

A PROJECT REPORT
ON “EMPLOYEES SAFETY AND WELFARE MEASURES”

By
Ms MANASA S V
USN: ICR18MBA19
MBA 4th Semester

Submitted to VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
in partial fulfillment of the requirements for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION

Under the Guidance of

INTERNAL GUIDE
Prof Sushant e revankar
Assistant professor

EXTERNAL GUIDE
Mr NARAYAN MURTHY
HR manager
Medopharm ltd



DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION
C M R INSTITUTE OF TECHNOLOGY
#132, AECS Layout, ITPL Main Road, Kundalahalli,
BENGALURU-560037

JUNE/JULY 2020

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JUNE/JULY 2020

medopharm

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Date : 17-02-2020

CERTIFICATE
TO WHOM SO EVER IT MAY CONCERN


This is to certify that **Ms. MANASA.S.V REG NO – 1CR18MBA19** student from the **CMR INSTITUTE OF TECHNOLOGY Bangalore – 560037** as undergone project work in our organisation from **02-01-2020 to 16- 02-2020**.

She is done project with respect to a study on **“SAFETY AND WELFARE MEASURES” in MEDOPHARM at MALURE**.

During her project period she found to be hard working and sincere

We wish her all the best

For MEDOPHARM


Authorized Signatory




102752

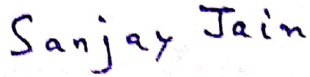
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CERTIFICATE

This is to certify that **Ms. Manasa S V** bearing USN **1CR18MBA19** is a bonafide student of Master of Business Administration Programme of the Institute (2018-20 Batch), affiliated to Visvesvaraya Technological University, Belagavi. Project report on **"EMPLOYEES SAFETY AND WELFARE MEASURES"** is prepared by her under the guidance of **Mr. Sushanth E Revankar**, Assistant Professor, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi in Karnataka.


Signature of Internal Guide


Signature of HoD
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Signature of Principal
Principal
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Bangalore - 560037

Evaluators

1) Name of external evaluator

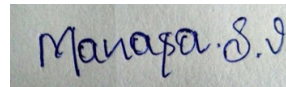
Signature with Date

2) _____
Name of internal evaluator

DECLARATION

I, Ms. Manasa s v , hereby declare that the Project report entitled “employee safety and welfare measures” prepared by me under the guidance of Prof. sushant e revankar, faculty of MBA Department, CMR Institute of Technology and external assistance by Mr. Narayanmurthy, HR Manager, Medopharm, Malur. I also declare that this project work is towards the partial fulfillment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi. I have undergone a summer project for a period of six weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted to any other University/Institution for the award of any degree/diploma.

Place:

A rectangular box containing a handwritten signature in blue ink that reads "Manasa S.V."

Date:

USN:1CR18MBA19

ACKNOWLEDGEMENT

I have been fortunate enough to get good timely advice and support from a host of people to whom I shall remain grateful.

I take this opportunity to express my heartfelt thanks to **Dr. Sanjay Jain**, Principal, CMR Institute of Technology, Bangalore, for his support and cooperation to undertake and complete the project work.

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It gives me immense pleasure to record my thanks to my Internal Guide, **Prof. Sushant e revankar**, CMR Institute of Technology, Bangalore, for his valuable guidance and untiring support and cooperation in completing the project work.

I acknowledge the insights provided by my External Guide, **Mr.Narayanmurthy,HR manager, Medopharm,malur** which helped me to a great extent in completion of the project work.

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Ms. Manasa s v

USN : 1CR18MBA19

TABLE OF CONTENTS

Chapter No.	CONTENTS	Page No.
	Certificate Declaration Acknowledgement List of Table List of Charts	
	EXECUTIVE SUMMARY	
1	INTRODUCTION 1.1 Industry Profile 1.2 Company Profile Promoters, Vision, Mission, Quality Policy. Products / services, Infrastructure facilities, Competitors' information, SWOT Analysis, Future growth and prospects and Financial Statement Analysis	1-2 3-16
2	CONCEPTUAL BACKGROUND AND LITERATURE REVIEW 2.1 Theoretical Background of the Study 2.2 Literature Review 2.3 Research Gap	17-26 26-31
3	RESEARCH DESIGN 3.1 Statement of the Problem 3.2 Need for the Study 3.3 Objectives of the Study 3.4 Scope of the Study 3.5 Research Methodology 3.6 Hypotheses 3.7 Limitations of the Study 3.8 Chapter scheme	32-34
4	DATA ANALYSIS AND INTERPRETATION	35-79
5	SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION 5.1 Findings of the Study 5.2 Suggestions 5.3 Conclusion	80 81 82
6	BIBLIOGRAPHY	83
7	ANNEXURE a) Questionnaire b) Activity sheet	84-88

LIST OF TABLES

Table No.	TITLE OF TABLES	Page No.
4.1	Table showing gender of respondents	35
4.2	Table showing the age group of the respondents	37
4.3	Table showing education qualification of employees	39
4.4	Table showing the experience of employees	41
4.5	Table showing respondent awareness towards safety and welfare policies	43
4.6	Table showing respondent opinion towards training provided by the organization	45
4.7	Table showing opinion on job security provided by the organization	47
4.8	Table showing the grade given by the respondents of the organization towards safety and welfare measures	49
4.9	Table showing employee's opinion on working hours maintained by the organization	51
4.10	Table showing the proper equipments are provided by the company to the employees	53
4.11	Table showing respondents opinion towards medical facility provided by the company	55
4.12	The table showing the maternity leave provided to the female employees	57
4.13	Table showing excellent facilities provided by the organization to the employees	59
4.14	Table show health hazards arise at the time of work	61
4.15	Table showing rating of employees towards the ESI benefits	63
4.16	Table showing the working condition and environment in the organization for the employees	65
4.17	Table showing respondents opinion towards cleanliness and general hygiene of the organization	67
4.18	Table showing respondents rate of compensation paid to employees, who meet in an accidents	69
4.19	Table showing respondent opinion toward gratuity provided by the company	71
4.20	Table shows that opinion on loan facilities provided by the organization	73
4.21	Table showing respondents opinion towards awards and rewards	75

LIST OF CHARTS

Chart No.	TITLE OF CHARTS	Page No.
4.1	Table showing gender of respondents	36
4.2	Showing the age group of the respondents	38
4.3	The graph showing education qualification of the employees	40
4.4	The graph showing the experience of the employees in Medopharm	42
4.5	The graph showing respondent awareness towards safety and welfare policies	44
4.6	The graph showing respondent opinions towards training provided by the organization	46
4.7	The graph showing opinion on job security provided by the organization	48
4.8	The graph showing the grade given by the respondents of the organization towards the safety and welfare measures	50
4.9	The graph showing employees opinion on working hours provided by the organization	52
4.10	The graph showing the proper equipment provided by the company to the employees	54
4.11	The graph showing respondents opinion towards medical facility provided by the company	56
4.12	The graph showing the maternity leave provided to the female employees	58
4.13	The graph showing excellent facilities provided by the organization to the employees	60
4.14	The graph show health hazards arise at the time of work	62
4.15	The graph show health hazards arise at the time of work	64
4.16	The graph showing the working condition and environment in the organization for the employees	66
4.17	The graph showing respondents opinion towards cleanliness and general hygiene of the organization	68
4.18	The graph showing respondents rate of compensation paid to employees, who meet in an accidents	70
4.19	The graph showing respondents respondent opinion towards gratuity provided by the company	72
4.20	The graph shows that loan facilities provided by the organization	74
4.21	The showing respondents opinion towards awards and rewards help to motives employees	76

EXECUTIVE SUMMARY

The project explains about the safety and welfare measures for the employees working in the Medopharm ltd, in which analyzing of effectiveness of facility provided by the company to the employees in their safety and welfare measures, the employees are sources of the company the company has to provide safety for the employees to improve their employees efficiency, which may helps for the productivity of the organization

The main objective of study is to know about the employee's safety and welfare measure is provided correctly to the employees how much the secured in that is the main objective.

UNIT-1

INTRODUCTION

1.1 INDUSTRIAL PROFILE

The pharmaceutical organization builds up, the items, and markets drugs approved for use as prescriptions. For this they have an inside and out arranged R&D office. Pharmaceuticals associations are allowed to deal in nonexclusive and brand solutions and government as for the permitting, testing, esteeming and ensure prosperity and adequacy and production of meds.

The Indian pharmaceuticals industry is the second greatest on earth and driving the collecting portion of India the Indian bio-tech industry has achieved an advancement rate of 17percent and got salary of Rs.137 billion (\$3 billion) in the 2009-10. Bio pharmaceutical was the best supporter delivering 60% of industry improvement at Rs. 8,829 crores, trailed by bio-organization at 2,639 crores and bio-cultivating at Rs. 1,936 crores. The principle pharmaceutical association west Bengal engineered mixes and pharmaceuticals works, which still exists today as one of 5 government had prescription creators in Calcutta in the year 1930.

HISTORICAL BAGROUND OF PHARMA INDUSTRY

The main realize drugstore was opened by Arabian medication masters in Baghdad in 754 and it offered way to deal with some more, which after a short time started working all through the medieval Islamic world and at last medieval Europe. A significant part of the drugstores in Europe and North America had consistently shaped into greater pharmaceutical associations by the nineteenth century.

RECENT DEVELOPMENT OF PHARMA INDUSTRY

- Indian pharmaceuticals segment represents about 2.4% of the worldwide pharmaceuticals industry in esteem terms (approx. USD 30 billions) and 10% in volume terms.
- Indian represent 20% of worldwide fares in generics. India has one of the most noteworthy quantities of USFDA affirmed plants.
- In association spending plan, 2016 FDI expanded to 74% existing pharmaceuticals.
- The nations pharmaceuticals industry is required to extend at a CAGR of 12.89% more than 2015-20
- Increasing in the range of average workers families joined with the improvement in remedial structure and augmentations in the invasion of therapeutic inclusion in the country will in like manner sway in the advancement of pharmaceuticals parts.

TOP TEN PHARMACEUTICALS INDUSTRIES

- ✓ SUN PHARMACEUTICALS INDUSTRY LTD
- ✓ DR REDDY'S LABORATORIES
- ✓ LUPIN
- ✓ AUROBINDO PHARMA LTD
- ✓ CIPLA
- ✓ CADILAC PHARMACEUTICALS LIMITED
- ✓ DIVI'S LABORATORIES
- ✓ GLAXOSMITHKLINE
- ✓ GLENMARK

1.2 COMPANY PROFILE

Medopharm is one of driving makes and fares of pharmaceuticals items to cover 60 nations, is a piece of the US\$100 billion gathering. Its head quarts in Chennai, India. The gathering organizations that manages vehicle financing, pharmaceuticals assembling and appropriation, and land.

Medopharm was established more than multi decade prior in fifteenth January 1970 by shri mohammulji chordia, a prominent social specialist, educationist, humanitarian, and a beginning of the Padma Shri Award, one of the most astounding regular citizen grants gave for recognized administration in any field.

Medopharm values, the board standards and business rehearses go about as an organization to control the organization to progress. Having won acknowledgment for dependability, unwavering quality and world class acknowledgment for dependability, dependability and world class measures the organization is balanced for a noteworthy leap forward in cross limit deals.

To fulfill worldwide guidelines, Medopharm acquisition, generation, arranging, fabricating, testing, dispatch, fund and human asset framework are ERP centered. It additionally puts accentuation on TQM.

Medopharm enrolled in 2009, Medopharm has increased tremendous aptitude in providing and exchanging of paracetamol tablets metronidazole tablets co-primoxazole tablets and so on the provider organization is situated in Malur, Karnataka and is one of the main dealers of recorded items. By paracetamol tablets, metronidazole tablets, co-primoxazole tablets in mass from us for the best quality and administrations.

Today the organization makes more than 250 items and has developed multifold winning the trust to end up a standout amongst the most regarded pharmaceutical organizations in India and abroad. The organization has around 1000 perpetual workers all through India and abroad.

Medopharm, Malur has been endorsed by national or neighborhood authorizing specialists, the chief of the medication control, Karnataka, for the production oral pharmaceutical measurement shapes in tablets and container.

THE MEDOPHARM TEAM

A group of devote, inventive and proficient workers which frames the foundation of the organization is the mystery of the organizations achievement. The Medopharm group effectively adjusts to suit the requirements of customers in various conditions, societies and markets over the worldwide.

Our fares are to both created and creating nations. Steady quality and reasonable costs have empowered more clients from various pieces of the globe to utilize Medopharm items.

GROWTH OF MEDOPHARM

Medopharm pharmaceutical ltd was started before 3 decades ago. The company was started first in Chennai and Malur with the initial investment of rupees 20000000. Medopharm its self as a leading manufacturer. The company / firm manufactures good quality or the product costumer is very satisfied about the quality; the firm adopts most advanced technologies in manufacturing the tablets.

The Indian pharmaceuticals organization has indicated quick advancement as far as framework improvement, innovation base creation and a wide scope of generation. Indeed, even while experiencing rebuilding, it has set up its quality and assurance to thrive in the evolving condition. The business presently delivers mass medications having a place with all significant restorative gatherings. Solid logical and specialized labor and spearheading work done in procedure advancement have added to this. All out generation of mass medications and plans amid 1997-98 is assessed at Rs 26280 million and Rs 120680 million separately.

