

A PROJECT REPORT
on the Topic
“A STUDY ON IMPACT OF LABOUR WELFARE”

By
Mr. MARK NIKHIL A DASS
USN: 1CR18MBA22
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

Mr. Manjunatha S
Assistant Professor,
MBA Department,
CMRIT, Bangalore

EXTERNAL GUIDE

Mr. Manjunath S
General Staff Manager
Sunil Agro Foods Ltd.



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

April 2020

A PROJECT REPORT
on the Topic
“STUDY ON IMPACT OF LABOUR WELFARE”

By
Mr. MARK NIKHIL A DASS
USN: 1CR18MBA22
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

Mr. Manjunatha S
Assistant Professor,
MBA Department,
CMRIT, Bangalore

EXTERNAL GUIDE

Mr. Manjunath S
General Staff Manager
Sunil Agro Foods Ltd.



DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION
CMR INSTITUTE OF TECHNOLOGY

#132, AECS Layout, ITPL Main Road, Kundalahalli,
BENGALURU-560037

April 2020

Sunil Agro Foods Limited

Regd Off.:Plot No.33-A2 Hoskote IndustrialArea,Chokkahally, HOSKOTE-114
Fax-27917538, E-mail : manager@sunilagro.in

Date: 17-02-2020

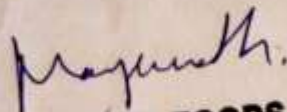
To Whomsoever It May Concern

This is to certify that **Mr. MARK NIKHIL A DASS (Reg No:1CR18MBA22)** 4 th Semester MBA Student of **CMR Institute Of Technology** has successfully completed his Research project on the topic “ **STUDY ON IMPACT ON LABOUR WELFARE FACILITIES** ” at **Sunil Agro. Foods Limited** during the period of 03.01.2020 to 16.02.2020, on a guidance of **Mr. Manjunath S, General Staff Manager.**

During the project he found to be studious, honest, sincere and hard working.

We wish all the best in all his future endeavours.

For Sunil Agro Foods Limited.


SUNIL AGRO FOODS LIMITED
Authorised Signatory
HOSKOTE, BANGALORE



102756

No. 132, AECS Layout
17, Park Road
Bengaluru 560037
T: +91 80 2852 4666/77
F: +91 80 2852 4630
E: info@cmrit.ac.in
www.cmrit.ac.in

CERTIFICATE

This is to certify that **Mr. Mark Nikhil A Dass** bearing USN 1CR18MBA22 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 "STUDY ON IMPACT OF LABOUR WELFARE" is prepared by him 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
Head of the Department
Department of MBA
CMRIT-PG Studies
Bangalore-560 037


Signature of Principal
Principal
CMR Institute of Technology
Bangalore - 560037

Evaluators

1) Name of external evaluator

Signature with Date

2) _____
Name of internal evaluator

DECLARATION

I, Mr. Mark Nikhil A Dass, here by declare that the Project report entitled "**Study on Impact of Labour welfare**" prepared by me under the guidance of Prof. Sushant E Revankar, faculty of MBA Department, CMR Institute of Technology and external assistance by Mr. Manjunath S (General Staff Manager, Sunil Agro Foods Ltd). I also declare that this project work is towards the partial fulfilment 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: Bangalore

Date: 22-06-2020

Markdass
Mark Nikhil A Dass

1CR18MBA22

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.

I am extremely thankful to **Prof. Sandeep Kumar**, Head of the Department of Management Studies and Research, CMR Institute of Technology, Bangalore, for his advice and support throughout the completion of the project work.

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. Manjunath S, (General Staff Manager), (Sunil Agro Foods Ltd) which helped me to a great extent in completion of the project work.

And finally, there is deepest of thanks for the patience and cooperation of the family and friends, without whom the endeavor would not have been possible.

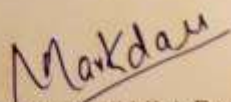

Mr. Mark Nikhil A Dass
ICR18MBA22

TABLE OF CONTENTS

Chapter No.	CONTENTS	Page No.
	EXECUTIVE SUMMARY	1
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	02-11
2	CONCEPTUAL BACKGROUND AND LITERATURE REVIEW 2.1 Theoretical Background of the Study 2.2 Literature Review 2.3 Research Gap	12-27
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	28-31
4	DATA ANALYSIS AND INTERPRETATION	32-46
5	SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION 5.1 Findings of the Study 5.2 Suggestions 5.3 Conclusion	47-50
	BIBLIOGRAPHY	51
	WEEKLY REPORT	52

LIST OF TABLES

Table No.	TITLE OF TABLES	Page No.
4.1	Respondent By Sex	32
4.2	Respondent By Age	33
4.3	Respondents By Experience	34
4.4	Respondent By Aware Of Welfare Activities	35
4.5	Respondents Regarding Transport Facility	36
4.6	Respondents Regarding Adequacy Of Drinking Water	37
4.7	Respondents Regarding Food Items Served In The Canteen	38
4.8	Opinion Of The Respondents Regarding Trade Union	39
4.9	Opinion Of The Respondents Regarding Workers Participation In Decision Making	40
4.10	Respondents Related To Labour Management Forums	41
4.11	Respondents Related To Satisfaction Of Working Conditions	42
4.12	Respondents Related To Addition Of Welfare Facilities	43
4.13	Respondents Related True Representation Of The Trade Union	44
4.14	Respondents Regarding Supporting Environment	45
4.15	Respondents Regarding Wage Payment On Time	46

LIST OF CHARTS

Chart No.	TITLE OF CHARTS	Page No.
4.1	Respondent By Sex	32
4.2	Respondent By Age	33
4.3	Respondents By Experience	34
4.4	Respondent By Aware Of Welfare Activities	35
4.5	Respondents Regarding Transport Facility	36
4.6	Respondents Regarding Adequacy Of Drinking Water	37
4.7	Respondents Regarding Food Items Served In The Canteen	38
4.8	Opinion Of The Respondents Regarding Trade Union	39
4.9	Opinion Of The Respondents Regarding Workers Participation In Decision Making	41
4.10	Respondents Related To Labour Management Forums	42
4.11	Respondents Related To Satisfaction Of Working Conditions	43
4.12	Respondents Related To Addition Of Welfare Facilities	44
4.13	Respondents Related True Representation Of The Trade Union	45
4.14	Respondents Regarding Supporting Environment	46
4.15	Respondents Regarding Wage Payment On Time	47

EXECUTIVE SUMMARY

Labour Welfare is one of the most important matter that should be taken care in any organization, Impact on Labour Welfare can be seen only when the organization is understand meet the expectation of the Employees with the good facilities offered by the company. Hence it is very important for the company to understand their employees

attitude towards availing the Facilities offered by the company.

Employees and their expectation are the two major concepts in an organization that should concentrate on. Only when the organization meets the expectation of the employees and customers, they can achieve the good results, which will further lead the growth of the company, employee welfare will not only help the company in their growth but it will also helps the company to retain their existing customers and attract

the new customers.

The project is a mandatory requirement to fulfill the requirements of the Master of Business Administration Course initiated by Visvesvaraya technological university.

This project is to help the students and company understand the level of customer satisfaction that the customers has towards the services provided by the woodcraft masterpiece collections, along the problem statement, the aims, objectives, scope, significance and limitations of the study. The introductory chapter concludes with details of the chapter scheme of the thesis.

The aim of this project is to make research on the level of Impact on Labour Welfare towards the Facilities offered by the company and to maintain and improve the good Work Environment by providing various suggestions to the organization based on the research conducted.

CHAPTER 1

INDUSTRY PROFILE

Labour plays a very significant role in the country's industrial development. The administrators of human resources are truly concerned with handling people at work. The goal is to secure Labour-Forces cooperation to increase productivity and also to make high earnings. Labour forces collaboration is possible if they are satisfied because of the work environment and the owner. In the past, suppliers and employers claimed that paying them satisfactory wages and benefits was their only obligation towards their workers. In time, with the implementation of the human resource management concept, psychology

In addition to wages, the terms Labour-welfare, employee-welfare and employee-welfare are commonly interchangeably to describe different service offered by owners to workers.

Labor welfare means setting minimum acceptable requirements for providing facilities such as health, food , clothes, housing , healthcare, schooling, insurances, job securities, recreations, etc. These benefits provide the workers better standard of living.

Thus, labour-welfare covers all efforts aimed at improving the health-services, safety-welfare and well being of employees in its fold. It is limited to those activity which are carried out lawfully or otherwise, within or outside the industrial premises by any organisation , government, employee without insurance.

INDUSTRY-PROFILE

Industry is known as production, within the economy, of good and service. The community or company's main source of revenue is the measure of its related industry. If a large group has many sources of revenue generation, work in various industries is considered. The automotive industry has been a main automotive and labour market in European and North American countries.

Many developed countries (China , India, etc.) and many developing / semi-developed countries are heavily dependent on the manufacturing industry. Industries, the

countries in which they live, and those countries' economies are entangled in a dynamic network of interdependence.

MANUFACTURING INDUSTRIES

Manufacturing industries satisfy the needs and wants of the customers they are the main producers. In large scale production, manufacturing typically uses a man-machine configuration with division of labour.

TYPES OF MANUFACTURING COMPANY

It is the process of satisfying the needs of customers by converting the raw material. In large scale production, manufacturing typically uses a man-machine configuration with division of labour.

Meat, drink, and tobacco

Textiles, Leather, and Clothes

Wood, scanning, and paper

Petroleum, gas, additives, rubber and plastics

Informatics and Electronics

Electrical Devices, Devices, and Parts

- Transports
- Furniture
- Other Manufacturing

FOOD PROCESSING INDUSTRY

It is the emerging sector, where it is known as world's food trade center for many countries in the world. It is the additional value to the country. It is the area which gives high profits.

Over 32% of our Indian Markets are associated with food and the Government makes all the development plans required for the food industry. It also provides help in investments and promotions. It offers Joint ventures and partnerships for the food industries.

FOOD-INDUSTRIES

They are the leading industries in the world amongst all the sectors. And also the most profit making industry. It includes:

- Agri-culture.
- Food-processing.

Marketing of products etc.

