Summary

The economic development of any country is depending upon the level of its human resources. In fact human resources management is helpful for the transformation and traditional economies managing human resources, was emerged as one of the fundamental task of any organization economically sound to manage its human resources successfully. There is also economic performance is also important for success of organization. To concentrate in towns cities and metros number of people use the bus services to used and enjoy the buses facilities in every case. Bus becomes a basic need to maintain the economic level as they provided the quality of service and to get satisfaction to the user.

This research has been carried out for job satisfaction of employees in MSRTC Nanded division. The questionnaire is developed on basis of study of job satisfaction of employees. The main purpose of this research is measure the level of job satisfaction of employees in MSRTC, Nanded division in Maharashtra. The study includes only employees in Nanded divisional office. The study also covers all those aspect, which are related to satisfaction of employees of MSRTC in Nanded divisional office consist of depot. In this study the scope covers only 321 operating employees of the division.

It is concluded that the Educational level of the employees, The total number of samples is 300 out of which 102 i.e. 34% respondents are graduates, 50 i.e. 16.7% respondents are Post graduates, 45 i.e. 15% respondents have Technical education, 66 i.e. 22% respondents are SSC and 37 i.e. 12.3% respondents are SSC holders.
It is concluded that 67%. Respondents have their Own house, 81 i.e. 27% respondents living on Rental basis, only 11 (3.7%) respondents living in Quarters.

It is concluded that 47 (15.66%) respondents belongs to the Clerical staff, 62 (20.66%) respondents are Driver, 58 (19.33%) respondents are Conductor, 45 (15%) respondents belongs to the Technical staff, 45 (15%) respondents belongs to the Administrative & Accounts staff, 25 (8.33%) respondents belongs to the Traffic Control Staff and 18 (6%) respondents belongs to the Peon & Watchman Category.

It is concluded that 55 (18.33%) respondents are not satisfied with their job and 245 i.e. 81.7% respondents are satisfied with their job.

It is concluded that 70 i.e. 23.3% respondents are not satisfied with the working time and 230 i.e. 76.7% respondents are satisfied.

It is concluded that 105 respondents i.e. 35% are satisfied with salary structure of their department & 195 i.e. 65% respondents are not satisfied with their current salary.

It is concluded that 2 (0.67%) respondents highly satisfied with the bonus and incentives & 230 (76.67%) respondents said its need improvement and 68 i.e. 22.66% satisfied with the current bonus & incentives Policy.

It is concluded that 61 i.e. 20.3% are not satisfied and 239 i.e. 79.7% are satisfied with the working conditions.

It is concluded that 238 i.e. 79.33% respondent satisfied with the promotion policy and 62 i.e. 20.67% respondent are not satisfied with the promotion policy.