Technological strength

- Self dependence shown by the production of 70% of bulk drugs
- Low cost of productivity
- Low R and D cost
- Innovative logical labor
- Strength of national research centers

OBJECTIVES

- To study on the employee welfare and safety measures adopts by Medopharm.
- To study the occupational health and service at Medopharm.
- To analyze the employee level of security towards the job.
- To know the safety employment provided to the employees.
- Protection of health and safety of public.
- To providing better quality of services.
- To attract the public through providing high quality product with reasonable prices.

COMPANY OFFER

- A wide scope of high caliber of items.
- Facilities that meet and fit in with world class guidelines.
- Strategic area of offices to guarantee snappy and effective conveyance
- A efficient system for household conveyance

VISION AND MISSION OF MEDOPHARAM

VISION

- To manage role as an international player in the pharmaceutical company and export in the products at sensible prices.
- Create a sound base for the manufacture of bulk drugs at international standards.
- To remain customer always by constantly tangible and measurable value for money in terms the products and service
- To be a global leader in pharmaceutical industry.

MISSION

- To provide the health care of people across the global, by supplying quality medicines at reasonable price.
- The mission of Medopharm pvt ltd is to be the leader in the marketing and distribution of its products and is committed to engage in improving continuously, rapidly forever and will strive to give its customer outstanding products at competitive price at act as an effective marketing force and providing customer satisfaction.
- Create a strong research in the field of bulk drugs
- Earn a reasonable return on investment
- Provide prompt service and quality products at reasonable price to customer
- Ensure prompt dealings with integrating impartiality to the supplier
- Creating an image of a leading health care company on India

QUALITY POLICY OF MEDOPHARM

“Quality is one of those words that can mean a variety of things. Some time the word is utilized to mean greatness or goodness. Then again a few people say a thing is correct when it meets or agrees to the detail”

QUALITY MANAGEMENT SYSTEM (QMS)

Medopharm have a quality management (QMS) for the manufacture, and supply of pharmaceuticals products and this plant of Medopharm at Malur is also ISO 9001:2000 CERTIFIED.

In designing the plant layout, we have considered the logical flow of materials.

- Goods receipt
- Stores
- Production
- Intermediate stores
- Goods
- Finished product hold
- Packing

AIMS OF MEDOPHARM PVT LTD

- Organization development
- Employee development
- Collaboration satisfaction
- To be punctual at work
- Work efficiency
- Increasing productivity

CORE VALUE OF MEDOPHARM PVT LTD

- Quality
- Innovation
- Team effort
- Defect prevention rather than defect
- Time management

FECILITIES OF MEDOPHARM

Medopharm is a WHO-camp confirmed organization. Our assembling units carefully with the rules and standard set by TGA, MCC and MHRA and USFDA and have affirmed by a few worldwide administrative bodies, as the organization works in both a few residential and global for its customers without settling on quality

FACTORIES:

The various factories of Medopharm are:

1. Chennai
2. Bangalore
3. Hyderabad

PRODUCT PROFILE

PRODUCT

Amid the most recent couple of years, Medopharm has expanded its local and universal system in an arranged move to accomplish its vision. This is sponsored by a proficient dissemination net work. The residential set up has seen the expansion of claim to fame division for cardiovascular items, CNS item and an undertaking division fixated on the brand working in constrained markets. Our household group is balanced for container India inclusion in next couple of years.

MEDOPHARM PRODUCT LIST

DOMESTIC PRODUCT LIST

Division: RADIANT

SLNO	PRODUCT NAMES
1	BESTONE
2	CLEDOMOX
3	CLEDOMOX DT
4	CANEFO PLUS

5	CETRITE PLUSE
---	---------------

Division: CARDIAC

SLNO	PRODUCT NAME
1	COMBET
2	EMVOSE-M
3	EMVISE-TRIO
4	GLUREG-SR
5	PEDWIN

Division: CNS

SLNO	PRODUCT NAME
1	AMISTRIDE
2	ESCIPTAL
3	ANOXOLEP
4	RISTAB
5	RISTAB FORTE

Division: TASK FORCE

SLNO	PRODUCT NAME
1	ENEP
2	CETRITE
3	CETRITE PLUS
4	CANEFO TH
5	CANEFO PLUS

INTERNATIONAL PRODUCT LIST

Antibiotics

SLNO	PRODUCT LIST
1	Amoxicillin and Dicloxacillin Pediatric Table
2	Amoxicillin and Potassium Clavulanate DC Granules
3	Amoxicillin and Potassium Clavulanate dispersible tablets BP
4	Amoxicillin and Potassium Clavulanate veterinary Tablet BP
5	Ampicillin capsules BP
6	Phenoxymethylpencillin Tablets BP
7	Cotrimoxazole Tablets
8	Doxycycline Tablets

Anti-diabetics:

SLNO	PRODUCT NAME
1	Glibenclamide Tablets
2	Metformin Tablets
3	Gliclazide Tablets
4	Glimepiride tablets
5	Pioglitazone Tablets

OTHER GENERAL PRODUCT

SLNO	PRODUCT NAME
1	Artesunate Tablets
2	Amodiaquine Tablets
3	Acyclovir Tablets
4	Albendazole Tablets
5	Aminophylline Tablets

MEDOPHARM PRODUCT IMAGES



OWNERSHIP PATTERN

Medopharm Private Limited is currently have 2 partner SHARDARMAL CHORDIA & RANJITH KUMAR CHORDIA they join together run the business those two owner also brothers and there is no other active directors in the company.

AWARDS

Achievements and Accomplishments

Medopharm has taken high-status grants for quality, execution and fare

- ❖ International gold star for quality, purls-France 2000-01
- ❖ Trading house status 1998-99
- ❖ Nirayat shree grant for good Export Performance 1997-98
- ❖ Export House 1996-99
- ❖ Export Award given by chemixil for best Export 1983-84
- ❖ Chemixil Award for Excellent Export execution 1982-83

AWARDS OF Medopharm

1	2004-Silver jubilee Award by PMA Tamilnadu
2	2009-10 outstanding export award by Pharmexcil
3	2003-international gold star award for quality in pairs
4	1998-99 BSP, annual award by chemical
5	1999-02 Trading house status by govt of india
6	2000-01 Trishul awarded by chemical for best export
7	1995-96 certificate by merit by chemical for export performance
8	1997-98 Nirayat shree award for goods export performance

BOARD OF DIRECTOR

- ✚ Shri,sardarmul Chordia (Founder, Chairman)
- ✚ Mr.Udhan kumar chordia (CEO)
- ✚ Mr. Gambhir Chordia (Director Operation)
- ✚ Mr. sunder kumar Chordia (Director Operations)
- ✚ Mr. Sanjay Dasmohapatra (Technical Operation)
- ✚ Mr. Abdul Hameed (E.D Technical)
- ✚ Mr. sadapathy (Executive Director)
- ✚ Mr. N, Narasiman kannan (V.P International Business)

FINANCIAL STATEMENT

STATEMENT OF PROFIT AND LOSS ACCOUNT (Rs in lakhs)

Particulars	2017	2016	2015	2014
Revenue from operations	10,965.69	9,665.99	10,679.72	7,947.29
Other income	165.39	96.59	96.06	89.12
Total Revenue	11,151.08	9,762.58	10,775.79	8,036.40
Cost of material consumed	6,538.98	6,775.36	7,512.57	5,786.49
Purchase of stock in trade	—	—	—	—
Changes in inventory	232.37	-158.35	191.75	-296.43
Employee benefit expenses	1,383.68	980.80	835.26	631.79
Finance cost	493.71	406.11	395.56	409.58
Depreciation & Amortization	395.08	263.83	239.30	215.75
Other expenses	1,832.73	1,272.47	1,409.29	1,198.00
Total Expenses	10,876.55	9,540.23	10,583.74	7,945.18

Total Revenue less Total Expenses	274.53	222.36	192.05	91.22
Prior period and Exceptional expenses	—	—	—	—
Profit before extraordinary items	274.53	222.36	192.05	91.22
Extraordinary items	—	—	—	—
Profit Before Tax	274.53	222.36	192.05	91.22
Current Tax Expense	—	47.50	14.42	—
Deferred Tax Expenses	84.88	84.75	110.26	177.72
Profit from continuing operations	189.65	90.11	67.37	-78.50
Profit from discontinuing operations(After Tax)	—	—	—	—
Net Profit / Loss	189.65	90.11	67.37	-86.50

BALANCE SHEET OF MEDOPHARM LTD (Rs in lakhs)

Particulars	2017	2016	2015	2014	2013
i. EQUITY AND LIABILITIES					
Share Holders Fund					
Share Capital	1750.00	1750.00	1600.00	1408.00	1300.00
Reserves & Surplus	646.72	457.07	321.63	254.26	340.76
Money received against the share	—	—	—	—	—

warrants					
Share application money pending allotment	—	—	—	—	—
Non-current liabilities					
Long term borrowings	2794.91	2939.50	2042.99	2079.30	2388.08
Deferred Tax liabilities	228.20	143.32	58.57	—	—
Other long term liabilities	370.71	50.00	50.00	50.00	50.00
Long term provisions	—	—	—	—	—
Current liabilities					
Short term Borrowing	3125.76	2177.42	1853.60	2073.95	1348.52
Trade payable	2679.16	1740.26	2827.32	3241.87	2511.57
Other Current Liabilities	529.72	654.37	319.34	216.11	239.07
Short term Provisions	117.89	61.92	14.42	—	—
Total Equity and Liabilities	12243.08	9973.86	9087.87	9323.48	8177.99
ii. ASSETS					
Non-current Assets					
Fixed Assets					
Tangible Assets	6018.19	3107.36	3028.87	2883.97	2817.66
Intangible Assets	180.27	253.14	326.01	398.89	471.76

Capital work-in-progress	—	1722.37	230.90	—	—
Intangible assets under Development	—	—	—	—	—
Non-current Investment	5.20	5.20	5.20	5.20	5.20
Deferred Tax Asset	—	—	—	65.70	243.42
Long Term Loans and Advances	—	—	—	—	—
Other non-current Assets	—	—	—	—	—
Current Assets					
Current Investment	—	—	—	—	—
Inventories	2438.91	2210.59	2161.40	2449.03	2071.03
Trade Receivable	2214.07	1020.99	1865.82	2288.65	1679.79
Cash and Cash Equivalents	272.62	265.54	165.98	205.70	191.38
Short Term Loans and Advances	1113.83	1388.66	1303.70	1026.34	697.75
Other current Assets	—	—	—	—	—
Total Assets	12243.08	9973.86	9087.87	9323.48	8177.99

Unit-2

CONCEPTUAL BAGROUND AND LITERATURE

REVIEW

2.1 THEOROTICAL BACKGROUND OF THE STUDY

HUMAN RESOURCE MANAGEMENT

HR the executives manages the administration of individuals on an association. It is surveyed and acknowledged that HR are the primary segment of an association and the achievement or disappointment of the association relies upon how successfully this part is overseen. Human asset is the complete learning, capacities, abilities, ability and aptitudes of an association's workforce.

HR the board is committed to build up an appropriate corporate culture. Projects are structured and executed to mirror the bend of the undertaking. It fulfills desire which isn't fulfilled by traditional work force the executives. Human asset is an asset like some other common assets. It implies that administration can get and utilizes the aptitude, learning, capacity and so forth.

MEANING AND DEFINATION OF HUMAN RESOURCE MANAGEMENT

Human asset the board implies utilizing individuals, building up their asset, using, keeping up and remunerating their administration tuned in to the activity and hierarchical prerequisite so as to add to the association individual and the general public.

Human asset the executives is an orderly procedure of arranging and control of system of central authoritative procedure influencing occupation and work configuration, work fulfillment, staffing, preparing and advancement, execution evaluation, worker assurance and portrayal and association improvement.

As indicated by Flippo, "Human asset the executives is the arranging, sorting out, coordinating, and controlling of the acquirement, improvement, pay, joining, support and

multiplication of human relations to the end that individual, hierarchical and societal destinations are achievement."

NATURES OF HUMAN RESOURCE MANAGEMENT

1. Comprehensive capacity:

The primary capacity of Human asset the executives is to oversee individuals at work. It is an extensive capacity which covers all sort of individuals at all dimension in the association.

2. People situated:

Human asset the executives is a people arranged capacity and is consider with representative as people just as gathering. It manages human association with in an association.

3. Action arranged:

Human asset the board has confidence in speculation so as to individual and hierarchical objectives instead of simply keeping records and techniques.

4. Development situated:

Improvement of representatives is a basic capacity of human asset the executives so as to get most extreme fulfillment from their work with the goal that they give their best to the association.

5. Challenging capacity:

Overseeing human asset is testing work because of the dynamic and complex nature of individuals

6. Continuous capacity:

HRM is definitely not a one shot arrangement. It can't be drilled just a single hour every day or week. It is going procedure

SCOPE OF HUMAN RESOURCE MANAGEMENT

- Job analysis
- Hiring of employees
- Employee remuneration
- Employee remuneration
- Employee motivation
- Employee maintenance
- Industrial relationship
- Career development

OBJECTIVES OF HUMAN RESOURCE MANAGEMENT

- To achieve the organizational objectives
- To develop ability of the work force efficiently
- To provide organization with well trade and well motivation for employees
- To tell HRM policy to all the employees
- To increase employee job satisfaction and self actualization
- To developing and maintenance quality of work life

FUNCTIONS OF HUMAN RESOURCE MANAGEMENT

1.MANAGERIAL FUNCTION

Administrative capacities include arranging, sorting out, coordinating and controlling. Every one of these capacities impact the employable capacities.

