**Dissertation Report on**

STUDY OF IMPACT OF THE BEST PRACTICE’S IN DRIVING EMPLOYEE SATISFACTION AND ORGANIZATIONAL PERFORMANCE

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**CERTIFICATE**

This is to certify that the dissertation report entitled “A STUDY OF IMPACT OF THE BEST PRACTICE IN DRIVING EMPLOYEE SATISFACTION AND ORGANIZATIONAL PERFORMANCE” submitted by the candidate, Simran Kaur in partial fulfillment of the requirement for the award of **Master of Business Administration by Delhi School of Management, Delhi technological University, New Delhi** is a record of the candidates own work carried out by her under our supervision. The matter embodied in this report is original and has not been submitted for the award of any degree.

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**DECLARATION**

I hereby declare that the study entitled “A STUDY OF IMPACT OF THE BEST PRACTICE IN DRIVING EMPLOYEE SATISFACTION AND ORGANIZATIONAL PERFORMANCE” is being submitted by me in the partial fulfillment of the requirement for the award of **Master of Business Administration by Delhi School of Management, Delhi technological University.**

**SIMRAN KAUR**

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**SIMRAN KAUR**

**EXECUTIVE SUMMARY**

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The objective of the study is to gain an overall idea about the organization’s HR practices that are followed nowadays and what impact does it have on employee satisfaction level as well as organizations performance. My study concentrates on understanding the practices that are actual working situation order to meet the organization’s goals in the most effective manner. My primary objective of the study also includes about surveying the most common adopted practices by the organizations. This study evaluates the relationship between HRM practices and perpetual measures of employee satisfaction and organization performance. The data were collected from 30 respondents working in various organizations in India and subjected to multiple regression analysis. The findings of this study indicate that few human resource management (HRM) practices have strong positive correlation with employee satisfaction and organizational performance. The theoretical and managerial implications are discussed.

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