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1.	Authors:	Pranjali Madhur, Sriram Ramshanker	
	Paper Title:	Interpersonal Communication & Its Impact on Job Satisfaction	
	<p>Abstract: To stay sustain in the highly challenging and competitive global market is essential for all businesses. To get highest productivity in companies, interpersonal communication fills the gap between various system and management. Motivated employees for better performance, efficient communication is must to achieve this. This study examines the association between three communication patterns i.e. Upward Communication, Downward Communication, Horizontal Communication & Job satisfaction of employees work in large scale industries in Pune. From this study researchers have tried to indicate a positive relationship between interpersonal communication and performance of employees. Employees of large sectors need to improve level of communication to enhance the Job satisfaction and commitment and hence retention in organizations. Without interpersonal communication, there may be lots of issues take place. Management and coordination of different departments in various functions can also be possible with the use of systematic interpersonal communication system. A good interpersonal skills are always proved important for employees in making organizations successful and it affects different elements of organizational effectiveness.</p> <p>Keywords: Downward communication, upward communication, horizontal Communication, job satisfaction, interpersonal communication</p> <p>References:</p> <ol style="list-style-type: none"> 1. Bartoo, H., Sias, P. M.: (2004). When enough is too much: Communication Apprehension and Employee Information Experiences. In: Communication Quarterly, Vol. 52, 2004, pp. 15-26 2. Beebe, S. A., Beebe, S. J., & Redmond, M. V. (2002). Interpersonal communication: Relating to others. Boston: Allyn & Bacon. 3. Guerrero, L. A., Andersen, P. A., & Afifi, W. A. (2007). Close encounters: Communication in relationships (2nd ed.). Thousand Oaks, CA: Sage. 4. Greenberg, J., & Baron, R. A. (2010). Behavior in organizations (10th ed.). Upper Saddle River, NJ: Pearson/Prentice Hall. 5. Howard M: Deconstructing job satisfaction: Separating evaluations beliefs and affective experiences. Hum Resource Manage Review 2002, 12:174. 6. Lunenburg, F. C., & Ornstein, A. O. (2008). Educational administration: Concepts and practices. Belmont, CA: Wadsworth/Cengage. 7. Stewart, John & Gary D. Angelo, (1998), "Together: Communicating Interpersonally", 3rd Ed., Random House. New York. Oxford English dictionary (1989), 2nd ed. vol. III. Clarendon Press. Oxford. 8. Trenholm, S., & Jensen, A. (2008). Interpersonal communication (6th ed.). New York: Oxford University Press. 9. Tourish, D. (2010). Auditing organizational communication: A handbook of research, theory, and practice. New York, NY: Routledge. 		1-5