PLANNING

Arranging is a foreordaining of objectives. It includes arranging of human asset need, enrollment, determination, preparing and so forth.

ORGANIZING

Getting sorted out is a structure and technique by which co-usable social affair of individual appointed its errand among its people perceives associations and joins its endeavor among its people, recognizes associations and directions its activities towards a run of the mill target.

DIRECTING

The essential capacity of work force the board at any dimension is inspiring, telling, driving and actuating individuals. The ready and successful co-activity of representatives for the accomplishment of hierarchical objectives is conceivable through legitimate bearing.

CONTROLLING

In the wake of arranging, sorting out, bearing and the different exercises of work force the executives, the execution is to be confirmed so as to realize that the faculty capacity of performed in congruity with the plans and headings of an association.

EMPLOYEABLE FUNCTION

The usable capacity of HRM is identified with explicit exercises of faculty the executives Viz, business advancement, pay and modern relations. These capacities are to be performed related to administrative capacity Operative capacities are as per the following:

EMPLOYMENT DEVELOPMENT

Business is worried about verifying and utilizing the general population handling required kind and dimension of human asset important to accomplish association benefits.

COMPONSATION

It is the way toward giving satisfactory, impartial and reasonable compensation to the representatives. It incorporates work assessment, compensation and pay organization, motivating forces, reward, incidental advantages, government managed savings measures and so on.

HUMAN RELATIONS

It is a procedure of cooperation among person. A human connection is a zone of the executives in associating individuals into work circumstance such that thought processes them to cooperate efficiency, co-operatively and with monetary, mental and social fulfillment.

INDUSTRIAL RELATIONS

Mechanical relations allude to the investigation of relations among workers, boss, government and the track associations.

STANDARDS OF HUMAN RESOURCE MANAGEMENT

- ◆ Comprehensiveness
- ◆ Credibility
- ◆ Communication
- ◆ Cost adequacy
- ◆ Creativity
- ◆ Competence
- ◆ Control
- ◆ Change

MEANING OF SAFETY

Wellbeing implies opportunity from the event or danger of damage or misfortune. Or on the other hand security alludes to the assurance of the specialists from the peril of mechanical mishaps. A mishap, at that point, is a spontaneous and uncontrolled occasion in which an activity or response of an article, a substance, an individual, or a radiation result in identity damage.

SAFETY MANAGEMENT IN MEDOPHARM LTD

Safety is often is viewed a sample matter of applying specific routines. In many cases the routines are repeated regularly despite is the sign of their inadequacies. Identifying the source of harm and controlling harm is the basic idea of the safety management. It is essential of safety management.

NEED FOR SAFETY

Safety management is very important in every organization because, it has certain benefits to organization. The benefits to organization. The benefits are in the form of savings in cost, increased productivity, and improve morality and fulfill legal formalities.

➤ Saving in cost

The type of cost incurred by the management, are direct costs (compensation and medical expenses yet, the administration isn't obligated to meet the immediate expenses if the unfortunate casualty is safeguarded under the representatives state protection (ESI)scheme.

A part from the direct cost management organization should also bear Indirect (loss of operations reduced production rate of other workers, spoilage of materials and damage of equipment) cost that are 3 to 4 time higher than the direct cost. And all these lead to loss of the customers, due to inability to meet customers' orders on dead line. So avoiding accidents saves all these expenses and benefits to management.

➤ Increased productivity:

Safety environment helps employee to devote more time on producing more units, improving the quality, because he/she spend less time worrying about their safety.

➤ **Moral :**

Providing safe working environment has morale dimension, in addition to being a legal requirements. No employer has right to injure or kill to an employee. Management should keep in mind that monetary compensation does not bring the person as hr/she was earlier.

➤ **Fulfills legal requirements:**

Association need to satisfy the legitimate prerequisites. There are laws covering word related wellbeing and security, and punishments for not gripe the standards. So associations obligation reaches out to the wellbeing and strength of the network as well.

PRINCIPLES OF SAFETY PROGRAMME

- Tracing out the components in charge of mechanical mishaps.
- Identify potential perils, give powerful wellbeing offices, and gear and to take brief medicinal activities.
- Top the board responsibility in deciding arrangement, checking and making medicinal move.
- The the board and the supervision must be made completely responsible for security execution in the working zones they control.
- Create mindfulness among representatives about security techniques and provid them preparing on them to counteract mishaps.

COMPONENTS OF SAFETY

A security customized for the most part comprises 4 components

- ❖ Making vital decisions
- ❖ Development of security strategy
- ❖ Organization for security
- ❖ Analysis of causes and events of mishaps

WELFARE

INTRODUCTION

Representatives welfare is an essential reality of modern relations, the additional measurement, offering fulfillment to laborers in an approach to which levels a decent pay can't with development of industrialization and automation, it has obtained included significance.

The laborers in industry can't adapt to the pace of present day existence with least sustenance comforts. He needs an additional boost to keep body and soul together. Bosses likewise have understood the significance of their job in giving these courtesies. But then, they are not constantly ready to satisfy laborer request anyway capable they may be. They are basically worried about the legitimacy of the endeavor. Worker welfare, however it has been given to add to effectiveness underway is costly. Every business relying upon his needs gives shifting degrees of significance to work welfare.

MEANING AND DEFINATION

Welfare suggests advancing honorably. It suggests the physical, mental, moral and eager flourishing of an individual. Further, the term is relative thought, relative in presence. It thusly, changes every so often, from locale to region and from country to country.

Representative welfare, additionally alluded to as advancement work for representatives, identified with taking instance of prosperity of laborers by bosses worker's organization and government and non legislative offices. It fairly hard to characterize the term work welfare absolutely due to generally of the idea.

The oxford lexicon characterizes worker welfare as "effort to make life worth living for workers". It is regardless, difficult to precisely describe the degree of these undertakings. Unmistakable columnists have described it in different ways. Some essayist says that just intentional endeavors with respect to managers to improve the condition in their industrial facilities from extent of worker welfare endeavors.

Representative welfare alludes to every one of those endeavors of businesses, exchange unions, deliberate association and legislative association which enables workers to feel good and perform better.

Some important objectives which actuate an employer to take up voluntary welfare service are as follows.

- To increment representatives steadfastness and their resolve.
- To lessen strife of exchange unionism and communist thoughts.
- To create proficiency of specialists.
- To make generosity and increase open picture.
- To diminish risk of further government mediation.

VOLENTARY WELFARE MEASURES

- Deliberate welfare measures
- Housing offices
- Transportation offices
- Medical offices
- Cultural offices
- Recreational offices
- Consumer co-usable society

- Loans and different advances
- Leave travel concession
- Workers training
- School for representatives kids Labour welfare funds
- Libraries
- Gym and health clubs

WELFARE PROVIDED BY MEDOPHARM LTD

MPL is people oriented company. They are very liberal to employees and try to keep them satisfied that is the reason there is very low attrition rate in organization. MPL trains their employees as well as the right job for which they are best suited according to their qualification MPL is maintaining good cordial relations with their employees.

2.2 LITERATURE REVIEW

The review of literature is conducted to analyze on the employees safety and welfare measures provided by an organization.

The literature review is nothing but the research and analysis done by an scholar on particular topic, through the collection survey book , scholar articles and any other sources relevant for an current issue .

The articles of different writers are investigate and alluded to get or locate the sort of techniques which are appropriate for the worker's wellbeing and welfare measures. The audit of writing helped the examination to lead the overview in powerful way. It is additionally help to the specialist to acquire more information about the theme clears the issues and aides in giving great report.

1. S K. Sir vastava (2004)

The analyst breaks down the answer for the issue of wellbeing and security measures, the primary target of issue are to discover the view and mindfulness on laborers wellbeing

and security measures. What's more, it will quick effect on wellbeing, physical and mental effectiveness of workers.

2.Srivastra S K(2009)

The analyst found an effect on work welfare on representatives welfare and measures the work feel happy with the activity and welfare offices given by the organization through getting inspirational work prizes to their work for the investigation the representatives or specialists chose from the private and open with the assistance of accidental examining technique further the consequence of the examination shows the welfare exercises influenced the laborer exercises the words the board and occupation fulfillment in pharmaceuticals

3. K Srikanth (2010)

The productivity of the organization depends on occupational health and employee welfare the researcher concluded the result addressing occupational health and welfare measure of employee well being concentrate on 4 major areas in the organization that is job in security working hours welfare measures and manager skills.

4. M M Nurul Kabhir (2011)

This is break down the pharmaceutical area in which the pharmaceutical part assumes an indispensable job in monetary advancement in that worker wellbeing and welfare measures is essential there are diverse pharmaceutical organizations that emphasis hands on fulfillment of representatives it depends up on the workers experience, age and sexual orientation. It improves the way of life of work dimension of employment fulfillment. So as to increase upper hand and receive to the emotional changes condition it is essential to accomplish the board productivity by expanding representative fulfillment in the association.

5. Khaled K Alafi (2013)

The analyst find a few elements and their commonness influencing worker fulfillment in extensive current of drug store enterprises to help with the point of improving both expert

efficiency with result from scales examined utilizing clear examination and one route anova to arrange the break down fulfillment result, representative fulfillment or how the representatives react sincerely to function, is a critical factor for authoritative achievement and benefit in improving representative execution and inspiration.

6. Ankur Sangwan(2013)

The specialist examined the issue of the subject of the worker welfare measure, this investigation in expected to see the impact of the administrative viability hands on fulfillment and to decide the dimension of occupation fulfillment among the representative welfare and fulfillment. It was attempted to think about the predominant the status of occupation fulfillment and administrative adequacy of the worker of the sorted out in the drug store industry. What's more, the welfare measure in the feature of the impact of the administrative viability on the worker fulfillment.

7. Christoph Hermann (2014)

In this report the reporter assumes that the issue of employees safety and welfare measures. This article challenges based on a review of national responses to the current crises, it argues the structural adjustment in welfare and labour market to a convergence of national economies. This is under pinned by the impact of safety and welfare measures.

8. Usha tiwari (2014)

The labour welfare and safety measures is advancing the proficiency of worker the welfare estimates serves to representatives to affect on their wellbeing, physical and mental effectiveness. The investigation demonstrates the representatives welfare offices and effect on employee efficiency the company is providing the facilities and safety to employee to accomplish their organizational goal.

9. G. Purushothaman (2014)

A representative has vital jobs in mechanical creation. Work the executives is a craftsmanship done by the general population in this way it is important to try to co task to the representatives so as to build the profitability and higher benefit subsequently the association needs to consider the workers security and working condition. The association needs to make great environment to improvement of the worker working condition.

10. Dr. K Lalitha (2014)

This is clarified about representative welfare measures are received in IT industry. The primary goal of representative welfare measure is improve the life of workers. Worker spend at any rate half of their time at work. The realize that they are add to the association due to get something once more from the association.

11. M S Suriya (2015)

The exploration completed the investigation on the essential goal of a modern wellbeing and security estimates this examination feature wellbeing and security estimates which infer to improve the execution of the representatives. This exploration led based on unbalanced fulfilled irregular inspecting. The examination likewise centers around what are the wellbeing types of gear is important and how it shield workers from mishap. This investigation valuable for the association and future advancement.

12. Dr. C N Krishna Naik (2015)

In this they break down representative welfare as the exertion which are given by the business to the great life worth of its workers, welfare mean anything accomplished for the solace and improvement of workers to keep their inspiration level high the worker welfare measure plot delegated 2 classifications intera wall painting and additional painting. The intra wall painting plans are those which are obligatory given by a relationship as a consistence to laws managing delegates prosperity and security the extra divider painting plan differentiate from relationship to affiliation and from industry to industry. It benefits are the aftereffect of workers advancement.

13.G Siva Samy (2015)

This examination on the solid business, the bond business place a basic employment being developed on planning industry this examination find the points of view and consideration regarding workers prosperity and safety efforts. The welfare and safety efforts will be sway on representatives wellbeing rationally and physically in this the strategy which are utilizing are chi square test, T test, and factor investigation.M.V.S.

14.Mendies (2016)

Today world the people become more sources for the business they are like human asset and they can be developed through safety and welfare measures satisfaction of employee can make organization to achieve their objective. It is focus on the relationship between the employee and organization and welfare facility and operation level of employee.

15.Dr. S Ravi (2016)

In early stage of industrialization the scope of personal management was very limited. Recent development in the field of management increased the scope of personal management. The welfare measures are very important for physical and psychological development of an employee's the wages not only improve the employee safety and welfare measures is going to increase the stability of the employees.

16. Babita rawat (2016)

For the study the research design chosen is descriptive in nature it include the study on small scale industry. In this they analyzed use in statistical package for research and various statistical test were applied based on hypotheses and calculating result which includes impact of labour welfare measures on job satisfaction.

17.Dr .k. nithyavathi (2016)

In this they are analyzing that the employee safety and welfare measures by textile industry. The textile industry plays a vital role in human life. This industry is important for industry to earning foreign exchange and employment to lacks of people. This is

one of the large scale industries in India and providing more employment opportunity along with the safety and welfare measures.

18. V B Narasimha (2017)

The researcher found that the representative's activity fulfillment is fundamental to confront the dynamic and regularly expanding difficulties of keeping up efficiency of the associations this could be overwhelmed by making a workplace that keeps up the representatives' activity fulfillment just as persuade the general population in job satisfaction. Furthermore the environmental procedure rising the health cost and various needs of the employee welfare.