TYPES OF FOOD-INDUSTRY

Food and Food Goods

- Dairy and Milk products
- Cereal and Wheat

Sugars

Fruit

Vegetable

HISTORY

It is estimated that wheat originated in southwestern Asia. In Syria, Jordan and Turkey, some of the earliest residues of the crop have been found. In some of the world's oldest excavations in eastern Iraq, dating back 9,000 years, ancient relatives of

present-day wheat were discovered. Other archaeological findings suggest that bread wheat was grown around 5,000 B.C. in the Nile Valley. As

While most of us are familiar with the so-called bread wheat.

Wheat Main Growing Areas

The European Union and 16 per cent in North America. China, India, the United States , France and Russia are the world leaders in wheat production. Inc Labelled

Winter wheat (fall seeded) is around 70 per cent of the wheat planted in the United States.

CONTRIBUTION OF FOOD PROCESSING INDUSTRY TO GDP

- The growth of human resources; and
- Promotional events

COMPANY PROFILE

MEANING OF COMPANY PROFILE

In essence, the corporate profile or business profile provides brief information about the company's history and evolution, the history of success and projected future results, the company's reputation, and descriptions of the products and services they offer.

SUNIL AGRO FOODS LIMITED (SAFL)

It was primarily a private company, but now it is a public company. It is into milling, refining, refining of the wheats and related product and serves requirements of major producers of food-products using their product.

PROMOTERS & MANAGEMENT

In marketing of the wheat goods, the chief promoter has more than 35 years of experience. Management and key staff have extensive experience with proven quality milling, marketing and financial management in flour milling technology. Mr. B.Shantilal, Managing Director, has an outstanding track record in whea marketing, the main management individual currently Chairman of the Company / Group

VISION:

Customer satisfaction by quality.

MISSION:

Best products are provided to the customers at affordable prices

VALUES:

Sunil Agro foods are dedicated in providing services at reasonable prices for the customers as to fulfil the wants of the customers by following legal ways and procedures. SAFL

FOOD SAFETY POLICY

They maintain hygiene environment and provide best quality products to the customers with a affordable prices and the few products are like, Maida, Atta and

Sooji. They follow certain rules and regulations for providing best quality products.

This will be done by means of:

- Customer identification and satisfaction is primary goal of the company.
- Constantly enhancing food-safety levels by goals and GMP progr

PRODUCT:

MAIDA-

For preparation of breads, Maida=-biscuits, pastas.

SOOJI-

Consumption in households and hotels.

ATTA

Same as Sooji uses

BRAN

For poultry-farms and cattle-fields.

SPECIALITY

Output is to fulfil customers needs.

The firm also supplies to the international companies or organisations on monthly bases, once in a week or once in a month.

Locations

BANGALORE

HOSKOTE

KUMARA KRUPRE, ETC

LOCATION WITH INFRASTRUCTURE FACILITIES

India are located at the unit. Train and road transport are close to the industrial area.

The unit has few transportation vehicles to deliver Wheat goods to customer who stay nearby. The units has 530kVA of State Electricity Board power-supply for supporting when there is no power.

LABORATORY:

They are locations which are highly equipped with best quality machines for best outcomes.

WORKSHOP:

They are the places for regular production on daily basis. They are equipped from Germany.

TRANSPORT:

To transport the products throughout the country and the nation. Like transport of wheat, sooji, etc.

COMPETITOR:

To survive in the markets we should know our competitors, And we should be prepared to face them. We have to enhance our skills and skill sets to face them.

To provide options to the customers and also to make profits.

To gain attention in the markets.

- Vivek-foods
- Parijatha-mill
- Rajas-mill
- V G N-foods
- Venugopala-mills
- Krishna-mills

ANALYSING THE SWOT OF SAFL

S- Strengths

W- Weakness

O - Opportunities

T- Threats

SWOT analysis is the process of analysing the company's position, comparing it to the best or strong opponents. It is to scan the outer environment before they make any plan or action.

1. STRENGTH:

Strengths are the plus points of the company. They are the positive inputs to the company. They are the assets to the company. It is the ability of the company to attain goals of the company and the individual.

- Big units.
- Financially strong.
- Loyal customers.
- Production capacity.
- Quality maintained.
- Promotional factors.
- Few customers are MTR, ITC, etc.,.

2. WEAKNESSES:

Weaknesses are the liabilities of the companies.

- Inactive
- Focuses on Corporate customers
- Dependence on wheat market
- Limited branches in South

3. OPPORTUNITIES:

The world through which our company works is posing opportunities. These occur when an company can take advantage of circumstances to plan and implement strategies in its environment that allow it to become more profitable. Organizations should make use of opportunities to achieve competitive advantage.

- Links to global market
- Use expanded preparation to build local skill base

4. Threats:

Threat occur if the efficiency and viability of the organisation's operation is jeopardised by factors in the external world. When they refer to the vulnerabilities they compound the vulnerability. They are not controlled.

- Technological changes.
- Brand-extension.
- Manpower training.

FUTURE GROWTH AND PROSPECTS

A) OPPORTUNITY: In new goods, business aims for a stronger value addition

B) No risk is anticipated during the course of this year.

C) Outlook: The Company expects a fair increase in revenue due to the government 's planned open sales scheme during the current year.

IINTERNAL CONTROL SYSTEM:

The organisation has an efficient management structure is filled with activities. The company has an internal audit system which helps in auditing. It provides the financial statements to the company for further decision making. It helps in scheduling the process in the organisation.

HUMAN-RESOURCE DEVELOPMENT

Organisation conduct daily training-programmes for workers at all levels, both internally and externally, to enhance the skills and overall growth. Links between employees.

HACCP CERTIFICATION

(Hazard Analysis and Critical Control Point)

CHAPTER 2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

THEORETICAL BACKGROUND OF THE STUDY

Labour welfare

Job-welfare is a term which is systemic and versatile. Welfares means faring or doing, it is a systematic word and the term welfare is a relative definition for an individual's physical mental, moral and emotional well-being, welfare in time and space. Labour health, also referred to as employee advancement job, refers to workplace treatment for employee well-being.

The social scientist has noted that in highly industrialised society, the problems of our contemporary culture are most marked. Industrialization has led not only to economic and science growth, but also to emotional distress. But what steps are being taken for these sectors to mitigate this suffering and work for humanity's social welfare? Their attitude to welfare has been It is important because of the social issues that have arisen in capitalist settings as a result of industrialization. Mini social welfare facilities have been given in various industrial units to the benefit of the workers against these social problems. In industrial jobs, there is an increase in understanding of the need for such welfare initiatives, where many industrial enterprises and even the This duty has been recognised by the states as distinct from the economic operation of jobs and development, and they aim for the welfare of the working class. In the sense of economic growth and industrialisation, the importance of Labor welfare has increased the recognised.

India has devoted tremendous attention to rapid and extreme industrialization in the last thirty years. Under these circumstances, labour welfare in India has gained in significance. Not unexpectedly, as one of the topics for analysis by graduate students, labour welfare is now provided with research that involves labour issues and labour welfare is now provided as part of the focus for study. A study in which today 's labour concerns and labour security movements are involved and which is of interest to those students who might later play a role in the fields of employment.

Today, labour welfare has become a somewhat controversial issue. It covers an area which is very wide. First of all, let us address briefly the key concepts, or rather the general meaningful ideas that have been created for this reason about it.

Welfare is considered a relative term because it is related to time and space, and improvements in it have also had an effect on the welfare system. As welfare is increasing and complex, the potential for welfare improvements as a result of which the material tends to differ and needs to keep up with the changing times. The characteristics of welfare for this often primarily depend on the consciousness of the population, scientific progress, and a nation's advancement in all fields. So this means the components differ from country to location.

Welfare is a good term as well. In order to create a minimum standard of welfare, biologically and socially, some minimum appropriate state of life is required. This optimistic nature includes the establishment of the minimum desirable requirements required for certain welfare components such as health, food, clothes, housing, medical aid, insurance, schooling, leisure, job security etc. The starting point for building levels of welfare must be defined.

On the positive side, However, it deals with the provision of opportunities that enable the worker and his family to lead a decent life, economically and socially, as well as helping him adjust to the social change in his working life, family life and social life. Labour welfare has both positive and negative sides connected with it. It acts on the side to neutralise the bare maximum effect of large-scale of industrialisation.

Definition:

There can be no single description of Labor welfare as a complex term in which new welfare programmes alongside social reforms are applied to existing ones. The modern definition of labour welfare encompasses all employers' practises aimed at supplying workers with such facility and service in addition to wage or salary.

Welfare programmes are simply maintaining factor and not motivator, but they are important to the organisation's welfare because they are directly related to the labour force's efficiency.

According to the Royal Labor Commission "The term welfare as applied to industrial workers is one that inevitably has to be elastic, carrying a very different understanding

of each other, depending on the different-social tradition, degree of industrialisation and education growth of workers."

"Workers' welfare should be understood, according to the ILO report, to include those services, amenities and facilities which can be constructed in or in the immediate vicinity of undertakings in order to encourage the persons working in them to carry out their work in a safe and peaceful environment and to make use of facilities which improve their health and bring about a high level of morality."

According to the Labor Welfare Committee (1969), "Labor welfare includes utilities, facilities and amenities such as adequate canteens, rest and leisure facilities, sanitary and medical facilities, transport arrangements to and from the workplace and accommodation for staff far from their homes and other services, amenities and facilities, including social security facilities"

According to the Labor Investigation Committee (1946), "Employee welfare means something mystical for employees' intellectual, physical, moral and economic development, whether by employers, government or other bodies, over and over what is required by law or what is generally agreed on on the part of the contract benefits for which employees might have been negotiating."

NEED AND SCOPE OF LABOUR WELFARE

Because of the varying industrial structure, labour welfare has become important. The solution to this problem or movements varies according to the degree of development in a specific country. Nevertheless in some way or unique country the need for Labor. Nevertheless, in the world the need for labour welfare is realised in some way the socio-economic problems that the industrial society has produced.

SIGNIFICANCES

The fundamental purpose of labour welfare is to allow workers to live a wealthier and more fulfilling life. Labour security is in the interests of the workers, the employer, and society as a whole.

1) Employee benefit

Welfares services provides staff with improved physically and mentally wellbeing and keep them happier.

