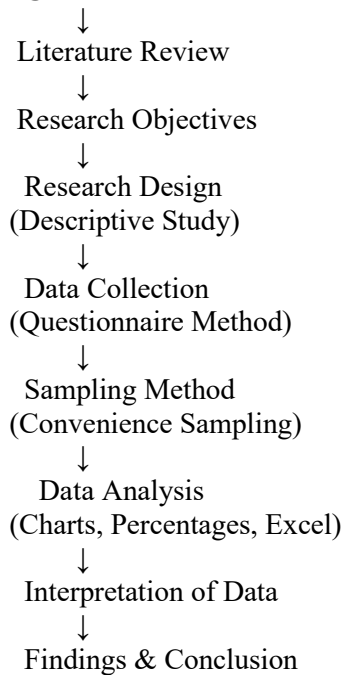
Data Analysis Techniques:

The collected data is analyzed using simple statistical tools such as percentages, averages, and charts/graphs to interpret the results.

Tools Used:

Data analysis may be carried out using tools like Microsoft Excel or Google Forms for easy calculation and visualization.

Fig 1: Problem Identification



VI. MODEL IMPLEMENTATION AND RESULTS

In this study, the model for analyzing employee job satisfaction among interns at Analytics Career Connect is implemented using a structured questionnaire-based approach. The data collected from respondents is processed and analyzed using basic statistical techniques to identify patterns and trends in job satisfaction levels.

The implementation process includes the following steps:

Data Collection:

Primary data is collected from interns using a structured questionnaire consisting of close-ended questions related to work environment, mentorship, learning opportunities, and organizational support.

Data Preparation:

The collected responses are organized and coded for analysis. Incomplete or inconsistent responses are excluded to ensure data quality.

Data Analysis:

The data is analyzed using statistical tools such as percentages, averages, and graphical representations (bar charts, pie charts, etc.). Microsoft Excel is used for computation and visualization.

Evaluation of Factors:

Key factors influencing job satisfaction such as work environment, supervisor support, training, and learning opportunities are evaluated individually to understand their impact

Discussion of Results

The analysis of the collected data reveals that most interns at Analytics Career Connect are generally satisfied with their internship experience. The findings indicate that a positive work environment and supportive mentorship play a significant role in improving job satisfaction.

VII. MAJOR FINDINGS

Based on the analysis of data collected from interns at Analytics Career Connect, the following major findings were observed:

Most interns are generally satisfied with their overall internship experience.

A positive and friendly work environment significantly contributes to higher job satisfaction.

Mentorship and guidance from supervisors play an important role in improving intern learning and performance.

Interns feel that they are provided with good learning opportunities and practical exposure.

Organizational support and teamwork have a positive impact on intern motivation and engagement.

Some interns feel that communication and clarity of instructions can still be improved.

A few interns suggested the need for more hands-on projects to enhance practical knowledge.

Overall, the findings show that job satisfaction among interns is influenced mainly by the work environment, mentorship quality, and learning opportunities provided by the organization.

VIII. CONCLUSION

This study analyzed the level of job satisfaction among interns at Analytics Career Connect. The findings show that most interns are generally satisfied with their internship experience. Factors such as a positive work environment, supportive mentorship, and good learning opportunities play an important role in increasing job satisfaction.

The study also highlights that when interns receive proper guidance and practical exposure, their motivation and performance improve significantly. However, some areas such as communication clarity and more hands-on project experience need further improvement.

Overall, it can be concluded that job satisfaction is an important factor that directly affects intern performance and learning outcomes. By improving organizational support and providing better practical exposure, Analytics Career Connect can further enhance the internship experience and develop more skilled and confident individuals.



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