19. Robinson .M (2017)

He analyze that labour welfare measure is an effective term to cover the aspect of industrial life which contribute to welfare of an employees. The labour welfare measure provide various service to an employee's it improve their health, efficiency and betterment of social status. The organization provides the various facilities to employees which keep employee and environment safety. The organization has main objective in this measure is to enrich the life of employees and keep them happy. In order to maintain better industrial relation and stability in the organization.

20. G. Arthi (2018)

The study explains the importance of welfare rule structures for understanding the effects of the firm compensation of the employee force. It helps to take correct action for the safety of the employee. The employee places an important role for betterment of the industry. The welfare measures increase the productivity of an organization and also maintain stability in profit maximization for an organization.

UNIT 3

RESEARCH DESIGN

Research is a deliberate movement to accomplish truth. It incorporates the recognize of study territory the system for gathering information, investigating information and distinguishing reality dependent on the logical learning

An exploration configuration is a casing work or plan for an investigation that is utilized as a guide in gathering and dissecting the information. It is a blue print that is followed in finishing an examination.

Exploratory research was used to generate objectives, which were then followed by a “Descriptive study” which helps in detail analysis of employee safety and welfare measures at Medopharm Ltd.

3.1 TITLE OF STUDY

A study on employees’ safety and welfare measures at “Medopharm ltd”

3.2 PURPOSE OF THE STUDY:

The purpose of study is to find out the effect of employee regarding safety and welfare provide to them. The result obtained from the study may be beneficial by initiating suitable suggestion which might be beneficial to both the employee and the employer.

3.3 STATEMENT OF THE STUDY:

Today there is a cut throat competition among the Indian economy. Retaining the employee is highly important, just wage to compensate them may lead to large absenteeism and also turnover, welfare and safety benefits are needed to satisfy the employees and thereby increasing moral and also bring about healthy environment in the organization. Hence this project is to know employees satisfaction towards welfare and safety amenities provided by the company.

3.4 OBJECTIVES OF THE STUDY

- To understand the importance of employee's welfare and safety measures.
- To analyze the factors influencing employee's welfare and safety measures.
- To study the health and safety measures given by the company.
- To find the employee's opinion regarding all welfare & safety policies.
- To give suggestion to enhance the effectiveness of the organization with respect to welfare and safety measures.

3.5 SCOPE OF THE STUDY

Safety and welfare amenities are important factors to be considered by every organization, because they enrich the relation between the employees and employer, which is very important for all the organization for it to continue for a longer period and also to meet the cut throat competition. It also increases workers satisfaction towards their job and morale towards the organization.

Employee welfare is an effort to make life worth living for work man. It is the service or facilities established inside and outside the organization by the employer to enable the worker to work in health and congenial surroundings.

3.6 LIMITATIONS:

The research project is aimed at analyzing the employees satisfaction regarding the safety and welfare amenities provided by Medopharm limited

There are several short comings, which are listed below:

- The study is confined to only Medopharm Ltd Malur and therefore the result and conclusion of the study may not be applicable to other companies.
- Due to time constraints the study size is confined to 50 respondents and hence an extensive research could not be undertaken.
- Analysis is done on the assumption that the respondent has given correct information through questionnaire.

- As this study was based on random sampling, it suffers from all the disadvantages of such sampling procedure.

SOURCES OF DATA COLLECTION TECHNIQUE

❖ Primary data:

Primary data collection has been done through interviewing employees, personally and distribution of questionnaire to the employee at Medopharm Ltd

❖ Secondary data:

Secondary data refers to the information already collected and made research up on. Secondary data has been collected by going through the company brochures, company website, project reports, manuals and text books

TOOLS OF STUDY

The tool used in conducting research study is through questionnaire and personal interview. The questionnaire is framed with both open-ended and closed-ended questions.

a. Sampling

- Sample random sampling procedure is used to select respondent. A required data would be collect through questionnaire.
- The sample size is 50 and the questionnaire had been given to employees in the Malur branch.

b. Data collection and techniques used:

- The employees are interviewed during working hours and also during breaks in a separate room where, it is conducted in a good atmosphere where there is no disturbance. Proper yet basic investigative strategies like cross arrangement, 4.1 pie outline, bar diagram and so forth., would be utilized to break down and decipher the informationcollection.

UNIT-4
DATA ANALYSIS AND INTERPRETATION

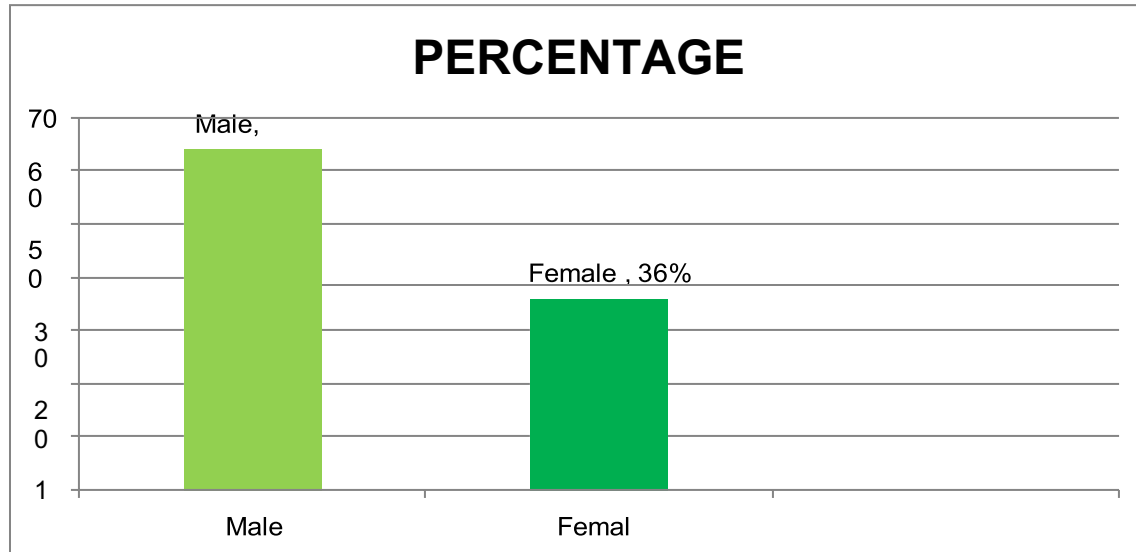
4.1 Table showing respondent's gender

GENDER	RESPONDENT	PERCENTAGE (%)
Male	32	64
Female	18	36
Total	50	100

Analysis:

The above table shows the genders of respondents 64% of respondents are male and 36% of respondents are female.

The graph showing the gender of the worker in the organization



Interpretation:

The above graph shows that number of respondents and gender in that 64% of respondents are male, and remaining respondents are women that are 36%.

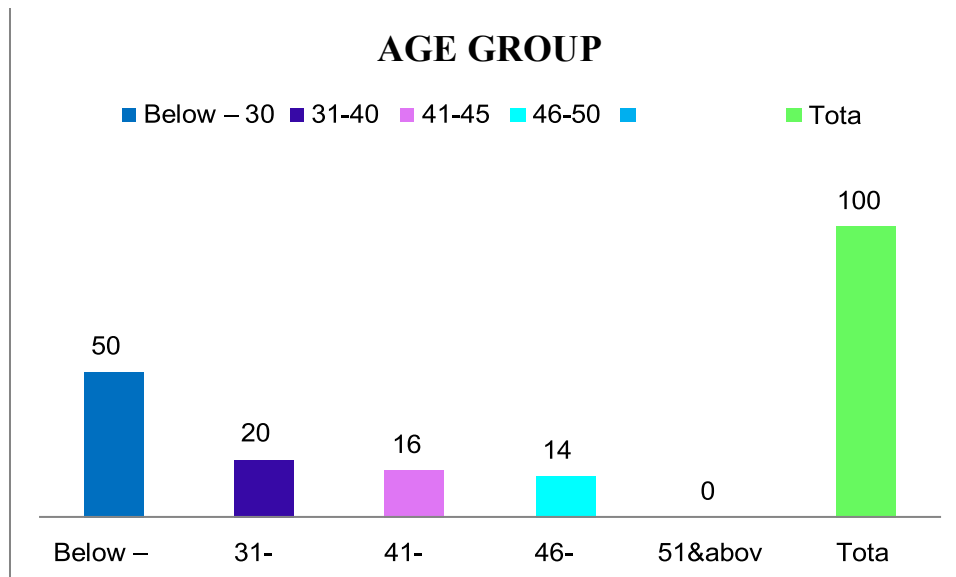
4.2 Table showing the age group of the respondents.

AGE	RESPONDENT	PERCENTAGE (%)
Below – 30	25	50
31-40	10	20
41-45	08	16
46-50	07	14
51&above	00	0
Total	50	100

Analysis

The above table analyze the age group of the respondent, in this table more percentage of respondents are in below age 30 that is 25 respondents, 10 respondents are 31-40 age, 8 respondents are 41-45 age, 7 respondents are 46-50 age .

4.2 The graph shows the age group of the respondent



Interpretation

From the above graph we assume the age group of the respondent in that 25 respondents are below 30 year old that is 50%, 10 respondents are 31-40 year that is 20%, 8 respondents are 41-45 year that is 16%, 46-50 respondents are 7, and no respondents are crossing the age of 51 and above this shows that the organization focus on young and talented people.

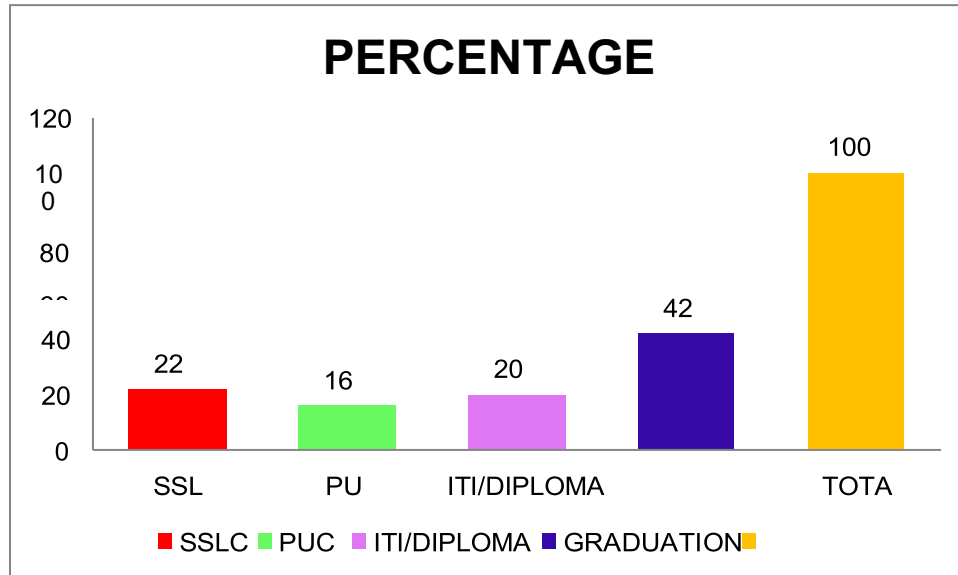
4.3 Table showing education qualification of employees

QUALIFICATION	RESPONDENTS	PERCENTAGE (%)
SSLC	11	22
PUC	08	16
ITI/DIPLOMA	10	20
GRADUATION	21	42
TOTAL	50	100

Analysis:

From the above table showing that the respondents education qualification in which 11 respondents are studied till SSLC, 8 respondents are did there PUC, ITI/DIPLOMA done by 10 people, and 21 did GRADUATION.

4.3 The graph showing education qualification of the employees



Interpretation:

The above graph shows the education qualification of the respondents from the company. In this majority, 42% of people did their graduation, 22% did SSLC, 16% did PUC, and 20% did their diploma.

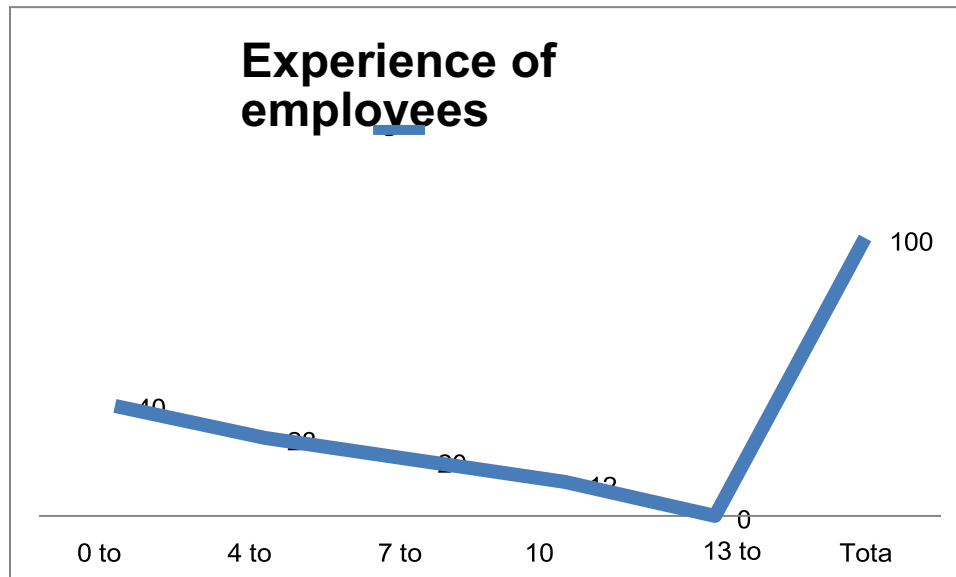
4.4 Table showing the experience of the employees in Medopharm

EXPERIENCE	RESPONDENTS	PERCENTAGE (%)
0 to 03	20	40
4 to 06	14	28
7 to 09	10	20
10 to12	06	12
13 to 15	00	00
Total	50	100

Analysis:

The above table shows that the experience of the respondents in the organization in this 20 of respondents are had their service 3 years , 14 of respondents are have the experience 4-6 years,10 respondents are had 7-9 years of experience in the organization, 6 of respondents having 10-12 years and no one have the experience of 13-15 years.