Welfare facilities such as accommodation, medical insurance, education and response facilities for the families of the employees help to produce dispirited employees.

- Improving the materials, intellectual-power and culture condition of life protect workers against social-evils such as drinking alcohol , playing gambling and so on.

2) Workers benefit

- Labor welfare facilities help improve efficiency or effectiveness of workers by enhancing their physical and mental health.
- Welfare initiatives tend to boost a company's good will and public image
- Welfare programmes help to preserve a certain degree of harmony with employee unions. The health of workers also tends to enhance workplace relations and industrial harmony.
- Employee turnover is minimised with welfare services being provided. Employee takes an active-interest in the roles and works with a sense of commitment and contentment.
- High productivity, cordial industrial relations and low absenteeism and labour turnover help workers.

3) **Benefit to the community**

Therefore, labour welfare is in the interest of the broader community because the health, effectiveness and happiness of each person serves everyone's general well-being. Labor, well housed, well fed and well cared for, is not only an advantage for the employer, but also helps to increase the company and labour standards of the country.

Reasonable of HRD for employees.

The public sector has been a big investment in economic and social change in developing countries like India. The public sector strives to attain the height of command of our national economy. HRD 's heterogeneous composition of the workforce is a major problem in the public sector as it concerns their educational exposure and job attitudes. The category of population and staff includes workers from economically vulnerable communities, women and other categories such as physically disabled people and faith monitoring communities members. This makes the use of HRD much more important, as

each group has its own perception about others and calls for even more inclusion based on ethnicity, sex language and religious teamwork biases and prejudices.

HRD for worker

- 1) It will improve job skills
- 2) The analytical, psychological , social and cultural dimensions will be
- 3) Higher levels of accomplishment, motivation and self-management skills will be built and
- 4) Trust, initiative, and entrepreneurial skills will be created.

WELFARE SCOPE DE LABOUR

Labour welfare, its existence must necessarily be fluid, bearing in our country a very different understanding from another, According to the various social norms, the degree of industrialization and the educational growth of the population, limits can therefore not be rigidly laid down for the welfare scope of Labou for all industries and at all times. Our constitution usually refers to the 'promotion of people's welfare' in its Directive Principles of State Policy. They must be versatile and elastic and with basic amenities. The importance of 'safeguarding just and reasonable working conditions' has been underlined for them in their specific application to the working class, but what these conditions actually entail can not be rigidly defined in all terms at all times.

WELFARE TYPES OF Programs

It is possible to divide Labour welfare programmes generally into two groups.

It is possible to divide Labour welfare programmes generally into two groups.

- 1) Inside the programmes of the company (Intra-mural)

Health support, leisure centres, libraries, canteens, rest rooms, washing and bathing centres, etc. are included in the organisation's programmes.

- 2) **Beyond the service of the organisation.**

Outside the association, healthcare arrangements provide lodging, accommodation, sports fields for children's education, holiday homes, travel facilities, interest-free loans, etc.

Statutory requirements relating to job welfare

Under the following rules, employers are expected to have labour welfare services.

- The Factories Act of 1948

The Labour Act on Plantations, 1951

- The Mining Act, 1952

The Act on Motor Transport Staff, 1961

The Act 1970 on Contract Labour (Regulation and Abolition)

- The 1958 Merchant Shipping Act

The Dock workers (Employment Regulation) Act, 1948

The Act on Motor Transport Staff, 1961

Prescribed criteria for canteens if 100 or more workers are employed.

Clean, ventilated, well-lit and convenient rest rooms that are supposed to spend the night with motorists.

- Driver uniform, raincoats, conductors and line testing workers for rain and cold safety.

- The specified sum of washing allowance for the employees listed above

- Prescribed medical services at operating centres and station stoppages

In any transport vehicle, first aid facilities.

Non-legislative requirements on labour security

Non-legal incentives, also known as voluntary incentives, include household loans, children's schooling, travel discounts, fair price stores, personal transportation loans and a host of other facilities

LABOUR Rights PRINCIPLES

Labor welfare relies on certain fundamental values to be taken into account and properly implemented in order to achieve an effective implementation of welfare programmes.

Principles of Salary Adequacy

Measures on labour security can not be a replacement for salaries. Workers are entitled to sufficient salaries, but the right pay rates alone do not build a healthy environment that does not provide workers with a sense of commitment. To produce good results will be a mix of social welfare, emotional welfare and economic welfare together.

Industry Corporate Responsibility Principles

According to this theory, after their protection, industry has a responsibility or duty towards its workers. India's constitution also emphasises values of state policy in its Directive.

Performance theory

This plays an important role in welfare policies and reflects on the link between welfare and efficiency by making it difficult to measure this link, whether or not the employer understands the social responsibilities of the business and very often takes responsibility for implementing such labour welfare measures that would boost effectiveness, housing programmes, education and training in healthy diets and family planning, for example, are some of the main labour welfare programmes that improve the productivity of workers, especially in developing and developed countries.

Re Personalization Concepts

Here the growth of the female personalities is given as aim of industries welfares which would counteract bare maximum effect of the industry systems according to these principles. Labor welfare programmes, both within and outside the facility, must also be introduced, which will include intra-mural and extra wall welfare services.

This plays an essential part in the social services progress. Again, welfare is a complete idea from this viewpoint, a structured approach would encourage a stable worker growth in his job and society. For the peace and consistency of Labour welfare systems, this is important.

Accountability Standards

This can also be referred to as the theory of evaluation, where the review or evaluation of current social programmes is sent to a higher authority on a periodic basis by responsible persons. This is very important for them to judge and examine the performance of Labor welfare programmers who lack such scientific evaluation in Indian Industries Labor welfare services

Approaches (or) Labour Security Ideas

So far eight theories have been outlined which constitute the philosophical structure of Labor welfare. Namely,

- The theory of strategy,
- The philosophy of faith,
- The philanthropic idea,
- Paternalistic philosophy,
- The idea of placating,
- The idea of public relations,
- Functional theory,

Social hypothesis

1) The Principle of Policing

According to this theory, the employees are oppressed by the owners of the factory in an unfair way. Instances of abuse lead employees to work for long hours paying low wages, neglecting provisions on health and safety, providing unhygienic working conditions, etc. A welfare state enacts laws requiring management to provide essential services for workers. Thus, the condition is believed.

2) The Religion-Theory

There are two facets of the philosophy of religion, namely the investment and atonement components. The expenditure factor ensures that the fruits of today's acts will be reaped tomorrow. Any behaviour is thus viewed as an investment, whether positive or negative. Driven by this belief, certain employers prepare welfare facilities for the workers and coordinate them. The expiation aspect of the philosophy of religion implies that the present handicaps of an individual are the result of sins committed beforehand by him. He should dedicate himself to doing good deeds in order to atone for his crimes or make up for them.

3) The Principle of Philanthropy

Love for humanity is the cornerstone of philanthropic philosophy. This idea applies to the provision of good working conditions, crèches and canteens, out of pity on the part of employers who want to eradicate workers' disabilities. Philanthropic philosophy is more prevalent in social welfare, rather than in industrial enterprises.

4) Paternalistic-theory

According to the paternalistic theory, all the industrial land, properties and profits that accrue from them is held in trust by the industrialist. This is not a real or legitimate religion, but it is a spiritual one. Employers pay for the well-being of their employees from funds under their influence. Since the entire company is kept in trust for the benefit of the employees, this concept is also called trusteeship.

5) The Principle of Placating

When employees are organised and trade unions are strong, management has to appease them. As crying kids are pacified by sweets, workers are content with

welfare workers. This concept is based on the premise that management can bring peace to the organisation through welfare initiatives.

6) The Principle of Public Relation

According to this theory, welfare benefits offered by employers to employees create a favourable impression of the employer in the eyes of the general public. Some employers proudly bring their visitors around the plant to prove just how well they prepared their welfare operations.

7) The Principle of Functionality

In line with the functional theory, welfare work is a means of obtaining, preserving and increasing the efficiency of social welfare programmes provided by workers to make them more efficient.

8) The principle of social

The social obligation of business has taken on tremendous importance these days. In addition to enhancing the condition of the workforce, social theory indicates that, an industrial establishment is morally obligated to improve the social conditions. Labor welfare is increasingly taking the form of social welfare.

Reviewing literature is also useful, as it will give the researcher guidance about what to investigate and what attention needs to be paid to.

According to the oxford dictionary "Analysis" as general survey or examination of past work back on topic or thing or survey etc.

Examination refers to a look at the investigative work carried out in the past that will provide an insight into the various issues studied and allow the investigator to pay more attention to the need to be examined.

Labor health facilities in every sector are in great need of the workers.

REVIEW OF LITERATURE

Mishra and Bhagat (2010):

By arranging good accommodation, well-being and family treatment, bottling, instructive and planning offices and arranging welfare exercises, all things considered, expressed that work non-appearance can be minimised in Indian ventures. Only an improvement in voting-based characteristics in an industrialised community is the guideline for the successful use of job welfare exercises.

Singh (2009):

It was found that the welfare measures and labour profitability are positively related, that is to say, if the best possible welfare steps are taken, the members' productivity will increase and the association's profit will gradually increase. Good estimates of work welfare help the association to increase its efficacy just as it increases the employees' morale and motivation, which has a beneficial impact on the association's productivity dimension.

Dixit and Bhati (2012):

Have distinguished the impact of the engagement of employees on supported performance in Auto

In India Part Industry (Denso). The examiner's aftereffects indicate that the

The engagement of employees (Affective, Normative, Continuance) is completely defined.

Efficiency persisted in the Car Component Industry. The analysis uncovers that There is a positive relation between the three mental, standardising responsibilities And responsibility for the duration and continued efficiency of the association.

Khan (1981) :

Announces that the specialist's parcel is a representation of a nation's flourish. The modern unit will be wiped out in case modern labourer is wiped out. Disregarding the working class means disregarding productivity, because welfare lies in their welfare at the last country. India, work welfare initiatives turn out to be all the more important because of reasons such as low wage dimensions, volatile working

hours, the powerlessness of the worker's organisation to try welfare work, to establish a steady labour constraint, to compel the work submitted, to make a Certifiable state of health, to allow great mental feelings and great spiritual propensities.

