

# **Job Enrichment And Empowerment Toward Job Satisfaction, Which In Turn Positive Or Negative Impact On Working Environment Of Pakistan Tobacco Company**



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**ABSTRACT**

The tobacco industry of Pakistan turned in an exceptional performance leveraging on a spectacular growth in aggressive marketing and increased efficiency.

This study focuses on two important Human resource practices of Pakistan Tobacco Company. The area highlighted in this study is how employee empowerment and enrichment affect job satisfaction level of Pakistan Tobacco Company employees. The type of study is descriptive in nature. This project report will help to analyse the extent, to, which job enrichment and employee empowerment practice on the employees of PTC, which results in job satisfaction of employees. The application of such factors to human resource activities would provide an opportunity for cross-disciplinary research, which could increase the level of understanding in both fields.

In order to collect data, both primary and secondary sources were used. Questionnaires and interviews method was adopted to collect and analyse data from the respondents. The evaluation of the data was done by the help of graphs and tables. In the end, by keeping in view the graphs and comparing the data, a conclusion was reached.

As a result of conducting this research, we came to know that Pakistan Tobacco Company's majority of employees are satisfied with their job and PTC should continue its practices, except their tradition enrichment system and traditional career growth process which affecting employee job satisfaction level negatively.

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