4.4 The graph showing the experience of the employees in Medopharm



Interpretation:

The above graph interpret about the experience of the respondents of the organization in which majority of respondent experience is 0-3 years that is 40% of respondents are had experience in the organization is 0-3 years ,28% of respondent has experience 4-6 ,20% of respondents had their service 7-9 ,12% of respondents are had experience 10-12,and no one had service length of 13-15year this shows that company is maintain recruitment stability and give chance and experience to new employees.

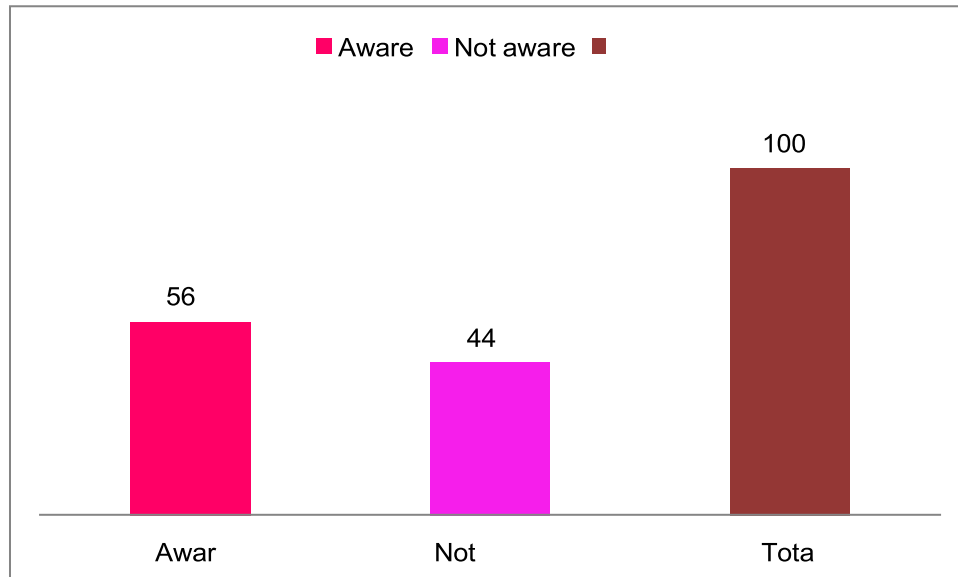
4.5 Table showing respondent awareness towards safety and welfare policies

PARTICULARS	RESPONDENTS	PERCENTAGE (%)
Aware	28	56
Not aware	22	44
Total	50	100

Analysis:

The above table shows that the respondent awareness towards the safety and welfare policy in these 28 respondents has the awareness of the safety and welfare legislation and remaining 22 respondents are not aware of the safety and welfare legislation.

4.5 The graph showing respondent awareness towards safety and welfare policies



Interpretation:

In the above graph the majority respondent are aware of the safety and welfare policies remaining are not aware of the safety welfare policies. This shows that the company has to give awareness to all employees to increase their safety and welfare.

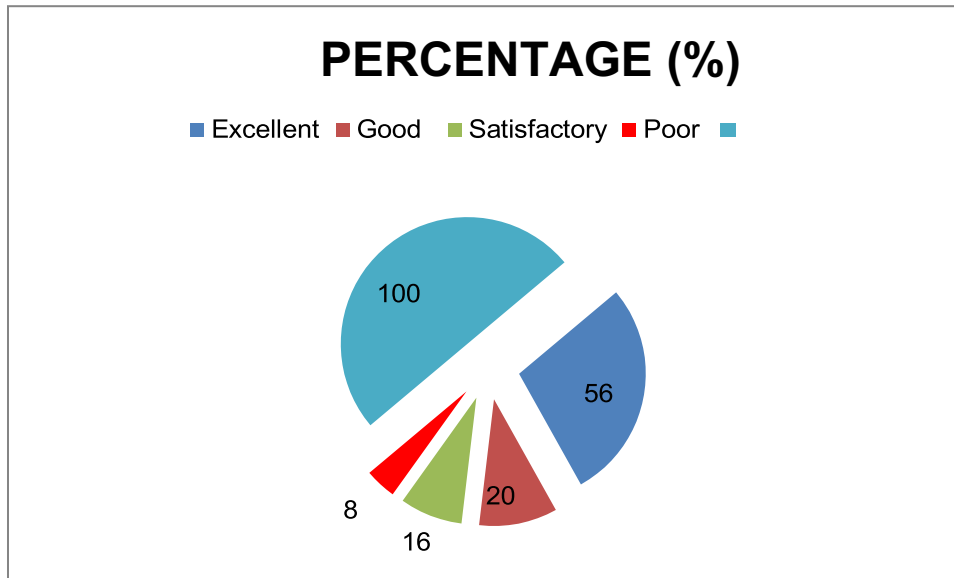
4.6 Table showing respondent opinion towards training provided by the organization

PARTICULARS	RESPONDENTS	PERCENTAGE (%)
Excellent	28	56
Good	10	20
Satisfactory	8	16
Poor	4	8
Total	50	100

Analysis:

The above table shows respondents opinion towards the safety and welfare training provided by the organization, in which 28 respondents are gave opinion as excellent, 10 respondents are give as good,8 give as satisfactory, and 4 responded as poor .

4.6 The graph showing respondent opinion towards training provided by the organization



Interpretation:

The above graph shows that the opinion towards training provided by the organization in case of the safety and welfare measures in which the majority of respondents provided excellent. Few are good, satisfactory, and poor. This shows that the organization is providing very well for employee safety and welfare.

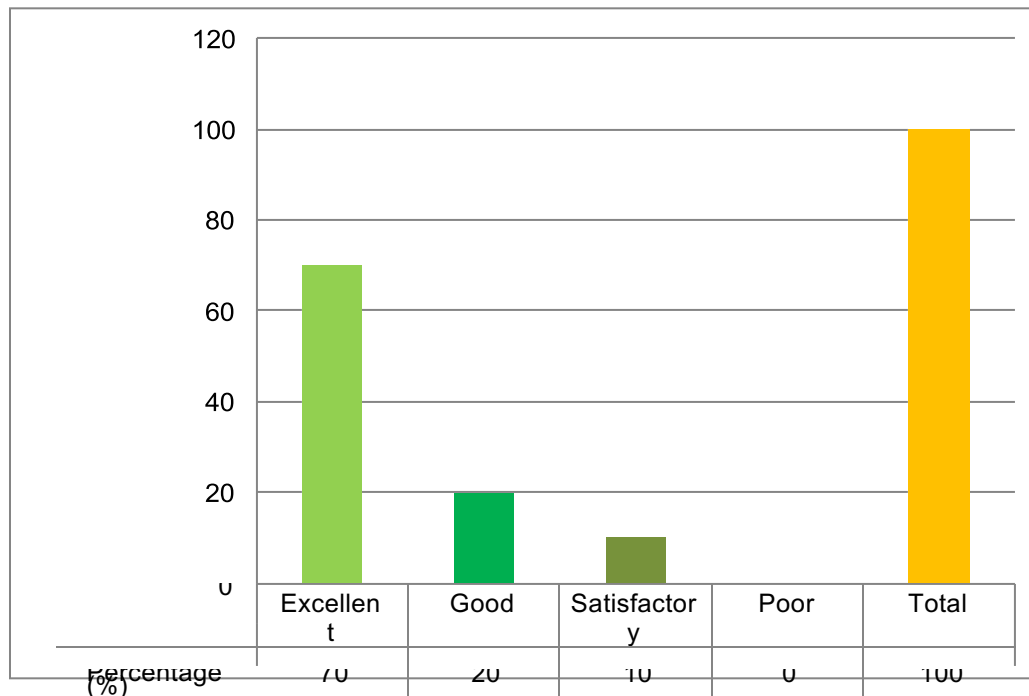
4.7 Table showing opinion on job security provided by the organization

Particulars	Respondents	Percentage (%)
Excellent	35	70
Good	10	20
Satisfactory	05	10
Poor	00	0
Total	50	100

Analysis:

The above table shows that the opinion of the respondents towards the job security provided by the organization, in which the 35 respondents are rated as excellent, 10 respondents are rated as good, 5 provided as satisfactory, and no one rated as poor.

4.7 The graph showing opinion on job security provided by the organization



Interpretation:

The above graph shows that the opinion given by the respondents towards job security provided by the organization in which 70% of respondents are given as excellent, 20% respondents gives as good, 10% respondents give as satisfactory and no one gave poor this shows that the job security is effectively given by the organization.

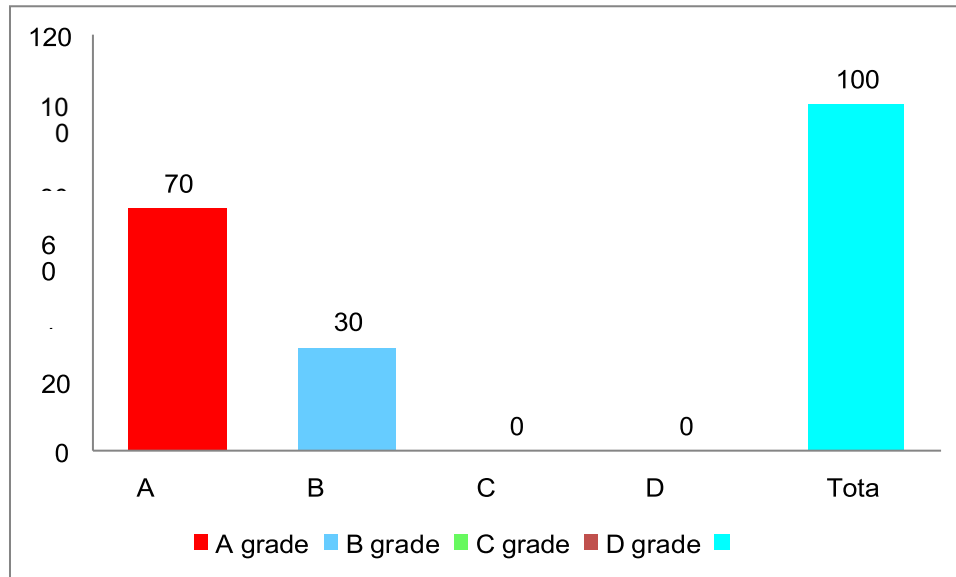
4.8 Table showing the grade given by the respondents of the organization towards the safety and welfare measures

PARTICULARS	RESPONDENTS	PERCENTAGE (%)
A grade	35	70
B grade	15	30
C grade	00	00
D grade	00	00
Total	50	100

Analysis:

The above table shows that the grades given by the respondents towards the safety and welfare measures in which 35 people are graded as A , remaining 15 respondents are graded as B and no one is graded D&C .

4.8 The graph showing the grade given by the respondents of the organization towards the safety and welfare measures



Interpretation:

The above graphs shows that grades given the respondents towards the safety and welfare measures provided by their organization in which majority of people graded as A and B that is A grade is 70% and B grade is 30% , no one graded as C&D this shows that the organizational efficiency towards the safety and welfare measures.

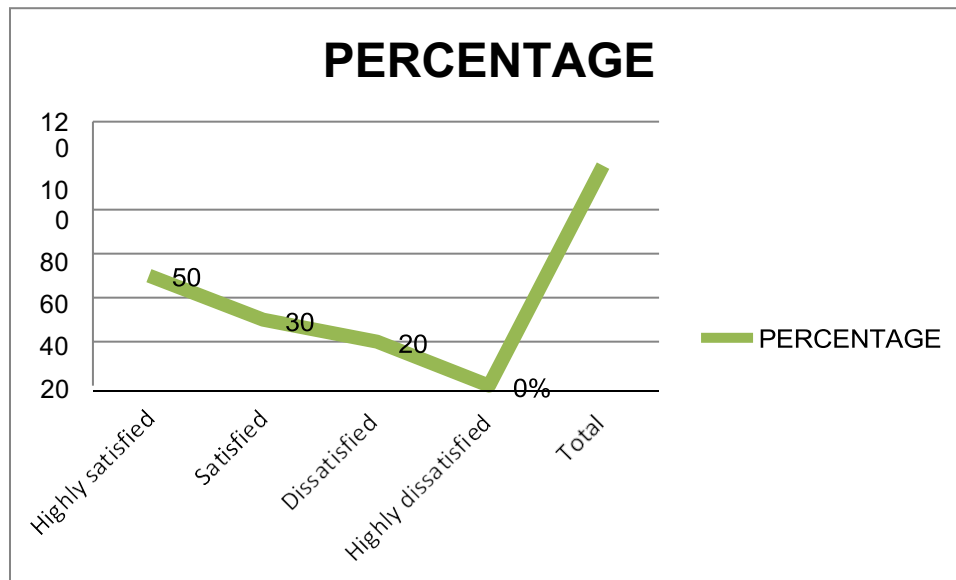
4.9 Table showing employee's opinion on working hours maintained by the organization

PARTICULARS	RESPONDENTS	PERCENTAGE (%)
Highly satisfied	25	50
Satisfied	15	30
Dissatisfied	10	20
Highly dissatisfied	0	0
Total	50	100

Analysis:

The above table shows that employee opinion on working hours provided by the organization that 25 employees are highly satisfied, 15 employees are satisfied 10 employees are dissatisfied and no is their highly dissatisfied.