Souza (2009):

Moreover, global pharmaceutical organisations that all eight metrics of work welfare (instruction / preparation, entertainment, restorative, sponsored growth, flask, housing, well-being and others) are emphatically and profoundly connected to job fulfilment at the 0.01 dimension are explained work welfare and job fulfilment relationships in pharmaceutical organisations. This infers an expansion in any of the work welfare measurements would possibly fundamentally create representative work fulfilment (N=201) in Goa 's pharmaceutical organisations.

Laddha (2012) :

Backed by the fact that democratic welfare offices enable workers to carry out a more lavish life and that's just the start of an acceptable life. They should also be held up to better serve the association after workers have been enlisted, educated and reimbursed. Welfare offices are meant to deal with the well-being of staff, may not contribute to any tracking incentives for officials for the most part, or are given by bosses alone, government and non-governmental offices and exchange organisations.

Sailesh (2012):

In his investigation he found that the assessments of worker welfare improve the profitability of

Association and the development of strong modern ties by preserving the mechanical harmony there.

Associations provide their employees with welfare offices to keep their levels of motivation up. Business houses offer various strategies for keeping up with certain statutory and non-statutory items

The palatable dimension of their agent. Nice water as they upgrade container offices

Drinks, clean toilets, washrooms and washrooms clean and clean, Normal
Health check-ups, medical care, employee support scheme, complaint handling
Division, better offices to sit or a large place of work offer members an abnormal
state of

Dimensions appealing. This gives an association a lot faster to grow.

Jegadeesan (2009):

Based on the value of job welfare development to enhance the association 's effectiveness. After globalisation has changed constantly as the working state of representatives due to various elements, the organisation isIn order to reduce the social , physical, mental challenges and minimise the danger faced by the representative in his work and public life, the aim is to incorporate various welfare and government disability services. Welfare not only propels administrators, but also influences the assumptions of professionals when worker thinks that government is keen to the wellbeing and happiness. This tendency to protect would eventually disappear.

Singha (2008) :

She saw that there is a positive link between welfare measures and labour productivity, for example, in the event that the best possible welfare measures are taken to increase the profitability of the workforce and eventually the value of the association, just as it increases the workers' insurance and motivation, which has a positive impact on the association's proficiency dimension.

Khademi (2014):

Organizational wellbeing, like bliss, comfort, and motivation and job fulfilment, has a positive effect on hierarchical execution.

Meenakshi and Yadav Kumar (2013):

The paper takes a gander in the shifting money-related situation from the viewpoint of authorities against work-welfare initiatives. This analysis expects employees to be granted these workplaces. It was the result of an increase in care

among staff. The corporate division should concentrate on these steps effectively with a clear true objective of Maintaining stronger existing relations and robustness in affiliations, taking into account the view of masters on figures of job welfare.

Keerthisriya Dr. Panatulamurli Krishnan (2014):

The findings indicate that the general care component of the various courses of action of the Production Line Function is the largest, but rather an adequate dimension, in each of the relevant records among the specialists with these offices provided by the companies. Protection and health calculated by the organisation where the members are held fulfilled.

R Santan Krishna (2015):

In this analysis, work welfare exercises are typically affected by humane measures and establishment in any region. In India, the working conditions were terrible before the introduction of welfare and other institutions, the abuse of child labour, long-term employment, horrific cleanliness and the non-appearance of prosperity measures are the reliable elements of India 's mechanical office.

K Logasakti & ampi K Raj Gopala (2013) :

This science things was taken in irritated company to see the welfare steps, the happiness levels of the agent, and to understand the general idea of labour life of the employees and members. On the schedule, the data collection was completed. Every so often, around then, the individual collection was needed to fix off the survey, to differentiate the assembled data used by the examiner

Seenivasan and Rajendran (2011):

Studied the trade union of Spinning mill employees in the Virudhunagar district using stratified random sampling technique with a sample size of 200. Trade unions are found to have economic motives, and security. The labour unions are actively working to preserve or improve their work conditions. Workers entered the trade union specifically to fight for their salaries , job protection, and stronger bargaining power. It was proposed that employees be motivated by paying wages

over time, providing compensatory leave for additional working time, improving working conditions in factories with adequate facilities, etc.

Manju vetal (2012) :

For their research entitled 'A Research on Labor Welfare Measures at Salem Steel Plant' with the objective of studying the different labour welfare measures provided by the Salem Steel Plant to its employees; to study the attitudes of employees towards the different welfare measures provided by the industry; to study the impact of labour welfare measures on the competitiveness of the industry; to submit recommendations. The foundation upon which it is possible to improve the welfare of labour. The information was gained from the workers of the blue collar and white collar. Via the questionnaire, a sample of 105 respondents chosen for stratified random sampling was obtained. The results indicated that most of the respondents were satisfied with the canteen facilities. Half of the respondents were satisfied in the position of welfare officer.

Narsimhha Reedy Y (2013):

He pointed out in his work on industrial relations and welfare initiatives at the BHEL that employee involvement in management with effective implementation of labour laws promotes stable industrial relations within the company. The work also revealed that the number of unions affected the industrial harmony of the company.

Ravindru K B (2013):

For the public sector , the private sector and even international corporations, labour protection and social security have a lot of importance. Labor-welfare policies have a far-reaching impact in an industrialised society, not only on the workers, but also on all facets of human resources. All such activities that not only guarantee existential well-being are protected by Labour welfare. Requires, but also maintains an improvement in the moral, emotional and other dimensions of the worker. The labour welfare factor needs a truthful and serious factor. A happy employee is a efficient employee. A research on labour welfare and social security is an attempt to master the art of managing people, and people management is the most important management of these days. Welfare services should be seen as a

wise investment that should, and usually does, deliver a lucrative return in the sense of higher productivity.

Ravindru K B (2013):

Labor Welfare and Social Security Activities In Industries-International Industrial, Economics & Management Science Journal, Vol. 03 Issue 06.

Ramasatyanarayan (2012) :

ISSN level of satisfaction: 2320-5407 Int. Made a report entitled 'Labour Welfare Measures in Cement Industries in India' to study the different welfare measures available in the organization; to know the ISSN level of satisfaction: Ok, uh, J. Adv. Res. 4(11), 1574-1580 1576 workers on the labour security steps of the company; provide suggestions for raising labour welfare standards in the organisation With a survey of 92 respondents selected for convenience sampling, data was collected via the questionnaire. Results showed that 90 percent of respondents were pleased with transportation services , medical services, drinking water, rest space, sports facilities, and recreation. The majority of respondents was reasonably pleased with the food and uniform supply subsidised at the canteen. Much of the respondents are extremely disappointed with not paying annual incentives and with no services for cooperative stores.

Shobhna Mishra and Dr. Manju Bhagat(2010):

It has been stated in its principles for the successful implementation of labour welfare activities that the absence of labour in Indian industries can be greatly reduced by the provision of good housing, health and family, canteen and welfare services. The principles for the effective execution of job welfare activities are nothing more than an extension of democratic norms in a sector.

CHAPTER 3

RESEARCH DESIGN

INTRODUCTION

A quest for information refers to research in popular parlance. Once also study can be characterised as scientific and systematic-search for relevant knowledge on a particular subject. Study is just scientific research.

Meaning of Research Design

It is the process of identifying, arranging, classifying the data.

Considering the design decisions set out above; the overall study design could be divided into the following sections.

The architecture of sampling

This deals with the method of selecting objects for the given study to be observed.

- The configuration of the observations
- This deals with the circumstances under which observations can be made.
- What issues are there with the issue of how many things to observe and how to interpret the knowledge and data collected?
- The configuration of the operations
- This deals with the techniques used to carry out the procedures defined in the sampling, statistical and observational designs.

RESEARCH METHODOLOGY

We will use the survey research design in this study to collect data from respondents using questionnaires.

Primary Data

The primary data are the ones that are obtained for the first time and are thus original in character.

- The data was obtained through a formal, scheduled interview as well as a questionnaire.

- The investigator found no difficulty in choosing people's cooperation in gathering the data.

Since he was familiar with, and therefore with, the local language (Kannada), a good report was produced and their response was satisfactory.

STATEMENT OF THE PROBLEM

Management growth in any company seeks to train employees for potential employment in the company or to solve large problems in the organisation that concur, obtain or sharpen the skills needed to perform different activities and tasks assigned to the company.

Goals

1. To analyse the welfare activities offered by the organisation to the workers
2. To research management's role in the provision of welfare services
3. Analyzing the staff 'attitude towards social programmes
4. To evaluate the employees' level of satisfaction with welfare services
5. To give recommendations for raising the quality of the company 's Labour welfare facilities.

PURPOSE

It is concerned with the effectiveness of the organisation. To understand the motivation of the work forces. And also for welfare of the organisation for the company's growth.

SCOPE

It is limited to 50 peoples in the organisation. It depends on the work forced of the organisation.

Data collection

Research questions are collected and it is grouped according to the requirement and it is known as data collection.

Data Collection Sources

A] The Primary Data

It is the original data collected. It is collection of data by primary sources, like face to face interaction, etc.

B] Secondary Data

It is data collected by the primary information or data. It is either collected by books, literatures, magazines, etc.

SAMPLING SIZE

50 workers.

Sampling & sampling size

Sampling is selection and arranging of a particular data in the way it will provide a path to the company to perform well and reach their goals.

- Diverse
- Likelihood
- Non-probability
- Probability
- Only-random
- Random-stratified
- Random-systematic
- Sampling of the clusters

The following forms of non-probability sampling have

- Commodity / accidental sampling
- Purposeful sampling
- Sampled quota

LIMITATION OF THE STUDY

During the data collection process, the investigator noted some difficulties

- 1) The time needed for project work is less time for successful conducting of the study.

- 2) Due to time and money constraints the researcher could not collect the data as needed for the investigation.
- 3) Universe of the enterprise and study sample size is small.

A) CHAPTER SCHEME

CHAPTER 1: Introduction

Industry Profile and company profile.