4.9 The graph showing employees opinion on working hours provided by the organization



Interpretation:

The above graph shows that the employees opinion on working hours provided by the organization. In which 50% employees are highly satisfied, 30% of employees are satisfied 20% of employees are dissatisfied and no one had highly dissatisfaction, this show the company maintaining working hour properly by this the work is done properly without any issue.

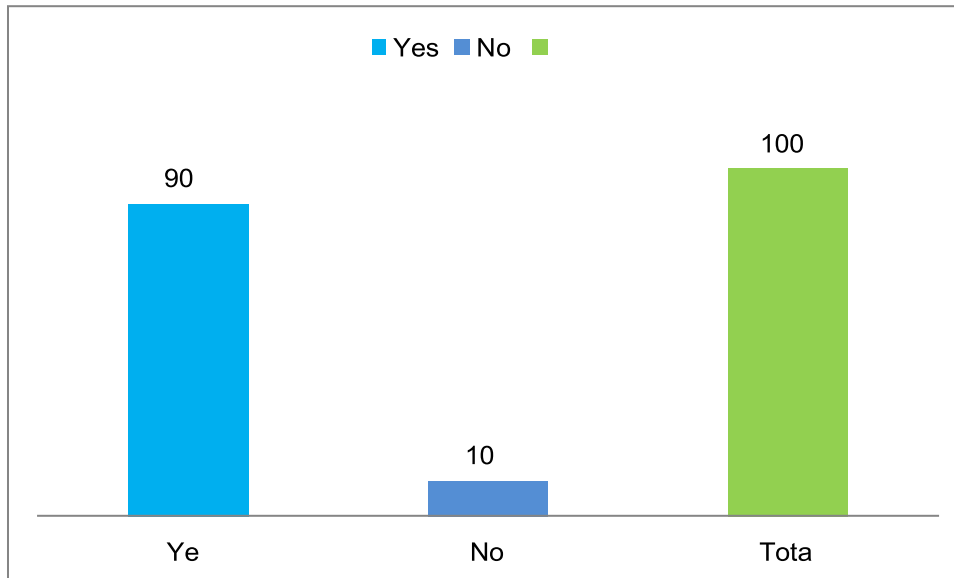
4.10 Table showing the proper equipments are provided by the company to the employees.

PARTICULARS	RESPONDENTS	PERCENTAGE (%)
Yes	45	90
No	05	10
Total	50	100

Analysis:

The above table explains about proper equipment provided by the company for the employees in that 90% of people said yes, remaining 10% of people are said no, 45 people are said as yes, 5 people said as no.

4.10 The graph showing the proper equipment provided by the company to the employees



Interpretation:

The above graph clarifies the respondents opinion towards the safety material provided by an organization in which majority of people are said yes that is 90% responded as yes remaining 10% of responded said as no this shows that the organization provide good material of safety towards the employees.

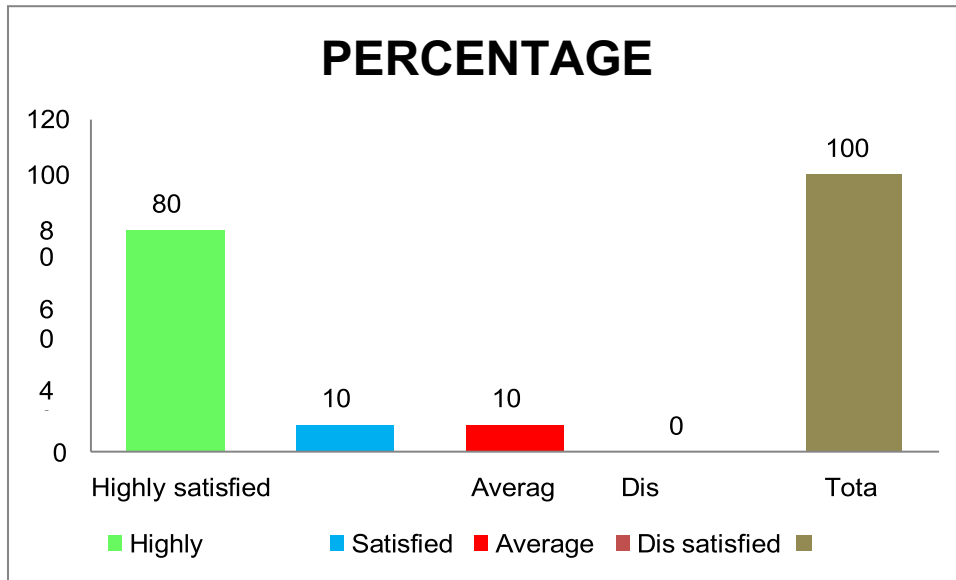
4.11 Table showing respondent's opinion towards medical facility provided by the company

PARTICULARS	RESPONDENT	PERCENTAGE (%)
Highly satisfied	40	80
Satisfied	05	10
Average	05	10
Dissatisfied	00	00
Total	50	100

Analysis:

The above table says the respondent's opinion towards medical facility provided by an organization in which 40 people highly satisfied, 5 people satisfied, 5 are average and no one is dissatisfied.

4.11 The graph showing respondent's opinion towards medical facility provided by the company



Interpretation:

The above graph clarifies the satisfaction level of employee towards the organizations safety and welfare measures in that majority of people are highly satisfied that is 80%,10% of employees are satisfies remaining 10% average.

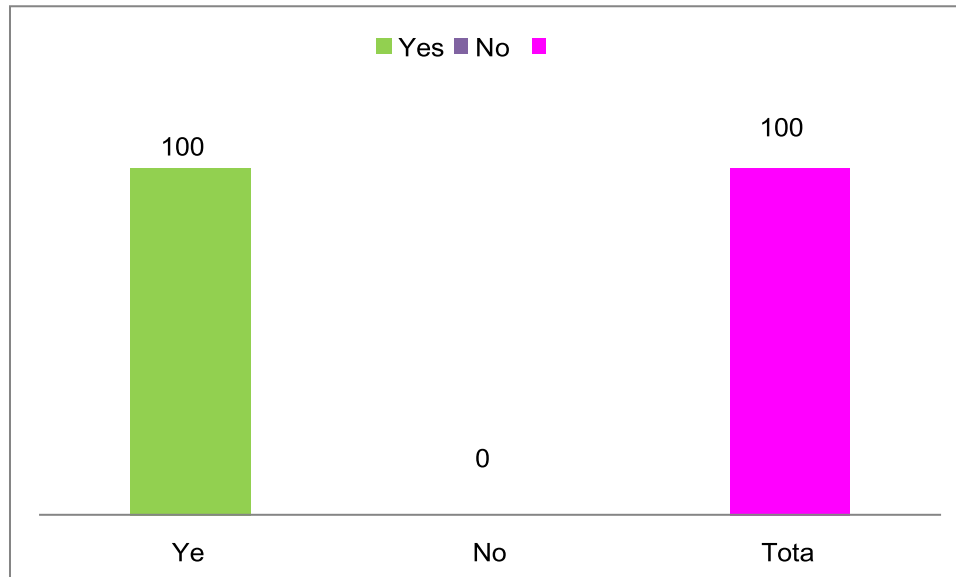
4.12 The table showing the maternity leave provided to the female employees

PARTICULARS	RESPONDENTS	PERCENTAGE
Yes	50	100
No	00	00
Total	50	100

Analysis:

The above table shows maternity leave provided for female employees in that all respondents are said yes. No one said no, 100% of people said yes.

4.12 The graph showing the maternity leave provided to the female employees



Interpretation:

The above graph shows that maternity leave provided by the organization for female employees for that 100% of respondents said yes no one said no this shows that how the organization will taking care of the employees safety and welfare.

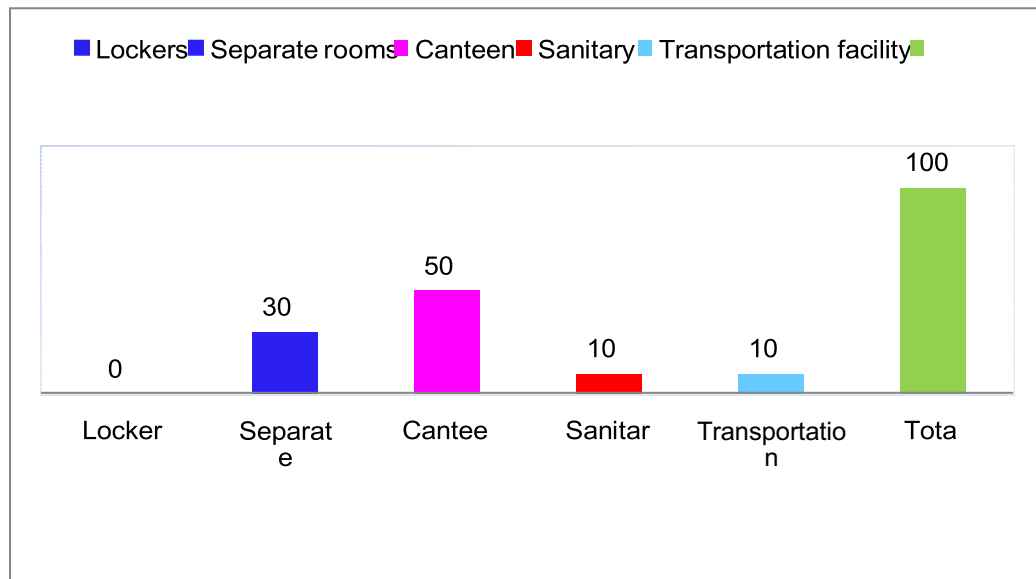
4.13 Table showing excellent facilities provided by the organization to the employees

PARTICULARS	RESPONDENTS	PERCENTAGE (%)
Lockers	0	0
Separate rooms	15	30
Canteen	25	50
Sanitary	05	10
Transportation facility	05	10
Total	50	100

Analysis:

The above table shows that the excellent facilities provided by the organization for that 15 employees said separate room, 25 employees said canteen, 5 said sanitary and remaining 5 said transportation facilities.

4.13 The graph showing excellent facilities provided by the organization to the employees



Interpretation:

The above graph shows the excellent facility provided by the organization towards the employees in that they gave 30% for separate room, 10% for sanitary, 50% for canteen and 10% for transportation facilities are given to the employees by the organization, so it clarifies that canteen facilities is very good.

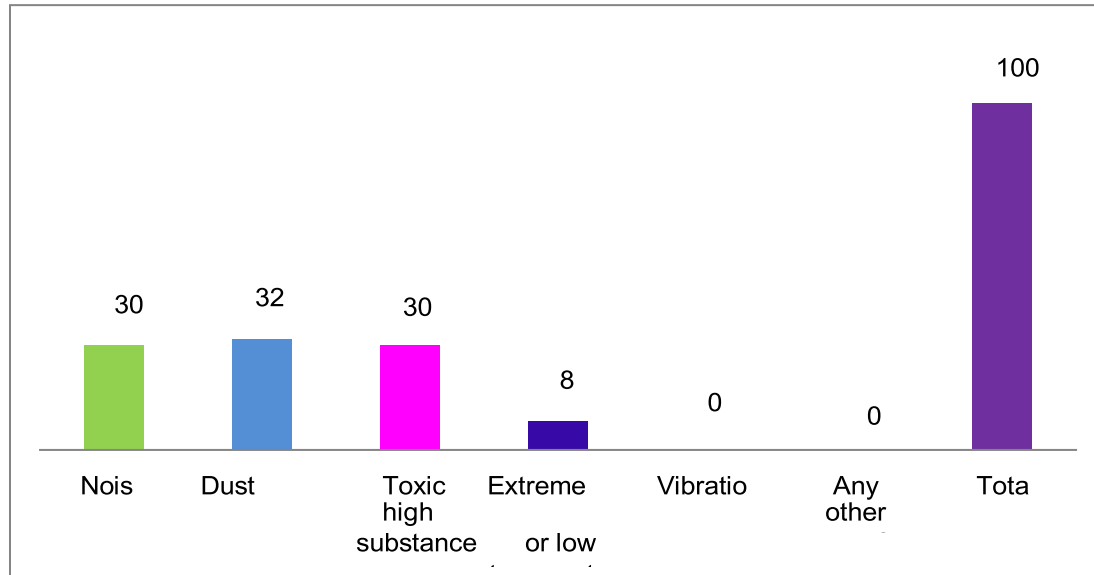
4.14 Table show health hazards arise at the time of work

PARTICULARS	RESPONDENTS	PERCENTAGE (%)
Noise	15	30
Dust fumes	16	32
Toxic substance	15	30
Extreme high or low Temperature	04	08
Vibration	00	00
Any other specify	00	00
Total	50	100

Analysis:

The above table shows the health hazards arise at the time of work in which the health issue arise due to noise as 30%, dust fumes 32%, toxic substance 30%, extreme high or low temperature 8% this many problem is going to arise at the time of work and the company is taking the several measures to reduce this problem according to the respondent feedback and this feedback is going to help the company to identifies the problem and try to find suggestion.

4.14 The graph show health hazards arise at the time of work



Interpretation:

The above graph shows the health hazards arise at the time of work in which the health issue arise due to noise as 30%, dust fumes 32%, toxic substance 30%, extreme high or low temperature 8% this many problem is going to arise at the time of work and the company is taking the several measures to reduce this problem according to the respondent feedback and this feedback is going to help the company to identifies the problem and try to find suggestion.

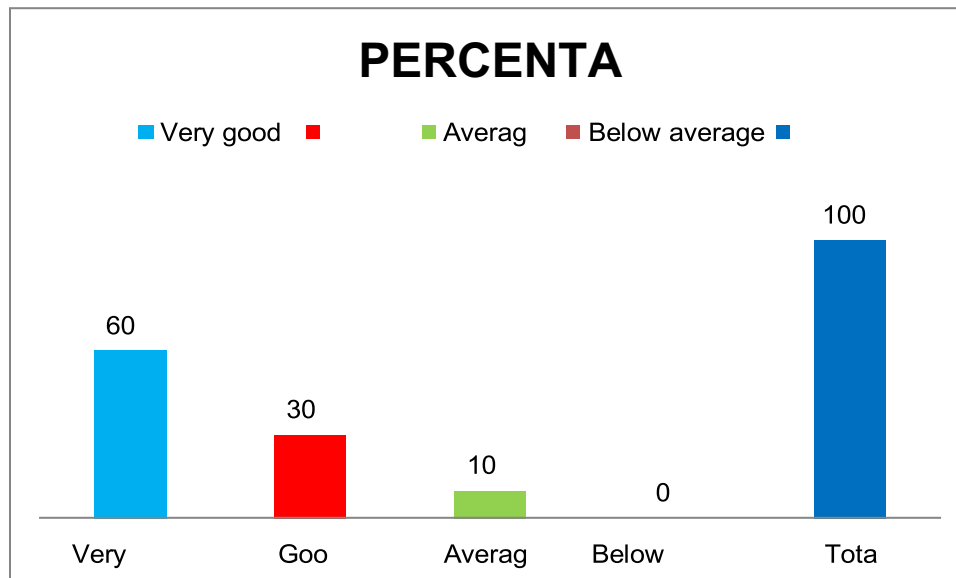
4.15 Table showing rating of employees towards the ESI benefits

PARTICULARS	RESPONDENTS	PERCENTAGE
Very good	30	60
Good	15	30
Average	5	10
Below average	0	0
Total	50	100

Analysis:

The above table shows the ESI facilities provided by the organization to the employees for that 30 respondent are said very good, 15 respondents are good, 5 respondents said average, and no one said below average.

4.15 The graph showing ESI facilities provided by the organization to the employees



Interpretation:

The above graph shows the ESI facilities provided by the organization food is main for every human being and it plays very important in the health of in this organization 60% are feels very good, 30% feels good, 10% employees feels average, and no one is feels below average.

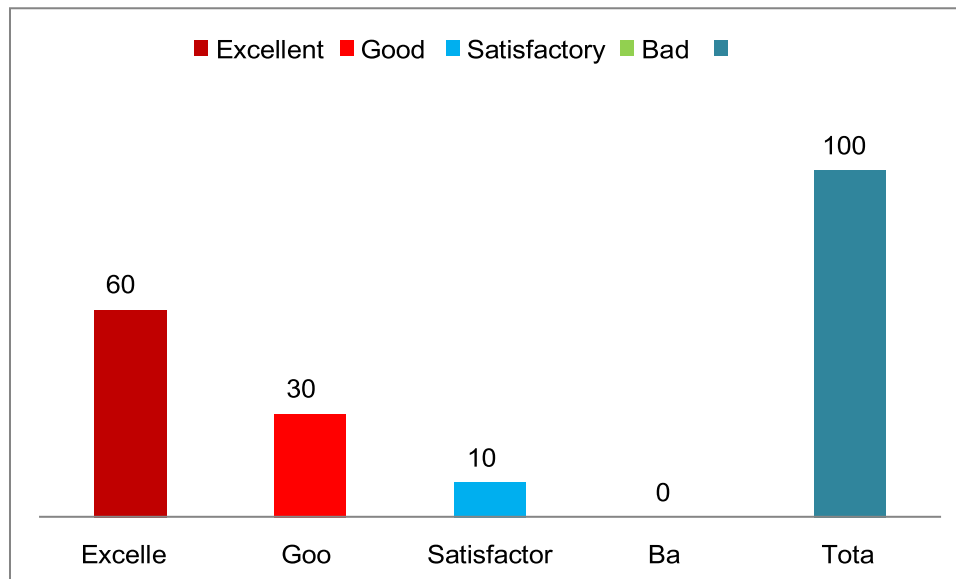
4.16 Table showing the working condition and environment in the organization for the employees

PARTICULARS	RESPONDENTS	PERCENTAGE (%)
Excellent	30	60
Good	15	30
Satisfactory	05	10
Bad	00	009
Total	50	100

Analysis:

The above table shows that working condition and environment in the organization for the employees in which the 30 respondents are responded as excellent, 15 respondents responded as a good, 5 respondents responded as a satisfactory.

4.16 The graph showing the working condition and environment in the organization for the employees



Interpretation:

The above table shows that working condition and environment in the organization for the employees for an employee the working environment is very important which helps to increase capacity of the worker and also effects on the production capacity of the organization, in which the majority respondents gave excellent, good and satisfactory this shoes the company maintaining good working condition.

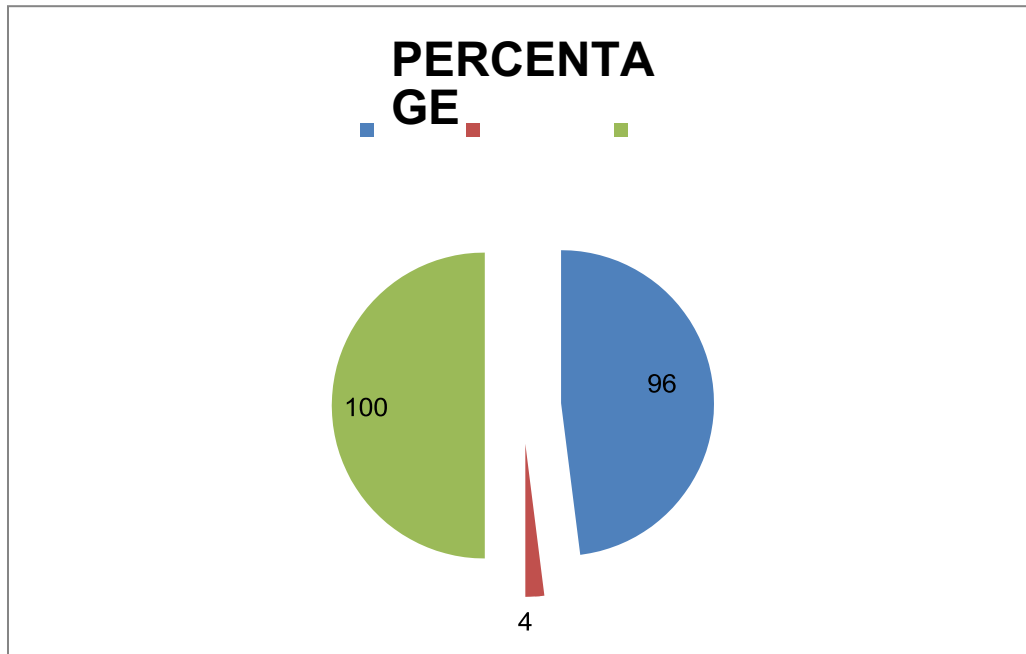
4.17 Table showing respondent's opinion towards cleanliness and general hygiene of the organization

PARTICULARS	RESPONDENTS	PERCENTAGE
Clean	48	96
Not clean	2	4
Total	50	100

Analysis:

The above table showing respondent's opinion towards cleanliness and general hygiene of the organization in which the 48 respondents responded as clean and the 2 respondents responded as not clean.

4.17 The graph showing respondent's opinion towards cleanliness and general hygiene of the organization



Interpretation:

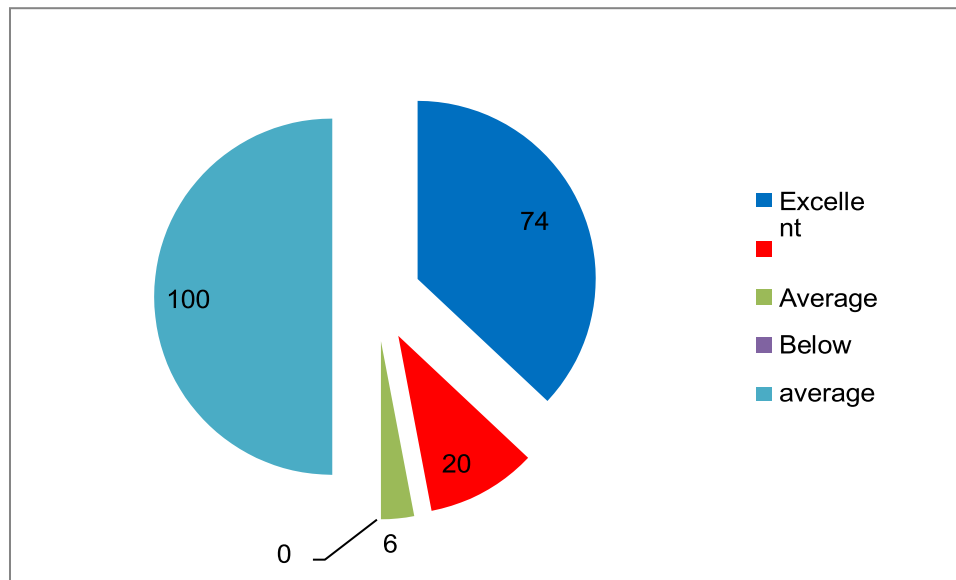
The above graph showing respondent's opinion towards cleanliness and general hygiene of the organization in which the 48 respondents responded as clean and the 2 respondents responded as not clean. for every organization hygiene is very important so the Medopharm maintaining good hygiene because the 48% of responded as clean.

4.18 Table showing respondents rate of compensation paid to employees, who meet in an accidents

PARTICULARS	RESPONDENTS	PERCENTAGE (%)
Excellent	37	74
Good	10	20
Average	3	6
Below average	0	0
Total	50	100

Analysis: The above table showing the rate of compensation paid to employees who meet in accidents for that 37 employees responded for excellent, 10 responded for good, 3 responded for average and no one is responded for below average.

4.18 The graph showing respondents rate of compensation paid to employees, who meet in an accidents



Interpretation:

The above graph shows the rate of compensation paid to employees who meet in accident for that 74% employees responded for excellent, 20% of employees responded for good, 6% employees responded for average and no one mention for below average.

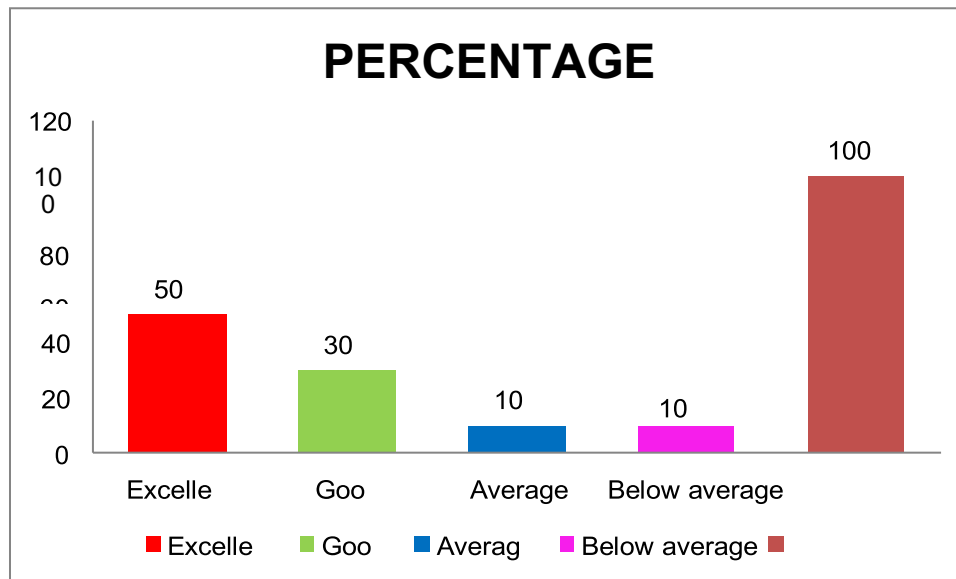
4.19 Table showing respondent opinion toward gratuity provided by the company

PARTICULARS	RESPONDENTS	PERCENTAGE (%)
Excellent	25	50
Good	15	30
Average	05	10
Below average	05	10
Total	50	100

Analysis:

The above table showing the respondent opinion towards gratuity provided by the company in this table as per the respondents 25 are provided for excellent ,15 for good,5 for average and 5 for below average.

4.19 The graph showing respondent opinion towards gratuity provided by the company



Interpretation:

The above graph showing the respondent opinion towards the gratuity provided by the company in which 50% employees are gave for excellent, 30% for good, 10% for average and 10% for below average.