CHAPTER 2: Evaluating philosophical history and literatures

Theoretical investigation of the history

Literatures analysis with researchers distance (with a minimum of 20 reviews of literature)

CHAPTER 3: Developing study

Problems

- Research required
- Research goals
- Range of the research
- Methods of study

The research limitations

- Scheme of chapters

CHAPTER 4: Review and Translation

Tables and analysis and also interpretation.

CHAPTER 5: Conclusion, observations and recommendations.

- Result summary

- Conclusion and advice

CHAPTER 4

ANALYSIS AND INTERPRETATION

Table 1

Gender

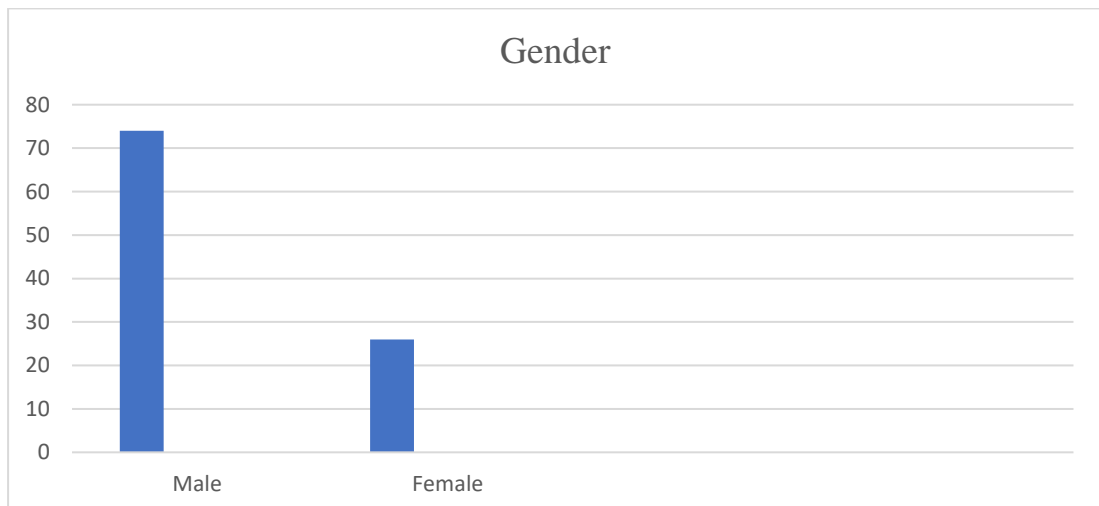
SL NO	GENDER	No. of the respondents	%
1	Male(M)	37	74
2	Female(F)	13	26
	(T)	50	100

Analysis:

The table above shows clearly that 74 % of respondents are males.

Of the respondents, 26 percent are female.

Graph 1



INTREPRETATION:

It says 26% are females and 74% are males.

Table 2

AGE - Groups

SL.NO	Age -groups	Responses	%
1	<25	21	42
2	25-30	11	22
3	30-40	10	20
4	>40	8	16
	(T)	50	100

Analysis:

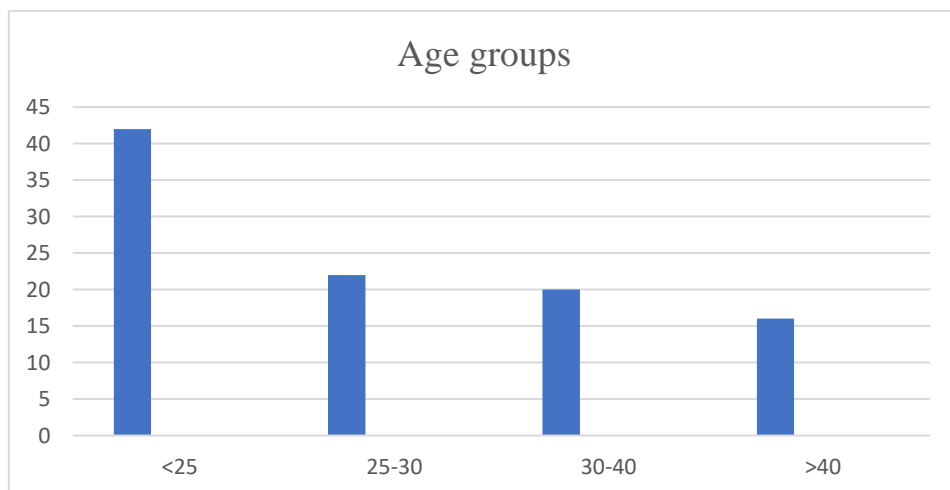
Just 20 percent of respondents belong to the 30-40 age group.

Under the age group of 25-30 the number of respondents is 22 percent.

There are 16% of people under more than 40.

Less than 25 is 42%.

Graph 2



INTREPRETATION:

Many are under the age group of less than 25 years.

Table 3

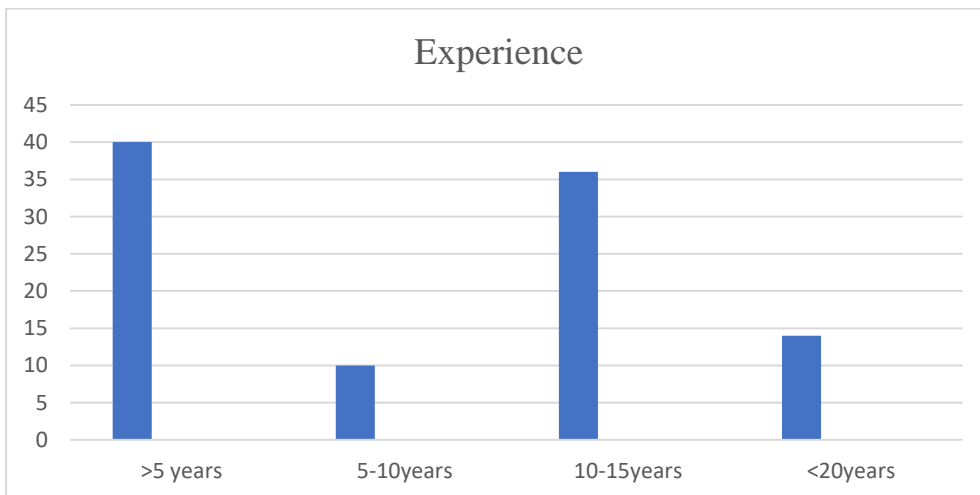
Experiences

SL.NO	Experiences	Responses	%
1	Less than 5 years	20	40
2	5-10 years	5	10
3	10-15 years	18	36
4	More than 20	7	14
	(T)	50	100

ANALYSIS:

40% less than 5years experience people, 10% of them are 5 to 10years experience people. 36% of them are 10 to 15years experience people. And 14% of them are more than 20years experience people.

Graph 3



INTREPRETATION:

There are more people with less than 5years experience in the organisation. And there are very less people with 5 to 10years experience in the organisation.

Table 4

Awareness of welfare - activity

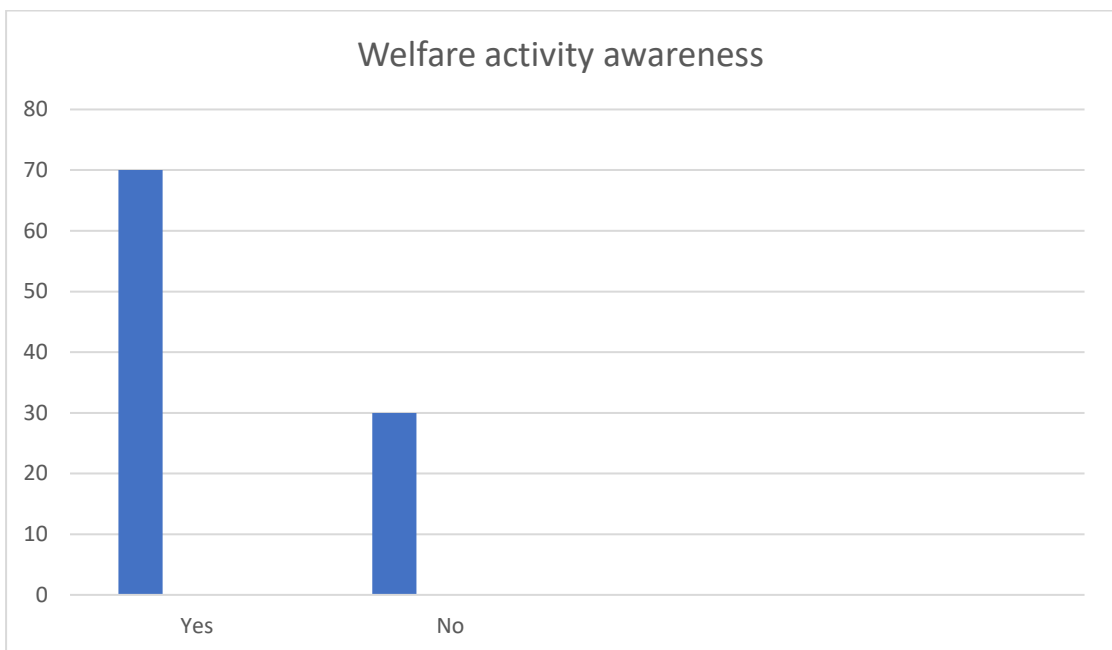
SL.NO	Aware	Response	%
1	Y(Yes)	35	70
2	N(No)	15	30
	(T)	50	100

Analysis:

70% of the people are aware of the welfare activities in the organisation.

30% of the people are not aware of the welfare activities in the organisation.

Graph 4



INTREPRETATION:

Most of the people are aware of the welfare activities in the organisation.

Table 5

Transportation facilities

SL.NO	Perception	Response	%
1	Very-Highly-Satisfied	10	20
2	Highly-Satisfied	10	20
3	Moderately-Satisfied	8	16
4	Dis-satisfied	15	30
5	Highly-Dissatisfied	7	14
	(T)	50	100

Analysis:

20% of the people are mostly satisfied.