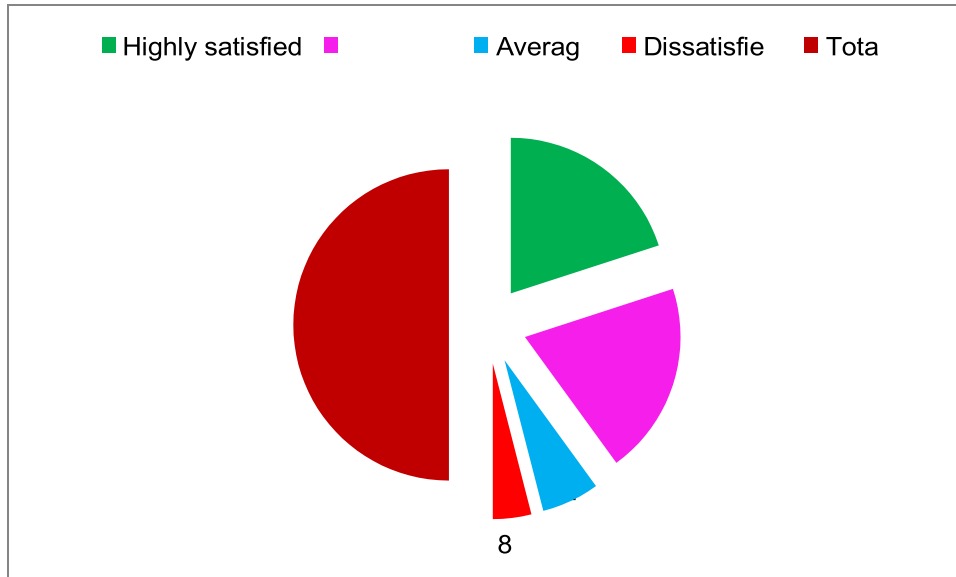
4.20 Table shows that opinion on loan facilities provided by the organization

PARTICULARS	RESPONDENTS	PERCENTAGE (%)
Highly satisfied	20	40
Satisfied	20	40
Average	06	12
Dissatisfied	04	08
Total	50	100

Analysis:

The above table showing the loan facilities provided by the organization in which 20 respondents is highly satisfied, another 20 employees are satisfied, 6 are average, 4 are dissatisfied.

4.20 The graph shows that loan facilities provided by the organization



Interpretation:

The above graph shows the opinion on loan facilities provided by the organization, 40% of employees are highly satisfied, another 40% are satisfied, and 12% are average and 8% are dissatisfied this shows that company providing loan to their employee to secure their life.

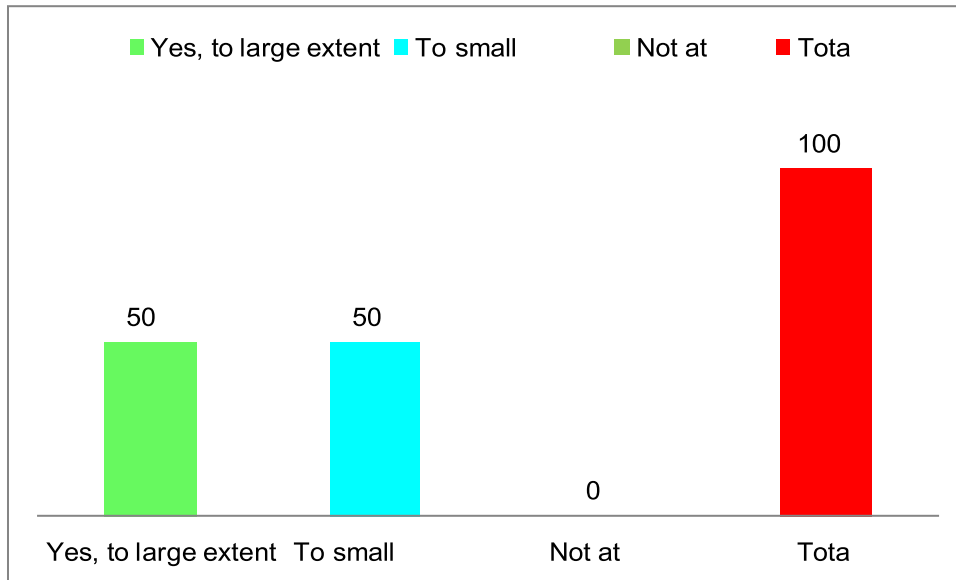
4.21 Table showing respondent's opinion towards awards and rewards.

PARTICULARS	RESPONDENTS	PERCENTAGE
Yes, to large extent	25	50
To small extent	25	50
Not at all	00	00
Total	50	100

Analysis:

The above table showing the respondent's opinion towards awards and rewards helps to motivate employees like attendance, bonus and performance bonus for that the 25 respondents are said yes to large extent, and another 25 people are said to small extent.

4.21 The showing respondents' opinion towards awards and rewards helps to motivate employees.



Interpretation:

The above table showing the respondent's opinion towards awards and rewards helps to motivate employees like attendance, bonus and performance bonus for that the 50% respondents are said yes to large extent, and another 50% people are said to small extent.

HYPOTHESIS TESTING

CHI-SQURE TEST

➤ **To understand the employees welfare. Health & safety measures in the company.**

Null hypothesis H0: there is no significant relationship between the opinions of the employees and the gender if the employees in the organization,

Alternative hypothesis H1: there is a significant relationship between the opinion of the employees and the gender if the employees in the organization.

Observed frequency	Highly satisfied	Satisfied	Average	Dissatisfied	Total
Male	50	05	09	00	64
Female	30	05	01	00	36
Total	80	10	10	00	100

O	E	(O-E)	(O-E) ²	(O-E) ² /E
50	51.2	-1.2	1.44	0.028
05	6.4	-1.4	1.96	0.306
09	6.4	2.6	67.6	10.562
00	0.00	00	00	00
30	28.8	1.2	1.44	0.05
05	3.6	1.4	1.96	1.4
01	3.6	-2.6	6.76	1.869
00	00	00	00	00
TOTAL				14.215

DEGREE OF FREEDOM=(c-1)

* (r-1) (4-1) * (2-1)

3 * 1

=3

Table value=3@5%=1.158

Calculated value =14.215

Result=the calculated value>then table value

➤ **To analysis the employees level of security towards their job**

Null hypothesis H0: there is no significant relationship between the age group of employees and job security of employees at Medopharm

Alternative hypothesis H1: there is a significant relationship between the age group of employees and job security of employees in the organization. .

Observed frequency	Excellent	Good	satisfactory	Poor	Total
Below 30	40	05	05	00	50
31-40	10	10	00	00	20
41-45	10	03	03	00	16
46-50	10	02	02	00	14
51 and above	00	00	00	00	0
Total	70	20	10	00	100

O	E	o-E	(o-E) ²	(o-E) ² /E
40	35	5	25	0.71
05	10	-5	25	2.5
05	5	00	00	00
00	00	00	00	00
10	14	-4	16	1.14
10	4	06	36	09
00	2	-2	4	02
00	0	00	00	00
10	11.2	-1.2	1.44	0.12
03	3.2	-0.2	0.04	0.012
03	1.6	1.4	1.96	1.22
00	00	00	00	00
10	9.8	0.2	0.04	0.004
02	2.8	0.8	0.64	0.22
02	1.4	0.6	0.36	0.25
00	00	00	00	00
00	00	00	00	00
00	00	00	00	00
00	00	00	00	00
Total				17.176

DEGREE OF FREEDOM=(c-1) * (r-1)

(4-1) * (5-1)

3 * 4

=12

Table value=12@5%=1.796

Calculated value =17.176

Result=caluclated value is>table value

UNIT-5

FINDINGS, SUGGESTIONS & CONCLUSION

5.1 FINDINGS

- ❖ The employees are well aware of safety & welfare legislation policy.
- ❖ The representatives are happy with the preparation given by the organization.
- ❖ The respondents are rated to job security has excellent.
- ❖ The employees clear that the company is providing good medical facility.
- ❖ The employees say that there is flexi working condition in the company.
- ❖ The employees are agreed that they receive other monetary benefits other than salary in the company.
- ❖ The workers are happy with the rest room given by the organization.
- ❖ The respondents clear say that the organization is giving great flask office.
- ❖ The respondents are evaluated that the working condition and condition in the organization is great.
- ❖ The employees are agreed that the cleanliness & general hygiene provided by the company.
- ❖ The employees say that accident compensation is paid quickly by the company.
- ❖ The company provides facility such as gratuity, provident fund, family insurance, group insurance etc....
- ❖ The employees says that the loan facility provided by the company.
- ❖ More no of employees say that the management does not take any suggestion or feedback from the employees.

5.2 SUGGESTIONS

- ✓ Safety & welfare officers should self introduce with their respective duties towards employees in their local languages.
- ✓ Should provide training on fire extinguisher, first aid etc.,
- ✓ Should bring into notice the emergency assembling points.
- ✓ Should provide dust free environment in production department.
- ✓ Should conduct stress free programs or relax time to over come back pain.
- ✓ Should impart safety though, safety films in their local language.
- ✓ Should provide lockers facility to employees to keep their belongings safety.
- ✓ Up gradation of rest room facilities in work places.
- ✓ Should recognize good performance & reward with monetary & non-monetary benefits.
- ✓ Organization has to maintain good sanitary facility.
- ✓ Organization has to provide reading room facility with all types of news papers.
- ✓ Organization has to adopt performance appraisal system it helps to increase the morale of the employees.
- ✓ Should take employee suggestions periodically for the betterment of both employees & organization.
- ✓ Should provide opportunity for job rotation.
- ✓ Recreation facilities should be provided for the refreshment.

5.3 CONCLUSION

The fundamental target of this investigation in Medopharm is to see if the laborers in the organization are happy with the arrangement of security and welfare measures given by the organization. As indicated by the overview report, greater part of the workers are happy with the provisions provided by the company.

The company is strictly following the provisions laid under the factories act 1948. It is observed that the organization has not violated any of the provisions. Employee's morale is the hallmark of all the successful entrepreneurs. Such a state of mind is the result of high involvement of management in catering to the grievances of the employees. So far, we have seen a good relationship between employee & employer.

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INTERNET SOURCE

www.medopharm.com

www.google scholar.com

ANNEXURE

Questioner

1) NAME :

1) GENDER :

MALE

FEMALE

2) AGE :

a) Below-30

b) 31 – 40

c) 41 – 45

d) 46 – 50

d) 50 –above

3) QUALIFICATION :

a) S.S.L.C

b) P.U.C

c) I.T.I /Diploma

d) Graduation

4) WHAT IS YOUR EXPERIENCE IN MEDOPHARM:-

a) 0- 3 Years []]

b) 4- 6 years []]

c) 7- 9years []]

d)10- 12years []]

e) 13- 15 years[]]

5) Are you aware of safety & welfare legislation polices in the organization?

b) Aware []]

d) Not aware []]

6) Have you been provided any training regards safety and welfare, if so to what extent?

a) Excellent []] b) Good []]

c) Satisfactory []] d) Bad []]

7) What is your opinion towards job security in the organization?

a) Excellent []] b) Good []]

c) Satisfactory []] d) Poor []]

8) What grade you are going to provide for safety & welfare measures provided by the MPL?

a) A grade []] b) B grade []]

c) C grade []] d) D grade []]

9) Opinions towards the working hour maintained by the organization?

a) Highly satisfied []

b) Satisfied []

c) Dissatisfied []

d) Highly dissatisfied []

10) Does the organization providing safety material for employees?

a) Yes [] b) No []

11) Are you satisfied with the medical facilities provided to you in the company?

a) Highly satisfied []

b) Satisfied []

c) Average []

d) Dissatisfied []

12) the company providing maternity leave for female employees?

a) Yes [] b) No []

13) Which of the following is excellent facilities you are provided with,

a) Lockers []

b) Separate rooms []

c) Canteen []

d) Sanitary []

e) Transportation facility []

14) Which of the following health hazards may cause occupational disease in your work place?

- a) Noise []
- b) Dust Fumes []
- c) Toxic Substance []
- d) Extreme high or low temperature []
- e) Vibration []
- f) Any other specify []

15) How do you rate your ESI facilities?

- a) Very Good []
- b) Good []
- c) Average []
- d) Below average []

16) How is the working condition & environment in the organization?

- a) Good [] b) Excellent []
- c) Satisfactory [] d) Bad []

17) How would you rate the cleanliness & general hygiene of the organization?

- a) Clean [] b) Not clean []

18) What is the rate of compensation paid to employees, who meet in an accidents?

- a) Excellent []
- b) Good []

c) Average []

d) Below average []

19) what is your opinion towards gratuity provided by the company?

a) Excellent []

b) Good []

c) Average []

d) Below average []

20) What is your opinion have an loan

facility? a) Highly satisfied []

b) Satisfied []

c) Average []

d) Dissatisfied []

21) Do you think “reward & awards” help in motivating the employee like attendance, bonus & performance bonus?

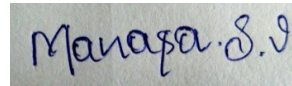
a) Yes, to large extent []

b) To small extent []

c) Not at all

ACTIVITY CHART

Sl. No.	Activity	Activity Details	Duration
1	Activity-1	Understanding Structure, Culture and functions of the organization/identification of business problem from the Industry from the literature study	Week-1 [2/01/2020 TO 8/01/2020]
2	Activity-2	Discussion with the guide for finalization of research design and instrument and presenting the same to the guide.	Week-2 [9/01/2020 TO 15/01/2020]
3	Activity-3	Collection of data, editing of the collected data, coding, tabulating and presenting to the guide for suggestions for analysis.	Week-3 [16/01/2020 TO 22/01/2020]
4	Activity-4	Analysis and finalization of report and making presentation to the guide	Week-4 [23/01/2020 TO 5/02/2020]
5	Activity-5	Submission of final Report to the University before one week of the commencement of theory examination	Week-5 [6/02/2020 TO 14/02/2020]



Name and Signature of the Student