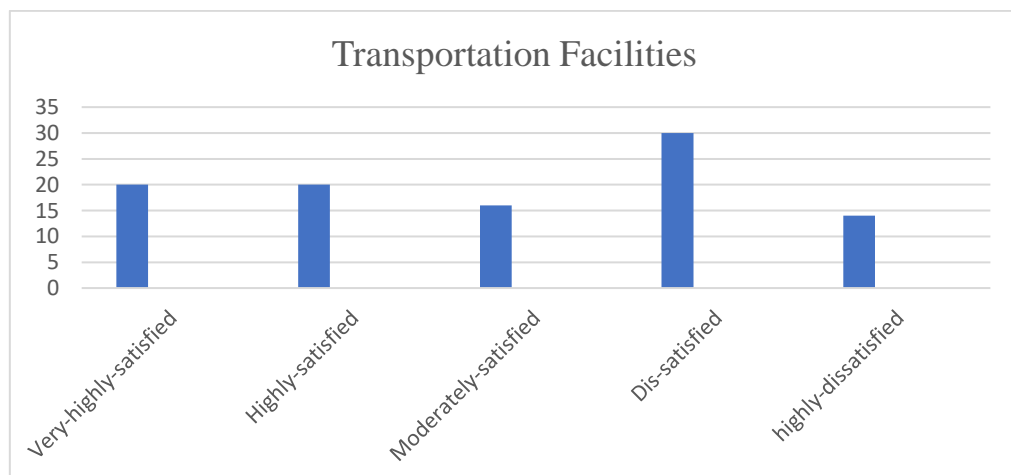
20% of the people are satisfied.

16% of the people are just satisfied.

30% of the people are dissatisfied.

14% of the people are mostly dissatisfied.

Graph 5



INTREPRETATION:

It is said from the above table that most of the people are dissatisfied from the transportation facilities.

Table 6

Drinking Water

SL.NO	Perception	Response	%
1	Very-Highly-adequate	12	24
2	Highly-adequate	7	14
3	Moderately-adequate	21	42
4	In-adequate	8	16
5	Highly-In-adequate	2	4
	(T)	50	100

Analysis:

24% are mostly happy from the drinking water facilities in the organisation.

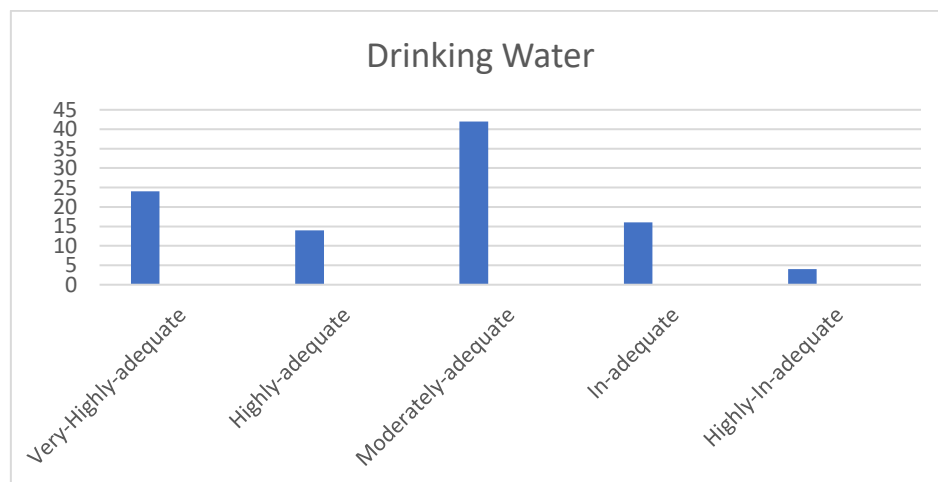
14% are happy from the drinking water facilities in the organisation.

42% are just happy from the drinking water facilities in the organisation.

16% are unhappy from the drinking water facilities in the organisation.

4% are mostly unhappy from the drinking water facilities in the organisation.

Graph 6



INTREPRETATION:

Majority of them are just happy with the drinking water facilities in the organisation.

Table 7

Canteen Food

SL.NO	Perception	Response	%
1	Highly-Satisfactory	8	14
2	Satisfied	12	26
3	Just pleased	18	38
4	Dis-satisfactory	5	14
5	Highly-Dissatisfactory	7	8
	(T)	50	100

Analysis:

14% are highly satisfied with the food in the canteen.

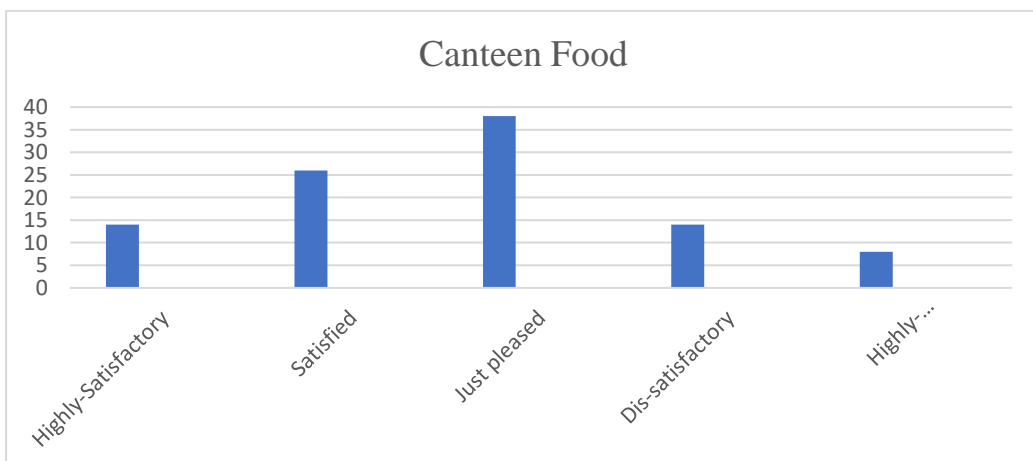
26% are satisfied with the food in the canteen.

38% are just satisfied with the food in the canteen.

14% are dis-satisfied with the food in the canteen.

8% are highly dissatisfied with the food in the canteen.

Graph 7



INTREPRETATION:

Many people are satisfied with the food in the canteen of the organisation is predicted from the above table.

Table 8

Trade-union

SL.NO	Perception	Response	%
1	Very-Highly-Satisfied	8	16
2	Highly-Satisfied	17	34
3	Moderately-Satisfied	15	30
4	Dis-satisfied	7	14
5	Highly-Dissatisfied	3	6
	(T)	50	100

Analysis:

16% of them are highly satisfied with the trade union activities.

34% of them are satisfied with the trade union activities.

30% of them are just satisfied with the trade union activities.

14% of them are dissatisfied with the trade union activities.

6% of them are highly unsatisfied with the trade union activities.

Graph 8



INTREPRETATION:

Majority of them are satisfied with the activities of the trade union in the organisation.

Table 9

Participation of the workers

SL.NO	Perception	Response	%
1	Agreed	17	34
2	Strongly-Agreed	4	8
3	Disagreed	15	30
4	Strongly-Disagreed	6	12
5	Neutral	8	16
	(T)	50	100

ANALYSIS:

34% have agreed for involvement in decision making process by the workers.

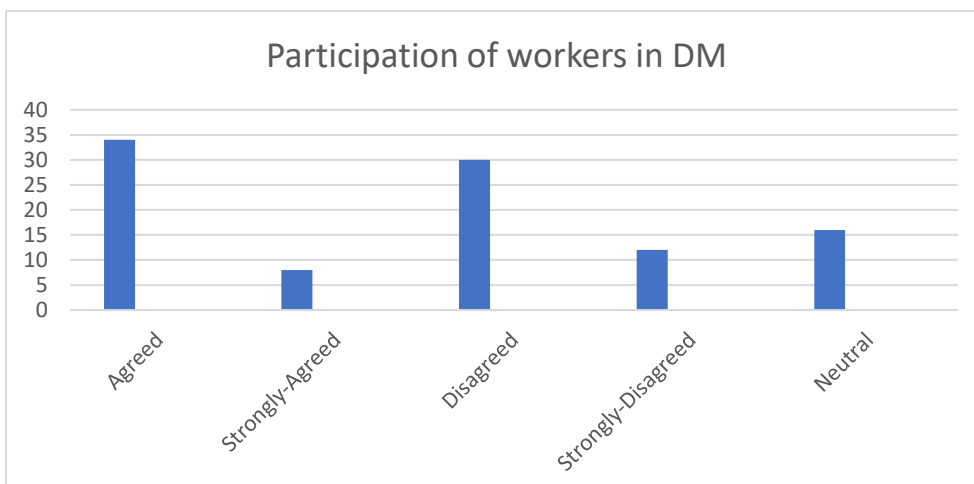
8% have strongly-agreed for involvement in decision making process by the workers.

30% have dis-agreed for involvement in decision making process by the workers.

12% have strongly-agreed for involvement in decision making process by the workers.

16% have neutral for involvement in decision making process by the workers.

Graph 9



INTREPRETATION:

All the employees in the organisation are involved in the decision making process in the organisation.

Table 10

Labour-management forums

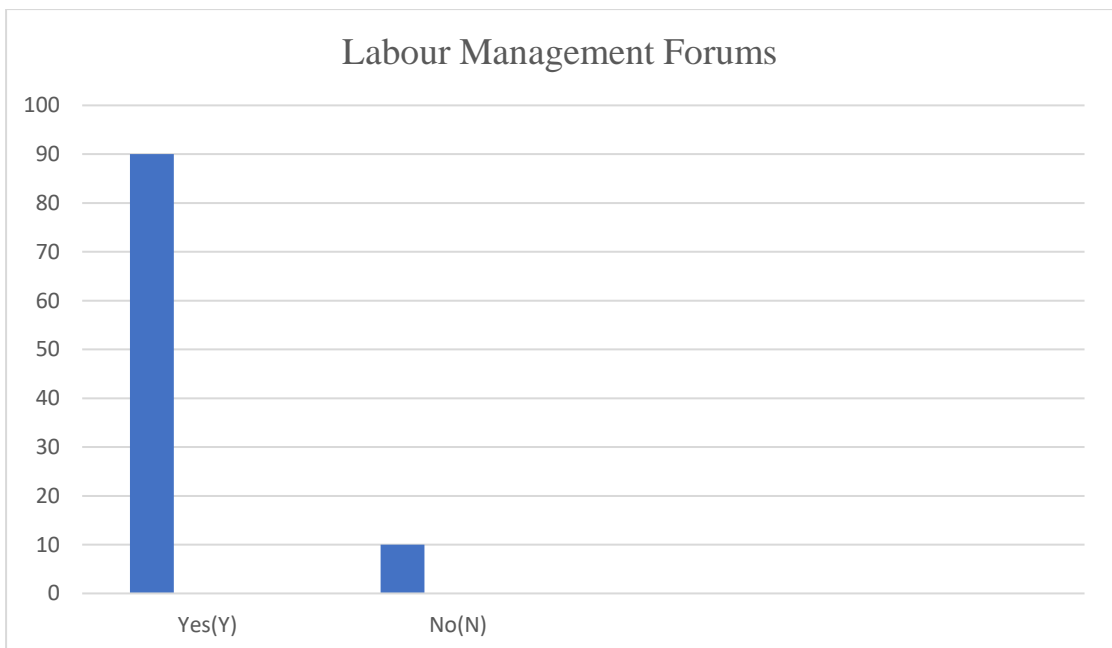
SL.NO	Perception	Response	%
1	Yes(Y)	45	90
2	No(N)	5	10
	(T)	50	100

Analysis:

45% of the company claims for the Labour Management forums.

5% of the company does not claim for the Labour Management forums.

Graph 10



INTREPRETATION:

Most of them claims for the Labour Management forums inn the organisation.

Table 11

Table showing respondents working condition satisfaction-level

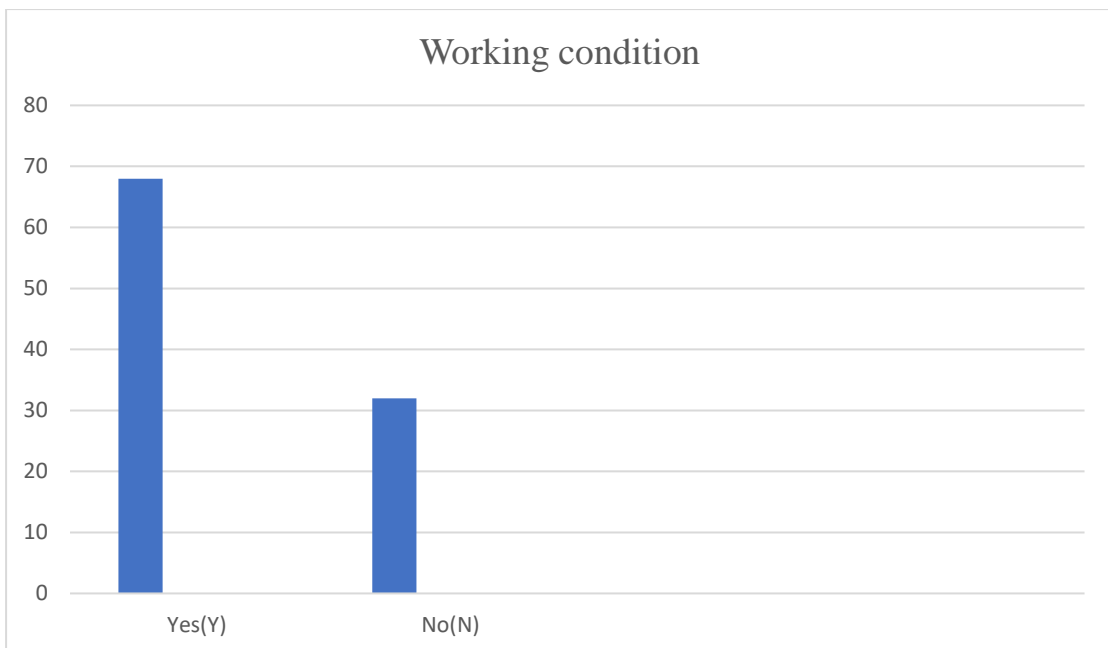
SL.NO	Perception	Response	%
1	Yes(Y)	34	68
2	No(N)	16	32
	(T)	50	100

Analysis:

68% of them are satisfied with the working conditions of the company.

32% of them are not satisfied with the working conditions of the company.

Graph 11



INTREPRETATION:

Many are pleased with the working conditions in the organisation.

Table 12

Welfare-facilities

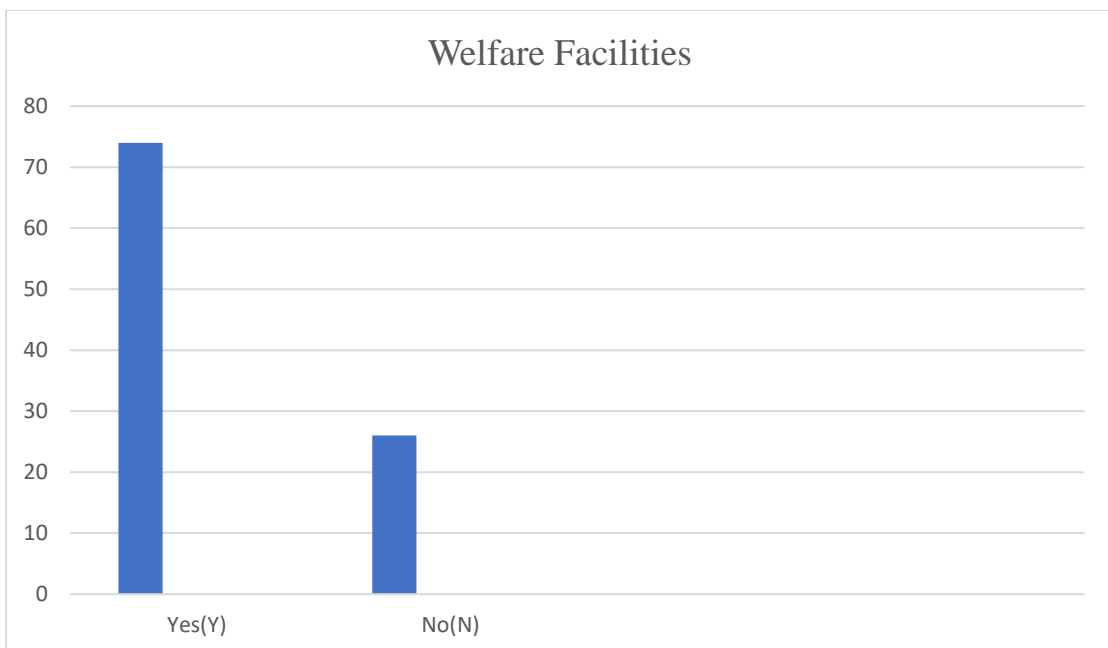
SL.NO	Perception	Response	%
1	Yes(Y)	37	74
2	No(N)	13	26
	(T)	50	100

Analysis:

74% of the employees say that they need welfare services in the organisation.

26% of the employees say that they don't need welfare services in the organisation.

Graph 12



INTREPRETATION:

Majority of them are pleased with that they need of the welfare facilities in the organisation.

Table 13

Trade union representation

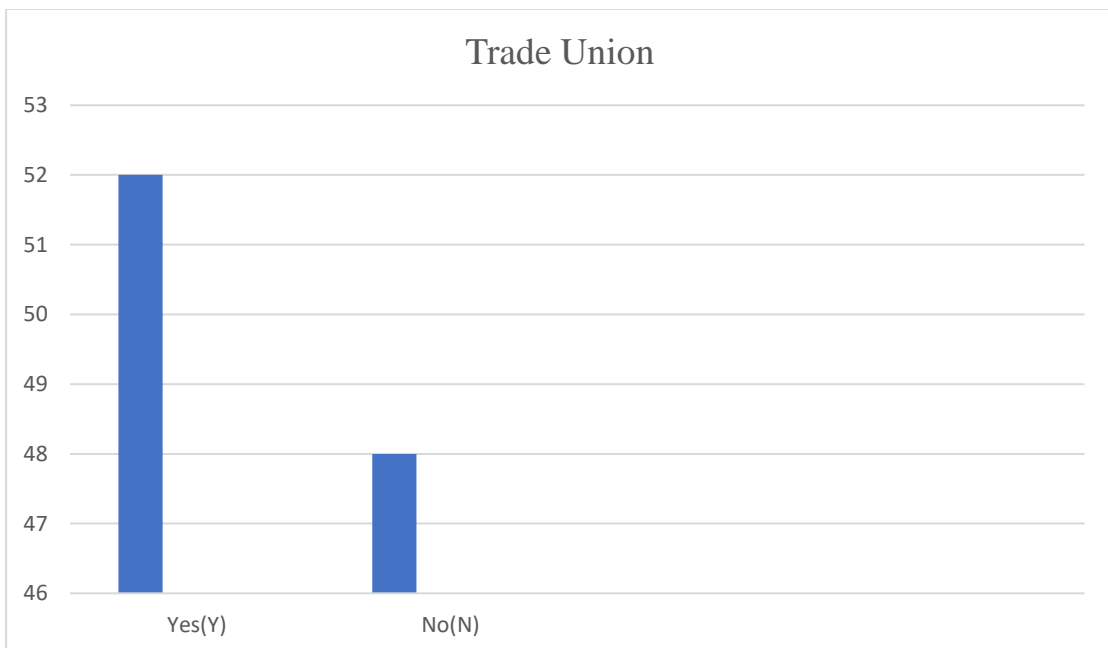
SL.NO	Perception	Response	%
1	Yes(Y)	26	52
2	No(N)	24	48
	(T)	50	100

Analysis:

52% of the employees say that the trade union represents the workers in the organisation.

48% of the employees say that the trade union does not represents the workers in the organisation.

Graph 13



INTREPRETATION:

From the above table we can conclude that majority are happy with trade union as well as unhappy with the trade union in the organisation. It seems like it is almost 50-50 ratio between them.

Table 14

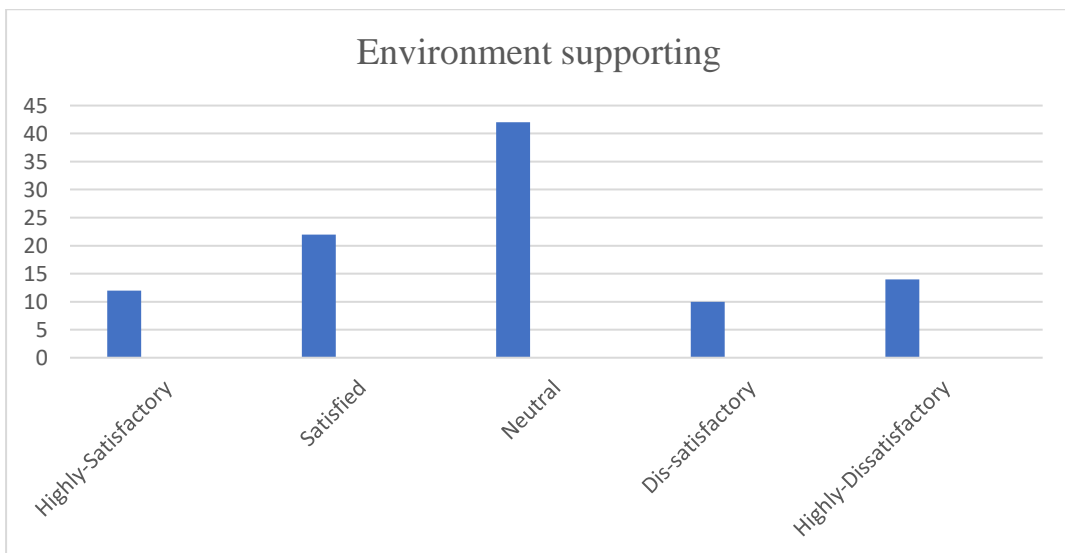
Environmental Support

SL.NO	Perception	Response	%
1	Highly-Satisfactory	6	12
2	Satisfied	11	22
3	Neutral	21	42
4	Dis-satisfactory	5	10
5	Highly-Dissatisfactory	7	14
	(T)	50	100

Analysis:

12% are very happy with the positive environment. The 22 % of respondents shared their views as especially pleased and on average 42% of employees were pleased with the positive working environment. And 10% are not pleased / unhappy with the respondents, 14 % are highly dissatisfied.

Graph 14



INTREPRETATION:

It is clearly explained that, on average, employees are pleased with promoting the working environment.

Table 15

Payment on time

SL.NO	Perception	Response	%
1	Highly-Satisfactory	14	28
2	Satisfied	8	16
3	Neutral	22	42
4	Dis-satisfactory	5	10
5	Highly-Dissatisfactory	1	2
	(T)	50	100

Analysis:

28% of them are highly pleased with the payment scheme followed by the company.

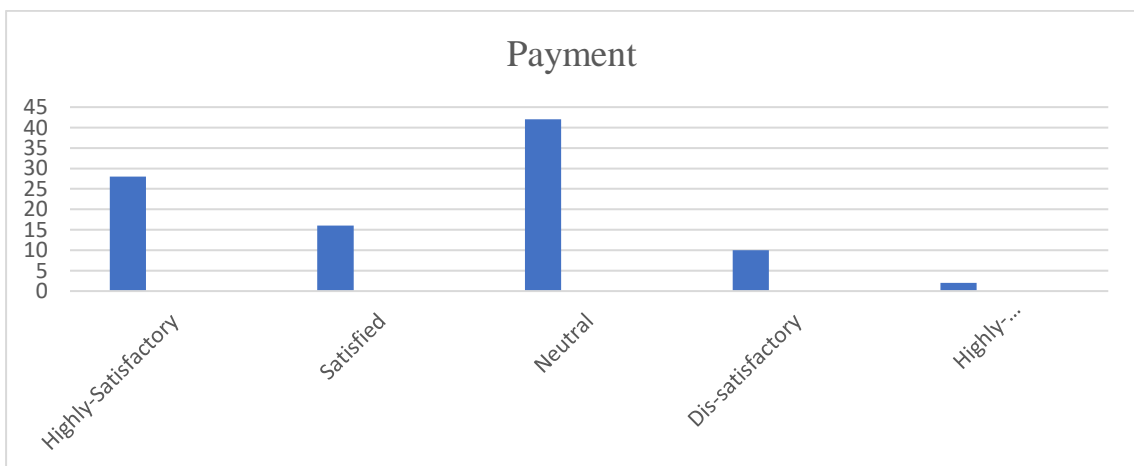
16% of them are pleased with the payment scheme followed by the company.

42% of them are just pleased with the payment scheme followed by the company.

10% of them are not pleased with the payment scheme followed by the company.

2% of them are highly not pleased with the payment scheme followed by the company.

Graph 15



INTREPRETATION:

It is clearly explained that the employees are on average pleased with the organisation's prompt payment of salaries.

CHAPTER 5

FINDING, CONCLUSION AND SUGGESTION

FINDINGS:

- 1) Majority are male workers in the company, this was declared by the survey conducted by the company.
- 2) Many people working here are less than 25 years when it is classified by age groups.
- 3) Most of them working in the organisation are with an experience of less than 5 years according to the survey.
- 4) Workers in the company are happy and aware of all the facilities and services in the organisation.
- 5) Majority of the employees in the organisation, i.e., almost 30% of them are unhappy with the transportation facilities.
- 6) By the survey conducted by the organisation it is clear that majority are happy with the adequacy of water facilities..
- 7) Around 38% of the employees are happy with the food facilities and food services in the company.
- 8) 34% of the employees are highly satisfied with the trade union activities conducted in the organisation.
- 9) We get a clear picture from the above the table 34% of the respondents are satisfied with the participation of the workers in decision making.
- 10) Labour management forums in the company are active according to the survey conducted.
- 11) The above survey provides clear evidence that most employees are pleased with the friendly working conditions provided to employees by the company.

- 12) The survey showed that most employees wanted additional welfare facilities from the organisation.
- 13) The Conducted Survey offers accurate evidence that 52 percent of respondents believe that trade unions really serve workers.
- 14) It was very clear from the above survey that 42 percent of employees are pleased with the organisation's positive and welcoming atmosphere.
- 15) The above survey showed that 42 percent of employees agree that the payment of salaries on time is moderate.

SUGGESTIONS:

- 1) 30% of employees are not happy with the transportation facilities offered by the company. It is therefore proposed that for successful work, all employees in the company should be treated equally. All employees should also be equipped with a good form of transport facility provided by the organisation.
- 2) Some of the employees are not pleased with the drinking water services offered by the organisation. The staff within the company should also be equipped with adequate water facilities.
- 3) The organisation should provide all kinds of employees inside the corporation with subsidised canteen food.
- 4) The Trade Union is an association of workers. They are framed for workers' protection and security against exploitation. Their primary slogan should concentrate on the wellbeing of employees here.
- 5) Each and every employee must and should have an opportunity to take part in the organisation's decision-making process. Participation of employees in management (WPM) to improve productivity.
- 6) 42 percent of the employees are happy with the working conditions provided. It was therefore proposed that management should take care of the remaining 74 percent of employees by having good welfare facilities required to do the job efficiently and effectively.
- 7) In order to please the employees and to raise the interest of the employees, the company must provide certain additional labour welfare facilities for the workers.
- 8) Trade unions are established to safeguard workers from exploitation. It was also strongly indicated that the trade unions could and should serve the workers by effectively solving their problems.
- 9) Management must provide the employees inside the company with a very good helping and enjoyable atmosphere. In order to work hard for greater organisational change, employees should be encouraged and inspired.
- 10) It was specifically suggested that the management should make a salary payment at a agreed time to the employees. Staff would surely be inspired to do the hard work if it is done on time.

COCLUSION:

After analysing the whole data it can be clearly stated that the overall satisfaction of the workers in the company about the welfare facilities which are covered under this study is satisfied.

Some, however, are not happy with the company's labour-welfare services. It is also strongly indicated that Labour welfare services should be further strengthened.

The quality of life and happiness level of the employees in the company are increased by increased welfare facilities.

Such enhanced welfare facilities provide employees with good working conditions and a living atmosphere that generally enhances the contribution of moral satisfaction to the company's goals or objectives.

BIBLIOGRAPHY

PUBLICATIONS

1. Olufunmilayo F. Odeku, Kola O. Odeku. "IMPORTANCE OF THE WELFARE FACILITIES IN THE WORKPLACE ISSUES IN PERSPECTIVES" , SOCIOECONOMICA.
2. Rupali Das. "chapter 16 Developing Sustainable Retail Food Value Chain for India" , IGI Global.
3. Gilberto Pérez Lechuga, Francisco Venegas Martínez, Elvia Pérez Ramírez. "chapter 7 Stochastic Optimization of Manufacture Systems by Using Markov Decision Processes" , IGI Global.
4. Salomé GoñiLegaz, Andrea Ollolópez. "Temporary contracts, participation in decision making and job satisfaction in European workers" , International Journal of Manpower.
5. Thanos Touloupis, Christina Athanasiades. "Principals' attitudes towards risky internet use of primary school students The role of occupational factors" , Education and Information Technologies.
6. Tushar G. Shitole, Satyajee D. Patil, Arjun G. Vasatkar. "Application of Network Analysis to Evaluate the Effective Resource Management" , Journal of Advances and Scholarly Researches in Allied Education.

Websites

Sunilagro foods official Website

Sunilagro.in

WEEKLY REPORT

Sl. No.	Activity	Activity Details	Duration
1	Activity-1	Understanding the Structure, Cultures followed by the company and function of organization.	Week-1 [3 rd Jan 2020 to 9 th Jan 2020]
2	Activity-2	Identification of the problem faced by the company through Literature-Review and Industry and company-profile.	Week-2 [10 th Jan 2020 to 16 th Jan 2020]
3	Activity-3	Deciding the final structure of the report along with the guide and structuring it.	Week-3 [17 th Jan 2020 to 23 rd Jan 2020]
4	Activity-4	Collecting the data, surfing the data, editing the data collected, coding the collected data and tabulating it and presenting the same to the guide for suggestions to make the analysis.	Week-4 [24 th Jan 2020 to 30 th Jan 2020]
5	Activity-5	Analysing and Finalizing the report after presenting it to the guide.	Week-5 [31 st Jan 2020 to 6 th Feb 2020]
6	Activity-6	Submission of final-Report to the University before one-week of the commencement of the theory examination.	Week-6 [9 th Feb 2020 to 16 th Feb 2020]

MARK NIKHIL A DASS

1CR18MBA22